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Topview Optronics Corp

2024
SUSTAINABILITY REPORT

SMART MANUFACTURING, SUSTAINABLE FUTURE

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Content

About This Report

Editorial Guidelines	We welcome all stakeholders to read Topview's 2024 Sustainability Report. Through this report, we aim to disclose our sustainability strategies and performance in the three key areas of social, governance, and environmental responsibility. It also serves as a response to the issues that matter most to our stakeholders regarding Topview's sustainable development. Our company website features a Sustainability section ([link]) that provides transparent and accessible information about our efforts and achievements across various aspects of sustainability. In support of environmental protection and paperless practices, we encourage you to download the digital version of the report from our "Sustainability" webpage. The report is available in both Chinese and English and can be accessed via the official sustainability page: https://www.topviewcorp.com/posts/en/csr/
Report Publication Date and Cycle	Last Published: Aug 2024 This Edition: Aug 2025 Next Edition (Expected): Aug 2026
Scope and Boundary of the Report	**Geographic Scope:** This report covers the operational activities of Topview in Taiwan, including the Taoyuan Headquarters/Factory and the Taichung Office. **Reporting Period:** January 1, 2024 to December 31, 2024. Any exceptions to this reporting period will be specified in the relevant sections of the report.
Data Collection and Calculation	Data collection for the full year of 2024 was conducted in accordance with the scope of the aforementioned report. The formulas for calculating indicators and data are detailed in the footnotes of each relevant section. Operational performance and financial data have been audited and verified by Deloitte Taiwan and are prepared in accordance with Generally Accepted Accounting Principles (GAAP), extracted from the annual report, and presented in New Taiwan Dollars (NTD). Social, environmental, and quality performance figures were compiled by the relevant internal departments. Environmental performance indicators are presented in accordance with internationally recognized standards. In cases where estimations were used, relevant sections of the report provide explanations.

Report Preparation Basis	Issuing Organization	Guidelines
	（Global Reporting Initiative, GRI）	GRI (GRI Standards)
	（Sustainability Accounting Standards Board, SASB Standards)	Electronics Manufacturing Services (EMS) and Original Design Manufacturing (ODM)
	Financial Stability Board (FSB)	(Task Force on Climate-related Financial Disclosures, TCFD)
	Taiwan Stock Exchange (TWSE)	Development of Listed Companies/ Regulations for the Preparation and Submission of Sustainability Reports by Emerging Stock Companies
	United Nations (UN)	(Global Compact) /(SDGs) Sustainable Development Goals (SDGs)

Internal Review Process	The Sustainability **Risk Management Department** is responsible for providing the data required for sustainability report disclosures. The Quality System team compiles the information submitted by each department. After gathering input, relevant departments are invited to review and revise the content. Any omissions are returned to the respective department heads for supplementation and confirmation. All performance data included in the report is reviewed by the heads of each department, then submitted through internal procedures for review by the President and the Chairman. The report is published upon approval by the Board of Directors. There have been no changes to the report structure compared to the previous edition. Any updates or modifications to the content of each section are noted accordingly within the relevant text.
External Assurance	This report has been assured by an independent third party, TÜV Rheinland Taiwan Ltd., in accordance with the AA1000 Assurance Standard. The verification confirms that the report meets the requirements for a Type 1, Moderate level of assurance.
Feedback and Contact Information	E-mail:csr@topviewcorp.com / http://www.topviewcorp.com If you have any suggestions or questions, please feel free to contact us. Topview values the opinions and feedback of its stakeholders and looks forward to further interaction and engagement. Contact Information: E-mail: csr@topviewcorp.com Website: http://www.topviewcorp.com

Message from the Chairman

To all partners who care about Topview Optronics Corp.,

Amid escalating geopolitical conflicts and significant political changes in major markets, customer uncertainty has increased, leading to a wait-and-see attitude. Consequently, end-market demand has weakened, and customers have adopted a more conservative ordering approach. Rising trade protectionism and looming tariff threats have caused further uncertainty, with customers unsure whether to relocate production in response to tariff policy changes.

Despite these challenges, through the joint efforts of all employees in 2024, our overall gross margin has improved. This was mainly driven by product mix optimization, increasing the sales proportion of high-margin products, thereby boosting overall gross profit. Although we did not surpass last year's peak, our revenue and profitability performance still exceeded historical levels.

Facing a turbulent global economic environment and rapid changes in the security control industry, the United States remains Taiwan's primary export market. The U.S. Clean Competition Act continues to be a key focus for Taiwanese manufacturers. We have accelerated the completion of ISO 14064 third-party verification of greenhouse gas emissions to better understand our carbon footprint, which serves as the basis for setting reduction targets and measures. Additionally, through the Ministry of Economic Affairs' "Leading Small by Large" guidance program, we are introducing smart technologies and driving supply chain partners toward low-carbon and intelligent transformation, enhancing production value and reducing carbon emissions. This effort lays the foundation for maintaining industry competitiveness in the future.

Looking ahead to the new year, inflation, rising electricity prices, and tariff impacts remain ongoing challenges. Topview Optronics Corp. will continue to closely monitor political and economic changes worldwide and actively adjust development strategies to respond to global trends and technological advancements. We will deepen the application of artificial intelligence by gradually integrating it into our internal operations to automate repetitive tasks, allowing employees to focus on high-value work and improving resource utilization. Moving forward, AI technologies will also be embedded in the front-end security imaging equipment, backend image management systems, and product development of our services and key technology deployments.

Our company will continue to uphold ESG principles by integrating them into our operational strategies. In addition to engaging stakeholders and advocating for sustainable development, we will keep innovating through the combination of internal and external resources, strengthening our competitive advantages. At the same time, we will optimize workforce planning and enhance corporate governance to develop and create more niches, working together toward a future that benefits the economy, society, and environment alike.

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ESG Performance Highlights

Topview Optronics Corp. follows the core principles of sustainable management and has established short-, medium-, and long-term sustainability goals across the economic, environmental, and social dimensions. The company has been continuously recognized with the Taiwan Corporate Sustainability Award – Sustainability Report Award, and in 2024, it was honored with the TSCA Sustainability Report Award – Silver Award.

The ESG-related performance highlights are as follows:

Economic / Corporate Governance

- Ranked within the top 6–20% in corporate governance evaluations
- Awarded the Silver Award by the Taiwan Sustainable Energy Research Foundation for Sustainability Reporting
- Achieved 100% employee participation in internal control and risk management training

Social

- Achieved 100% employee participation in integrity behavior training
- Zero employee grievance cases reported
- Achieved the goal of "Zero Workplace Occupational Accidents"

Environmental

- Completed 90% of investigations on environmentally relevant managed substances
- Maintained the effectiveness of the IECQ QC 080000 Hazardous Substance Process Management System
- Certified under ISO 14064 for greenhouse gas inventory verification

Sustainable Management of Topview Optronics Corp.

Facing a challenging business environment, the company continues to uphold its corporate citizenship spirit and commitments by integrating organizational resources and strengths to establish appropriate short-, medium-, and long-term development plans across three key dimensions: Corporate Governance, Environment, and Social Responsibility. These form the core pillars of our sustainability strategy.

As a member of the global community, sustainable development must be grounded in core values and aligned with the United Nations Sustainable Development Goals (SDGs). Therefore, we have incorporated the UN SDGs into our organizational culture, setting relevant goals that are integrated into our operational plans. We have developed measurable and time-bound targets and are implementing corresponding sustainability actions accordingly.

Short-, Medium-, and Long-Term Corporate Sustainability Management Performance Indicators and 2024 Results

Sustainability Dimensions		United Nations Sustainable Development Goals (SDGs)	The Relevance of SDGs to Businesses	Key Performance Indicators (KPIs)	2024 Objectives	Performance Against Targets in 2024	2025 Objectives	2030 Objectives (Medium- and Long-term Goals)
Reducing Energy and Resource Consumption and Promoting Environmental Sustainability	Green Products	SDG 9 產業、創新與基礎設施; SDG 11 永續城市; SDG 13 氣候行動; SDG 12 負責任的消費與生產	Green manufacturing is the cornerstone of the company's sustainable operations. The company is committed to becoming an environmentally responsible enterprise by not only implementing daily energy and resource management as well as waste control, but also improving products from the design stage to reduce their harmful impact on the environment.	Reduce energy and resource consumption and achieve waste reduction	Machining rate for molded parts reduced to ≤ 5%	Achievement: 1.19% Please refer to Section 3.1 for details.	≦5% (Compared to similar products designed in the past)	5%
				The product meets HSF requirements.	Customer complaints regarding HSF cases per month = 0 (Results for the current year, no cumulative count)	Target achieved (0 cases per month)	Customer complaints of HSF cases: 0 per month	**Customer complaints of HSF cases Monthly = 0 cases**
	Green Operations			Reduce electricity consumption	**Reduce by 1%** (Based on the year 2021 as the baseline) (Using Taoyuan Headquarters/Factory as the scope of calculation)	Target achieved	**Set targets not exceeding those of 2021** Please refer to Chapter 5.2 for details.	5%
				Increase the proportion of recycled materials in waste	9%	Target Achieved: Average 11.1%	9%	9%

Sustainability Dimensions		United Nations Sustainable Development Goals (SDGs)	The Relevance of SDGs to Businesses	Key Performance Indicators (KPIs)	2024 Objectives	Performance Against Targets in 2024	2025 Objectives	2030 Objectives (Medium- and Long-term Goals)
Employee Well-being and Social Participation	Talent Development and Well-being	SDG 4 優質教育	Providing employees with a safe and healthy working environment and safeguarding their rights are the foundation of sustainable business operations. By fostering a culture of continuous learning and creating valuable knowledge, employees become the greatest competitive advantage of the team, fostering a win-win situation.	Training Implementation Rate	70% (Current year results only, not cumulative)	Target achieved	The training implementation rate reached over 70%.	The training implementation rate reaches over 70% annually.
		SDG 3 良好健康與社會福利	Offer a safe, healthy workplace and uphold employee rights.	Reduction in the number of occupational accident cases.	Reduce the number of occupational accidents to zero per month. (Current year results only; not cumulative)	Target Achieved (0 cases per month)	Achieve zero occupational accidents on a monthly basis.	0 cases per month
Economic Governance and Value Chain Management	Economic Governance and Value Chain Management	SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; SDG 17 PARTNERSHIPS FOR THE GOALS	Topview is committed to integrating the concept of sustainable development into various aspects of its operations. In the procurement process, we consider not only economic benefits	Written Environmental, Safety, and Health Survey of New Suppliers (%)	90% (This indicator reflects results for the current year only; no cumulative data)	Target Achieved: 90%	90%	Achieved completion of environmental, safety, and health surveys for new suppliers at over 85%.

Sustainability Dimensions		United Nations Sustainable Development Goals (SDGs)	The Relevance of SDGs to Businesses	Key Performance Indicators (KPIs)	2024 Objectives	Performance Against Targets in 2024	2025 Objectives	2030 Objectives (Medium- and Long-term Goals)
			but also environmental and social impacts. Leveraging our influence, we lead our suppliers to continuously improve in areas such as technology, quality, delivery, environmental protection, safety, and hygiene, thereby building a sustainable supply chain.					
	Financial Performance		Committed to enhancing corporate governance and continuously improving management and profitability to align with the interests of stakeholders.	Corporate Governance Evaluation (%)	Top 6–20% (Current year results only; not cumulative)	Target achieved	Remain in the top 6–20%	Achieve sustainable operations
			Prevent damage to the company's reputation and operations caused by corruption, bribery, and related misconduct.	Percentage of All Employees Trained in Integrity Conduct (%)	100% (Current year results only; not cumulative)	Target achieved	100%	100% annually
			Strengthen global sustainable development partnerships and	Customer Satisfaction Survey Score	85 points (Current year results only; not cumulative)	Ch 3.2 Target Achieved 88 points See Chapter 3.2	85 points	Target achieved: 90 points

Sustainability Dimensions	United Nations Sustainable Development Goals (SDGs)	The Relevance of SDGs to Businesses	Key Performance Indicators (KPIs)	2024 Objectives	Performance Against Targets in 2024	2025 Objectives	2030 Objectives (Medium- and Long-term Goals)
		commit to delivering products and services that satisfy our customers.			for details		

Note: In order to reduce energy and resource consumption and achieve waste reduction, a new management indicator—reduction of machining rate for molded parts—was introduced for the first time in 2023. Based on actual implementation benchmarks, the target was revised from 8% down to 5%.

1.1 Company Overview

Topview Optronics Corps.(hereinafter referred to as Topview) has been deeply engaged in the surveillance industry for over 20 years. Leveraging a strong R&D team and advanced manufacturing technology, the company continues to enhance the added value of its existing products. Its business partners are primarily internationally renowned companies from Europe, the United States, and Japan. Sunpin's products are mainly sold in regions including the Americas, Europe, and Japan.

Business Philosophy

AHappy Enterprise

- Uphold a people-first spirit that prioritizes employee well-being and fosters a positive organizational culture.

- Share profits with employees by linking company performance to individual performance.

- Encourage employees to pursue entrepreneurial opportunities and explore new markets and business ventures.

An Honest Enterprise

- Integrity is a fundamental work ethic and guiding principle for all employees.

- Promote mutual growth and prosperity with suppliers and business partners.

- Commit to delivering quality service and safeguarding the interests of customers.

A Sustainable Enterprise

- Learn from the longevity of century-old companies in Europe and the United States.

- Continuously invest in R&D capabilities to build a strong competitive advantage.

- Fulfill corporate social responsibility and strive for long-term sustainable development.

Stock Ticker Symbol	6556
Establishment Date	1994
Address	No. 10, Dacheng Rd., Taoyuan City, Taiwan(Headquarters / Factory)
Other Operational Sites	Taichung Office: 10F., No. 375, Wuquan Rd., North District, Taichung City, Taiwan
Registered Capital	NT$400 million
Number of Employees	Approximately 400 employees
Company Website	https://www.topviewcorp.com/
Sustainability Section URL	https://www.topviewcorp.com/posts/tw/csr/
Main Products	1.Mid-to-high-end Network Surveillance Cameras 2.Customized Application Firmware (FW) for IP Camera Surveillance Functions 3.Speed Dome Accessories for Surveillance Cameras 4.EMS/OEM/ODM/JDM Design and Manufacturing of Security Surveillance System Products 5.OEM Manufacturing of NVR (Network Video Recorder) and Remote Surveillance Video Management Software

Operational Performance

The analysis of operating revenues, expenses, and profitability from the individual financial reports for the years 2020 to 2024 is detailed in the table below. For more comprehensive information on the company's operational performance and financial data, please visit our official website or the Market Observation Post System (MOPS).

Official Website: https://www.topviewcorp.com/posts/en/investor_relations/

Market Observation Post System (MOPS): https://mops.twse.com.tw/mops/ for related information.

Year	2020	2021	2022	2023	2024
Net Revenue (NT$ Million)	1,566	1,985	2,235	1,891	1,672
Operating Costs (NT$ Million)	1,204	1,506	1,573	1,396	1,077
Net Profit Margin	4.10%	6.46%	12.74%	9.38%	15.22%
Basic Earnings Per Share (NT$)	2.23	4.46	9.91	6.17	8.85
Debt-to-Asset Ratio	44.66%	49.86%	45.91%	33.23%	25.96%
Long-term Capital to Fixed Assets Ratio	160.69%	170.27%	196.53%	197.18%	215.77%
Return on Assets (ROA)	3.54%	6.37%	12.40%	8.17%	12.61%
Return on Equity (ROE)	6.14%	11.80%	23.35%	13.29%	17.74%

1.2 Stakeholder Engagement and Materiality Analysis

Stakeholder Identification

Gaining the trust and support of stakeholders is the driving force behind our company's sustainable development. To identify representative stakeholders, Sunpin Electronics refers to the AA1000 Stakeholder Engagement Standard (AA1000 SES) for assessment and has identified six stakeholder groups: employees, customers, suppliers/contractors, investors (shareholders), government, and the community. Each year, we conduct relevance assessments to review stakeholder questionnaire responses, and report the key concerns, communication status, execution details, and outcomes to the Board of Directors.

In addition to maintaining various forms of interaction with stakeholders in daily operations, we have established an external communication mailbox (csr@topviewcorp.com) on our official website as the fundamental channel for stakeholder communication. This mailbox is managed by dedicated personnel and categorized responses are forwarded to the responsible departments for handling. Meanwhile, to facilitate comprehensive and effective communication, Topview has set up a dedicated stakeholder section on the company website (please add link) where contact information for specific points of contact for different stakeholder groups is clearly provided. Furthermore, communication channels are established according to stakeholder attributes and needs.

In addition, information regarding the main topics of concern and communication channels for stakeholders is summarized in the table below for stakeholders' reference.
Stakeholder Communication Channels and Key Topics of Concern

Stakeholders		Significance of Stakeholders to the Organization	Communication Channels	Communication Frequency	Key Topics of Concern	Engagement Outcomes	Response Section
Employees	Active Employees	Employees are the company's most valuable asset. By strengthening employee cohesion and enhancing their professional knowledge and skills, we aim to improve the company's competitiveness and achieve mutual growth alongside sustainable development	Training and Development HR Email: HR@topviewcorp.com Bulletin Board (EIP Employee Portal) Welfare Committee Labor-Management Meetings Health Checkups Performance Reviews	According to Training Plan Irregular / As Needed Quarterly Once every 2 years Twice a year	Labor-Management Relations Salaries and Wages Talent Development and Training Employee Benefits and Activities Occupational Health and Safety	1.In 2024, Topview's total training hours reached 1,682.7 hours, with a total of 822 participants. On average, each employee received 2.05 hours of training in 2024. 2.The Welfare Committee members are re-elected every 2 years. 3.Labor meetings are held quarterly in 2024, totaling 4 sessions. 4.Two performance review meetings were conducted with employees.	CH 4.2 Employee Overview CH 4.3 Compensation CH 4.4 Talent Training CH 4.5 Employee Benefits CH 4.6 Occupational Health and Safety
Customers	Brand Customer	Listening to customer needs and assisting them in solving problems to enhance customer satisfaction is the company's top priority.	Customer Audits Customer Satisfaction Surveys Sales Contact Point Interviews and Meetings with Senior Executives/Sales Staff	Irregular / As Needed Once a Year / Annually Irregular / As Needed Irregular / As	Quality Service Product Safety Green Products and Carbon Reduction Design Customer Privacy Protection Product Responsibility Compliance	The average customer satisfaction score is 88 points.	CH 3.1 Green Products and Carbon Reduction Design CH 3.2 Customer Service and Product Value Chain

			sales.camera@topviewcorp.com Sales Email: sales.camera@topviewcorp.com	Needed			
Investors	Shareholders	Proactively communicate the company's operational and financial status to shareholders, safeguarding their rights and interests.	Financial Statements Company Official Website Investor Conference / Earnings Conference Shareholders' Meeting / Annual General Meeting (AGM) Annual Report Publication Market Observation Post System (MOPS) pr@topviewcorp.com Shareholders' Email: pr@topviewcorp.com	Irregular / As Needed Irregular / As Needed Once every 3 years Once a year / Annually Once a year / Annually	Corporate Governance Company Financial and Operational Information Operational Status	Board of Directors and Audit Committee Reports (5 times) Shareholders' Annual General Meeting (1 time)　Institutional Investor Briefing (1 time) Market Observation Post System (MOPS) (Irregular) Spokesperson System (Irregular) Company Website and Investor Email (Irregular) In addition to the irregular release of financial and business-related information through announcements or press releases, these are also disclosed and maintained on the company's official website.	CH 1.1 Company Overview CH 2.2 Corporate Governance
Suppliers	Suppliers/Contractors	By collaborating with suppliers and contractors, we are able to deliver products and services to our customers. Therefore, sustainable supply chain management has always been a key focus of our efforts.	Supplier Survey Procurement Contact Point Complaint Email Supplier EC Platform (EC = E-commerce) On-site Audit	Irregular / As Needed Irregular / As Needed Irregular / As Needed Irregular / As Needed Irregular / As Needed Annual Evaluation, Once a Year	Anti-Corruption Fair Trade Risk Management Prohibition and Restriction of Hazardous Substances Conflict Minerals	The survey response rate for the Environmental, Safety, and Health Management Questionnaire of new suppliers reached 100%. The annual supplier audit completion rate was 100%.	CH 2.3 Integrity and Fair Trade CH 3.1 Green Products and Carbon Reduction Design CH 3.3 Value Chain Management
Community	Environmental Organizations	Starting from the spirit of "Care and Contribution," we unite the love of many employees and coordinate with the group's various local care initiatives to concretely fulfill the company's commitment to social responsibility.	External Communication Mailbox	Irregular / As Needed	Pollution Prevention Strategy	1.Financial and business-related information is released irregularly through announcements or press releases, and is also disclosed on the company's official website. 2.We continuously support the Garden of Hope Foundation, the Christian Relief Association, and other related social welfare organizations	CH 5 Environmental Sustainability and Carbon Management
	Media		Company Official Website Irregular Press Conferences Occasional Media Interviews Irregular News Releases		Company Financial Information Operational Status Corporate Social Responsibility (CSR)		CH 1.1 Company Overview Sustainability Report
	General Public		Company Official Website Media News External Communication		Environmental Protection Public Welfare Activities		CH 5 Environmental Sustainability and Carbon Management

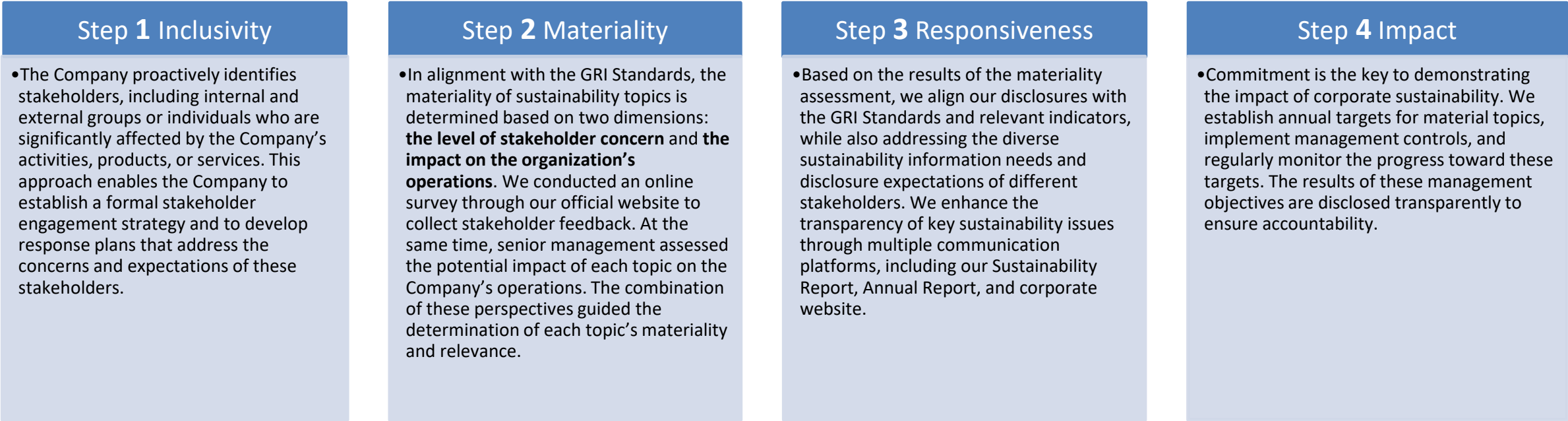|			Mailbox Email: csr@topviewcorp.com Integrity Mailbox Email: honest@topviewcorp.com				CH 4.7 Social Harmony and Care
Government	Government Agencies	Compliance with government regulations is the minimum requirement for corporate operations. Topview Corp. has established relevant management systems, which are audited by internal audit units and external verification bodies to ensure conformity in business execution.	Spot check On-site visit Official correspondence Labor inspection / Labor audit	Irregular / As Needed	Regulatory compliance Environmental protection Labor rights Corporate governance	Around 10 communications are conducted annually on topics such as environmental protection, occupational safety and health (EHS), and human resources, including spot checks, on-site visits, official correspondence, and labor inspections.	Corporate Sustainability Report CH 2.2 Corporate Governance CH 4 Employee Relations and Social Engagement

Due Diligence

Through a stakeholder communication mechanism, the Company regularly or occasionally engages with stakeholders through various channels to conduct mutual dialogue. These efforts aim to carry out due diligence on issues related to environmental, social (including human rights), and corporate governance aspects. The objective is to effectively identify, prevent, mitigate, and explain both actual and potential negative impacts, as well as positive outcomes associated with these issues.

In cases where actual adverse impacts are identified, appropriate response measures will be assessed based on the nature and extent of the negative impact. Relevant policies — including due diligence and early warning principles — will be implemented to address actual impacts through remedy, and potential impacts through preventive or mitigating actions.

Identification and Analysis of Material Topics

To ensure that the content disclosed in the sustainability report meets the expectations and needs of stakeholders—and that sustainability information is communicated effectively—our company has developed a materiality analysis framework based on the GRI Standards, the AA1000 Stakeholder Engagement Standard (AA1000 SES), and the AA1000 Accountability Principles (AA1000 AP). This framework helps us identify key sustainability topics and understand which issues stakeholders prioritize and which may significantly impact our business operations. These insights serve as a foundation for compiling our sustainability report and engaging effectively with stakeholders.

The materiality analysis not only guides the preparation of our non-financial reporting but also informs the development of our long-term sustainability goals and strategies. By collecting and analyzing stakeholder feedback, we gain insights into the sustainability issues they care about most with respect to Shampion Electronics. We then assess the potential impact of these issues on our operations. Ultimately, eight material topics were identified as our company's sustainability priorities, which now guide our efforts and the formulation of long-term sustainability management objectives.

Step **1** Inclusivity	Step **2** Materiality	Step **3** Responsiveness	Step **4** Impact
•The Company proactively identifies stakeholders, including internal and external groups or individuals who are significantly affected by the Company's activities, products, or services. This approach enables the Company to establish a formal stakeholder engagement strategy and to develop response plans that address the concerns and expectations of these stakeholders.	•In alignment with the GRI Standards, the materiality of sustainability topics is determined based on two dimensions: **the level of stakeholder concern** and **the impact on the organization's operations**. We conducted an online survey through our official website to collect stakeholder feedback. At the same time, senior management assessed the potential impact of each topic on the Company's operations. The combination of these perspectives guided the determination of each topic's materiality and relevance.	•Based on the results of the materiality assessment, we align our disclosures with the GRI Standards and relevant indicators, while also addressing the diverse sustainability information needs and disclosure expectations of different stakeholders. We enhance the transparency of key sustainability issues through multiple communication platforms, including our Sustainability Report, Annual Report, and corporate website.	•Commitment is the key to demonstrating the impact of corporate sustainability. We establish annual targets for material topics, implement management controls, and regularly monitor the progress toward these targets. The results of these management objectives are disclosed transparently to ensure accountability.

1. Consolidation of ESG-related Topics:

- Based on the GRI Standards, SASB indicators for the Electronic Manufacturing Services and Original Design Manufacturing sectors, the United Nations Sustainable Development Goals (SDGs), as well as internal and external issues related to company operations, industry-specific topics, and internationally recognized sustainability matters or trends across environmental, social, and economic dimensions.

2. Materiality Survey:

- An online questionnaire was set up on the company website, and a total of 19 responses were collected. The distribution of respondents covers different stakeholder groups. The survey aimed to assess the level of concern among stakeholders regarding various ESG topics.

3. Materiality Identification:

- Based on the statistical evaluation of the two dimensions — **stakeholder concern** and **impact on the company** — a materiality assessment was conducted involving discussion, evaluation, and judgment. As a result, eight material topics were identified.

4. Management and Disclosure of Material Topics:

The eight material topics and relevant implementation information are appropriately disclosed in the corresponding chapters of this report to address the concerns of different stakeholder groups.

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員工

客戶
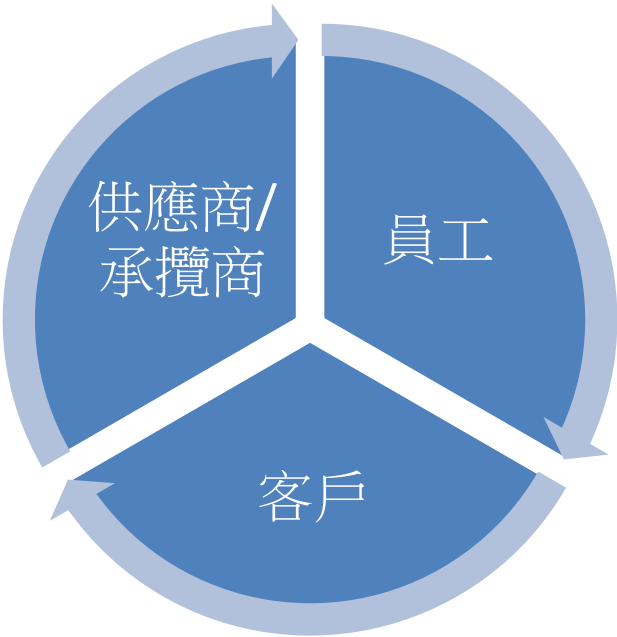
Suppliers / Contractors	1
Employees	11
Customers	6
Shareholders	1

Materiality Matrix

Material Topic Management

Based on stakeholder concerns, an assessment was conducted on the impact of each issue on the company. Through cross-analysis of the results, eight material topics were identified according to their level of impact on the company.

● indicates a direct impact   ○ indicates an indirect impact

No.	Aspect	Material Topic	Significance to Topview	Internal	Customers	Suppliers / Contractors	Shareholders / Investors	Corresponding GRI Standards	Corresponding chapters of objectives and management policies
					Value Chain Impact Boundary				
						External			
1	Governance / Economic	Customer Relationship Management	Customer demands serve as the driving force behind our company's growth. Topview prioritizes customer satisfaction and is committed to delivering exceptional service and superior quality. Through these efforts, we aim to enhance operational performance and strengthen our core competitiveness.	●	●	○	●	GRI-417-1 GRI-417-2	3.2 Customer Service and Product Quality (Material Topic)
2	Governance	Ethical Conduct and Fair Trade	To prevent unethical behavior that could erode trust among business partners, lower employee morale, and lead to corporate losses, Topview has established relevant regulations to ensure that all members uphold the highest standards of conduct in all business activities.	●	●		●	Topview Specific	2.3 Integrity and Fair Trade (Material Topic)
3	Social	Customer Privacy Protection	Any breach of customer privacy could lead to a decline in customer loyalty and satisfaction, negatively impact the company's reputation and business operations, and even result in litigation. Therefore, it is essential to ensure that customer privacy is respected and protected.	●	●	○	●	GRI-418-1	3.2 Customer Service and Product Quality (Material Topic)
4	Social	Labor-Management Relations / Employer-Employee Relations	To maintain a positive employer-employee relationship, the company has established effective and transparent communication channels, allowing employees to stay informed about company updates. Employees are also encouraged to provide feedback and suggestions regarding business operations and development, which serve as valuable references for decision-makers.	●	○	○	○	GRI 401-1 GRI 401-2 GRI 401-3 GRI-409-1	4.1 Labor Relations 4.2 Employee Profile 4.3 Compensation 4.5 Employee Benefits (Material Topics)

No.	Category	Topic	Description					GRI	Corresponding Section
5	Environmental	Green Design / Eco-friendly Design	From the early stages of product design, Topview evaluates the potential environmental impacts and risks of its products and components throughout their life cycle. This proactive approach ensures compliance with regulatory requirements in the markets where the products are sold, while also aiming to reduce carbon emissions and minimize environmental impact—aligning with the principles of green product design.	●	●	●		Topview Specific	3.1 Green Products and Carbon Reduction Design (Material Topic)
6	Environmental	Customer Health and Safety	Topview is committed to implementing various management systems to ensure that its products are designed and manufactured in compliance with applicable regulations and meet customer requirements for health and safety.	●	●	○	○	GRI-416-1 GRI-416-2	3.1 Green Products and Carbon Reduction Design (Material Topic)
7	Environmental	Energy Saving and Carbon Reduction	Energy conservation and carbon reduction have become key priorities for both international communities and governments. In order to reduce energy consumption and greenhouse gas emissions, the company must implement relevant strategies to maintain its competitiveness.	●	●	○		GRI-302-1 GRI-302-4、5 GRI-305-1、2 GRI-305-5	3.1 Green Products and Carbon Reduction Design (Material Topic) 5.2 Energy Management (Material Topic)
8	Social	Occupational Health and Safety (OHS)	Occupational safety and health matters are promoted through the Environmental, Safety, and Health (ESH) Management Committee to ensure that every employee can carry out their work safely, while effectively implementing all occupational safety, health, and hygiene requirements.	●	○	○		GRI-403-1~10	4.6 Occupational Health and Safety (Material Topic)

There are no differences compared to the material topics identified in 2023.

Integrity-driven Governance and Strategic Planning

2.1 Scope of Business and Product Offerings

Topview – The Driving Force Behind Leading Security Brands

Since its inception, Topview has focused on the research, development, and manufacturing of mid- to high-end security surveillance products. With over two decades of accumulated experience, Topview has pioneered a uniquely customized development model in the security industry, offering tailor-made hardware and software design services for leading and second-tier brands worldwide.

Through long-term strategic partnerships with top-tier clients across Europe, the U.S., and Japan, Topview has established a clear business model and market differentiation. Internally, the company continues to drive digital transformation to systematize and digitize its manufacturing management, ensuring design quality and operational efficiency.

This approach has enabled clients to maintain a competitive edge, even amid the influx of low-cost Chinese products in the global market—resulting in mutual growth and win-win outcomes.

Business Model

Topview's greatest competitive advantage lies in its rich and diverse product offerings. By adopting a low-volume, high-mix strategy, the company successfully targets niche markets. It actively invests in R&D and system integration, aiming to become a key provider of products and technologies in the IoT industry—driven by 5G and AIoT—while enabling customers to develop a wide range of intelligent applications.

As a professional developer and manufacturer of security surveillance products, Topview collaborates with its clients through the following operational model breakdown:

(委託設計)
ODM business 35%
• Customer defines the specifications
• Topview finishes the design and manufactures the products

(純代工)
EMS business 15%
• Electronic Manufacture Service (EMS)
• Customer provides the design
• Topview manufactures the products

(中性品)
OEM business 10%
• Topview provides the design
• Topview manufactures the products

(共同開發)
JDM business 40%
• Customer and Topview jointly design the products
• Topview will be the manufactory

Pie chart labels: JDM business 40%, ODM business 35%, EMS business 15%, OEM business 10%

- **Topview's Operational Model with Clients**

- **ODM (Original Design Manufacturing):**
  Clients specify the product requirements, and Topview is responsible for both development and manufacturing. This model accounts for 35% of the company's total operations.

- **OEM (Original Equipment Manufacturing):**
  Topview defines the product roadmap, handles R&D and manufacturing, while clients rebrand and sell the products under their own labels. This contributes to 10% of total operations.

- **EMS (Electronics Manufacturing Services):**
  Clients develop the product design themselves and outsource manufacturing to Topview. As a pure contract manufacturing model, this represents 15% of total operations.

- **JDM (Joint Design Manufacturing):**
  Products are co-developed through close collaboration between Topview and its clients, with Topview responsible for final production. This model makes up 40% of the company's operations.

Together, ODM and JDM models contribute 70% of total revenue, demonstrating Topview's strong R&D capabilities in both hardware and software. The products developed under these models consistently serve as the backbone behind many leading global brands in the security industry, underscoring Topview's technical leadership.

Moreover, by offering flexible customization and platform integration services, Topview is seeing a growing trend of collaboration with top-tier brands under the JDM model—further reinforcing its position as a trusted development and manufacturing partner.

Industry Trends – Current Status of the Security Surveillance Industry

With the rise of the Internet of Things (IoT), the security surveillance industry has significantly expanded the scope of video monitoring applications. According to various market research reports, the global video surveillance market experienced a compound annual growth rate (CAGR) of 16.56% from 2015 to 2022. Among the key drivers of this growth is the IP camera (Internet Protocol Camera) segment, which continues to be the main momentum behind overall industry expansion.

The ongoing development and commercialization of IoT technologies have brought new opportunities to the surveillance industry. Governments around the world are actively promoting IoT integration across public, private, and academic sectors through policy initiatives. At the same time, major multinational corporations have increased their investments in artificial intelligence (AI) and IoT-related R&D, accelerating the adoption of smart surveillance technologies.

Amid shifting global dynamics and the rapid evolution of smart connectivity, Topview has positioned itself at the core of the surveillance industry by focusing on camera design and manufacturing. The company addresses vertical integration needs—filling gaps left by changes in the industry ecosystem—and horizontally expands its product diversity.

Leveraging years of industry experience, Topview continues to optimize production efficiency as a key component of enhancing its core value. The company is committed to delivering high-performance, high-quality products that meet the diverse needs of clients, enabling them to create product differentiation and maintain a competitive edge in the market.

- Open SDK Integration for Third-Party Software Support

- AI-Powered Network Video Recorders with Deep Learning-Based Video Analytics

- Video Surveillance Cameras with People, Object, and License Plate Recognition Capabilities

- Production Automation: PCB-Level and System-Level Assembly Automation Implemented (Semi-Automated Production Achieved)

- Large-Scale Military-Grade PTZ Thermal Imaging and Visual Surveillance Cameras

- High-Resolution, Proprietary Non-China 32-Channel AI-Powered Network Video Recorders

- Smart Factory Solutions Integrating AI with Automated Equipment and Intelligent Transport Systems

- Lightweight, Multi-Focal Length Full-Series Surveillance Cameras

- Development and Integration of High-Megapixel (8MP+) and High-Zoom Lens Modules

- AIoT Surveillance Cameras with 5G Wireless Network Connectivity

- Crisis Detection and Real-Time Emergency Response Surveillance Systems

AI-Powered Intelligent Video Analytics

In response to customer demand, Topview began developing a series of video analytics technologies as early as 2016 to meet growing market needs. Since then, the company has continuously refined its solutions to make surveillance management more automated and user-friendly.

Intelligent analytics provide advanced capabilities in video management, search, and analysis, including object behavior detection, target identification within footage, and more—features that can be tailored to customer requirements to enhance video content applications.

With the rapid advancement of AI technologies in recent years and their increasing relevance in the security surveillance field, Topview has actively invested in the development of AI-related solutions. The company sees smart video analytics not only as a means to expand the scope of surveillance applications but also as a key driver of future industry growth.

H.265 High-Definition Video Compression Solution

Topview has developed its proprietary Enhanced H.265 compression technology, achieving significantly improved compression efficiency. By combining high-definition video quality with high-efficiency compression, Topview holds a critical advantage in the digital surveillance sector.

This advanced solution enables clients to drastically reduce bandwidth usage and storage requirements, making it a key enabler for scalable, high-performance video surveillance systems.

Diversified Product Line

Topview sources DSP components and raw materials from leading manufacturers in Taiwan, the United States, and Japan. Through strategies such as centralized procurement, enhanced price negotiation, inventory risk reduction, and semi-automated production, the company delivers products that offer top-tier performance, superior quality, and competitive pricing.

These competitive advantages, combined with a diverse and comprehensive product line, have earned Topview the trust and recognition of clients worldwide.

Specialized Application Cameras

As a professional manufacturer of security surveillance products, Topview not only focuses on high-definition, high-quality network cameras as its core offerings but also develops

tailored products to meet the unique requirements of different customer environments. This comprehensive approach ensures that Topview can fully satisfy diverse client needs.

Fisheye :

22

Fisheye Camera:

Designed for panoramic surveillance applications, a single fisheye camera can cover the monitoring area of **four traditional cameras**, significantly reducing installation costs while providing more efficient real-time situational awareness.

FISHEYE

PTZ :

PTZ (Pan-Tilt-Zoom) Camera:

Offers a clear 360° rotational field of view, minimizing blind spots and effectively reducing the number of cameras needed. With a vertical tilt range from 90° down to -20° for full coverage, and options for **4K high-definition** resolution, PTZ cameras provide flexible deployment configurations for various surveillance environments.

BALLTYPE PTZ   2MP IR PTZ   4K IR PTZ

Discreet :

iscreet Camera:

Featuring a covert design with a separated camera body and lens, this setup allows for a more compact camera lens, achieving a highly concealed installation without compromising surveillance functionality.

COVERT

LPR :

23

LPR (License Plate Recognition):

Utilizing TopView's proprietary algorithms, the LPR products can capture clear and high-quality images of license plates even when vehicles are moving at high speeds. This enables

clients to obtain accurate and usable license plate information for further applications.

LPR	EX-IR LPR	LONG RANGE LPR	EX-RANGE LPR PACKAGE

Specialty :

Specialty Cameras:

To meet the rapidly evolving application scenarios, TopView continuously develops cameras with special designs and functionalities. Examples include onboard cameras for

mobile vehicles and corner cameras for high-security environments such as prisons. These specialized products enable clients to have better and more suitable solutions tailored

to unique application needs.

ONBOARD	CORNER

公司對於未來安控產品研發主軸除了持續提昇現有安控攝影機與智慧影像分析、物聯網之整合應用外，也將投入安防解決方案之相關產品，如:網路影像錄影機(NVR)、影像管理軟體(VMS)、

智能門禁管理系統簽之開發與整點規劃。提供下游系統整合商更完整豐富的產品選擇，滿足客戶一站式購物服務(One-Stop Shop)之需求。

Future Product Planning

Topview's R&D team is committed to continuous innovation and excellence. Building on a rich and diverse existing product line, the company leverages advanced DSP components and manufacturing processes from Taiwan and the United States, combined with mature software development capabilities, to continually enhance product performance and variety. This enables clients to apply solutions tailored to different environments and scenarios.

Looking ahead, Topview's core focus in security product development will not only continue to improve existing surveillance cameras, intelligent video analytics, and IoT integration but will also expand into related security solution products. These include Network Video Recorders (NVRs), Video Management Software (VMS), and intelligent access control system development and planning.

By offering a more comprehensive and diverse product portfolio, Topview aims to provide downstream system integrators with a richer selection, fulfilling customers' needs for one-stop shopping services.

2.2 Corporate Governance

Topview adheres to the Corporate Governance Best Practice Principles and the Code of Ethical Conduct for Listed Companies, establishing an effective governance framework to ensure sound corporate governance. Through board resolutions, Topview has established the "Corporate Governance Best Practice Principles," "Sustainable Development Practice Principles," "Code of Ethical Conduct," as well as the "Code of Ethics for Directors and Managers," among other related regulations.

Governance Structure

The Board of Directors serves as the highest governing body of Topview. Under the board, there are the Audit Committee and the Remuneration Committee (hereafter referred to as the Compensation Committee), both composed of independent directors who review relevant proposals and assist the board in its operations and functions.

Topview's Board appoints the General Manager as the Corporate Governance Officer. Additionally, staff from the Finance and Accounting Department act as governance personnel responsible for executing corporate governance-related affairs. Their duties include organizing meetings of the Board of Directors and shareholders in accordance with laws, preparing meeting minutes, assisting directors with onboarding and ongoing training, providing necessary information for directors to perform their duties, ensuring regulatory compliance, and handling other matters as stipulated in the company's articles of incorporation.

0 Corruption Incidents

Major Issues	Main Focus Groups	2024 Management Objectives	2024 Objective Achievement Status	2025 Management Objectives
Corporate Governance	Government, Shareholders	Maintain corporate governance evaluation ranking within top 6% to 20%	Achieved	Maintain corporate governance evaluation ranking within top 6% to 20%
	Responsibility	Resources	Actions	Evaluation
	Finance and Accounting Department	Cross-departmental project execution	1.Prevention plans and relevant regulations established by the company. 2.Internal control guidelines and operational procedures for all units to follow. 3.Annual routine business audits conducted by the audit unit.	1. Conduct annual self-assessment of the performance of the Board of Directors and its functional committees. 2. Every three years, commission an external independent professional institution or external experts/scholars to conduct a performance evaluation of the Board of Directors.

Corporate Governance Evaluation

In recent years, the Financial Supervisory Commission (FSC) has emphasized strengthening corporate governance by making governance evaluations a key focus. Topview actively monitors internal risks and seeks

improvement measures based on the company's performance in key areas such as protecting shareholders' rights, strengthening the structure and operation of the Board of Directors, enhancing information transparency, and promoting sustainable development.

As a result, Topview has consistently ranked within the top 6% to 20% in corporate governance evaluations for six consecutive years. For areas where improvement is still needed, Topview continues to assess the feasibility of future enhancements and actively implements corrective actions to earn higher scores, thereby enhancing the company's overall reputation.

Board of Directors	Functional Committees	Operational Status
92.3%。 The current Board of Directors consists of 7 members, including 3 independent directors, 2 female directors, and 1 director representing employees. The board guides the company's strategy, supervises management, and is accountable to both the company and its shareholders. It exercises its authority in accordance with laws, the company's articles of incorporation, and shareholders' resolutions. In 2024, the board held 4 meetings with an actual attendance rate of 92.3%.	**Audit Committee** (Composed of 3 independent directors) 0 complaints received	Oversee the proper presentation of the company's financial statements, the appointment (or dismissal) of certified public accountants, and their independence and performance. ☐ Ensure the effective implementation of the company's internal controls. ☐ Monitor the company's compliance with relevant laws and regulations, as well as the management of existing or potential risks. ☐ Operational status for 2024: Held 4 meetings with an attendance rate of 100%.
	Compensation Committee (Composed of 3 independent directors)	Regular Reviews Review the Compensation Committee Charter and propose amendments as necessary. Review the company's annual and long-term performance goals and compensation policies for directors and managers. Evaluate the achievement of performance targets by directors and managers, and determine their compensation and remuneration amounts. Operational status for 2024: Held 2 meetings with an attendance rate of 100%.

Note: Detailed information about the members can be found on the company website.

Board of Directors

As the highest governance body of the company, the Board of Directors performs its duties in accordance with government regulations and the company's articles of incorporation. Its responsibilities include supervising the company's operational performance, preventing conflicts of interest, and exercising powers as resolved by the shareholders' meeting.

To achieve the ideal goals of corporate governance, the board collectively possesses capabilities such as operational judgment, accounting and financial analysis, management skills, crisis handling, industry knowledge, international market insight, leadership, and decision-making abilities.

In 2024, the board convened 4 meetings. All independent directors attended in person to fully exercise their supervisory functions. The actual attendance rate of directors was 92.3%.

To avoid and mitigate conflicts of interest, directors themselves or their representatives who have a conflict of interest in agenda items are prohibited from participating in discussions and voting. For details on the directors' recusal of related party proposals, please refer to page 17 of the company's 2024 Annual Report.

Board Diversity Policy and Implementation

The nomination and selection of the company's board members comply with the provisions of the Articles of Incorporation and follow a candidate nomination system. In addition to evaluating candidates' academic and professional qualifications, the process adheres to the "Regulations Governing the Election of Directors" and the "Corporate Governance Best Practice Principles" to ensure diversity and independence among board members.

The seventh term of the company's board consists of 7 directors, including 3 independent directors, 2 female directors, and 1 director representing employees, with a term of three years. The board members bring a diverse range of expertise: Directors Lee Hong-Ming and Lin Chen-Hong excel in operational judgment, management, crisis handling, and international market insight; Director Tsai Hsin-Chang specializes in legal affairs; Directors Chou Le-Ling, Hung Chiu-Chin, and Su Ying-Ching have strengths in accounting and financial analysis; and Director Lin Huang-Yan possesses relevant industry knowledge.

Name		Title	Nationality	Gender	Age	Independent Director Years of Service	Industry Experience	Professional Expertise
李宏銘		Chairman	Republic of China (Taiwan)	Male	61-70	-	Security and Surveillance Industry	Business Management, Sales
周樂玲		Director	Republic of China (Taiwan)	Female	61-70	-	Security and Surveillance Industry	Finance and Accounting
佳世達科技(股)公司 代表人	林貞宏	Director and General Manager	Republic of China (Taiwan)	Male	41-50	-	Optical Precision Industry	Business Management, Sales, Research and Development

Name		Title	Nationality	Gender	Age	Independent Director Years of Service	Industry Experience	Professional Expertise
	洪秋金	Director	Republic of China (Taiwan)	Female	51-60	-	Computer and Peripheral Equipment Industry	Finance and Accounting
蔡信章		Independent Director	Republic of China (Taiwan)	Male	61-70	Over 9 years		Legal
蘇英卿		Independent Director	Republic of China (Taiwan)	Male	61-70	Over 9 years	Electrical Machinery Industry	Finance and Accounting
林晃巖		Independent Director	Republic of China (Taiwan)	Male	51-60	Under 3 years	Professor of Optoelectronics Department at a University/College	Research and Development (R&D), Optical Design

The specific management objectives and achievement status of our company's diversity policy are as follows:

Management Objectives	Achievement Status
Chairman and General Manager shall not be the same person	Achieved
Board members should include at least one female director	Achieved
Directors concurrently serving as company executives should not exceed one-third of the board seats	Achieved
umber of directors who are employees of the company, parent, subsidiaries, or sister companies should be less than or equal to one-third of the board seats	Achieved

Note: For detailed information on the educational and professional backgrounds of board members, concurrent positions held at other companies, board attendance rates, controlling shareholders, and other related information, please refer to the "Section 2: Corporate Governance Report" in the Company's 2024 Annual Report.

Director Continuing Education

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

Enhance the professional expertise and legal literacy of the company's directors.

Assist directors in cultivating outstanding qualities and decision-making abilities.

Promote experience sharing and mutual learning among directors.

Encourage directors to actively and effectively implement corporate governance practices.

In 2024, the continuing education participation rate of sitting directors reached 100%, with a total of 66 hours attended. For a detailed list of training sessions, please refer to page 19 of the company's 2024 Annual Report.

Directors and Executive Compensation

The company has established the "Compensation Committee Organizational Rules" and has formed a Compensation Committee according to these rules to evaluate the remuneration of directors and executives.

Directors' remuneration is determined by the Board of Directors under the authorization of the company's Articles of Incorporation, based on each director's level of involvement and contribution to the company's operations, as well as benchmarking against domestic and international industry standards set forth in the "Standards for Payment of Compensation to Directors and Functional Committee Members." When the company is profitable, the Board of Directors may allocate up to 3% of the annual profits as director compensation in accordance with Article 22 of the Articles of Incorporation.

The appointment, dismissal, and remuneration of the General Manager and Deputy General Manager are handled according to company policies. Their compensation standards are based on the "Senior Executive Compensation Policy and Principles" established by the company's Compensation Committee and Board of Directors. Executive compensation indicators are reviewed annually by the Compensation Committee and submitted to the Board for approval.

The remuneration for directors and executives is handled in accordance with the company's Articles of Incorporation and related salary management regulations, reviewed by the Compensation Committee, and approved by the Board of Directors. The evaluation criteria consider their participation level and performance in company operations, including management capabilities, financial and business performance indicators, comprehensive management metrics, participation in sustainable operations, as well as other special contributions or significant negative incidents, all incorporated into performance evaluations.

Note 1: Related parties (including shareholders) do not participate in the formulation process of director and executive compensation.
Note 2: For detailed information on the allocation of directors' and executives' remuneration, please refer to pages 13 to 16 of the company's 2024 Annual Report.

Total remuneration paid to directors and its proportion to the individual financial report's net profit after tax:

Year	Proportion of Net Profit After Tax (%)
2021	2.87%
2022	1.82%
2023	2.25%
2024	1.66%

Board of Directors and Functional Committees Performance Evaluation

An internal performance evaluation is conducted annually by the board secretariat, board members, and members of the functional committees. Additionally, an external performance evaluation is conducted every three years by an independent professional institution or a team of external experts and scholars.

At the end of 2024, the company completed the internal performance evaluation of the board and its functional committees through a self-assessment questionnaire. The evaluation results were reported to the board meeting held on March 11, 2025. The average total score of the self-assessment exceeded 90 points, indicating that the functions and operational efficiency of the company's board and functional committees are excellent.

Regarding the external performance evaluation, the company appointed the Taiwan Corporate Governance Association, an independent external evaluation institution, in 2022 to assess the effectiveness of the board. Another external board performance evaluation is planned for 2025.

The results of the 2024 evaluation have been disclosed on the company website under "Board Performance Evaluation" and "Functional Committee Performance Evaluation."

Evaluation Item	Board of Directors & Board Members Performance Evaluation	Functional Committee Performance Evaluation (Audit Committee)	Functional Committee Performance Evaluation (Compensation Committee)
Evaluation Content	• Understanding of company goals and mission • Level of involvement in company operations • Internal relationship management and communication • Improvement of board decision-making quality • Board composition and structure • Awareness of directors' duties • Selection, expertise, and continuous education of directors • Internal control	• Level of involvement in company operations • Awareness of the Audit Committee's responsibilities • Improvement of the Audit Committee's decision-making quality • Audit Committee composition and member selection • Internal control	• Level of involvement in company operations • Awareness of the Compensation Committee's responsibilities • Improvement of the Compensation Committee's decision-making quality • Composition and member selection of the Compensation Committee
Total Score / Rating	99.54 points / Excellent	100 points / Excellent	98.75 points / Excellent

Total Score / Rating Explanation:

Scores of 90 points or above (inclusive) are rated as **"Excellent."**

Scores of 80 points or above but below 90 points are rated as **"Good."**

Scores of 70 points or above but below 80 points are rated as **"Standard."**

Scores below 70 points are rated as **"Needs Improvement."**

Compensation Committee

The Compensation Committee is composed of three independent directors with professional qualifications. Its responsibilities include:

1. Regularly reviewing the Compensation Committee's regulations and proposing amendments.

2. Establishing and periodically reviewing the company's policies, systems, standards, and structures regarding the annual and long-term performance targets and compensation for directors and executives.

3. Regularly evaluating the achievement of performance targets by directors and executives, and determining the content and amount of their compensation.

Operational status in 2024: Held 2 meetings with a 100% attendance rate.

Title	Name	Actual Attendance (Number)	Actual Attendance Rate (%)	Remarks
Independent Director	蔡信章	2	100%	None
Independent Director	蘇英卿	2	100%	None
Independent Director	林晃巖	1	100%	Newly appointed on 2024/06/13

Note: For detailed information on the members, please refer to Section II "Corporate Governance Report" of the Company's 2024 Annual Report.

Audit Committee

To strengthen corporate governance, the Company has established an Audit Committee in accordance with legal requirements. The committee is composed entirely of independent directors and convenes at least once per quarter, with additional meetings held as needed.

The key responsibilities of the Audit Committee include overseeing the fair presentation of the Company's financial statements, the appointment, dismissal, independence, and performance of the certified public accountants, the effective implementation of the Company's internal control systems, compliance with applicable laws and regulations, and the management of existing or potential risks.

In accordance with the Company's "Audit Committee Charter," an Audit Committee Mailbox (audit@topviewcorp.com) has been established to provide a communication channel for employees, shareholders, and stakeholders to directly contact the Audit Committee.

In 2024, a total of four Audit Committee meetings were held, with an actual attendance rate of 100%. The attendance of each committee member is as follows:

Title	Name	Actual Attendance (Number)	Actual Attendance Rate (%)	Remarks
Independent Director	蔡信章	4	100%	None
Independent Director	蘇英卿	4	100%	None
Independent Director	林晃巖	2	100%	Newly appointed on 2024/06/13

Note: For detailed information about the committee members, please refer to the Company's 2024 Annual Report, Section II: Corporate Governance Report.

Internal Audit and Internal Control Mechanisms

The Company has established appropriate internal control mechanisms for business processes that may involve potential risks such as corruption, regulatory non-compliance, or operational issues. These mechanisms are designed to prevent and mitigate such risks. The Human Resources Department is responsible for relevant training, while the Audit Department is responsible for verifying the implementation and effectiveness of these mechanisms.

The Internal Audit Department submits audit reports and any significant findings related to internal control management to the Audit Committee on a quarterly basis. Independent directors communicate directly with the Head of Internal Audit regarding key internal control issues. In addition, they engage in discussions with the external auditors on matters related to the audit or review of the Company's consolidated financial statements (including standalone financial reports for the year). Details of such communications are disclosed on the Company's website under "Independent Directors' Communications."

Mechanisms to Prevent and Mitigate Conflicts of Interest

The Company's Board of Directors has approved the Code of Ethical Conduct, which sets forth policies and practices for integrity-based management. This code aims to establish a sound business model and foster a corporate culture of integrity. The Board of Directors is expected and required to actively implement the integrity policy to promote sustainable and ethical business practices.

The full text of the Code is available on the Company's website in the Investor Relations section.

2.3 Ethical Business Practices and Fair Trade

Based on the Company's core management philosophy of "Professionalism and Integrity," integrity is regarded as an essential work attitude, value, and principle that all employees must uphold. Winbond Electronics operates with integrity at its foundation, striving to establish sound corporate governance and effective risk control mechanisms. By adopting a preventive and detection-oriented approach, the Company reinforces integrity management and aims to foster a sustainable operating environment.

Aspect	Management Approach	Grievance and Whistleblowing Mechanism & Improvement Measures
違反環保法規 反貪腐 違反社會與經濟法規	honest@topviewcorp.com 。 The Company clearly outlines relevant policies in the Code of Ethical Conduct and Code of Integrity Behavior. Through strict control over internal operational procedures and unscheduled audits conducted by the Audit Department, we minimize the risk of confidential information leakage, information security breaches, and corruption. Every employee at Topview is responsible for upholding the Company's reputation by adhering to the highest ethical standards. If any employee becomes aware of potential misconduct or violations of company rules, they are encouraged to report such incidents to their immediate supervisor, the Human Resources Department, or submit a report via the Integrity Mailbox at: honest@topviewcorp.com.	▶ 申訴與檢舉管道程序 檢舉管道 honest@topviewcorp.com 受理與查證 · 稽核與人資單位啟動 檢舉案件調查，並釐清事證、核實 改善措施 · 檢討違規事件發生原因並提出改善報告 · 加強內外部宣導與教育訓練

Insider Trading Prevention Awareness

To enhance employees' understanding of insider trading regulations and related practices, the Company provides internal announcements and awareness campaigns. These efforts are based on the latest regulatory guidelines, including "Insider Trading Regulations and Case Studies" issued by the competent authorities, as well as the Company's own "Insider Trading Prevention Policy."

The goal is to prevent employees from unintentionally violating insider trading laws due to a lack of regulatory knowledge.

Integrity Education and Awareness

To enforce the prohibition of any corruption, bribery, and extortion, the Company's employee work rules clearly specify the expected code of conduct. All employees are required to commit to complying with legal and ethical principles in order to safeguard Topview Optronics' assets, rights, and corporate reputation. This policy is thoroughly communicated during onboarding training for new hires, and is continuously promoted to the Board of Directors and all employees to ensure the protection of the Company and all stakeholders' interests, preventing employees from compromising company interests for personal gain.

Topview Optronics has established relevant provisions in its Code of Ethical Conduct. Through stringent internal operational controls and periodic audits by the Audit Department, risks such as leakage of confidential documents, information security breaches, and corruption are minimized. Additionally, integrity education campaigns have been conducted across all operational sites, achieving a 100% training completion rate among employees. This ensures that the core value of "Integrity and Honesty" is deeply embedded throughout the organization, and that all personnel fully understand and comply with applicable laws and regulations.

0 Corruption Incidents   100% Integrity Education and Training Completion Rat

Management Approach for Material Topics

Major Issues	Main Focus Groups	2024 Management Objectives	2024 Objective Achievement Status	2025 Management Objectives
Code of Integrity	Customer, Supplier, Employee	Code of Conduct Integrity Training (Mandatory for All Personnel)	100%	Code of Conduct Integrity Training (Mandatory for All Personnel)
	Responsibility	**Resources**	**Actions**	**Evaluation**
	Human Resources Department	Cross-departmental collaboration to execute projects.	1. Conduct annual online training on the Code of Integrity and Conduct. 2. Establish a code of conduct and publish it on the internal website.	Report outcomes during management meetings.

Topview has always upheld the core values and corporate responsibilities of "Pursuit of Excellence, Teamwork, Innovation, Integrity and Honesty, Proactiveness, and Quality Orientation." The Company is committed to establishing a sound culture of integrity, strictly adhering to principles of ethical business conduct, refraining from accepting improper benefits, and avoiding conflicts of interest. In 2024, there were no violations of laws and regulations in the social and economic domains, nor any related anti-competitive or antitrust behaviors. Moving forward, we will continue our efforts to maintain the Company's integrity.

Relevant policies are clearly stipulated in the Code of Ethical Conduct and Code of Integrity Behavior. Through rigorous internal operational controls and periodic audits by the Audit Department, risks such as confidential document leakage, information security breaches, and corruption are minimized. This ensures that all Company operations and personnel strictly comply with applicable laws and regulations.

By establishing governance structures and implementing internal control mechanisms, all employees are required to abide by laws, work regulations, and other rules during their tenure. To effectively prevent any acts of corruption, bribery, or extortion, the Company enforces adherence to legal and ethical principles to safeguard its assets, rights, and corporate reputation.

Every employee at Topview is responsible for upholding the Company's reputation according to the highest ethical standards. Should any employee become aware of potential unlawful acts or violations of work rules by others, they are encouraged to report such matters to their immediate supervisors, Human Resources, or through the dedicated Integrity Mailbox at: honest@topviewcorp.com.

Fair Trade and Antitrust

"Pursuit of Excellence, Teamwork, Innovation, Integrity and Honesty, Proactiveness, and Quality Orientation" have always been the core values and corporate responsibilities upheld by Topview. The core value of Integrity and Honesty is built upon strong internal management and sound business ethics.

Based on principles of integrity, transparency, and accountability, the Company has established policies founded on ethical conduct, alongside robust corporate governance and risk control mechanisms, to foster a sustainable business environment.

Topview requires all new employees to fully comply with all laws and company regulations during their tenure. Employees must not exploit their positions for personal or others' gain, must refrain from actions that harm the Company's reputation or interests, and must not disclose any confidential business information. The Company strictly adheres to Taiwan's Fair Trade Act, engaging in competition according to principles of fairness, openness, and legitimacy. Any collusion such as price-fixing, market allocation, customer allocation, bid-rigging, agreements, monopolistic practices, or collective boycotts against suppliers or customers is strictly prohibited.

The Company's concrete antitrust practices include:

1. Not agreeing to or discussing any arrangements that may reduce competition.

2. Not seeking or obtaining commercially sensitive information from competitors.

3. Except for specific lawful reasons, not attending meetings or communicating with competitors.

4. Not participating in collective boycotts, bid-rigging, price-fixing, or market division.

To date, Topview has not been involved in any such illegal activities and will continue to uphold the Company's integrity going forward.
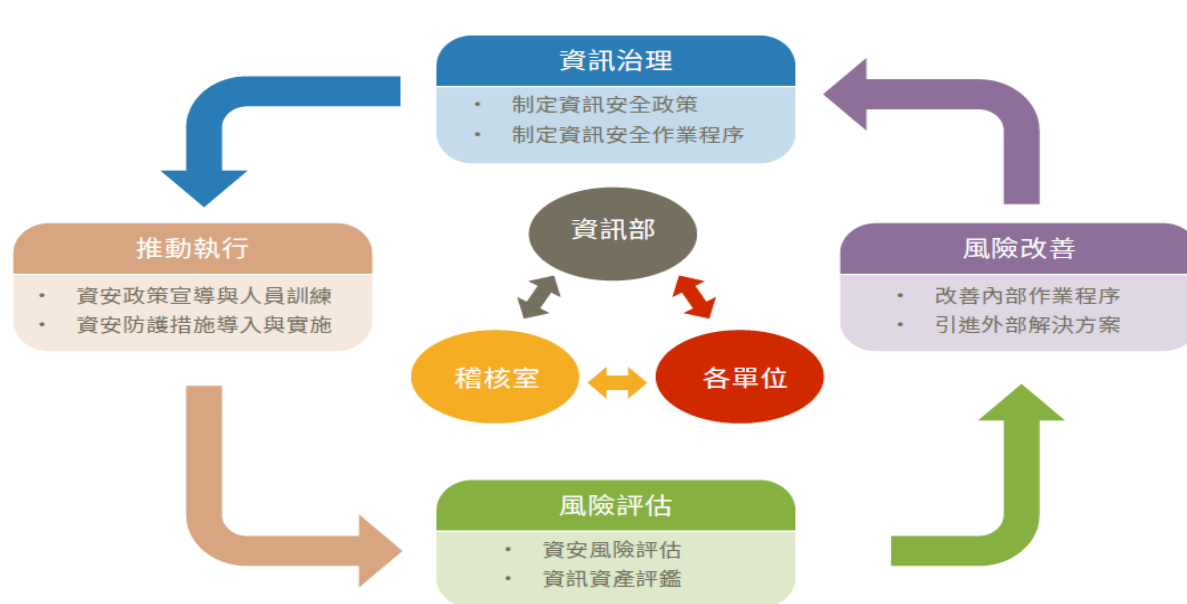
2.4 Information Security

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 intentional or accidental threats from both internal and external sources, the Company has established relevant information security management policies based on its business needs.

In accordance with Article 9 of the "Internal Control System Processing Guidelines" for publicly listed companies regarding computerized information systems, the Company has developed internal operational procedures to mitigate risks posed by emerging information technologies and environmental changes, addressing potential unknown cybersecurity threats.

Information Security Management Organization

Our company adopts a PDCA (Plan-Do-Check-Act) cyclical management approach for information security operations to ensure the achievement of reliability objectives and continuous improvement.

1. The Information Department is the responsible unit for information security. It is staffed with an Information Security Officer and several professional IT personnel, who are responsible for establishing internal information security policies, planning and executing information security operations, and promoting and implementing cybersecurity policies.

2. The Audit Office serves as the supervisory unit for information security oversight. It is composed of a designated supervisor and several dedicated staff members responsible for monitoring the execution of internal cybersecurity measures. Upon identifying any deficiencies through audits, the Audit Office immediately requires the relevant units to submit improvement plans and concrete actions, and regularly tracks the effectiveness of these improvements to reduce internal cybersecurity risks.

Information Security Training and Awareness

1. Supply Chain: The company requires third-party service providers to sign contracts that mandate compliance with confidentiality and cybersecurity regulations.
2. New Employees: Basic information security training is conducted upon onboarding. Additionally, the company organizes information security education programs for all employees. Every year, the Information Department disseminates security awareness messages via email to enhance employees' cybersecurity awareness and ensure that security concepts are integrated into daily operations.
3. Access Control: Systems implement strict access controls to regulate reading of relevant technical documents and data.

Information Security Incident Reporting Procedure

Our company follows the below procedure for reporting information security incidents. All incident reporting and handling are conducted in accordance with this procedure.

In 2024, no supplier-related incident reports were received.
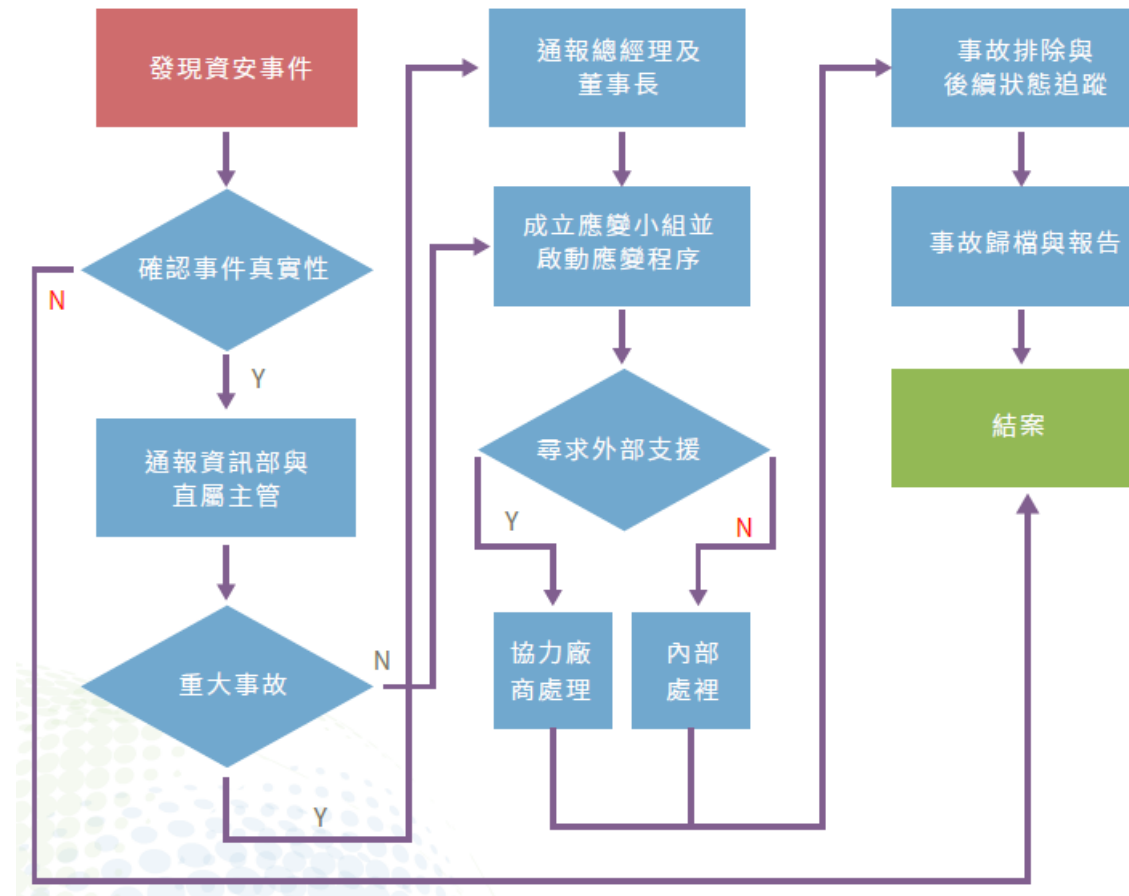
2.5 Risk Management

Rapid changes in the global economic, climate, political, and financial environments have increasingly heightened operational risks for the company. These risks may result in financial losses or, in severe cases, threaten the company's ability to sustain its operations.

To ensure sustainable business continuity and minimize the impact of various risks, Topview adheres to the "Risk Management Policies and Procedures." The company regularly identifies, assesses, manages, reports, and monitors risks that may negatively affect its operational objectives.

The Sustainability and Risk Management Department consolidates these efforts and is responsible for reporting the annual risk management status to the Board of Directors.

Sustainability Risk Management

To ensure the company's sustainable operation, Topview Corporation has appointed a Corporate Governance Officer and established the "Risk Management Policy and Procedures." In 2024, the company set up a dedicated Sustainability Risk Management Department, staffed with full-time personnel responsible for promoting sustainability initiatives and overseeing the implementation and operation of risk management.

This department focuses on risks that may affect the achievement of the company's operational objectives, including risks related to management strategies, operations, finance, hazard events, and regulatory compliance. The department regularly monitors the progress of sustainability goals, formulates sustainability policies, systems, and related management guidelines, and reports sustainability performance regularly to the Board of Directors and the Audit Committee.

Topview Corporation Risk Management Process

風險辨識	辨識風險的來源並進行評估以了解發生的原因和可能的產生後果為何
風險衡量	針對辨識後可能發生的風險因子訂定適當處理風險的有效方法
風險監控	各部門持續監控所屬的業務風險，以觀察風險程度的變化並適時將因應對策呈報高階管理階層
風險報告與揭露	定期向董事會提出風險控管報告以評定控制的有效性
風險之回應	各部門對於所面臨之風險宜採取適當之回應措施以降低風險的發生機率
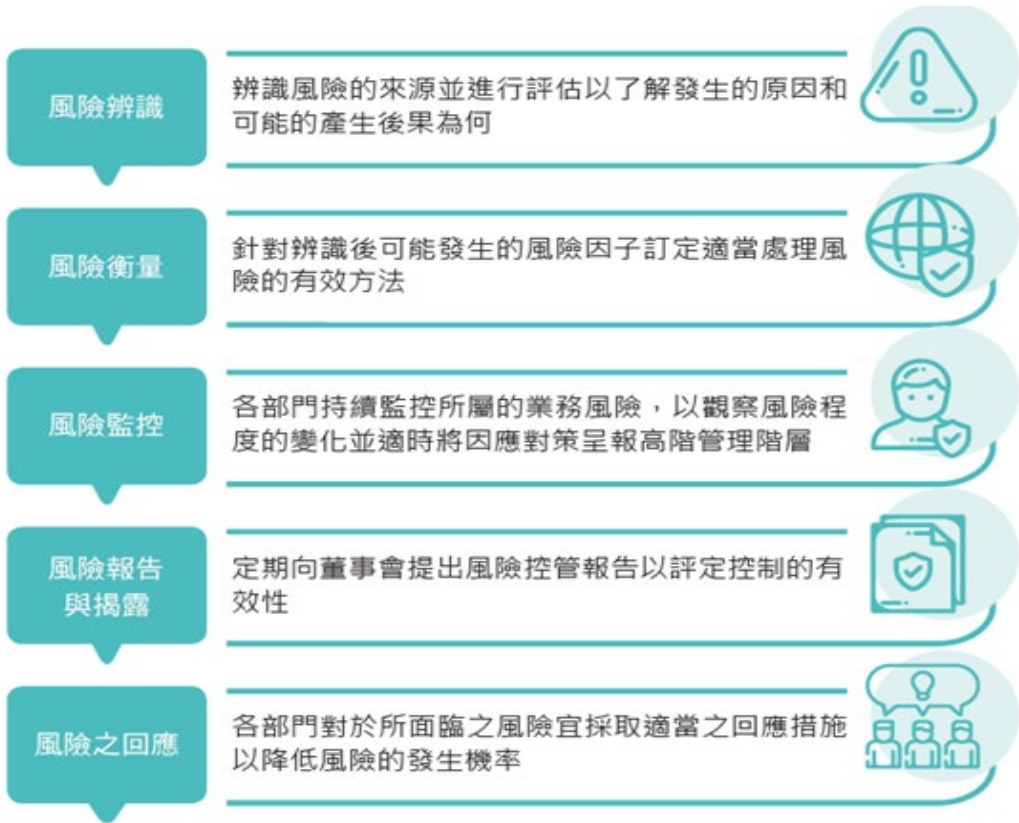
Risk and Opportunity Analysis and Management

The Sustainability Risk Management Department is responsible for understanding and collecting issues of concern from various company functional units and stakeholders. Through the concept of risk assessment, the department identifies associated risks and opportunities, proactively recognizing potential losses and preparing appropriate responses. In 2024, the scope of risk and opportunity assessments covered all production sites. For additional information related to climate change risks, please refer to Section 5.6 Climate Change Risks and Opportunities.

Risk Category	Operational Status	Responsible Units
Financial Risk	1. **Exchange Rate Risk**: Regularly review assets and liabilities affected by exchange rate fluctuations and make appropriate adjustments. Within the scope permitted by policy, use forward foreign exchange contracts to manage risks arising from exchange rate volatility. 2. **Credit Risk**: Hold regular meetings to review customer operations or analyze their financial statements. If problematic customers are identified, recommend suspending shipments or reducing credit limits. 3. **Inflation**: Timely adjust purchase and sales prices to address the impact of inflation on raw material costs.	Finance, Sales
Operational, Strategic and Market Risk	The operations unit regularly reports strategic issues to the board of directors, including fluctuations in political, economic, and industry trends that indirectly affect regulatory requirements and impact the company's costs and profitability. Through the board members' advice and supervision, strategic risks are mitigated.	Sales, Project
Raw Material Price & Supply Chain Risk	1. Assess the risk of key component supply disruptions caused by geopolitical issues, and mitigate risk by diversifying procurement sources across different regions. 2. Due to the impact of global shipping, proactively confirm the demand from user units, prepare materials in advance, and arrange logistics to ensure normal inventory and supply of raw materials and production equipment. Combined with diversified regional sourcing, timely feedback is provided to user units for early response.	Procurement
Occupational Safety Risk	1. Maintain the validity of ISO 45001 certification and implement corrective actions based on audit findings. 2. Regularly conduct annual occupational safety and health training programs to enhance personnel skills and update regulatory knowledge.	Environmental Safety & General Affairs
Information Security Risk	1. Continuously replace equipment that does not meet modern information security standards. 2. Utilize advanced encryption technologies to enhance the protection of sensitive data during transmission. 3. Implement comprehensive information security training to improve employees' security awareness. 4. AI systems require large amounts of data for training; improper data protection measures may lead to customer privacy breaches or data leakage and misuse. Therefore, relevant controls must be applied to critical internal company data.	AIIT/AI
Human Resource Risk	1. Risk of significant increase in labor costs: regularly review the impact of labor costs on operations and adjust relevant company policies and regulations accordingly. 2. Risk of insufficient labor supply: recruit talent through job banks and professional headhunting firms, and implement retention incentives	HR

	internally. 3. Risk of employee turnover: manage and arrange work handovers before departures or retirements, and monitor turnover rates to ensure they remain within reasonable limits.	
Climate Change & Environmental Risk	1. Explain the response measures through the TCFD framework. (See Section 5.6 for details) 2. To address extreme weather events such as heavy rainfall: establish emergency, recovery, and business continuity plans, including an immediate communication mechanism to ensure rapid production recovery.	All Units
R&D Risk	Require employees to sign confidentiality agreements to ensure the protection of trade secrets and intellectual property rights.	R&D
Other Risks	With changes in the pandemic and statutory infectious diseases, relevant epidemic prevention measures are activated, such as preparing epidemic prevention supplies, implementing staggered work shifts, and establishing reporting mechanisms.	Environmental Safety & All Units

3.1 Green Products and Carbon-Reduction Design

Environmental sustainability has been a long-term goal of Topview. In promoting environmental protection, besides striving to comply with local environmental regulations in daily operations, we aim to minimize our impact on the environment as much as possible. In product design, we also incorporate the concept of green design, not only requiring our products to meet national legal regulations and align with international trends, but also paying close attention to the environmental impact after the products leave the factory. Energy saving, carbon reduction, non-toxicity, and recyclability are the core directions of Topview's green product design. The related measures and achievements are described as follows.

管理端	設計端	製造端
1. ESG Trend Reporting and Awareness Campaigns 2. Sharing of Carbon Reduction Management Case Studies 3. Achieved ISO 14064 Greenhouse Gas Inventory Certification	Communication with Customers 1. Increase material sharing rate to reduce environmental harm caused by material waste. 2. Implement lightweight packaging design to reduce carbon emissions from transportation.	1. Require supply chain vendors to sign the "Environmental Related Substance Management Specification." 2. Prohibit the use of raw materials containing harmful substances and those sourced from conflict minerals. 3. Strengthen supplier guidance to reduce material rework and reports. For details, please refer to section 3.3 Supply Chain Smart Upgrade and Transformation – Leading Small with Large.

Non-Toxic Products

Since the announcement of the EU RoHS and REACH directives, Topview has actively managed hazardous substances. Regarding chemicals that may impact environmental safety in our products, Topview has established the "Environmental Related Substances Management Specification" based on the EU RoHS, REACH directives, international regulations, and customer requirements. We implement relevant management according to the IECQ QC080000 Hazardous Substance Process Management System and conduct regular internal audits to ensure proper implementation and continuous compliance.

All Topview products comply with the EU RoHS Directive (2011/65/EU) requirements. Since shipments began, there have been no returns caused by RoHS violations. Additionally, to comply with the EU's new chemical regulation policy (REACH), which took effect on June 1, 2007, Topview monitors the presence of Substances of Very High Concern (SVHCs) in its products to ensure adherence to the REACH spirit. The company also regularly collects major international environmental regulations to stay updated with the latest global environmental trends. Regulatory updates are communicated to suppliers promptly through the EC system to ensure timely awareness and updates.

Green Design

Amid the wave of energy-saving and carbon reduction, Topview actively implements energy-efficient product designs by selecting low-power components such as adapters and sensors to minimize unnecessary energy waste and reduce carbon emissions. Through a combination of hardware design and software control, the products can optimize power usage under reasonable operating conditions.

Our company primarily operates under a B2B (Business to Business) model in collaboration with customers. In product design planning, besides focusing on non-toxic materials and energy efficiency, we recognize the importance of responding to the global carbon neutrality trend as a manufacturing company. Topview continues to commit to reducing carbon emissions and minimizing environmental impact, aligning with the concept of green products.

In new product designs, we continuously optimize to reduce waste generated during manufacturing processes. When designing PCB layouts, we evaluate optimal conditions to minimize waste from PCB board edges. For packaging design, we prioritize using yellow boxes to reduce packaging printing and work closely with suppliers on mold optimization and design improvements.

Green Design – Waste Reduction

Management Approach for Major Issues

Major Issues	Main Focus Groups	2024 Management Objectives	2024 Objective Achievement Status	2025 Management Objectives
Green Design Reduce the processing rate of molded parts to achieve waste reduction.	Customers / Government	Molded parts processing rate reduction target: ≤ 5%	Achieved: ≤ 1.19%	Molded parts processing rate reduction target: ≤ 5%
	Responsibility	**Resources**	**Actions**	**Evaluation**
	R&D Project Products	The R&D department collaborates with suppliers to optimize mold design and improvements.	Continuous optimization of mold design is carried out using optimal conditions to reduce waste generated from secondary processing of molded products.	The execution status is regularly reported during management review meetings.

Recyclable

Our products are primarily designed for the B2B (Business-to-Business) model. From the packaging stage, considerations are made to ensure that the products are easy to disassemble and recyclable. The design also complies with the requirements of the WEEE Directive (Waste Electrical and Electronic Equipment).

The quick installation guide also reminds users not to dispose of the product improperly after it reaches end-of-life. Consumers are encouraged to follow local recycling systems for electronic waste to minimize environmental impact.

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Product Safety

All products of Topview comply with the relevant safety regulations and certifications required by each sales region or country before being launched on the market, ensuring consumer safety. These include certifications such as FCC (USA), CE (EU safety standards), EMC, LVD, UL, China RoHS, RCM (New Zealand/Australia), WEEE, and others.

Product Safety

Management Approach for Major Issues

Major Issues	Main Focus Groups	2024 Management Objectives	2024 Objective Achievement Status	2025 Management Objectives
Product Safety	Customer	Number of safety regulation non-compliance cases: 0	100%	Number of safety regulation non-compliance cases: 0
	Responsibility	Resources	Actions	Evaluation
	Product Safety Compliance Team	Dedicated personnel, along with partnered external laboratories, are responsible for verifying product compliance with relevant safety regulations.	Products are only released to the market after obtaining safety certifications as required by the regulations of the respective sales region or country.	1. Products must be evaluated by third-party certification bodies to confirm compliance before being launched. 2. A design review is conducted during the product development phase to ensure compliance with safety standards. 3. Product safety regulations and international standards are regularly reviewed during project meetings. 4. When regulations are updated, relevant personnel — including customers — are promptly informed to ensure continued compliance.

In accordance with product life cycle assessment principles, we ensure that the product is safe at every stage — including manufacturing, transportation, installation, usage, after-sales service, and recycling. There were no violations of product safety regulations in 2024.

Product Safety Labeling

Regarding product labeling, all Topview products comply with relevant regulations by displaying safety certification marks on the product body, packaging, or instruction manuals. Additionally, product manuals include detailed information on safe usage, maintenance methods, and important precautions to ensure users can operate Topview products safely and correctly. In 2024, there were no violations of product safety-related regulations.

Product Liability Insurance and Usage Safety

Topview's manufactured products comply with international standards and customer procurement requirements, designed to meet safety regulations. Detailed instructions are provided in the product installation and user manuals to help users select safe products and use them correctly. Additionally, to protect the rights and interests of end users, the company has purchased product liability insurance, extending protection

3.2 Customer Service and Product Quality

Topview has always prioritized enhancing customer satisfaction as the core of its customer service approach.

Adhering to our consistent quality policy — *"Quality First, On-Time Delivery, and Comprehensive Service"* — we are committed to continuously improving the quality of our services to ensure that customer needs are fully met.

Through customer satisfaction surveys, regular meetings, technical support, and after-sales services, we strive to help our customers' products become more competitive in the global market.

Customer Relationship Management

The average customer satisfaction score in 2024 was 88 points.

Management Approach for Major Issues

Major Issues	Main Focus Groups	2024 Management Objectives	2024 Objective Achievement Status	2025 Management Objectives
Customer Relationship Management	Customer	Customer satisfaction: 85 points	Customer satisfaction: 88 points (target achieved)	Customer satisfaction: 85 points
	Responsibility	**Resources**	**Actions**	**Evaluation**
	Sales / Customer Service	Cross-Departmental Collaboration to Resolve Customer Concerns	1. Conduct regular customer satisfaction surveys to collect information. 2. After the customer satisfaction survey, the Sales Department provides customer feedback to the responsible internal units, who then develop and implement improvement strategies to continuously enhance customer satisfaction.	Performance indicators are reported and reviewed during management review meetings and sales meetings.

The Sales Department regularly collaborates with the Procurement and related units to hold meetings and communicate with customers. By integrating analysis of international trends and data, along with support from internal operational systems, we enhance decision-making accuracy and gain customers' recognition and support.

The table below shows the customer satisfaction survey results from 2019 to 2024.

Year	2019	2020	2021	2022	2023	2024
Annual Overall Satisfaction	86%	88%	85%	78%	81%	88%

Customer Complaint Handling

Upon receiving customer complaints, Topview promptly gathers relevant information to understand the issue and provide solutions to the customer. After determining whether the feedback qualifies as a complaint, the internal process is initiated to handle the abnormality. Follow-up actions include horizontal deployment and tracking of improvements. Based on the analysis, appropriate corrective measures are implemented to prevent recurrence of the problem.

In 2024, there were a total of 2 customer complaints, which is consistent with the previous year.

Customer Privacy Protection

Topview promotes internal awareness to ensure employees understand the importance of information security. In addition, access to confidential documents is restricted; only authorized personnel directly involved in the relevant operations may access them. Other employees require approval from their direct supervisors to gain limited access, actively preventing unauthorized copying or leakage of data.

Topview values customer rights and privacy. While conducting business activities, we respect and protect customers' privacy and intellectual property rights. Confidentiality agreements are signed between Topview and customers to safeguard sensitive information and ensure that relevant staff maintain confidentiality during business dealings.

Regarding customer complaints and personal data protection, Topview has implemented comprehensive management systems and measures to safeguard customer privacy and rights. In 2024, there were no reported incidents of data loss, leakage, threats, or complaints from regulatory authorities related to external customer information.

The number of data loss complaints in 2024 was 0.

Management Approach for Major Issues

Major Issues	Main Focus Groups	2024 Management Objectives	2024 Objective Achievement Status	2025 Management Objectives
Customer Privacy Protection	Customers, Suppliers, Employees	Number of complaints regarding data loss: 0	100%	Number of complaints regarding data loss: 0
	Responsibility	**Resources**	**Actions**	**Evaluation**
	Sales / Product Project Customer Service / Information	Integrate with the information management system to restrict system access and document retrieval permissions.	Awareness promotion and training Permission settings configured at the source of the information system	A review is conducted annually at year-end to check for any related incidents.

Product Quality

Topview's quality policy is "Quality First, On-Time Delivery, and Comprehensive Service." We continuously educate our employees to understand and support this policy. Through appropriate communication channels, the policy is conveyed clearly to all relevant teams to ensure they fully grasp the company's commitment and responsibility toward quality management.

From product design, manufacturing, to shipment, all stages are conducted in accordance with the New Product Development Management Procedures. These procedures serve as the basis for quality control in design projects, ensuring that products meet market requirements and customer needs.

Through the PDCA (Plan-Do-Check-Act) management cycle, we verify the implementation of various improvement activities.

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3.3 Value Chain Management

To pursue sustainable operations and mutual growth, supply chain management holds significant importance for Topview's sustainability. Through comprehensive supply chain management processes and standards, we can reduce operational risks, ensure supply chain stability, enhance product competitiveness, protect corporate reputation, and fulfill corporate responsibilities. This enables mutual growth with the supply chain while meeting customer expectations and market demands.

Topview has always regarded suppliers as growth partners and fosters long-term collaboration with them. In 2024, we participated in the Ministry of Economic Affairs' Manufacturing Low-Carbon and Intelligent Upgrade Transformation Subsidy Program, inviting four core partners from our supply chain to join us in the initiative. By introducing intelligent technologies, we help supply chain participants accelerate their transition toward low-carbon and smart upgrades, aiming to increase production value, reduce carbon emissions, and maintain industry competitiveness.

Supply Chain Intelligent Upgrade and Transformation — Leading Large to Small

Through the intelligent upgrade and transformation program, suppliers' traditional equipment is enhanced with information networking and integrated management capabilities. This improves operations that were largely manual in traditional industries by introducing automation, AI, and AOI intelligent inspection to areas prone to human error, achieving technological advancement.

Under the "Leading Large to Small Manufacturing Low-Carbon and Intelligent Upgrade Transformation Subsidy" program, the central factory can upgrade from Level 2 (visualization) to Level 4 (predictive), while driving supply chain manufacturers to significantly transform and upgrade from Level 0 (computerization) to Level 2 (visualization).

The production line intelligent scheduling system, established with Topview as the central factory, automatically collects material status and production information and displays it to relevant internal departments through real-time dashboards. Supply chain partners (A, B, C, D) collaborate by integrating corresponding equipment, production lines, and product inspection smart information to achieve the ultimate goal of intelligent transformation.
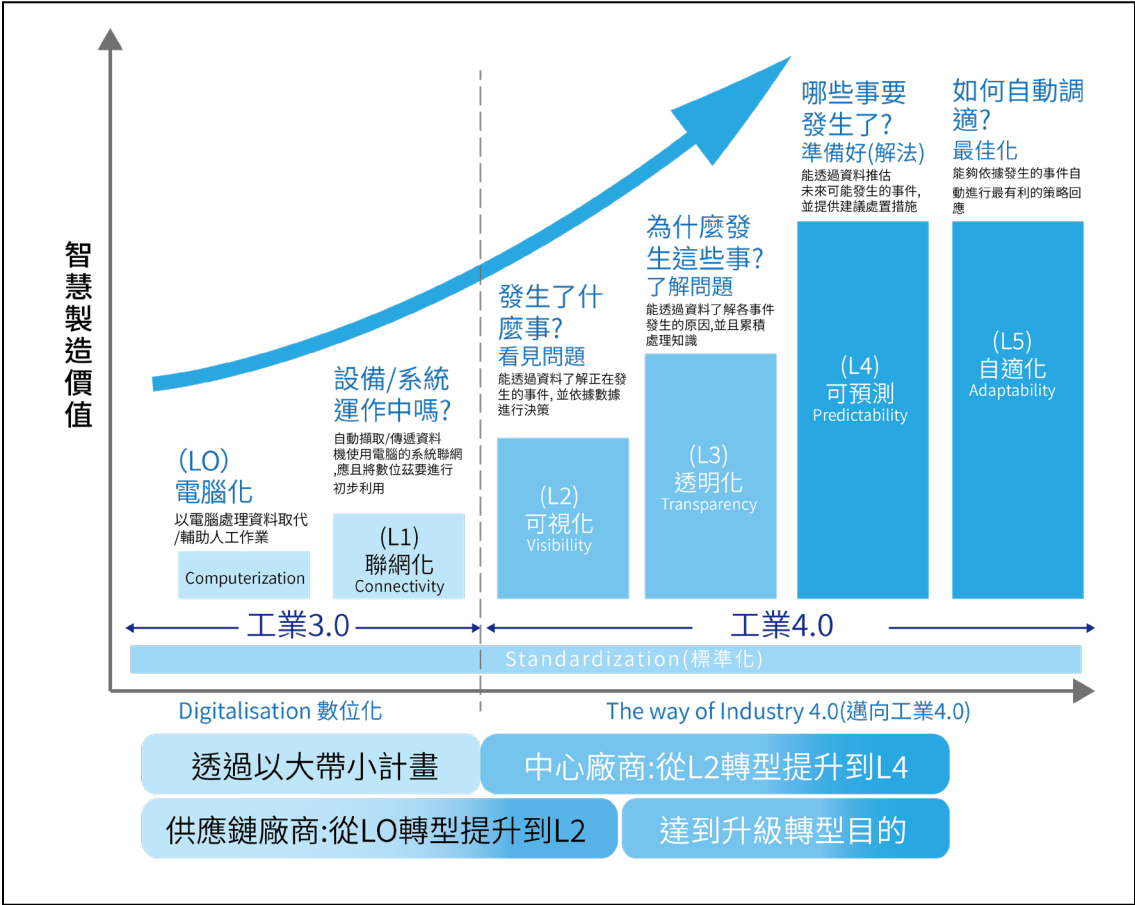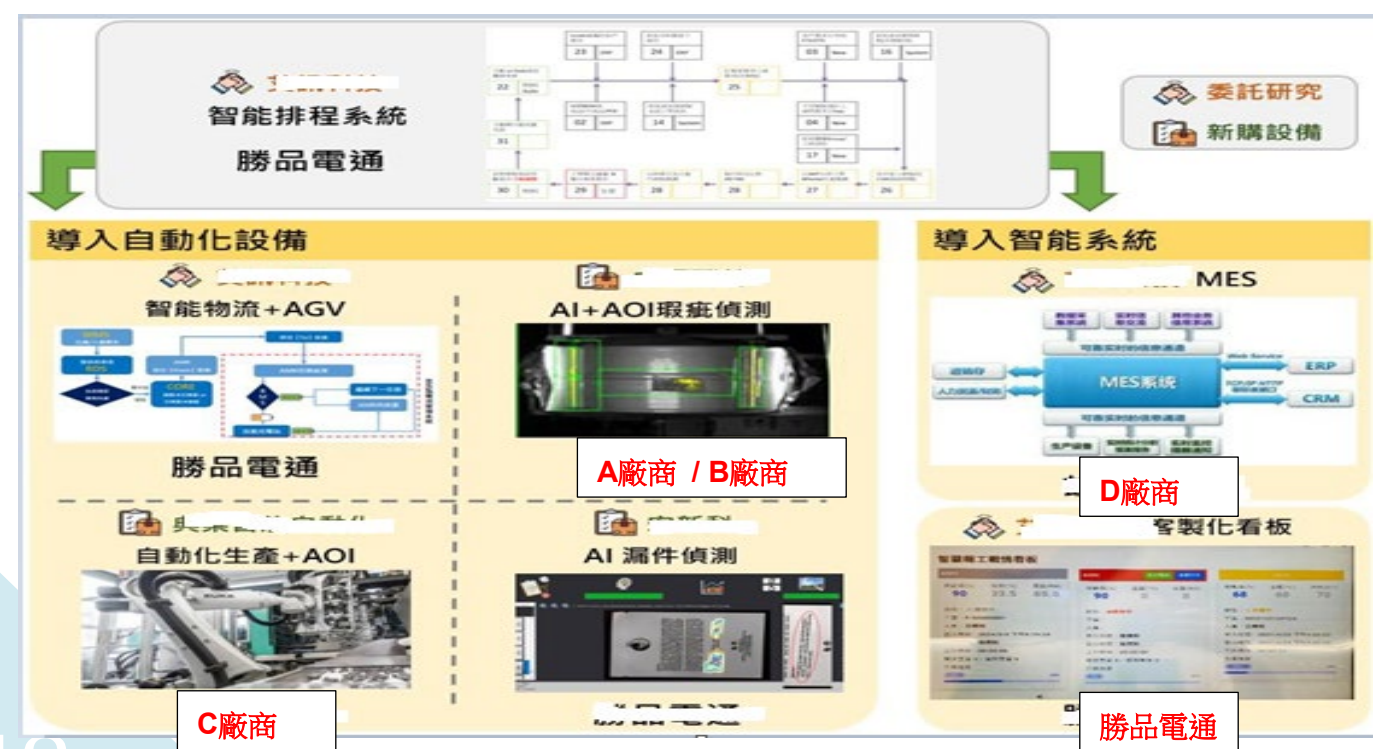
Supplier Sustainability Management

Topview establishes relevant supply chain management regulations for raw material suppliers, outsourced manufacturers, and system service providers, including new supplier evaluation, annual supplier evaluation, and supplier coaching. Procurement strategies are formulated based on the company's sustainability development needs to assess whether suppliers meet Topview's requirements in terms of technology, production capacity, innovation capability, quality, service, and sustainability management.

When conducting new supplier evaluations, procurement convenes an evaluation team composed of representatives from quality assurance, R&D, and other related departments. The team issues questionnaires assessing various supplier capabilities and ultimately confirms the final evaluation results. Only suppliers who pass the evaluation can become qualified suppliers for Topview.

To achieve the company's highest goal of sustainable operation, Topview adheres to management principles of compliance with ethical regulations, respect and care for employees, safety and health maintenance, and green sustainable development. The following requirements apply to suppliers in the economic, environmental, and social aspects:

Economy	Environment	Society
• Material Delivery Timeliness	•Regulatory Compliance	•Prohibition of Conflict Minerals
•Ability to Respond to Material Shortages	•Environmental Substance Certification	•Labor and Human Rights Regulations
•Advanced Processing Capability of Raw Materials	•Environmental, Safety, and Health (ESH) Management Survey	• Employee Health and Safety
•Cost Competitiveness	•Use of Eco-friendly Packaging / Recyclable Materials	• Integrity Commitment
		• Business Ethics and Conduct

Supplier Evaluation

Annual Supplier Audit

The primary responsibility of procurement regarding its suppliers is to ensure that purchased costs align with the company's targets. In addition to price inquiries, comparisons, and negotiations, procurement must implement strategies such as long-term purchasing, regular purchasing, and occasional long-term purchasing to reduce costs and improve efficiency. Suppliers with good reputation and transaction quality records, after evaluation, may negotiate and sign long-term contracts.

Beyond fulfilling its own corporate responsibilities, the concept of sustainable management must extend to suppliers as well. Therefore, supplier audits also include corporate social responsibility topics covering labor, health and safety, environmental aspects, and more. In 2024, Topview conducted on-site audits on 10 key suppliers to verify their improvement and corrective actions. Audit results are considered when evaluating the continuation of business relationships. If suppliers violate environmental protection, occupational safety, human rights, or other related regulations, they will be required to submit improvement plans and undergo follow-up on-site audits to track progress.

Evaluation Rating	2024 Evaluation Results (Number of Suppliers)	Actions Taken
90 分以上 Above 90	0	Suggest increasing purchase volume. When the company has new projects, p cooperation opportunities can be given.
89-80 分 89 to 80	9	Maintain current operations.
79-70 分 79 to 70	1	Require suppliers to continuously strengthen management mechanisms to e effective improvements in the coming year.
70 分以下 Below 70	0	Suppliers who still score below 70 points after guided improvement will be clas as unqualified suppliers and their transactions will be terminated.

*Key suppliers: Domestic manufacturers, excluding customer-designated parts agents, with transaction amounts meeting company requirements.

Principles for New Supplier Selection and Evaluation

Procurement collects information on capable or interested suppliers and requires them to complete the Supplier Environmental, Safety, and Health (ESH) Management Questionnaire along with related documents for further review and subsequent evaluation. For suppliers engaging in first-time transactions, a new supplier evaluation is conducted. Only those who pass the evaluation can become qualified suppliers for Topview. The evaluation process is as follows:

Supplier Signing of Relevant Declarations

On-site / Document

Evaluation Evaluation

Supplier Evaluation Data Review

Provision of Qualified Supplier Documentation

Supplier Training and Awareness

Annual Audit

Supplier Sustainability Management

Supplier Commitment Statement

Excluding customer-designated suppliers and suppliers with no subsequent transactions, all qualified suppliers cooperating with Topview are required to sign relevant documents. The company also conducts routine monitoring and control over these suppliers.

1. Environmental Management Substance Quality Certification

Assist partners in understanding Topview's requirements for hazardous substance management, aiming to effectively control the use of various hazardous substances in products. This prevents materials containing hazardous substances from entering or being used, ensuring compliance with relevant international regulations.

2. Integrity Commitment Letter

Commit to never falsify transaction prices or fabricate transaction data through improper means or for improper benefits.

Commit to never engage in any acts of embezzlement, theft, or misappropriation of property.

Commit to never seek improper benefits or illegal personal gains. "Improper benefits" include but are not limited to kickbacks, commissions, profit sharing, shares (or hidden shares), or improper gifts or entertainment.

3. Conflict Minerals

The Responsible Business Alliance (RBA) and the Global e-Sustainability Initiative (GeSI) require their members to implement responsible sourcing procedures to ensure that their metal procurement complies with social and environmental responsibilities. Topview commits to and supports the non-purchase of conflict minerals for production use. We continuously communicate with suppliers and require them to sign the Environmental Management Substance Quality Certification, mandating that suppliers do not use conflict minerals. This is an important criterion in supplier selection. Gradually, we require suppliers to assist in tracing the source of metals contained in materials and to comply with the ban on minerals sourced from conflict regions.

Supplier Risk Management

For existing qualified suppliers, Topview conducts careful supplier risk assessments by regularly and irregularly investigating their operational and financial status, with special attention to high-risk groups. This is to prevent any unexpected shutdowns that could affect shipments or cause disputes. Regular risk assessments are conducted on existing qualified suppliers, with a focus on supply chain risks. This includes periodic investigations into suppliers' employee human rights, use of child labor, financial conditions, and whether raw materials originate from conflict mineral areas. These investigations help evaluate the supply chain partners' ability to respond to risks.

Emergency Response

According to the risk management procedures, whenever a major incident occurs, a significant risk investigation is conducted on the supplier, or appropriate response measures are communicated to the supplier. This enables Topview to take the most suitable preventive actions within the supply chain, avoiding operational harm and protecting the interests of stakeholders.

Key Material Control

To prevent material shortages, supply disruptions, and unstable raw material supply that could affect product delivery schedules—and in severe cases, damage corporate reputation and revenue—Topview manages key raw material risks based on "procurement attributes." These include factors such as single sourcing, high technical barriers, significant price fluctuations, and components susceptible to supplier labor and capacity constraints. This risk management covers upstream, midstream, and downstream aspects of the industry.

The interconnections among upstream, midstream, and downstream sectors of the industry are shown in the table below:

Upstream	Midstream	Downstream
Optical Components: Camera optical lenses, secondary optical lenses, IR LEDs. **IC Semiconductors:** CCD/CMOS image sensor chips, video decoding/encoding chips, single-chip controllers, large programmable logic ICs, microprocessors, memory. **Electronic Components:** Transformers, capacitors, inductors, transistors, etc. **Mechanical Components:** Molds, housings. **Other Components:** Power supplies, switches, cables, PCBs.	Camera Lens Modules Cameras (Digital/IP) Digital Video Recorders Hard Drive / Video Surveillance Storage Systems Video Capture Cards Video Management Software and Compression	System Integrator Agent / Representative Distributor Trader / Trading Company Brand Owner / Brand Company

Identify key component risks according to industry characteristics and corresponding mitigation strategies.

Key Raw Materials	Risk Types	Mitigation Strategies
Electronic Components	Physical limitations of procurement channels Risk of market price fluctuations Origin/source restrictions	Introduce 2-3 brand suppliers for diversification Place orders based on proportional allocation Give priority to local suppliers
Printed Circuit Board (PCB)	Physical limitations of procurement channels Risk of market price fluctuations Use of highly toxic chemicals	• Introduce diversification by engaging 2-3 brand suppliers • Give priority to local suppliers • Analyze and control material costs based on international raw material price fluctuations • Communicate with customers to reflect reasonable costs in the selling price • Promote the use of green chemicals to reduce safety hazards
Mechanical Parts	• Physical limitations in procurement channels • Market price fluctuation risks • Restrictions based on origin/source	• Introduce diversification by engaging 2-3 brand suppliers • Prioritize selection of local suppliers • Analyze and control material costs based on international raw material price fluctuations • Communicate with customers to reflect reasonable costs in selling prices

Local Procurement

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

At the same time, to promote the development of the local socio-economy and reduce greenhouse gas emissions generated during transportation, local procurement is a primary consideration for Topview when selecting partners. Considering the reduction of carbon emissions from raw material transportation, delivery speed, and supply chain clustering, local procurement is prioritized in raw material sourcing strategies.

Supplier Communication and Management

Topview requires suppliers to upload environmental substance declarations and raw material test reports onto the EC platform for review by relevant departments. Through this platform, key international environmental regulations, as well as quality and sustainability-related announcements, are published to keep suppliers informed and up to date in real time.

Additionally, a whistleblowing mailbox is established for reporting any illegal activities. If any unlawful events are discovered, suppliers and stakeholders can report them via Topview's integrity mailbox: honest@topviewcorp.com.

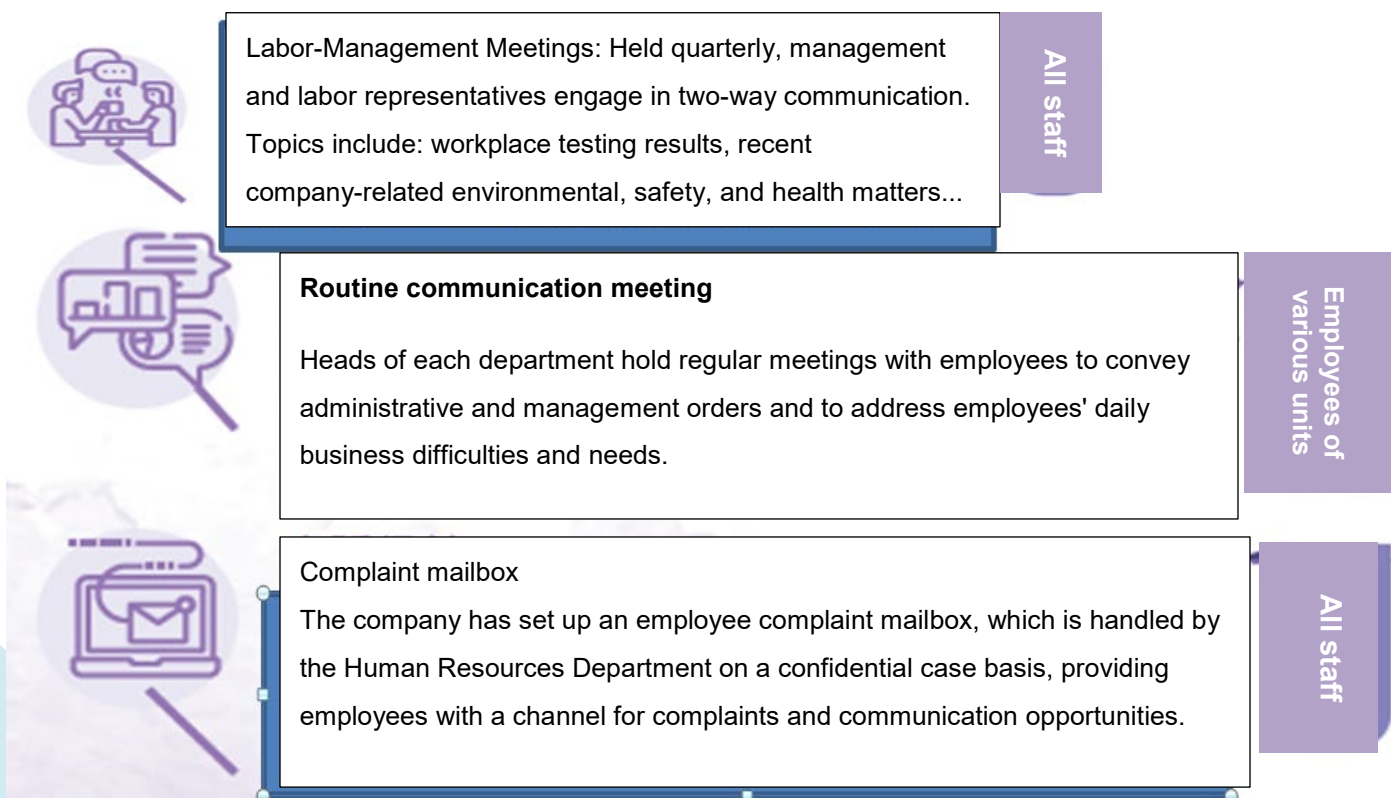In 2024, no supplier-related whistleblowing incidents were reported.

Employee Care and Social Engagement

To maintain a good labor-management relationship with employees, the company has established smooth communication channels that allow employees to promptly understand company information and encourages them to provide suggestions on overall operations and development for management's consideration. These comprehensive communication channels not only promote labor-management relations but also enable the company to fully understand employees' needs and issues, allowing for swift and effective responses and improvements to provide a better workplace environment. Through the convening of labor-management meetings, representatives from both labor and management communicate and decide on labor-related matters. Topview values "work-life balance" as a modern enterprise, emphasizing mutual care and growth, and aims to convey this philosophy to every employee and the broader society.

4.1 Labor-Management Relations

Topview strictly complies with Taiwan's relevant labor laws and, based on the foundation of international human rights conventions, develops communication mechanisms and labor conditions. To maintain good labor-management relations with employees, the company has established smooth communication channels that allow employees to stay informed about company information in real time and encourages them to provide suggestions on overall operations and development for management's consideration. Through the convening of labor-management meetings, representatives from both labor and management communicate and make decisions on labor-related matters. A sound and harmonious labor-management relationship is the cornerstone of sustainable development, enabling the company to fully understand employees' needs and concerns and provide a better workplace environment.

Labor-management meetings are held regularly each quarter, composed of an equal number of representatives from both labor and management. These meetings serve as a platform for dialogue to enhance communication within the company, reduce conflicts, and foster mutual understanding. Discussion topics include working conditions, measures to improve work efficiency, and company policy matters.

Labor-Management Meetings: Held quarterly, management and labor representatives engage in two-way communication. Topics include: workplace testing results, recent company-related environmental, safety, and health matters...

All staff

Routine communication meeting

Heads of each department hold regular meetings with employees to convey administrative and management orders and to address employees' daily business difficulties and needs.

Employees of various units

Complaint mailbox
The company has set up an employee complaint mailbox, which is handled by the Human Resources Department on a confidential case basis, providing employees with a channel for complaints and communication opportunities.

All staff

Management Approach for Major Issues

Major Issues	Main Focus Groups	2024 Management Objectives	2024 Objective Achievement Status	2025 Management Objectives
Labor-Management Relations	Employees	Regular labor-management meetings are held to facilitate communication and collaboration.	100%	Regular Labor-Management Meetings
	Responsibility	**Resources**	**Actions**	**Evaluation**
	Human Resources / Environmental Safety and General Affairs	1. Welfare Committee Meetings 2. Labor-Management Meetings 3. Promotion of Human Rights Policy	Topview provides employees with diverse communication channels to ensure timely access to company information.	Labor-management meetings are held quarterly, where employer and employee representatives exchange information on labor-related matters.

Human Rights and Anti-Discrimination

Topview is committed to protecting employee rights and ensuring that its human rights practices comply with local regulations and meet stakeholder expectations. The company strictly prohibits child labor and enforces equal treatment in the workplace. There is no forced labor of any kind, and Topview explicitly prohibits the use of slavery and human trafficking.

The company actively promotes awareness of these issues internally. Recognizing that labor rights and human rights are key concerns, Topview has established internal procedures such as the "Communication, Consultation, and Participation Management Procedure." Employees who experience sexual harassment or any form of inappropriate treatment can report such incidents through the "Whistleblowing and Complaint Procedure" directly to the Human Resources Department. The company ensures the confidentiality of whistleblowers' identities.

External stakeholders who have concerns regarding labor rights or human rights at Topview Electronics can contact the company through the spokesperson or email address listed on the official website. In 2024, the company received no complaints or reports related to labor rights or human rights issues.

Talent Recruitment and Employment

To maintain a stable human resources foundation, Topview adopts a fair, open, impartial, and efficient recruitment system, aiming to attract outstanding and suitable talent to strengthen the company's operations. The company is committed to diversity and equal opportunity, ensuring that no discrimination occurs in the hiring process based on race, skin color, age, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership, or marital status.

Topview complies with all relevant labor laws, including Taiwan's Labor Standards Act, treating all candidates equally and fairly. The company strictly prohibits the employment of child labor and ensures adherence to the standards set by the Responsible Business Alliance (RBA) Code of Conduct.

Freedom of Employment

Topview prohibits the employment of forced labor and child labor. All employment must be voluntary. The company is committed to upholding gender equality in the workplace and respecting the personal dignity of all employees. Employees have the right to resign freely, provided they give reasonable notice in advance.

Freedom of Association

Topview respects employees' legal rights to freely associate and form labor unions. In accordance with legal requirements, the company has established clear communication channels for employees. Employees or their representatives are free to communicate openly with management regarding working conditions and management practices, and to express their ideas and concerns without fear of discrimination, retaliation, threats, or harassment.

Care and Support for Migrant Workers

Since 2019, Topview has employed migrant workers to meet labor demands. The company is committed to the care and support of these employees through the following initiatives:

Topic	Item	Outcome
Management Aspect	Dormitory Human Rights Management	Free access to dormitories; no confiscation or custody of passports or documents
	Provision of Native Language Environment	Company policies, labor contracts, safety signs, training materials, event promotions, and health consultations are all translated into workers' native languages
Living Care	Regular Care and Support	Company complaint mailbox, employee suggestion box, dormitory suggestion box, migrant worker service desk, agency hotline, and Line group for health and well-being support

Employee Communication and Grievance Channels

To ensure all employees are informed in a timely manner, Topview has established an EIP (Enterprise Information Portal) for employees. This platform provides important HR announcements, onboarding guides for new employees, HR-related sections, and information on various welfare measures offered by the Employee Welfare Committee. For example, the "New Employee Orientation Manual" helps new hires quickly understand company policies and application procedures.

If any external stakeholders have concerns regarding Topview's labor rights or human rights issues, they may report them via the company's spokesperson. The issue will then be communicated and addressed by the relevant internal departments in coordination with stakeholders.

Since its establishment, Topview has valued harmonious labor relations and offers diverse communication channels. Employees can express their opinions through direct supervisors, the HR department, employee suggestion boxes, or town hall meetings.

The company encourages employees to voice their opinions and implements appropriate preventative and protective measures to ensure the integrity of investigations and prevent unfair retaliation or mistreatment of those who report concerns.

As of now, there have been no reported cases of discrimination, mistreatment, or sexual harassment within the company, nor has the company received any complaints from external parties. The HR department continuously monitors changes and updates in government regulations to ensure the company's policies on wages, leave, working hours, and other related matters comply with national laws. As of the end of 2024, the company has not incurred any significant penalties.

4.2 Employee Overview

Human Resources Policy: Topview's People Values

"Talent Philosophy": Ability to solve problems, a proactive attitude toward work, and a spirit of growth and breakthrough.

"Work Principles": Creativity, methodology, execution capability, ambition, accountability, and a sense of belonging.

"Personal Conduct": A kind and sincere heart, positive thinking, and a trustworthy attitude.

Our human resources policy is based on the belief in mutual growth and shared success with all employees. We aim to implement this philosophy throughout our corporate activities and in each employee's daily actions. Through this virtuous cycle, we strive to attract, retain, develop, and motivate outstanding talent. While we may still have room for improvement, we are actively working toward this goal.

When it comes to recruitment and workforce allocation, we follow the principle of placing the right people in the right positions, enabling each person to leverage their strengths. Employees are the cornerstone and most valuable asset of our sustainable operations. Only competent individuals can truly contribute to the company, enhancing performance and generating profits.

Currently, our workforce needs have stabilized in response to business operations. However, to support long-term development, we continue to recruit exceptional external talent, while also offering internal employees opportunities for promotion and job rotation.

To this end, Topview consistently works to attract and retain talent by investing in employee development, designing competitive compensation and benefits packages, and fostering a healthy and high-quality work environment.

Hiring Principles

Topview adopts an open recruitment process based on actual business needs. For the recruitment, we are committed to developing diverse sourcing channels and projects. We follow the principles of placing the right talent in the right positions and prioritizing internal candidates over external hires.

We do not discriminate based on race, religion, skin color, nationality, gender, or any similar factors, and we strictly prohibit the employment of child labor.

Employment of Persons with Disabilities

We provide equal employment opportunities to individuals with disabilities and, in accordance with Article 38 of the People with Disabilities Rights Protection Act, employ those who are capable of working. Topview is committed to supporting the employment of persons with disabilities by offering appropriate job placements and creating a suitable work environment, thereby fulfilling our corporate social responsibility.

By Gender	2020年		2021年		2022年		2023年		2024年	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Number of Employees	164	223	181	256	163	249	142	210	128	208
Number of Employees with Disabilities	3	3	3	4	3	3	2	3	2	3

Stable Workforce Structure

Topview's organizational operations have entered a stable stage. However, due to labor demands driven by the structure of customer orders, the company began hiring foreign workers in 2019. Although operations were briefly affected by the COVID-19 pandemic in 2020, Topview has consistently valued its deep roots in Taiwan and the importance of hiring local talent. We continue to expand employment opportunities within Taiwan.

Thanks to the collective efforts of our employees, the company not only recovered after 2020 but also achieved significant operational growth.
As of the end of 2024, Topview had a total of approximately 336 employees. The composition of our workforce is analyzed as follows:

Workforce Composition

As of the end of 2024, Topview had a total of 336 employees. Based on the 2024 workforce composition, female employees accounted for **61.9%**, while male employees made up **38.1%** of the total workforce. The higher proportion of female employees is primarily due to the nature of direct labor roles in the production units.

Direct employees represented **47%** of the total workforce, and indirect employees accounted for **53%**. In recent years, the company has not only strengthened its R&D capabilities but also emphasized production quality, leading to a more balanced ratio between direct and indirect personnel.

Supervisory roles made up **21.7%** of the total workforce, with a focus on maintaining a reasonable span of control to achieve optimal organizational efficiency.

The majority of employees are between the ages of 30 and 50, considered the prime years for productivity and development potential. Indirect staff tend to have more stable tenure, resulting in a well-balanced distribution of years of service.

The overall educational level of the workforce has been steadily improving, with approximately 43.8% of employees holding a university degree or higher (bachelor's or master's).

To attract local talent, the company's workforce is primarily distributed across its Taoyuan plant, as well as its Taipei and Taichung offices.

2024 Workforce Composition (Updated)

員工分佈		男性		女性		人數總計	比例
		人數	比例	人數	比例		
年齡	未滿30歲	14	4.2%	51	15.2%	65	19.3%
	30~50歲	87	25.9%	124	36.9%	211	62.8%
	50歲以上	27	8.0%	33	9.8%	60	17.9%
職稱	管理職	39	11.6%	34	10.1%	73	21.7%
	專業職	89	26.5%	174	51.8%	263	78.3%
類別	直接	13	3.9%	145	43.2%	158	47.0%
	間接	115	34.2%	63	18.8%	178	53.0%
年資	1年以下	9	2.7%	26	7.7%	35	10.4%
	1~3年	24	7.1%	31	9.2%	55	16.4%
	3~5年	17	5.1%	34	10.1%	51	15.2%
	5~10年	26	7.7%	48	14.3%	74	22.0%
	10年以上	52	15.5%	69	20.5%	121	36.0%
學歷	高中以下	10	3.0%	136	40.5%	146	43.5%
	專科	21	6.3%	22	6.5%	43	12.8%
	大學	62	18.5%	41	12.2%	103	30.7%
	研究所	35	10.4%	9	2.7%	44	13.1%
小計		128	38.1%	208	61.9%	336	100.0%

Human Resources Turnover Overview

The table below shows the employee turnover situation at Topview from 2021 to 2024. New hires are primarily based on the company's operational needs, with an emphasis on providing diverse employment opportunities. In addition to recruiting talent required for business expansion, the current HR policy also encourages the employment of women returning to the workforce, members of the general public, and aims to increase job opportunities for young people.

When employees submit their resignation, the company seeks to understand the reasons behind their departure and makes appropriate efforts to retain them.

According to the data, the majority of employee resignations at Topview are from female direct employees, with the primary reason being family caregiving responsibilities. In contrast, indirect employees show relatively lower turnover rates, indicating a more stable workforce in those roles.

Although the economy had begun to recover in 2024, the lingering impacts of the post-pandemic period remained. Shifts in work models and changing technological demands continued to affect both the supply and demand sides of the labor market, requiring adaptation from all parties. Labor shortages remained a serious issue, making recruitment efforts particularly challenging.

Most resignations in 2024 came from frontline (direct) employees, primarily due to the less stable nature of direct labor roles, and the fact that the Taoyuan Industrial Zone, being a hub of Taiwan's manufacturing sector, presents numerous job-hopping opportunities.

The number of new hires in 2024 was roughly the same as in 2023. However, the number of resignations in 2024 decreased compared to 2023. The 2024 turnover rate was 22.92%, which is lower than the 32.67% recorded in 2023. The overall employee mobility rate in 2024 was 39.8%, indicating a relatively stable workforce.

This stability is mainly attributed to Topview's ongoing need to expand its workforce in response to increasing product complexity and production automation, as well as shifts in technological structures. Despite this, some employees still left the company due to family obligations or career planning.

The analysis of new hires and resignations in 2024 is as follows:

Year	2024				2023			
Employee Category	Number of New Hires	Number of Resignations	Number of Employees	Turnover Rate	Number of New Hires	Number of Resignations	Number of Employees	Turnover Rate
Direct	36	45	158	28.48%	15	65	166	39.16%
Indirect	24	32	178	17.98%	39	50	186	26.88%
Total	60	77	336	22.92%	54	115	352	32.67%

*Turnover Rate = Total Number of Resignations in the Year / Number of Employees as of December 31

2024 Workforce Overview – New Hires

Nationality		Local			Foreign			Total Number of Employees		
Age	Gender	Number of New Hires	Number of Employees	New Hire Rate	Number of New Hires	Number of Employees	New Hire Rate	Number of New Hires	Number of Employees	New Hire Rate
Under 30	Male	7	14	50.00%	0	0	0.00%	7	14	50.00%
	Female	8	19	42.11%	13	32	40.63%	21	51	41.18%
	Subtotal	15	33	45.45%	13	32	40.63%	28	65	43.08%
Between 30 and 50	Male	12	88	13.64%	0	0	0.00%	12	88	13.64%
	Female	14	106	13.21%	5	18	27.78%	19	124	15.32%

		26	194	13.40%	5	18	27.78%	31	212	14.62%
	Subtotal	26	194	13.40%	5	18	27.78%	31	212	14.62%
50 以上 Above 50	Male	1	26	3.85%	0	0	0.00%	1	26	3.85%
	Female	0	33	0.00%	0	0	0.00%	0	33	0.00%
	Subtotal	1	59	1.69%	0	0	0.00%	1	59	1.69%
Total		42	286	14.69%	18	50	36.00%	60	336	17.86%

*New Hire Rate = Total Number of New Hires in the Year / Number of Employees in the Group as of December 31, 2024

2024 Workforce Overview – Employee Turnover

Nationality		Local			Foreign			Total Number of Employees		
Age	Gender	Number of Resignations	Number of Employees	Turnover Rate	Number of Resignations	Number of Employees	Turnover Rate	Number of Resignations	Number of Employees	Turnover Rate
Under 30	Male	9	14	64.29%	0	0	0.00%	9	14	64.29%
	Female	5	19	26.32%	8	32	25.00%	13	51	25.49%
	Subtotal	14	33	42.42%	8	32	25.00%	22	65	33.85%
Between 30 and 50	Male	21	88	23.86%	0	0	0.00%	21	88	23.86%
	Female	18	106	16.98%	10	18	55.56%	28	124	22.58%
	Subtotal	39	194	20.10%	10	18	55.56%	49	212	23.11%
Above 50	Male	4	26	15.38%	0	0	0.00%	4	26	15.38%
	Female	2	33	6.06%	0	0	0.00%	2	33	6.06%

Subtotal	6	59	10.17%	0	0	0.00%	6	59	10.17%
Total	59	286	20.63%	18	50	36.00%	77	336	22.92%

*Turnover Rate = Total Number of Resignations in the Year / Number of Employees in the Age Group as of December 31, 2024

Year		2023						2024					
Employee Distribution		Male		Female		Total Number of Employees	Percentage	Male		Female		Total Number of Employees	Percentage
		Number of Employees	Percentage	Number of Employees	Percentage			Number of Employees	Percentage	Number of Employees	Percentage		
Position Category	Management Positions	45	12.7%	33	9.4%	78	22%	39	11.6%	34	10.1%	73	21.7%
	Professional Positions	97	27.6%	177	50.3%	274	78%	89	26.5%	174	51.8%	263	78.3%
Total		142	40.3%	210	59.7%	352	100%	128	38.1%	208	61.9%	336	100.0%

Talent Recruitment and Industry-Academia Collaboration

To meet the employment demands driven by business development, the company has established operational bases in Taoyuan and Taichung to recruit the necessary talent. We aim to increase local employment opportunities for young people and also encourage women returning to the workforce and members of the community to apply for suitable positions.

Taiwan is facing a severe labor shortage challenge, making "knowledge transfer" a crucial task for sustainable business development. To cultivate local technical talent, Topview continuously collaborates with Ming Chi University of Technology through human resource planning and industry-academia partnership programs.

Through projects with university departments, students are invited to visit the company. After a formal selection and interview process, interns are assigned to learn and gain hands-on experience in areas such as manufacturing, product validation, human resources, and research & development. Dedicated mentors guide the interns, allowing them to work in departments of their interest and gain early exposure to corporate operations.

By engaging with the workplace during their student years, interns accumulate solid practical experience, facilitating a smoother transition into society. We hope that students' one-year internship at Topview will allow them to apply their academic knowledge to real work, growing and developing steadily.

Industry-Academia Collaboration Status		
School	Number of Participants	Internship Contract Period
Ming Chi University of Technology	3	2023/09/12-2024/09/06
	2	2024/9/9-2025/9/5

4.3 Compensation

Topview's compensation strategy is based on the competitive industry environment, company operational performance, and market benchmarking. We provide a competitive overall compensation package, including base salary, bonuses, and profit-sharing.

Salary determination is conducted according to the position framework and salary standards, taking into account education, work experience, individual development potential, professional skills, and performance. Compensation decisions are made without discrimination based on gender, race, nationality, age, or other personal factors.

Compensation and Benefits

Topview's compensation and benefits measures fully comply with legal requirements, including minimum wage, paid leave, and other mandated benefits. These measures are regularly reviewed and adjusted to attract and retain outstanding talent.

In terms of welfare, the company provides group insurance plans and organizes activities through the welfare committee, such as domestic and overseas trips, team dinners, and subsidies for club activities, fostering camaraderie and enriching employees' leisure time.

Adhering to the philosophy of profit-sharing with employees, Topview values its human assets and offers a generous employee bonus system. This bonus links company operational performance with individual performance, ensuring market competitiveness while demonstrating the company's sincere appreciation and respect for its talent.

Performance Management

The company conducts regular annual performance evaluations. The evaluation process is based on work objectives, job competence, and work attitude, among other criteria, and is conducted fairly and reasonably according to the standards outlined in the performance evaluation form. Key performance indicators (KPIs) aligned with organizational goals are used to set and execute department and individual performance targets. Performance assessments are conducted semi-annually based on the achievement of work objectives and behavior to identify any bottlenecks that may require guidance, thereby improving work efficiency. When company profitability and performance are strong, these results are closely linked to appropriate employee rewards, such as salary adjustments or promotions for outstanding performers.

Performance management serves as an integrated system connecting strategy, compensation, talent, and competency development. It begins with KPI target setting aligned with company strategies, followed by detailed work planning. Throughout the process, regular and ad hoc reviews ensure that work progress and direction remain consistent with company strategy.

Semi-annual performance reviews evaluate employees' milestone achievements and behavioral performance, accompanied by feedback discussions to verify whether work aligns with initial expectations. This process considers both the outcomes and the efforts involved in meeting objectives. An annual performance evaluation further assesses the overall achievement of yearly goals. Results are discussed in performance meetings between supervisors and employees, reviewing past accomplishments and jointly agreeing on goals for the upcoming year.

We emphasize not only the achievement of key objectives but also employee behaviors and timely managerial feedback. Based on performance outcomes and career development needs, supervisors collaborate with employees each year to formulate a "Personal Development Plan," enabling employees to fully utilize their talents and potential.

The performance management framework consists of setting goals at the beginning of the period, monitoring progress mid-term, and conducting final evaluations based on goal achievement, thereby establishing a complete PDCA (Plan-Do-Check-Act) performance management cycle.

Topview values employee work performance and career growth, adhering to principles of fairness, justice, and transparency, without discrimination based on nationality or gender.

Parental Leave

For the future competitiveness of the nation, the company recognizes the importance of childcare and breastfeeding support as an essential corporate social responsibility. In accordance with Taiwanese regulations, the company provides parental leave. Employees may apply for unpaid parental leave under the "Gender Equality in Employment Act" and the "Implementation Measures for Parental Leave."

Parental leave applications are open to all employees regardless of gender. The company encourages employees to return to work after the leave period. For employees returning from parental leave, the company assists with job placement and helps them smoothly transition back into their roles.

In 2024, there were 2 parental leave applicants. Both were scheduled to return to work in 2024, resulting in a 100% return-to-work rate. The retention rate for employees who returned from parental leave the previous year and continued working for at least one year was 67%.

Parental Leave Status	2024			2023			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of Parental Leave Applicants in the Year	1	1	2	0	4	4	2	3	5
Number of Employees Scheduled to Return (a)	0	2	2	2	3	5	1	2	3
Number of Employees Actually Returned (b)	0	2	2	1	2	3	0	1	1
Return-to-Work Rate (b/a)	-	100%	100%	50%	67%	60%	0%	50%	33%
Number of Employees Returned from Parental Leave Previous Year (c)	1	2	3	0	1	1	0	0	0
Number of Employees Returned Previous Year and Retained for One Year (d)	1	1	2	0	1	1	0	0	0
Parental Leave Retention Rate (d/c)	100%	50%	67%	-	100%	100%	-	-	-

Retirement System

Topview establishes its retirement system in accordance with legal regulations to ensure employees' future pension benefits. This includes employees covered under the "Labor Standards Act" retirement system, where retirement reserves are estimated and deposited into the old pension reserve account.

For employees covered under the "Labor Pension Act" retirement system, a monthly contribution of 6% of their salary is allocated to individual pension accounts according to their pension tier eligibility.

Working Conditions

Topview values the balance between employees' work and life, as this is key to maximizing productivity for the company. Therefore, we are committed to providing a high-quality working environment. In addition to maintaining healthy and safe workplace facilities, we regularly review labor conditions in accordance with legal requirements and manage with a human-centered approach, making flexible adjustments as appropriate.

Overtime and Working Hours Management

We have established a working hours, leave, and overtime management system in compliance with labor laws. For work performed outside regular working hours due to operational needs, overtime pay or compensatory leave is provided according to legal regulations. Working hours are regularly reviewed and monitored.

Except for emergencies or special operational circumstances, employees are entitled to at least one day off for every seven consecutive working days. In 2024, there were no violations of labor laws related to working hours.

4.4 Talent Development

Topview places great importance on the cultivation and development of its employees, believing that continuously nurturing outstanding talent is essential to strengthening its competitive foundation and creating high-quality human resources. The company invests considerable resources to provide comprehensive training programs tailored to meet the manpower needs of the company's development and the professional requirements of various functional units. These training initiatives effectively develop human resources, improve employee work quality, and help achieve business objectives.

Additionally, Topview has successfully passed the Talent Quality-management System (TTQS) assessment conducted by the Workforce Development Agency, Ministry of Labor.

Training Content

Topview's training programs are divided into five main categories: New Employee Orientation, Professional/Functional Training, General Education Training, Direct Staff Training, and Self-Development Training. Emphasis is placed on the new employee training system to help newcomers quickly integrate into the organizational team. Upon joining, new employees undergo orientation training and receive three months of on-the-job learning and coaching by their respective departments. This enables them to quickly understand the company's operational environment and effectively perform their roles, shortening the adaptation period.

The training courses are competency-based, ensuring each employee acquires the professional skills and knowledge required for their position and can apply them in their work. Employees are also encouraged to actively share knowledge to promote learning and experience transfer.

The five main training areas include:

1. **New Employee Training:** Pre-employment orientation and onboarding training, supported by a mentorship system to help newcomers adapt to the work environment and company culture.

2. **Professional/Functional Training:** Training on essential skills for roles in production, marketing, sales, R&D, finance, management, procurement, IT, and more.

3. **General Education Training:** Covers company mission, corporate culture, company values, quality awareness, occupational safety, and health.

4. **Direct Staff Training:** Knowledge, skills, and operational methods required for on-site workers.

5. **Self-Development Training:** Language courses and digital learning courses (e-Learning), among others.

In 2024, training focused on improving new employee orientation, labor safety, emergency response, and policy advocacy (such as occupational safety and health, environment, quality, human rights, and integrity). Additionally, in response to corporate sustainability issues, seed training sessions were conducted to facilitate internal implementation within the company.

In 2024, a total of 78 training sessions were held for both existing employees and new hires, accumulating 1,682.7 training hours and 822 participant attendances. On average, each employee received 5.01 hours of training during the year.

2024 Training Overview

Item	Category		Internal Training (Number of Participants)	External Training (Number of Participants)	Total (Number of Participants)
Training Hours	Indirect	Male	514.8	60.0	574.8
		Female	314.1	233.0	547.1
	Direct	Male	69.9	3.0	72.9
		Female	488.0	0.0	88.0
	Subtotal		1386.7	296.0	1682.7
Number of Participants	Indirect	Male	247.0	8.0	255.0
		Female	144.0	12.0	156.0
	Direct	Male	64.0	1.0	65.0
		Female	346.0	0.0	346.0
	Subtotal		801.0	21.0	822.0

Item No.	Total Training Hours	Number of Employees	Average Training Hours per Person
Average Training Hours per Employee	1682.7	336	5.01
Average Training Hours per Female Employee	1035.1	208	4.98
Average Training Hours per Male Employee	647.7	128	5.06
Average Training Hours per Indirect Employee	1121.9	178	6.30
Average Training Hours per Direct Employee	560.9	158	3.55

Environmental, Safety, and Health Training

To enhance employees' knowledge of workplace safety and health, Topview conducts safety and health education and training. Each year, training sessions are held for new hires and current employees, including occupational safety and health education, emergency response and fire drills, as well as specialized off-site training to ensure personnel safety and reduce disaster losses.

The statistics for environmental, safety, and health training are as follows: a total of 13 sessions were conducted, with 59 participants attending, accumulating a total of 196 training hours.

Course Title	Number of Sessions	Number of Participants	Course Duration (hours)	Total Training Hours	Category
Fire Safety Manager Refresher Course 1	1	1	6	6	External Training
Fire Safety Manager Refresher Course 2	1	1	8	8	External Training
Fire Drill	1	11	4	44	Internal Training
Occupational Safety and Health Training (New Employees)	10	46	3	138	Internal Training
Total	13	59	21	196	

4.5 Employee Benefits

Topview upholds the philosophy of creating a happy workplace by planning diverse employee benefits, allowing all employees to experience a high-quality work environment and a healthy, happy corporate culture.

Category	Welfare Benefits
Health Care	Labor and Health Insurance
	Group Insurance
	On-site Doctor and Factory Nurse Support
Family Care	Maternity Subsidy
	Childcare Allowance
	Children's Education Allowance
	Wedding Gift Money
	Funeral Allowance
	Employee Continuing Education Scholarship
Holiday Bonuses	Birthday Gift Voucher
	May Day Gift Voucher
	Dragon Boat Festival Gift Voucher
	Mid-Autumn Festival Gift Voucher
Welfare Facilities	Table Tennis Room
	Nursing Room
	Basketball Court
	Free Motorcycle/Car Parking
Diverse Activities	Team Meals
	Club Activities
	Annual Spring Banquet/Year-End Lucky Draw

Employee Gatherings

Departments organize meals funded by the Welfare Committee to promote camaraderie and interaction among employees.

Club Activities

These activities help build communication channels beyond work language across departments and generations, sparking enthusiasm among colleagues for both each other and the company. Topview has established various clubs such as Running Club, Board Game Club, Badminton Club, Softball Club, and more. The company provides funding and venues to support employee-formed clubs, promoting a balanced, healthy, and joyful lifestyle for employees.

4.6 Occupational Health and Safety

Topview places great importance on providing employees with a good working environment and has established the following "Occupational Safety and Health Policy":

"Eliminate hazard risks, comply with safety and health regulations, encourage employee consultation and participation, and commit to continuous improvement."

To implement this policy, Topview has established an Occupational Safety and Health Committee under the Environmental and General Affairs Department in accordance with the "Occupational Safety and Health Management Regulations." The committee is composed of labor and management representatives and holds quarterly labor safety and health meetings.

In 2024, a total of four meetings were held to make important decisions on health and safety issues, including the promotion of on-site medical support, management of epidemic prevention for contractors entering the premises, cleanliness of the factory and surrounding areas, safety education for commuting, electrical safety management, and safety control for contractors. These requirements were announced and communicated to all employees.

In 2024, Topview achieved the goal of "zero workplace accidents." Neither employees nor contractors experienced any occupational injuries or occupational diseases. Additionally, there were no violations of the Labor Standards Act or Occupational Safety and Health Act resulting in penalties.

> **Zero workplace accidents every month — 0 cases per month.**

Management Approach for Major Issues

Major Issues	Main Focus Groups	2024 Management Objectives	2024 Objective Achievement Status	2025 Management Objectives
Occupational Injury Management	Employees	Reduce the number of occupational injuries 0 cases per month	0 cases — Target achieved	0 cases
	Responsibility	Resources	Actions	Evaluation
	General Affairs	1. Cross-departmental collaboration to implement projects. 2. Verification conducted by external audit organizations.	1. Maintain the validity of the Occupational Health and Safety Management System certificate (ISO 45001:2018) annually. 2. Conduct relevant training programs.	1. Hold quarterly occupational safety and health committee meetings and communicate related matters. 2. Schedule regular on-site visits by occupational health nurses and physicians to interview employees and monitor their physical and mental well-being.

Topview has implemented the ISO 45001 Occupational Health and Safety Management System. Through risk management and disaster prevention, workplace environment monitoring, and self-inspections, the company effectively manages risks. Additionally, through education, training, and awareness campaigns, Topview aims to reduce occupational health and safety risks for both its employees and contractors. The related activities are as follows:

Occupational Health and Safety Related Activities

1. Occupational Health and Safety Training

To enhance employees' knowledge of workplace health and safety, Topview conducts various safety and health training sessions annually. In addition to complying with occupational safety and health regulations, we continuously instill a strong safety culture among employees, aiming to minimize occupational hazard risks and work towards the goal of zero workplace injuries.

2. Fire Emergency Response

The Environmental Safety and General Affairs Department organizes an annual full-factory fire drill. Before the drill, members of the fire defense teams and various functional groups are gathered for training to clearly understand their responsibilities and to heighten employees' awareness of emergency situations. This ensures that personnel safety risks and damage from disasters are minimized when an actual emergency occurs. After the drill, the Environmental Safety and General Affairs Department reviews the results and implements necessary improvements.

New Employee Occupational Safety and Health Training

To help new employees develop correct safety, health, and hygiene awareness, the Human Resources and Environmental Safety & General Affairs departments arrange occupational safety and health training. This training cultivates relevant knowledge and skills to support the company's occupational safety and health management programs.

Non-Ionizing Radiation Training

To strengthen the safety awareness of personnel operating non-ionizing radiation equipment, periodic retraining is arranged in accordance with legal requirements. Through ISO 45001 audits, the safety and protective concepts of personnel are reinforced, and relevant medical examinations are conducted as required by regulations.

2. A Safe Working Environment

(1) Hazard Identification and Risk Assessment:

To prevent occupational accidents, Topview requires personnel to properly use protective equipment during operations to ensure safety. Regular hazard identification and risk assessments are conducted on work processes, and unacceptable risks are controlled. Operational management and preventive measures are continuously strengthened through safety evaluations prior to purchasing machinery and equipment, as well as by adding safety protection measures. To ensure the safe operation of electrical equipment on site, warning devices are installed on machines as a second line of defense.

(2) Chemical Management:

The company does not use highly toxic chemicals; only alcohol is used in the production process. All chemicals used on-site are managed, labeled, and stored in accordance with the Globally Harmonized System of Classification and Labeling of Chemicals (GHS) management procedures.

(3) Workplace Environment Monitoring:

Based on actual operational hazards and regulatory requirements, the company regularly commissions monitoring agencies to conduct workplace environment assessments. This helps control hazardous factors in the work environment. Improvement measures are implemented according to the monitoring results to reduce the occurrence of occupational diseases. In 2024, noise, carbon dioxide, and organic solvent monitoring results all complied with legal standards.

To ensure the safety of employees and the factory premises, and to prevent personal injuries and property damage, each department complies with government regulations and company operational standards by conducting automatic and self-inspections. Additionally, the factory's safety and health management personnel carry out routine safety inspections.

(1) Occupational Injury Statistics, Analysis, and Safety Promotion:

In 2024, no major workplace accidents occurred. The primary reported occupational injuries were traffic accidents occurring during commuting to and from work. In response, the Human Resources department conducted special traffic safety campaigns and provided traffic safety materials in the EIP-HR portal to help employees develop correct and safe driving habits.

In 2024, employees worked nearly 690,000 hours. The number of occupational injury deaths, deaths caused by severe occupational diseases, recordable occupational diseases, and near-miss incidents were all zero. The recordable occupational injury rate was 0, achieving the 2024 target for recordable occupational injury rate.

Year	Total Hours Worked	Minor Injuries	Disabling Injuries	Serious Occupational Injury Rate	Recordable Occupational Injury Rate
2021	810,624	1	0	0	1.23
2022	832,216	1	0	0	1.20
2023	759,232	1	0	0	1.32
2024	689736	0	0	0	0.00

(2) Accident Investigation Process

The company has established an accident investigation procedure for any disabling injuries, non-disabling injuries, and near-miss incidents occurring within the workplace. This procedure aims to record, investigate, analyze, and review incidents to prevent recurrence, 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 handling matters, conducting accident investigation analysis, and determining

accountability.

Improvement Follow-up: After approval by the General Manager, the accident investigation report is announced, and the corrective actions are tracked to ensure improvements are implemented.

Employee Health Care

Topview cooperates with qualified medical institutions, arranging on-site doctors and nurses to provide regular services at the facility. For employees in the pre-pregnancy, pregnancy, and postpartum stages, periodic health management interviews and work suitability assessments are conducted to offer health education and ongoing care follow-up.

Based on the results of employees' previous health checks, follow-up monitoring is carried out, especially for those working in potentially hazardous environments, along with occupational health protection measures related to daily work. In addition to common preventive measures for musculoskeletal disorders caused by repetitive tasks, prevention of diseases triggered by abnormal workloads, protection against unlawful harm while performing duties, and maternal health protection, the on-site nurses also conduct preliminary assessments based on health check reports. High-risk groups are identified, a health tracking system is established, and improvement suggestions or measures are provided to ensure comprehensive health care.

4.7 Social Inclusion and Care

Charity event

Starting from the Heart: Caring for the Underprivileged

Topview encourages all employees to actively participate in public welfare initiatives, focusing on causes they personally care about. Since 2016, the company has been sponsoring the Garden of Hope Foundation, with employees continuously supporting related activities with enthusiasm. These include initiatives such as donating receipts and spare change. Through small acts of kindness, the collective goodwill of our employees is transformed into meaningful support for underprivileged women and children in society. We hope that these charitable donations can help bring life-changing opportunities to those in need.

Emergency Assistance Program for Families in Crisis

With the continued rise in the cost of living, many economically disadvantaged families are facing severe challenges. Sudden illnesses, natural disasters, accidents, and an unstable economic environment have placed immense pressure on these marginalized families, making it difficult to meet even their basic daily needs.

Topview, recognizing the growing impact of these social and economic shifts, has been consistently and regularly supporting the *1919 Walk of Love – Emergency Assistance Program for Families in Crisis*, initiated by the Chinese Christian Relief Association. Through this initiative, we hope to bring warmth and tangible support to these underprivileged families, helping them feel cared for by the broader society.

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Effectiveness of Public Welfare Initiatives

To evaluate the non-financial returns and impact generated from resources invested in public welfare activities, Topview aims to spread positive energy throughout society by supporting charitable organizations. We strive to ensure that every dollar contributed creates a greater ripple effect of social value, maximizing the return in terms of community well-being and positive change.

The details of charitable donations in 2024 are as follows:	
Charitable Organization	Donation Amount (TWD)
The Garden of Hope Foundation	54,000元
Chinese Christian Relief Association	66,000元
Total	120,000元

Environmental Sustainability and Carbon Management

Environmental Sustainability Management

To achieve our sustainability vision, Topview integrates rich technologies and resources to improve production efficiency through process enhancements while ensuring product quality and yield. We continuously implement the concept of environmental sustainability within our operations and align with international standards by establishing the ISO 14001 Environmental Management System. In compliance with environmental regulations set by the Environmental Protection Administration, we have developed related management procedures, including: *Noise Management Procedure*, *Wastewater Management Procedure*, *Waste Management Procedure*, and *Resource Management Procedure*.

In terms of energy and resource conservation, we have gradually automated lighting in public areas, continuously promoted paperless operations, and implemented waste reduction and recycling initiatives. Furthermore, waste reduction planning starts from the product design phase (see Chapter 3.1 Green Products and Carbon Reduction Design). Together with these management systems, both operational and administrative aspects of the company follow the PDCA (Plan-Do-Check-Act) cycle to fulfill our commitment to environmental sustainability.

Topview's core business activities involve the research, development, and assembly of monitoring equipment. The primary energy consumption is electricity; water resources are mainly for employee daily use. Waste generated includes general waste, recyclable waste, and industrial waste. There are no air pollutant emissions. Therefore, Topview's environmental protection focuses on establishing environmental management, energy management, water resource management, and waste management systems. Since its establishment, Topview has never violated any environmental laws or regulations.

5.1 Smart Factory

Topview's core operations include the research and development, assembly of monitoring equipment, and EMS (Electronics Manufacturing Services) contract manufacturing. As society increasingly emphasizes corporate social responsibility, the adoption of smart factory technologies has made it easier for manufacturers to monitor and track product quality.

By standardizing processes, we not only eliminate unnecessary steps and waste during production but also enhance efficiency. Increasing production capacity has always been a key goal for the manufacturing team. While maintaining quality, simplifying workflows enables rapid improvement in overall production efficiency. To achieve this, Topview has launched a series of transformation initiatives:

Establishing the Smart Factory Production Blueprint

Topview continues to develop a three-year smart production blueprint. By reviewing existing processes and focusing on standardization, modularization, automation, and digitalization, we have progressively implemented improvements across various areas, including logistics and warehouse optimization, automated packaging planning, automated testing processes, and human-machine collaboration projects. These initiatives aim to continuously enhance and optimize the overall production workflow, reduce manual tasks on the production line, and minimize inefficient material handling. This effectively improves factory space utilization and production capacity.

Through more efficient space use and the introduction of automated processes, overall operational performance is continuously improved, indirectly reducing factory space requirements, air conditioning, and electricity consumption. This contributes to effectively lowering and managing greenhouse gas carbon emissions, aligning with the company's sustainable development goals.

By adopting automated production models, we reduce energy and raw material waste, as well as decrease production errors and defective products. Additionally, in product design, we consider shared molds and structures, use universal carriers and fixtures during production, and employ reusable trays, anti-static boxes, and pallets for material transportation. We continuously assess the environmental and social impacts of our production processes to achieve responsible consumption and production.

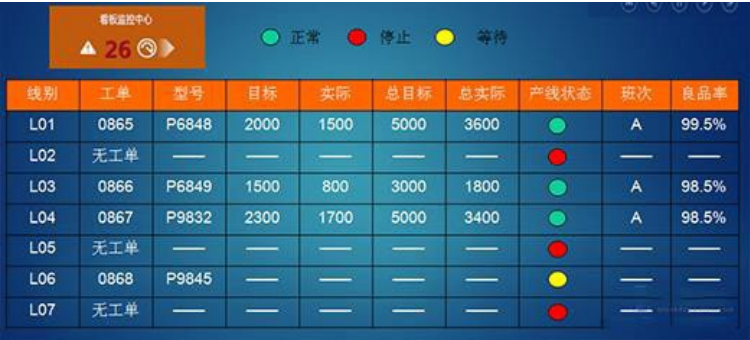# Automated Production Testing Program

As camera functions become increasingly complex and resolution requirements continue to rise, the inspection of image quality has transitioned from manual judgment to algorithm-based software evaluation. This shift significantly reduces human errors and misjudgments during operation. Test yield rates and results are uploaded to the system in real-time, providing valuable data for the R&D team to review and improve during new product pilot runs. It also serves as a continuous improvement reference for process engineers during mass production.

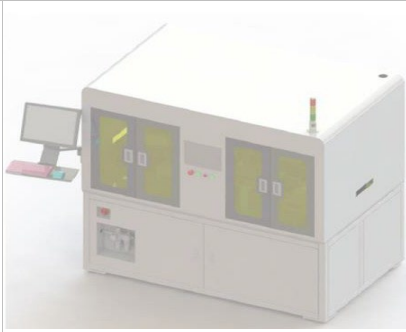# Promoting Industrial Sustainability through Smart Transformation

In line with the Ministry of Economic Affairs' Industrial Development Bureau's push for low-carbon industrial transformation, Topview not only assists supply chain partners in accelerating their shift toward low-carbon and smart upgrades (see Chapter 3.3 Supply Chain Management), but also continues to invest in smart production improvement initiatives at the factory level. The goals are to enhance equipment utilization efficiency and reduce labor costs.

We have evolved from manually filling out quality and production reports and consolidating them by hand, to integrating information collected from terminal devices linked to the existing ERP system. By incorporating terminal systems into standard production line processes, production quantity and quality inspection data are entered into the MES system via terminal devices. Different types of data are displayed in real-time on dashboards, enabling on-site staff and management to share information seamlessly and improve operational efficiency.

Before Smart Transformation and Upgrade	After After Smart Transformation and Upgrade
Manual Recording	Automated Integration via MES System

Collaborating with suppliers, Topview adopts AOI (Automated Optical Inspection) combined with optical detection technology to reduce human inspection errors and minimize time spent on manual report filling. Through automated equipment inspection and data integration with Topview's material management system, both production efficiency and inspection accuracy are ensured. This approach not only maintains flexible production capacity and precise manufacturing technology within the factory but also enhances the competitiveness of local suppliers in the international market.

Before Smart Transformation and Upgrade	After Smart Transformation and Upgrade
Manual Visual Inspection	Automated Inspection Using AOI with AI Image Learning Technology
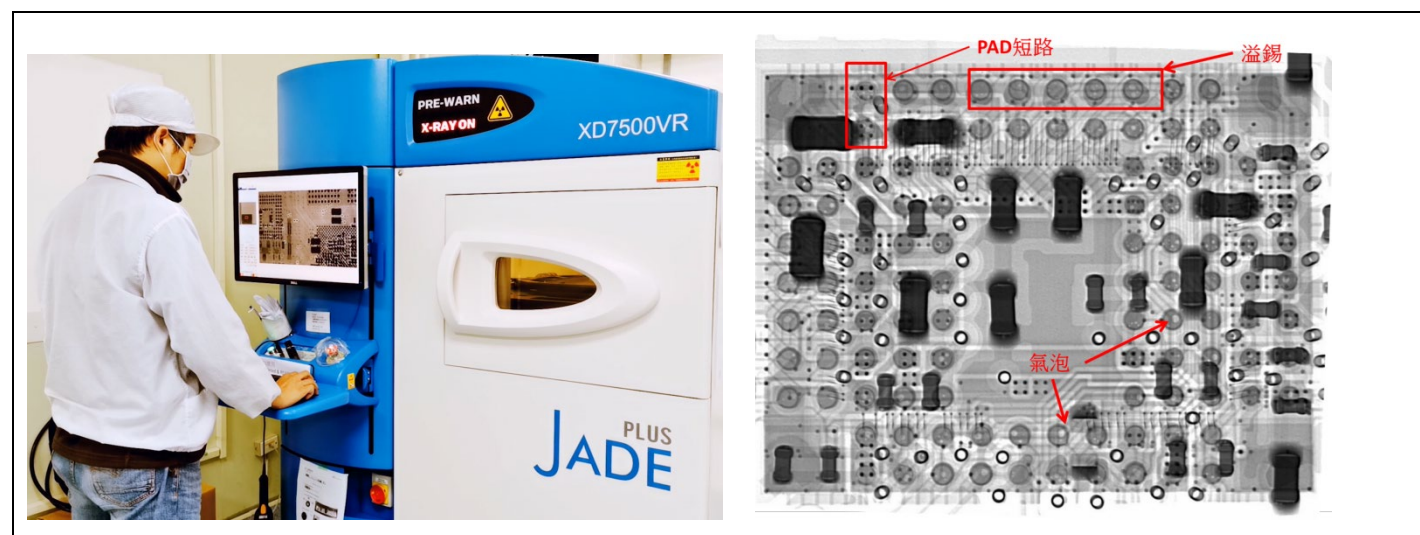
X-Ray Equipment

One of the most challenging issues in SMT process quality control is BGA short circuits, voids, and cold solder joints on the substrate. Traditional methods, such as disassembling components one by one (layer-by-layer method) or repeated trial-and-error approaches, are time-consuming and inefficient.

X-Ray equipment offers a non-destructive inspection solution. By using penetration inspection and automated analysis, it quickly identifies the root causes of production anomalies. This allows engineers to promptly collaborate with relevant departments to adjust process parameters and implement corrective measures, effectively improving the quality yield of the SMT process.

SMT Error-Proofing Material System

Topview's production involves small batches with high variety, resulting in frequent line changes and material replenishment. Previously, SMT operations relied on paper documents for verification, with most processes dependent on manual checks. As the SMT line serves as the frontline of factory production, errors caused by operator fatigue can lead to increased rework costs and reduced capacity at best, or customer complaints and claims at worst, impacting the company's reputation.

Therefore, establishing an error-proofing material system in SMT is especially important. By implementing the SMT error-proofing system, we have upgraded to scanning and reading SMD reel barcode information, allowing offline material verification in advance and integrating error-proofing alerts at material stations. This has effectively reduced the time and mental stress of personnel during line changes and material replenishment. Additionally, the system displays information on reports for each station, enabling production supervisors to manage operational efficiency, labor hours consumption, and other related metrics.

5.2 Energy Management

Topview's energy consumption includes electricity for the factory and office, gasoline, and diesel. The usage amounts of these energy types from 2022 to 2024 are shown in the table below. Recent analysis indicates that purchased electricity remains the primary energy source.

Energy Usage Records for Taoyuan Plant (2022–2024)

Plant Location	Energy Type	Scope of Use	2022	2023	2024
Taoyuan	Purchased Electricity (kWh)	Office equipment, machinery equipment, air conditioning, lighting, etc.	3122600	2812800	2449200
	Purchased Electricity (GJ)		11.243	10.127	8.818
	Gasoline (Liters / L)	Company vehicles	6500	1136.16	1055.19
	Gasoline (GJ)		0.207	0.036	0.033
	Diesel (Liters / L)	Emergency generators	250	50	246.354
	Diesel (GJ)		0.009	0.001	0.008
Taichung	Purchased Electricity (kWh)	Office equipment, machinery equipment, air conditioning, lighting, etc.	222881	203234	162633.46
	Purchased Electricity (GJ)		0.802	0.731	0.585

Notes:

1 kilocalorie (kcal) = 4.1868 × 10^{-9} terajoules (TJ), based on the Greenhouse Gas Emission Factors announced by the Environmental Protection Administration on February 5, 2024.

1 kWh = 860 kilocalories (kcal), based on the Energy Product Unit Calorific Values published by the Bureau of Energy, Ministry of Economic Affairs.

The lower heating value of gasoline for vehicles is 7,609 kcal/L, according to the 2024 announcement by the Environmental Protection Administration on vehicle gasoline and diesel heating values.

The lower heating value of diesel for vehicles is 8,642 kcal/L, according to the 2024 announcement by the Environmental Protection Administration on vehicle gasoline and diesel heating values.

Calorific calculation method: Unit consumption * Lower heating value (kcal) * Conversion factor (GJ/kcal).

Energy Saving Management

Topview is aware of the sustainability challenges posed by future energy issues. Therefore, in addition to daily energy-saving advocacy, the company is also gradually establishing an energy management and monitoring system in phases.

Management Approach for Major Issues

Major Issues	Main Focus Groups	2024 Management Objectives	2024 Objective Achievement Status	2025 Management Objectives
Energy Conservation and Carbon Reduction	Government, Customers, Shareholders	Maintain electricity consumption within target range	Target achieved	Electricity consumption remained within the defined limits
	Responsibility	Resources	Actions	Evaluation
	General Affairs	Collaborate across departments to execute projects in environmental protection, safety, and general affairs.	Continue replacing T8 lighting fixtures with LED fixtures. Energy management and monitoring system: When electricity demand is lower than the preset threshold, only local compressors or air conditioning units are activated to achieve energy savings. Promote employee awareness to turn off lights during lunch breaks and after work. Regular maintenance of air conditioning equipment to maintain operational efficiency.	1. Conduct monthly electricity usage statistics. 2. Present results at the management review meetings.

5.3 Greenhouse Gas Management

The Era of Carbon Pricing Has Arrived

Greenhouse gas-related issues have always been one of Topview's key sustainability concerns. In recent years, due to global climate anomalies and the escalating climate change agenda, the era of carbon pricing has arrived. From governments to private enterprises, attention to carbon emissions has intensified.
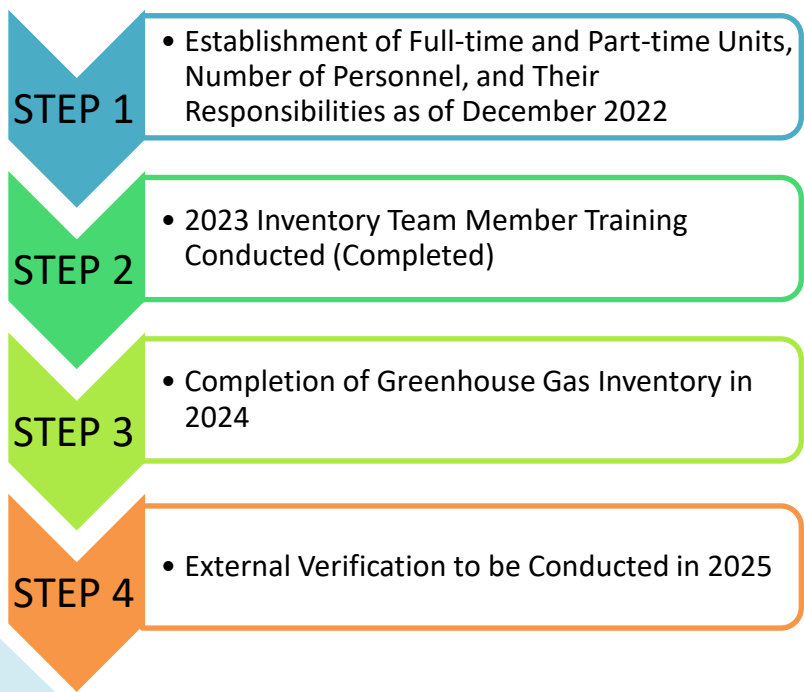
In light of the global net-zero emission trend and the carbon border adjustment mechanisms adopted by Europe and the U.S., the net-zero transition is no longer just an environmental issue but has become an economic matter directly related to the international competitiveness of industries. Companies are increasingly committed to energy-saving and carbon reduction activities because reducing carbon emissions not only contributes to society but also lowers operating costs through improved energy efficiency.

Greenhouse Gas Inventory

Topview complies with the requirements outlined in the "Sustainability Development Roadmap for Listed Companies," which mandates a phased approach to greenhouse gas inventory disclosure and verification for listed companies. Since 2023, the company has been implementing this in four stages, submitting quarterly progress reports to the Board of Directors.

To accurately understand its greenhouse gas emissions, Topview completed the third-party verification of its 2024 greenhouse gas inventory ahead of schedule. Following the ISO 14064-1:2018 standard for organizational greenhouse gas inventories, the company conducted inventories for its Taoyuan and Taichung facilities, and engaged an impartial third-party verifier who approved the results.

This inventory serves as a reasonable basis for setting greenhouse gas reduction targets. By collecting, consolidating, and calculating activity data, the company reviews both direct and indirect greenhouse gas emissions and identifies emission hotspots within its operations. After confirming the main emission hotspots, Topview can plan reduction methods targeted at high-emission areas and promote corresponding reduction strategies accordingly.

STEP 1
- Establishment of Full-time and Part-time Units, Number of Personnel, and Their Responsibilities as of December 2022

STEP 2
- 2023 Inventory Team Member Training Conducted (Completed)

STEP 3
- Completion of Greenhouse Gas Inventory in 2024

STEP 4
- External Verification to be Conducted in 2025

The results of the 2024 greenhouse gas inventory are shown in the table below. The verification scope primarily focused on direct emissions (Scope 1) and indirect emissions (Scope 2). The inventory results indicate that emissions caused by purchased electricity account for over 90% of the company's total emissions. Data for Scope 3 emissions are available on the company's official website but have not been verified.

Greenhouse Gas Emissions from 2019 to 2024

Category	Emission Source		2021 Greenhouse Gas Emissions (Metric Tons CO2e)		2022 Greenhouse Gas Emissions (Metric Tons CO2e)		2023 Greenhouse Gas Emissions (Metric Tons CO2e)		2024 Greenhouse Gas Emissions (Metric Tons CO2e)	
		Facility	Taoyuan	Taichung	Taoyuan	Taichung	Taoyuan	Taichung	Taoyuan	Taichung
Scope 1	Direct Emissions	Diesel	N/A	N/A	0.65	N/A	0.13	N/A	1.1852	N/A
		Gasoline	7.52	N/A	15.321	N/A	2.67	N/A	2.4264	N/A
		Refrigerant Charging	N/A	N/A	59.584	N/A	7.56	N/A	81.8481 (See Note 5)	5.0744 (See Note 5)
		Septic Tank	N/A	N/A	64.65	10.38	51.98	9.63	N/A (See Note 6)	2.2677
		Fire Extinguisher	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		Total	7.52	N/A	140.21	10.38	62.34	9.63	85.4597	7.3422
Scope 2	Indirect Emissions	Purchased Electricity	1659.646	81.97	1589.403	113.446	1392.33	100.60	1160.9208	64.4258
Total			1667.17	81.97	1729.61	123.827	1454.67	110.23	1246.3805	71.7680

Notes:

Carbon emission calculation method: Based on operational control approach. Scope 1 and 2 data cover Taoyuan (headquarters/factory) and Taichung office. The subsidiary, Taisheng Electronics Co., Ltd., is located within the Taoyuan headquarters site. Its electricity consumption is minimal and accounted for by the parent company.

The 2024 emission data have obtained third-party verification statement in accordance with ISO 14064-1 requirements.

The emission factor for Scope 2 electricity is based on the 2024 (Year 113) electricity emission factor of 0.474 kg CO_2 equivalent published by the Bureau of Energy, Ministry of Economic Affairs.

Global Warming Potential (GWP) values refer to the IPCC Sixth Assessment Report (AR6) published in 2021.

The refrigerant leakage calculation method has changed from the charging method to the leakage method starting in 2024.

Taoyuan (headquarters/factory) is located in the Guishan Industrial Park. Sewage is regulated, so there is no methane emission from septic tanks.

5.4 Water Resource Management

Water Resources from Low to Medium Risk Areas

Topview currently sources all its water from the Taiwan Water Corporation's tap water supply.
Using WWF's Water Risk Filter global water risk assessment tool, the factory locations are assessed to be in areas with low to medium water stress risk.
WWF Water Risk Filter link: https://waterriskfilter.org/explore/countryprofiles

The products manufactured by Topview do not require water during production. Water use is primarily for domestic purposes. Currently, all water used is tap water, with no groundwater extraction. Although water access and usage are convenient, the company continuously reminds employees to value this precious resource. In addition to posting small water-saving reminders, employees are encouraged to develop water-saving habits in daily life so that conservation becomes part of their routine.

Water Resource Usage Record 2022–2024 — Taoyuan Plant

Water Resource Item	Usage Scope	2022	2023	2024
Tap Water (Cubic Meters, m³)	Domestic use	8748	7678	8238.142
Groundwater (Cubic Meters, m³)	Not used	Not used	Not used	Not used
Total water withdrawal (million liters)		8.748	7.678	8238.142

Note: The Taichung office is located in a general commercial office building. Water usage is for domestic purposes, and the water consumption statistics are managed uniformly by the building management office; therefore, it is not included in the calculations.

Water Saving Measures

To reduce water consumption, Topview has replaced the toilets and faucets in the factory with water-saving models certified by the Water Resources Agency of the Ministry of Economic Affairs. This effectively reduces water usage.

Wastewater Management

Topview does not produce any wastewater during the product manufacturing process; only domestic sewage is generated. The domestic sewage is managed according to the regulations of the Guishan Industrial Park and is directed into the wastewater treatment center for processing. Therefore, it does not cause secondary pollution to rivers or land. Personnel from the wastewater treatment center conduct irregular, unannounced sampling and testing of the domestic sewage every year, and the test results consistently meet regulatory standards.

5.5 Waste Management

The waste generated by Topview is categorized into general waste, industrial waste, and recyclable waste. All industrial waste is outsourced to qualified contractors for proper disposal, with no cases of contract violations. The total amount of waste is summarized as follows:

Industrial Waste	2022	2023	2024
Hazardous Waste (metric tons)	3.348	7.285	8.824
Non-Hazardous Waste (metric tons)	0.775	0.621	1.494
Total (metric tons)	4.123	7.906	10.318

Note: Industrial waste generated by the Taoyuan plant is classified, stored, and recycled according to relevant regulations.

Waste Disposal Management

All types of waste generated by Topview are entrusted to professional and qualified contractors for recycling or disposal. Each year, the validity of their waste disposal permits is verified during contract renewal. Topview also conducts unannounced audits to ensure all waste is properly handled.

General Waste: Collected by professional and qualified disposal contractors. Transported from the Taoyuan headquarters/factory to the Chiayi Lucao Incineration Plant for incineration.

Industrial Waste: Collected and recycled uniformly by professional and qualified contractors.

Waste Reduction

Topview continuously promotes waste reduction initiatives and enforces resource recycling and classification from the source. For example, cleaning staff are trained on proper resource sorting methods, and employees are encouraged to participate in waste classification. In recent years, the company has focused on "source reduction and resource recycling" as its main direction. With a sustainable resource perspective and ongoing promotion of correct waste sorting among employees, the proportion of recyclable waste has gradually decreased year by year, demonstrating that environmental awareness has gradually become part of employees' daily habits.

Continuously promote the recycling of trays within the production lines

Break down waste into the smallest units for recycling

Collaborate with qualified recycling vendors to jointly handle plastics and metals

5.6 Climate Change Risks and Opportunities

In response to the United Nations Sustainable Development Goal (SDG) 13: Climate Action, Topview has begun collecting forward-looking and decision-supportive financial impact information to facilitate the company's transition towards a low-carbon economy. Referencing the framework of the Task Force on Climate-related Financial Disclosures (TCFD), the company outlines its current approaches in the four core elements of climate-related governance, strategy, risk management, and metrics & targets.

5.6.1 Topview Electronics' TCFD Management Framework

According to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), disclosures are made from the perspectives of governance, strategy, risk management, and metrics & targets. The main strategies and actions are as follows:

Core Framework & Strategies and Action

1. Governance

Sustainability and Risk Management
Responsible for formulating sustainability development policies and guidelines, facilitating cross-departmental communication and coordination, monitoring changes in regulations and standards, and organizing training programs to align with international trends and regulatory updates. Ensure that management is informed of the latest developments, and report related implementation outcomes to the Board of Directors.

Board of Directors
Review the execution results of sustainability management strategies, major action plans, risk management policies, greenhouse gas inventories, and other related initiatives.

2. Strategy

Risks
Each unit identifies and assesses risks based on the "Risk Management Procedure," focusing on risk factors related to policies and regulations, technology, market, reputation, and extreme weather conditions. They conduct short-term (within 3 years), medium-term (3–5 years), and long-term (5–10 years) risk control, integrating these measures into their operational management frameworks.

Opportunities
Each business and corporate unit evaluates potential niche opportunities by exploring market trends, products/services, resource efficiency, and other prospects to develop new businesses and services. Opportunity management is conducted over short-term (within 3 years), medium-term (3–5 years), and long-term (5–10 years) periods and integrated into the company's operational processes.

3. Risk Management

The Sustainability and Risk Management team is responsible for consolidating the results of risk identification and opportunity assessments conducted by each functional unit according to their specific functions and operational processes. These consolidated results are regularly reported to the Board of Directors and the Audit Committee, who serve as the ultimate decision-makers for risk assessment and control.

Risks are scored based on the likelihood and severity (impact) of short-, medium-, and long-term physical and transitional risks. Items with high frequency and high severity are addressed through cross-departmental discussions, and corresponding management measures are developed. For detailed information, please refer to section 5.6.2: Identification of Climate-related Risks and Opportunities.

4. Metrics and Objectives

Set relevant management indicators, including:

Greenhouse Gas Inventory Indicators: Disclosure of greenhouse gas carbon emissions (Scope 1 and Scope 2). For details, please refer to section 5.3 Greenhouse Gas Management.

Energy Saving Targets: Establish short-, medium-, and long-term targets based on the baseline year 2021.

5.6.2 Identification of Climate-related Risks and Opportunities

Topview referred to TCFD reports and sustainability disclosures published by leading domestic and international companies. Through evaluating the likelihood and potential impact of risks occurring in the short, medium, and long term, the company identified four major climate-related risk issues. These are:

Major Risk Issues:

Costs associated with carbon emissions disclosure, third-party verification, and assurance

Uncertainty surrounding new international regulations such as carbon trading and carbon taxes

Implementation of domestic carbon pricing mechanisms (carbon fees) and potential carbon tax increases

Risk of products being replaced by low-carbon advanced technologies

Potential Opportunities:

5. Increasing global demand for renewable energy

6. Rising awareness of sustainable consumption

7. Higher costs associated with sustainable procurement

8. Growing attention from stakeholders regarding climate action

9. Changes in rainfall patterns and extreme weather events (e.g., typhoons, heavy rainfall, floods)

10. Rising average temperatures (e.g., heatwaves, water shortages, increased electricity use) and sea level rise (e.g., flooding)

Climate Change Risk Matrix

5.6.3 Climate Scenario Analysis and Management

While evaluating the potential risks and financial impacts of climate change on its operations, Topview identifies climate-related issues with high frequency and severity. Based on this analysis, the company conducts cross-departmental discussions to develop corresponding management measures.

Identify potential risk items

Risk Category			Identified Major Risk Issues	Impact on Future Financials	Management Response
Transitional Risk	Short-term	Policy	1. Cooperate with the Financial Supervisory Commission (FSC) in promoting the "Sustainability Development Roadmap for Listed Companies," disclosing greenhouse gas inventories and assurance information. 2. Increasing domestic carbon fee and carbon tax requirements. 3. Growing customer demands for carbon emissions disclosure year by year.	1. Increased verification/assurance costs. 2. Higher operating costs.	Passed third-party verification of greenhouse gas inventory according to ISO 14064-1, confirming the accuracy of greenhouse gas data and identifying carbon emission hotspots to guide future carbon reduction target setting.
	Medium-term	Technology	Changes in consumer awareness have led to increased demand for green products, with market demand shifting towards products replaced by advanced low-carbon technologies.	1. Invest in R&D for low-carbon product development to prevent products from being replaced by advanced technologies. 2. In response to the low-carbon trend, timely replacement of more energy-efficient equipment is necessary.	Start from the design phase to reduce environmental impact. Align with market trends to increase sales and improve revenue and gross profit margin.
	Long-term	Market	Relevant International Regulations: 1. European Union Carbon Border Adjustment Mechanism (CBAM). 2. United States Carbon Tariff System (CCA).	Carbon tax leads to increased operating costs.	Continuously monitor developments in international carbon tariff regulations and gradually plan for internal carbon pricing in the future.

Risk Category	Identified Major Risk Issues		Impact on Future Financials			Managemen
			RCP 2.6	RCP 4.5-6.0	RCP 8.5	
Physical Risk	Long-term	Extreme Climate	1. Changes in rainfall patterns and drastic shifts in climate types (extreme weather events such as typhoons, heavy rain, and floods). 2. Rising average temperatures	1. Carbon tax leads to increased costs. 2. Climate-related	1. Carbon tax leads to increased costs. 2. Revenue decline caused by	1. Extreme weather causes damage to plant equipment and	1. Implement disaster emergency response plans annually according to the schedule to mitigate potential impacts of climate change. 2. Conduct risk assessment and management of the supply chain to ensure continuous production

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| | | (heatwaves, water shortages, increased electricity demand) and sea level rise (flooding). | impacts result in higher insurance liability claims. | reduced productivity (e.g., supply chain disruptions). | operational disruptions.

2.   Extreme weather leads to supply chain interruptions. | and smooth delivery.

3.   Assess potential impacts of extreme weather on plant sites and develop mitigation and adaptation plans to reduce the effects and disruptions on infrastructure caused by extreme weather events. |

Note 1:

Physical risks are assessed using the Representative Concentration Pathways (RCPs), which are scenario assumptions based on varying levels of anthropogenic greenhouse gas emissions.

Transition risks are simulated primarily based on stakeholder expectations and regulatory requirements in product sales regions.

Note 2:

RCP2.6 represents a low-emission scenario where global temperature rise is strictly controlled, assuming countries take aggressive actions to reduce greenhouse gas emissions.

Note 3:

RCP4.5–6.0 represents scenarios where radiative forcing stabilizes by the end of the 21st century, indicating that countries make efforts to reduce emissions, resulting in medium to medium-high levels of greenhouse gas emissions.

Note 4:

RCP8.5 represents a worst-case, high-emission scenario where radiative forcing continues to increase above 8.5 W/m², assuming no significant global actions are taken to reduce emissions.

Identify potential opportunity-generating items

Opportunity Category	Opportunity Item	Potential Revenue Growth Impact	Management Approach
Products / Services	Development of Low-Carbon and Net-Zero Products	Align with market trends to boost sales, increase revenue, and improve gross profit margin.	Continuously improve product energy efficiency through research and design. Achieve product recycling rates that exceed WEEE requirements; ensure packaging material recycling rates meet customers' sustainable procurement standards. Incorporate circular economy principles by strengthening collaboration across the value chain to develop next-generation net-zero products, utilizing low-carbon, energy-efficient, and low-toxicity materials.
Resource Efficiency	Promote energy-saving measures Improve energy efficiency	Reduce production and operational costs, and increase customer purchasing rates.	1. Continuously promote in-plant energy-saving, carbon reduction, water conservation, and waste reduction management programs to minimize resource consumption. 2. Participate in the smart transformation program organized by the Industrial Development Bureau, Ministry of Economic Affairs.
Market	Participate in government incentive programs.	Obtain incentive subsidies to increase opportunities for market entry.	Actively pursue subsidy incentives from government agencies, such as the "Smart Transformation Support Program" organized by the Industrial Development Bureau, Ministry of Economic Affairs. For details, please refer to Chapter 3.3.

Appendix 1: GRI Content Index

GRI 1

Statement of Use	This Sustainability Report for 2021 is prepared in accordance with the GRI Standards, with data coverage from January 1, 2022 to December 31, 2022.
Version Used	GRI 1: Foundation 2021
GRI Sector Standards Applied	None

GRI 2: General Disclosures

GRI Disclosure	Disclosure Requirement	Report Section or Reason for Omission	Page
2-1	Organizational Details	S-Power Electronics Sustainable Operations	
2-2	Entities included in the organization's sustainability reporting	1.1 Company Overview	
2-3	Reporting Period, Frequency, and Contact Point	About This Report	
2-4	Restatements of Information	1. No changes in mergers or acquisitions, reporting period, nature of business, or measurement methods. 2. Refer to Section 5.3 Greenhouse Gas Management.	
2-5	External Assurance / Verification	About This Report	
2-6	Activities, Value Chain, and Other Business Relationships	2.1 Product Innovation and Service Scope 3.3 Value Chain Management	
2-7	Employees	4.2 Employee Overview 4.4 Talent Development	
2-8	Non-Employee Workers	4.6 Occupational Health and Safety	
2-9	Governance Structure and Composition	2.2 Corporate Governance	
2-10	Nomination and Selection of the Highest Governance Body	2.2 Corporate Governance	
2-11	Chair of the Highest Governance Body	2.2 Corporate Governance	
2-12	Role of the Highest Governance Body in Overseeing Impact Management	2.2 Corporate Governance	
2-13	Responsible Person for Impact Management	2.2 Corporate Governance	
2-14	Role of the Highest Governance Body in Sustainability Reporting	2.2 Corporate Governance	

2-15	Conflicts of Interest	2.2 Corporate Governance	
2-16	Communication of Critical Material Events	2.2 Corporate Governance 4.1 Labor-Management Relations	
2-17	Collective Knowledge of the Highest Governance Body	2.2 Corporate Governance	
2-18	Performance Evaluation of the Highest Governance Body	ESG-related management performance has not yet been included in the board's performance evaluation items.	
2-19	Compensation Policy	2.2 Corporate Governance	
2-20	Compensation Determination Process		
2-21	Annual Total Compensation Ratio	2.2 Corporate Governance	
2-22	Statement of Sustainability Strategy	Topview Sustainability Management 3.3 Value Chain Management	
2-23	Policy Commitments	3.3 Value Chain Management 4.6 Occupational Health and Safety	
2-24	Incorporation of Policy Commitments	2.2 Corporate Governance 3.3 Value Chain Management 4.6 Occupational Health and Safety	
2-25	Procedures for Remediation of Negative Impacts	4.1 Labor-Management Relations	
2-26	Mechanisms for Seeking Advice and Raising Concerns	2.3 Ethical Conduct and Fair Trade	
2-27	Regulatory Compliance	2.2 Corporate Governance 4.6 Occupational Health and Safety 5. Environmental Sustainability and Carbon Management	
2-28	Membership in Associations	Associations Participated in Taiwan Include: Taiwan Sustainable Energy Research Foundation Open Network Video Interface Forum (ONVIF)	
2-29	Stakeholder Engagement Policy	1.2 Stakeholder Engagement and Materiality Analysis	
2-30	Collective Bargaining Agreements	No Collective Bargaining Agreements Signed	

GRI 3: Material Topics

Indicator	Disclosure Requirement	Report Section or Explanation	Omission Explanation	Page Number

3-1	Process for Determining Material Topics	Material Topics for 2024			
3-2	List of Material Topics	Material Topics for 2024			
3-3	Management of Material Topics	Material Topics for 2024			

Material Topics for 2024

GRI Topic	GRI Standard	Disclosure Requirement	Report Section or Explanation		Page Number
Energy 2016	302-1	Energy Consumption within the Organization	5.2 Energy Management		
	302-4	Energy Saving	5.2 Energy Management		
	302-5	Reduced Energy Demand of Products and Services	3.1 Green Products and Carbon Reduction Design		
Emissions 2016	305-1	Total Direct GHG Emissions (Scope 1)	5.3 Greenhouse Gas Management		
	305-2	Total Indirect GHG Emissions (Scope 2)	5.3 Greenhouse Gas Management		
	305-5	Plans and Achievements for GHG Emission Reduction	5.3 Greenhouse Gas Management		
Labor Relations 2016	401-1	New Hires and Terminations	4.2 Employee Overview		
Occupational Health and Safety 2018	403-1	Occupational Health and Safety Management System	4.6 Occupational Health and Safety		
	403-2	Hazard Identification, Risk Assessment, and Incident Investigation	4.6 Occupational Health and Safety		
	403-3	Occupational Health Services	4.6 Occupational Health and Safety		
	403-4	Worker Participation, Consultation, and	4.1 Labor Relations		

GRI Topic	GRI Standard	Disclosure Requirement	Report Section or Explanation	Page Number
		Communication on Occupational Health and Safety		
	403-5	Worker Training on Occupational Health and Safety	4.6 Occupational Health and Safety	
	403-6	Worker Health Promotion	4.6 Occupational Health and Safety	
	403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Related to Business Relationships	4.6 Occupational Health and Safety	
	403-8	Workers Covered by the Occupational Health and Safety Management System	4.6 Occupational Health and Safety	
	403-9	Occupational Injuries	4.6 Occupational Health and Safety	
	403-10	Occupational Diseases	4.6 Occupational Health and Safety	
Forced Labor 2016	409-1	Identification of Work Patterns and Key Suppliers with Risks of Forced or Compulsory Labor, and Assessment of Contributions to Eliminating All Forms of Forced Labor	3.3 Value Chain Management 4.1 Labor Relations	
Customer Health and Safety 2016	416-1	Proportion of Significant Product Categories Assessed for Health and Safety Impacts	3.1 Green Products and Carbon Reduction Design	
	416-2	Total Number of Incidents of Non-compliance with Regulations and Voluntary Standards Concerning Health and Safety Impacts Throughout the Product Lifecycle	3.1 Green Products and Carbon Reduction Design	

GRI Topic	GRI Standard	Disclosure Requirement	Report Section or Explanation	Page Number
arketing and Labeling 2016	417-1	Types of Products Subject to Information and Labeling Requirements per Organizational Procedures, and Proportion of Significant Products Complying with These Requirements	3.1 Green Products and Carbon Reduction Design	
	417-2	Cases of Non-compliance with Regulations Concerning Product and Service Information and Labeling	3.1 Green Products and Carbon Reduction Design	
Customer Privacy 2016	418-1	Number of Customer Privacy Breaches and Data Loss Complaints	3.2 Customer Service and Product Quality	

Appendix 2: SASB Standards Comparison Table

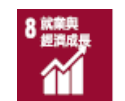| Electronic Manufacturing Services & Original Design Manufacturing, EMS/ODM					
Topic	Disclosure Code	Type	Indicator Description	Annual Disclosure Status	Report Response Section
Energy Management	RT-EE-130a.1	Quantify	Total Energy Consumption (unit: gigajoules, GJ) Percentage of Purchased Electricity (%) Percentage of Renewable Energy Usage (%)	1. Taoyuan: 8.818 GJ Taichung: 0.586 GJ 2. 91.53% 3. 0%	1.5.2 Energy Management 2.5.2 Energy Management 3. None
Water Management	TC-ES-140a.1	Quantify	Total Water Withdrawal (in thousand cubic meters, m³) Total Water Consumption	1. Topview Electronics' product manufacturing process does not require water usage. Water resources are mainly used for domestic purposes. Currently, 100% of the water used is tap water. The total water withdrawal is 8,238.1429 thousand cubic meters (m³). The company is not located in a high or extremely high baseline water stress area. 2. Total water consumption: Since the manufacturing process does not require water, this is not applicable.	1.5.4 Water Resource Management 2.5.4 Water Resource Management

Waste Management	TC-ES-150a.1	Quantify	• Total hazardous waste • Recycling percentage	1. Hazardous waste (tons): 8.824 Non-hazardous waste (tons): 1.494 2. General waste recycling rate: 11.15%	5.5 Waste Management
Labor Practices	TC-ES-310a.1	Quantify	• Number of work stoppages • Total idle days	In 2024, Topview Electronics had no incidents of work stoppage or strikes; therefore, this item is not applicable.	N/A
Labor Conditions	TC-ES-320a.1	Quantify	Recordable Incident Rate for Full-time and Contract Employees Near Miss Incident Rate for Full-time and Contract Employees	Occupational Injury Statistics and Analysis of Topview In 2024, there were no cases of occupational diseases caused by work, and no work-related fatalities. The number of accidents remained at zero. Recordable Incident Rate: 0 Near Miss Incident Rate: 0	4.6 Occupational Health and Safety
Product Life Cycle Management	TC-ES-410a.1	Discussion and Analysis	Percentage of Recycled Weight of End-of-Life Products and Electronic Waste	Topview is an ODM supplier for internationally renowned manufacturers of surveillance monitors, operating under a B2B industrial market sales model. After the products are shipped to customers, ownership is transferred entirely to the customers. Additionally, 100% of the product packaging materials are recyclable and comply with RoHS regulations.	3.1 Green Products and Carbon Reduction Design
Material Procurement	TC-ES-440a.1	Discussion and Analysis	Risk Management Related to Critical Materials	Based on supply chain security and risk diversification considerations, Topview ensures that each major raw material supplier has two alternative suppliers who are also certified by customers to reduce the risk of material shortages. Additionally, to prevent raw material supply disruptions caused by major disasters or other factors, we require suppliers to maintain safety stock levels and conduct regular reviews and controls to ensure uninterrupted supply.	3.3 Value Chain Management

Appendix 3: ISO 26000 Alignment Table

	Key Topics	Corresponding Sections in 2024 Report	Page Number	Remarks
Organizational Governance	System for decision-making and implementation when executing goals	Chairman's Message Topview Sustainable Management 2.2 公司治理 2.2 Corporate Governance		
Human Rights	Compliance auditing	4.1 Labor-Management Relations		
	Human rights risks	4.1 Labor-Management Relations		
	Addressing grievances and complaints	4.2 Employee Overview		
	Discrimination and vulnerable groups	4.1 Labor-Management Relations 4.2 Employee Overview		
	Civil and political rights	4.1 Labor-Management Relations		
	Economic, social, and cultural rights	5. Environmental Protection 4.7 Social Inclusion and Care		
	Fundamental labor rights	4.1 Labor-Management Relations 4.2 Employee Overview		
Labor Practices	Employment and Employment Relationships	3.3 Value Chain Management 4.1 Labor-Management Relations 4.2 Employee Overview		
	Working Conditions and Social Protection	4.2 Employee Overview 4.3 Compensation 4.5 Employee Benefits		
	Social Dialogue	About This Report 1.2 Stakeholder Engagement and Materiality Analysis Appendix 1: GRI Standards Alignment Table		
	Occupational Health and Safety	4.6 Occupational Health and Safety		
	Human Development and Training	4.4 Talent Development and Training		
Environment	Pollution Prevention	4.6 Occupational Health and Safety 5.4 Water Resource Management 5.5 Waste Management		

		Appendix 1: GRI Standards Comparison Table: 305-6, 305-7		
	Sustainable Resource Use	5.3 Greenhouse Gas Management 5.4 Water Resource Management Appendix 1: GRI Standards Comparison Table: 301-2		
	Climate Change Mitigation and Adaptation	5.3 Greenhouse Gas Management 5.6 Climate Change Risks and Opportunities		
	Protection and Restoration of the Natural Environment	5.4 Water Resource Management		
Fair Operating Practices	Anti-Corruption	2.2 Corporate Governance		
	Responsible Political Involvement	N/A	N/A	No involvement in political activities.
	Fair Competition	N/A	N/A	
	Promoting Social Responsibility in the Value Chain	4.7 Social Inclusion and Care		
	Respect for Intellectual Property Rights	3.2 Customer Service and Product Quality		
Consumer Issues	Fair Marketing, Information, and Contractual Practices	3.1 Green Products and Carbon Reduction Design		
	Protection of Consumer Health and Safety	3.1 Green Products and Carbon Reduction Design		
	Sustainable Consumption	3.1 Green Products and Carbon Reduction Design		
	Consumer Service, Support, Complaints, and Dispute Resolution	3.2 Customer Service and Product Quality		
	Consumer Data Protection and Privacy	3.2 Customer Service and Product Quality		
	Provision of Essential Services	4.7 Social Inclusion and Care		
	Education and Awareness	3.1 Green Products and Carbon Reduction Design		
Community Involvement and Development	Community Involvement	4.7 Social Inclusion and Care		
	Education and Culture	4.7 Social Inclusion and Care		
	Job Creation and Skills Development	3.3 Value Chain Management 4.4 Talent Development 4.7 Social Inclusion and Care		
	Technological Development	N/A	N/A	
	Wealth and Income Generation	1.1 Company Overview 3.3 Value Chain Management 4.7 Social Inclusion and Care		
	Health	4.6 Occupational Health and Safety		

Social Investment	4.7 Social Inclusion and Care		

Appendix IV: SDGs Mapping Table

SDG Goal		Actions Taken in 2024	Related Chapter (Link)
	SDGs 1 No Poverty	Continuously supporting social welfare, we have contributed to the Christian Relief Association's emergency family assistance program and the Garden of Hope Foundation for disadvantaged women and children, with cumulative donations reaching 120,000 NTD.	4.7 Social Inclusion and Care
	SDGs 3 Good Health and Well-being	Providing a safe working environment and maintaining employee health: In 2024, all occupational environment inspections met compliance standards. No major occupational accidents occurred in 2024.	4.6 Occupational Health and Safety
	SDGs 4 Quality Education	Comprehensive training and assessment system to ensure the right talent is placed in the right position. In 2024, employees received an average of 2.05 hours of training.	4.4 Talent Development and Training
	Decent Work and Economic Growth	Enhance corporate governance and continuously improve management and profitability to meet the interests of stakeholders.	1.1 Company Overview
	SDGs 9 Industry, Innovation, and Infrastructure	Continuously advance and innovate technologies to maintain a competitive edge.	2.1 Product Innovation and Service Scope 3.1 Green Products and Carbon Reduction Design

	SDGs 11 Sustainable Cities and Communities	Comply with environmental regulations, commit to pollution prevention, and meet customers' environmental and quality requirements. In 2024: Adopt the TCFD framework to identify transition and physical risks in operations, conduct annual reviews of response measures, and build a resilient climate change culture. Implement various energy-saving initiatives. Achieve zero environmental violations.	1.1 Green Products and Carbon Reduction Design 5.1 Smart Factory 5.2 Energy Management 5.3 Greenhouse Gas Management 5.4 Water Resource Management 5.5 Waste Management 5.6 Climate Change Risks and Opportunities
	SDGs 12 Responsible Consumption and Production	1. Improve raw material production efficiency and reduce scrap rates. 2. Promote resource recycling and reuse.	1.3 Value Chain Management 5.5 Waste Management
	SDGs 13 Climate Action	1.Conduct risk assessments on the supply chain. 2.Implement energy management and electricity-saving measures, such as replacing company lighting with LED bulbs and developing smart factories. 3.Introduce greenhouse gas inventories and carry out verification according to the timeline required for publicly listed companies. 4.☐ Adopt the TCFD framework to facilitate the company's transition toward a low-carbon economy. Ensure compliance with local and international regulations, and require or support business partners in meeting these regulatory standards.	1.1 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	Comply with local and international regulations, while also requiring or supporting business partners to comply with these regulations.	3.1 Green Products and Carbon Reduction Design 4.1 Labor-Management Relations
	SDGs 17 Global Partnership	Establish long-term, stable, and mutually beneficial cooperative relationships with suppliers based on mutual trust and support. Completed annual supplier audit activities. Achieved 100% completion rate for conflict minerals investigation.	3.2 Value Chain Management

Certificate

Inventory Standard ISO 14064-1:2018
Certificate Registr. No. CF 28491302 2501
Report No. 48278629 001

Certificate Holder: Topview Optronics Corp.
No. 10, Dacheng Rd., Taoyuan Dist., Taoyuan City 330, Taiwan
Validation & Verification Site: Including the sites according to annex
Validation & Verification Body: TÜV Rheinland Taiwan Ltd.
Standard: ISO 14064-3:2019
Validation & Verification
Base year: 2024 (2024.01.01~2024.12.31)
Validation & Verification year: 2024 (2024.01.01~2024.12.31)
Programme: Voluntary GHG scheme
Consolidation methodology: Operational Control
Level of Assurance: Reasonable
Materiality: 5%
Type of Greenhouse Gases: CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3
Validation & Verification Scope: Based on the information we have received and evaluated that:
- Global warming potential (GWP): IPCC 2021, AR6
  - The total carbon emission is 1,318.149 tonnes CO_2 equivalent (tCO_2e)
  - Category 1 Direct emission is 92.8019 tCO_2e
  - Category 2 Indirect Imported energy emission is 1,225.3466 tCO_2e
  - Category 3 Indirect Transportation emission is not quantified
  - Category 4 Indirect Products used by organization emission not quantified
  - Category 5 Indirect Associated with the use of products from the organization emission is not quantified
  - Category 6 Indirect Other sources emission is not quantified
- Data and information
  - Historical in nature: Category 1 / 2
  - Historical in nature with scenario models: N/A

Validity:
This certificate only reviewed the emissions data of inventory year, this certificate is not for the management systems certification.

2025-08-27

TÜV Rheinland Taiwan Ltd.
11F., No. 758, Sec. 4, Bade Rd., Taipei 105, Taiwan

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Annex to certificate

Inventory Standard ISO 14064-1:2018
Certificate Registr. No. CF 28491302 2501
Report No. 48275142 001

Validation & Verification Site: Topview Optronics Corp. Head Office / Taoyuan Plant
No. 10, Dacheng Rd., Taoyuan Dist., Taoyuan City 330, Taiwan
Topview Optronics Corp. Taichung Office
10 F., No. 375, Wuquan Rd., North Dist., Taichung City 404, Taiwan

Verification Method:
- Site visit, Remote audit, Interview, confirm operational behavior and procedures, Evaluation of ownership, Data and information aggregation process, trail, sampling, Control and estimate testing, Analytical procedures between production and emissions, Re-calculation and document review

Verification opinions:
- Reasonable Assurance
- Modified opinion
  - there is sufficient and appropriate evidence to support material emissions, removals or storage;
  - the criteria are applied appropriately for material emissions, removals or storage;
  - the effectiveness of controls has been evaluated when the verifier intends to rely on those controls.
  - Modified procedures, calculation methods, data, factors or documents, there are have insignificant impact on materiality, intended users' understanding of GHG claims, modified (Please refer to the finding report for the detail revised items):
    - Calculation methods, Data, Factors, Documents

Page 1 of 1

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獨立保證聲明

勝品電通股份有限公司 2024 年永續報告書

簡介：

台灣德國萊因技術監護顧問股份有限公司，是德國萊因TÜV集團成員之一（以下簡稱"我們"或"台灣德國萊因"），受勝品電通股份有限公司（以下簡稱"勝品電通"）管理部委託對其2024年永續報告書（以下簡稱"報告"）進行外部保證。本次查證涵蓋的中規定的所有保證內容完全取決於勝品電通。我們的任務是對勝品電通2024年永續報告書作出一個公正和充分的判斷。

本保證聲明的預期讀者是關注勝品電通在2024年度（從2024年1月到2024年12月）整個永續發展績效及影響其業務活動的有關的利害關係人。

德國萊因TÜV集團是一家位列世界的服務供應商，在超過65個國家提供企業社會責任和永續發展服務，並擁有在企業永續發展查證、環境、社會責任和利害關係人溝通等領域的資深專家。此次查證過程中，我們的查證團隊完全保持公正和獨立，並不參與報告內容的準備。

查證標準：

台灣德國萊因根據 AccountAbility AA1000 保證標準 v3 (AA1000AS v3) 中度保證的要求來實施本次查證工作。

查證範圍和類型：

我們根據 AA1000 保證標準 v3，第 1 類型和中度保證等級，來查證勝品電通 2024 年報告中所揭露的永續發展績效，並對揭露的資訊數據進行評估，查證範圍下列內容：

- 依據 GRI 通用準則 (2021)，社會、環境和經濟分類績效指標及相應的管理方法揭露，以及預定義的報告邊界。
- AA1000 利害關係人議合標準(2015)。
- SASB 準則，ELECTRONIC MANUFACTURING SERVICES & ORIGINAL DESIGN MANUFACTURING 永續會計準則。
- 遵循 AA1000 當責性原則 (2018)，即包容性、重大性、回應性和衝擊性。

侷限性：

台灣德國萊因執行本次查證依據協定義的範圍，以及基於 AA1000 保證標準 v3 中度保證等級來實施本次查證。查證活動僅限於勝品電通（位於台灣桃園市）的現場，並針對升部利害關係人溝通，與查證有關的資訊與績效數據會侷限於本報告內容揭露。我們的查證未涵蓋財務年報及其財務數據，以及其他永續發展不相關的資訊。

查證方法：

台灣德國萊因查證活動涵蓋以下內容：

- 查核勝品電通 ESG 相關管理實務、流程、行動及績效表來評估 ESG 管理系統。其中包括永續發展策略、公司治理、合規管理、風險管理、利害關係人溝通、重大議題分析，以及關鍵績效。
- 訪談勝品電通高階管理層以及負責永續發展資訊收集和統計的相關管理人員超過 12 位。

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- 透過隨機抽樣原則和應用分析程序，檢閱和查驗永續發展策略、管理實務以及績效資訊與數據，並測試這些資訊與數據的準確性。
- 收集與評估可驗證的原始證據和管理呈現，以支持勝品電通依查證原則的程度。
- 查證團隊由台灣德國萊因於企業社會責任、環境、社會和利害關係人溝通領域具有豐富經驗的專家所組成。

對 AA1000 原則的遵行：

包容性：勝品電通 2024 年報告中識別出主要利害關係人且持續尋求其參與，過程考量利害關係人所關注之議題，並依此建立並大大永續議題，以發展管理策略略對永續進行負責任且適當的回應。證據顯示，這份報告書已反映出勝品電通對利害關係人之包容性議題，並對企業內外部產生了正面影響。

重大性：勝品電通已實施重大性議題識別，議題的識別基於利害關係人的需求和關注重點、企業內部政策考量以及對永續發展報告內容的理解與溝通。依此揭露議題的實質性與重點，勝品電通已適當地依照議題的優先性與重大性回應所識別出重大議題，並展現企業的當責。

回應性：勝品電通已針對利害關係人所關注的重大議題進行回應，並透過多元的管道與措施與利害關係人議合，設定明確的量化目標以追蹤績效，適切地展現勝品電通橫抽的回應表現與當責的決心。

衝擊性：勝品電通已有效地識別，透過透明、多元、公平且有效的方式揭露衝擊，建立量測、監督、追蹤管理流程，適切地展現勝品電通對環境、社會、治理等面向的績效表現與衝擊程度，並在報告書中充分地揭露與描繪。

查證結論：

基於上述查證方法和評估範疇內的活動，我們可以得出結論，於查證過程中，沒有任何實例和資訊與下述聲明有所抵觸：

- 勝品電通 2024 年永續報告書符合 AA1000 保證標準 v3 第 1 型型和中度保證的要求以及全球報告倡議（GRI）通用準則 2021 與永續會計準則（SASB）的相關要求。
- 報告的內容包括聲明與主要均源自勝品電通提供的書面證明文件和內部記錄，充分反映了勝品電通所取得的績以及真面對的挑戰。
- 在報告中我們所發現的績效數據是以系統和專業方式收集、儲存和分析，是勝品電通永續管理運行的真實反映。

針對任何第三方依據此保證聲明來對勝品電通做出的評論和相關決定，台灣德國萊因將不承擔任何責任。

AA1000
Licensed Report
000-734/V3-NCT4N

Vito Lin
Vito C. C. Lin
Technical Manager

台灣德國萊因技術監護顧問股份有限公司

Taipei, Taiwan
2025-08-12

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