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# 1 Chapter Overview

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## 1.1 | About this Report

Primax Electronics Ltd. prepares and publishes an annual Sustainability Report in both Chinese and English. The report is made publicly accessible through the Company's official website. This 2024 edition marks Primax's 11th Sustainability Report, structured around six core pillars: Sustainability Management, Corporate Governance, Environmental Sustainability and Net-Zero Transition, Responsible Supply Chain, Happy Workplace, and Shared Prosperity. The report provides a comprehensive overview of the Primax Group's sustainability priorities, management approaches, and performance outcomes in 2024 across economic, governance, environmental, and social dimensions, including product responsibility.

Through this report, Primax aims to communicate our sustainability efforts and achievements to stakeholders, while actively responding to issues of shared concern. We remain committed to ongoing dialogue and feedback mechanisms to further enhance our sustainability strategy and create greater value for both society and the environment.

### • Reporting Period and Scope

The information presented in this report covers the period from January 1, 2024 to December 31, 2024, aligning with the Company's financial reporting period. The reporting scope encompasses the global operations of the Primax Group and includes all entities in the Group's consolidated financial statements. For details on affiliated companies and revenue overview, please refer to the [Market Observation Post System](#) under stock code 4915. This report primarily focuses on the sustainability performance of the parent company and the selected subsidiaries listed below, with an emphasis on major operational, manufacturing, and R&D sites located in Taiwan, Mainland China, Thailand, Europe, and other key regions. The operations covered in this report account for approximately 70% of the Group's total revenue in 2024.

Primax approaches the preparation of its sustainability report with rigor and accountability, continuously enhancing data collection processes and expanding coverage to improve the completeness and accuracy of disclosed information year over year. To ensure comprehensive disclosure, certain sections of this report include case studies, management approaches, and targets from both prior to and after 2024. In some instances, historical data has been restated due to changes in reporting scope or updates made following third-party assurance. All relevant adjustments are clearly explained in the report to maintain transparency and consistency.

Primax Group	Disclosure Scope of the Report	Abbreviation
Operating Headquarters	Primax Electronics Ltd.	Primax Operating Headquarters/ PRIMAX/ Primax (Taipei)
	Dongguan Primax Electronic and Telecommunication Products Ltd.	Primax (Dongguan)
Manufacturing Facility	Primax Electronics (ChongQing) Co., Ltd.	Primax (Chongqing)
	Primax Electronics. (KunShan) Co., Ltd.	Primax (Kunshan)
	Primax Electronics (Thailand) Co., Ltd.	Primax (Thailand)
	Tymphony Acoustic Technology (Huizhou) Co., Ltd. (Subsidiary Operating Headquarters / R&D Center)	Tymphony (Huizhou)
	Dongguan Tymphony Acoustic Technology Co., Ltd.	Tymphony (Dongguan)
	Tymphony Acoustic Technology Europe, s.r.o.	Tymphony (Czech Republic)
	Tymphony Acoustic Technology (Thailand) Co., Ltd.	Tymphony (Thailand)
	Beijing Destiny Electronic Technology Co., Ltd. <b>NEW</b>	Primax Beijing R&D Center
R&D Center	Tymphony Acoustic Technology Limited	Tymphony (Taipei)

#### Note:

- References to "Primax" or "Primax Group" in this report encompass the scope listed in the table above. Where the content pertains to specific sites only, the corresponding site abbreviation as shown in the table will be used.
- References to "Primax" encompass the Primax sites listed in the table above; references to "Tymphony" encompass the Tymphony sites listed in the same table.
- For details on Primax's affiliated companies, please refer to the [Market Observation Post System](#), stock code: 4915.

## • Reporting Principles

This report has been prepared in accordance with the latest version of the GRI Standards (2021), issued by the Global Sustainability Standards Board (GSSB). It also references the Sustainability Accounting Standards Board (SASB) standards and IFRS S2 Climate-related Disclosures, issued by the International Sustainability Standards Board (ISSB). In addition, the report follows the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies.

In line with the GRI reporting principles, we have placed greater emphasis on describing our management approaches to better address stakeholder concerns. The structure of this report has also been continuously improved to enable stakeholders to clearly and quickly understand Primax's sustainability efforts and performance.

## • Contact Information

Primax publishes a Sustainability Report on an annual basis. The report is disclosed through the Market Observation Post System maintained by the Financial Supervisory Commission (FSC) and is also publicly available on the Company's official website. Report Release Date: August 2025. If you have any comments or suggestions regarding the content of this report, we welcome your feedback. Please feel free to contact us using the information below:

### Primax Electronics Ltd.

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Corporate Website: <https://www.primax.com.tw/>

ESG Website: <https://esg.primax.com.tw/>



Corporate  
Website



ESG  
Website

## • Report Preparation, Review, and Assurance

### Data Sources for the Report

- The financial data included in this report is based on the consolidated financial statements audited and certified by KPMG Taiwan in accordance with the International Financial Reporting Standards (IFRS). All financial figures in this report are presented in New Taiwan Dollars (NTD). The following exchange rates were used for currency conversion: RMB 4.48, USD 31.85, THB 0.91, CZK 1.38, and EUR 34.56.
- Primax Group has obtained independent third-party verification or certification for the following standards: ISO 14064-1:2018 (Greenhouse Gas Inventory Standard), ISO 14046:2014 (Water Footprint Standard), ISO 45001:2018 (Occupational Health and Safety Management System), ISO 14001:2015 (Environmental Management System), ISO 50001:2018 (Energy Management System), IECQ QC080000 HSPM (Hazardous Substance Process Management System), and ISO 27001:2013 (Information Security Management System). For Primax Group ESG-related certifications, please refer to Appendix 8.1.
- The data disclosed in this report is primarily derived from Primax's own statistical analyses and internal surveys, and is presented using internationally accepted indicators. Where estimations are involved, relevant notes are provided in the corresponding sections.

### Internal Review and Assurance

The content presented in this report is based on a structured analytical process used to identify sustainability topics of concern to stakeholders and determine their relative priority. These topics form the basis for information disclosure in the report. Following the initial draft compiled and edited by the ESG Office, relevant working group members reviewed and revised the content based on their areas of responsibility. The revised version was then subject to external assurance to ensure the quality and credibility of the report. The finalized report was submitted to the Board of Directors for approval in August 2025.

### External Verification and Assurance Statement

This report was independently verified by SGS Taiwan Limited, a third-party assurance provider. The assurance engagement was conducted in accordance with the AA1000 Assurance Standard (AA1000AS v3), Type 2 with a moderate level of assurance. The assurance also covered disclosures aligned with both GRI and SASB standards, ensuring the report's adherence to the principles of inclusivity, materiality, responsiveness, and impact. For the Independent Third-Party Assurance Statement, please refer to Appendix 8.6. For the GRI and SASB Content Indexes, please refer to Appendix 8.2 and 8.4. For Primax Group ESG-related Certifications, please refer to Appendix 8.1.



## 1.2 | Message from the Chairman

To Our Valued Stakeholders Concerned with Primax's Sustainability Development,

In 2024, as global inflation gradually eases and technological innovation accelerates, Taiwan finds itself at a pivotal moment of transformation. As a critical hub in the global electronics supply chain, Taiwanese enterprises must strike a careful balance between technological advancement, supply chain resilience, and sustainable development. However, persistent high interest rates continue to exert pressure on market demand, while major economies' pursuit of de-risking strategies has triggered substantial shifts in global supply chains. At the same time, businesses face mounting challenges such as geopolitical tensions, the push for energy transition, and volatility in global market demand—all of which test the resilience and adaptability of enterprises.

### Deepening Transformation: Driving Profit and Product Edge

Amid an evolving global landscape, Primax continued to advance its enterprise-wide transformation in 2024. With a strong foundation in X-IN-1 Sensory Fusion technology, the Company refined its product portfolio to improve profitability, enhance product quality, and strengthen operational efficiency. Looking ahead, Primax plans to strategically expand into key sectors including automotive electronics, public safety, and fleet management, aiming to broaden its market presence and capture new growth opportunities. In line with global supply chain strategies and the increasing need for diversified production capacity, the Thailand Plant experienced steady growth in shipment volume. To meet customer expectations for distributed manufacturing, the Company is planning additional capacity expansion to further enhance its global competitiveness.

### Science-Based Targets: Decarbonizing Our Supply Chain

In response to the global call for net-zero emissions, Primax has established a comprehensive roadmap to achieve net-zero carbon emissions by 2050. This roadmap is built on core strategies such as improving energy efficiency, expanding the adoption of renewable energy, implementing internal carbon pricing mechanisms, and developing low-carbon products. The Company has set group-wide carbon reduction targets for 2025 based on the Science Based Targets initiative (SBTi), and has submitted these targets for official validation. Primax acknowledges that addressing the scale and complexity of climate change requires collective action beyond a single company's efforts. As such, we have extended our decarbonization strategy across the value chain by setting reduction targets and establishing short-, medium-, and long-term action plans. These include supporting key suppliers in conducting greenhouse gas (GHG) inventories, co-developing emissions reduction targets, and offering capacity-building programs to facilitate their low-carbon transition. We believe that strong partnerships with suppliers are essential to reducing emissions across the industry and enhancing overall competitiveness. In alignment with the spirit of SDG 17, Partnerships for the Goals, we are committed to collaborative climate action that drives shared progress.

### DEI and Talent Sustainability: A Shared Vision

Primax is committed to building a workplace founded on trust and openness, where employees feel respected, experience a sense of belonging, and are empowered to express their ideas without hesitation. In 2024, our efforts to promote diversity, equity, and inclusion (DEI) focused on three key areas: expanding development opportunities, enhancing compensation and benefits, and cultivating an inclusive workplace culture. To support these goals, we introduced a range of related policies and initiatives. We also joined the "TALENT, in Taiwan – Taiwan Talent Sustainability Action Alliance," demonstrating our active support for long-term talent sustainability. In 2024, Primax Group received several recognitions, including Best Companies to Work for in Asia, Diversity, Equity, and Inclusion (DEI) Award, Commonwealth Talent Sustainability Award, Healthy Corporate Citizen Award, Work-Life Balance Award, and Best Employer Brand Award. We will continue to uphold our people-centric approach and long-term commitment to sustainable growth.

### Biodiversity and Community: Cultivating Shared Prosperity

Corporate social responsibility extends beyond carbon reduction and a friendly workplace. We are also deeply concerned about natural ecosystems and the development of local communities. Taiwan's biodiversity faces unprecedented challenges due to rapid climate change and urbanization, putting the habitats of many native species at risk. In response, Primax has launched a long-term butterfly conservation and community development initiative in the Taoyuan Community of Taitung County. This program integrates habitat restoration, ecological education through the KIST (KIPP Inspired School in Taiwan), community engagement, biodiversity monitoring, and data collection. Through these efforts, we reaffirm our commitment to environmental stewardship and to building a model of sustainable, shared prosperity with the communities where we operate.

### Sustainable Impact: Driving Change, Earning Acclaim

Primax continuously monitors and enhances its ESG performance through participation in various domestic and international sustainability assessments. In 2024, the Company was included in the S&P Global Sustainability Yearbook for the second consecutive year and maintained a leadership-level rating in the CDP Climate Change Questionnaire. In Taiwan, Primax received multiple recognitions, including the Commonwealth Corporate Citizenship Award and the Taiwan Corporate Sustainability Award. As we progress on our sustainability journey, we recognize that challenges and opportunities are closely intertwined. Through innovation and collaboration, we are committed to strengthening our competitiveness and expanding our positive impact.

Chairman and President  
Jack Pan



## 1.3 | 2024 Highlights and Sustainability Achievements



### E (environment)

#### Zero Loss

Primax Group reported no losses or penalties related to environmental pollution in 2024.

SBTi target submission approved;

**Group-wide net-zero targets validated**

Primax Group Scope 1 + 2 GHG emissions (market-based), compared to the 2023 baseline ↓ **26.07%**

Primax Group energy consumption, compared to 2023 baseline ↓ **15.47%**

**3,594** metric tons CO<sub>2</sub>e of carbon reduction achieved through energy-saving initiatives in 2024

**54.79%** of total electricity consumption was **renewable energy** in 2024

Primax Group waste generation, compared to 2023 baseline ↓ **3.37 %**

Primax Group water consumption, compared to 2023 baseline ↓ **1.21%**

Primax (Chongqing) recognized as a district-level Water-Saving Enterprise in Yongchuan, Chongqing in 2024

Primax Group air pollution emissions **100% compliant with regulatory standards**

Primax Group products **meet 100%** of regulatory and customer health and safety requirements

Awarded **Business Weekly's Carbon Competitiveness Top 100**

**Primax (Dongguan) recognized as a Cleaner Production Enterprise by Dongguan City**

Tymphony (Huizhou) recognized as a National and Guangdong Province Green Factory, and a Huizhou City Cleaner Production Enterprise in 2024

Assessed the carbon footprints of **17 major product categories** in 2024, representing approximately 51% of revenue

HVS40 low-carbon design cuts carbon emissions by almost **52%** per unit versus the older model



## S (social)

Primax (Taipei) named HR Asia **Best Company to Work** for in Asia in 2024

Primax (Taipei) honored with the HR Asia **DEI Award** in 2024

Primax (Taipei) received the Womany **Diversity for Better Tomorrow Award** in 2024

Primax (Dongguan), Primax (Chongqing), and Primax (Kunshan) named **RBA Factory of Choice** in 2024

**No incidents** of human rights violations or discrimination occurred at Primax Group in 2024

In 2024, employee compensation and benefit expenses accounted for approximately **15.7%** of Group revenue

**Disability employment ratio** met or exceeded legal requirements in all regions in 2024

**1,054,032** hours of employee training delivered by Primax Group in 2024

**NT\$11.167 million** in social welfare contributions by Primax in 2024

**11,225** hours of volunteer work by Primax Group in 2024

Tymphany (Taipei) received the Outstanding Workplace **Gender-Inclusive and Healthy Workplace Award** in 2024

Tymphany (Taipei) received the CommonWealth **Talent Sustainability Award** in 2024

Primax (Dongguan) awarded the **Best Companies to Work for in Asia and Award for Excellence in Human Resources Management** in 2024

Tymphany (Thailand) achieved **RBA Silver Status certification**

Tymphany (Huizhou) awarded the **Excellent Enterprise for Talent Management** in 2024



## G(Corporate Governance)

Ranked among the Top 20 Large Enterprises in the **CommonWealth Corporate Citizenship Award** in 2024

Awarded the TCSA Taiwan **Top 100 Sustainability Model Enterprise Award** in 2024

Awarded the TCSA Taiwan Corporate Sustainability Report **Platinum Award** in 2024

**Independents > 50%**  
Independent directors accounted for 56% of the board seats

Selected for the 2024 S&P Global **Sustainability Yearbook**

Maintained **CDP Climate Change Questionnaire Leadership Level (A List)** in 2024

**Rated A**  
by MSCI ESG Ratings

Earnings per share (EPS) for 2024 was **NT\$5.61**

2024 consolidated net profit after tax increased by **3.6%**

Committed to increasing female board representation, with women and foreign directors comprising **22%** in 2024

Primax Group's R&D expenses accounted for **5.71%** of revenue in 2024

**2,468** invention awards received as of end 2024

**942** patents granted as of end 2024

**Zero Breaches**  
No complaints on customer confidential data violations in 2024

**Zero Complaints**  
No complaints on cybersecurity from external and regulatory bodies in 2024

**Zero Violations**  
No economic regulatory violations and fines in 2024

**87.2%** of suppliers signed the Supplier Code of Conduct Commitment Letter in 2024

**86** supplier on-site audits completed in 2024  
97.7% corrective action plan completion

Achieved **100% annual ESG training completion rate** for key raw material suppliers in 2024



## 1.4 | Company Profile

Primax, founded in 1984, is a leading provider of solutions in information technology, electronics, and consumer products. The Company's global operations headquarters is located in NeiHu Technology Park in Taipei, while the Liuwu Plant in Dongguan, China, serves as the Group's primary manufacturing base. To support global supply chain strategies and production diversification, the Thailand Plant continued to expand its shipment volume in 2024, with quality and cost performance steadily aligning with the Group's facilities in China. Primax is among the few global enterprises with core strengths in both vision and acoustic technologies. Our R&D efforts are focused on advancing X-IN-1 Sensory Fusion applications, driving innovation through the seamless integration of visual, acoustic, and human-machine interface technologies. Building on its core strengths in microphones, camera modules, and speakers, along with robust manufacturing capabilities, Primax has positioned itself as a comprehensive provider of X-IN-1 Sensory Fusion solutions. By harnessing the power of AI to enhance the integration of multi-sensory technologies, the Company is laying the foundation for its next wave of growth in the era of artificial intelligence.

Tymphany, a Primax subsidiary, operates major manufacturing facilities in Huizhou and Dongguan, China, as well as in the Czech Republic through Tymphany (Czech Republic). The company specializes in the research, design, manufacturing, and sales of acoustic components, headphones, and microphones. The Group has established global R&D centers in Beijing, Shenzhen, and Taiwan, supported by logistics hubs and sales offices in the United States and Japan to serve key consumer markets. As a solutions provider across information technology, electronics, and consumer products, the Group remains committed to delivering high-quality and responsive service to its global customer base.



PRIMAX®

### Operating Headquarters

Taipei and R&D Center	931 employees
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### Major Production Sites

Primax (Dongguan)	2,949 employees
Chongqing	1,296 employees
Kunshan	302 employees
Thailand	946 employees

### R&D Center

Beijing	40 employees
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### Logistics and Sales Centers

USA	11 employees
Japan	3 employees

TYMPHANY

### Operating Headquarters

Huizhou Operating Headquarters, Manufacturing Facility, and R&D Center	1,357 employees
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### Major Production Sites

Dongguan	642 employees
Czech Republic	278 employees
Thailand	600 employees

### R&D Center

Taipei	420 employees
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### Overseas Business

Europe	9 employees
UK	30 employees
USA	18 employees



## Company Profile

Company name	Primax Electronics Ltd.
Company Ownership Type	Publicly Listed Company (TWSE: 4915)
Paid-in Capital	NT\$4,657,448 thousand
Establishment Date	2006 (originally founded in 1984)
Chairman and President	Pan, Yung-Chung (Appointed in late May 2024)
Operating Headquarters	No. 669, Ruiguang Rd., Neihu Dist., Taipei City
2024 Consolidated Revenue	NT\$58,243,661 thousand
Total Group Headcount	9,832 (Global locations); 9,761 (Scope of this report)
2024 Production Volume	106,684 thousand units

## Products and Services

Primax Group operates with a strategic vision grounded in "Taiwan R&D, Smart Manufacturing, Global Reach." Innovation lies at the core of our continued profitability and growth. With operations spanning Asia, the Americas, and Europe, we have established high-efficiency manufacturing facilities in Taiwan, China, and Thailand, employing nearly 10,000 people worldwide. As we closely track the evolving landscape of cloud computing and the Internet of Things (IoT), our R&D efforts remain focused on "X-IN-1 Sensory Fusion," which integrates multi-sensory technologies into advanced product applications. In the area of human-machine interface development, we have successfully incorporated functionalities such as touch control, voice activation, gesture recognition, and wearable integration. Our vision technology products continue to demonstrate strong performance across key domains, including intelligent surveillance systems, mobile devices, smart home solutions, and advanced driver assistance systems (ADAS). Backed by robust technical capabilities, we uphold high yield rates and rigorous quality standards throughout our manufacturing and development processes. The adoption of intelligent systems engineering further strengthens our competitiveness and has positioned Primax as a trusted partner to leading global enterprises. These foundations also enable us to build lasting momentum for future growth. (For details on Primax's upstream and downstream industry relationships, please refer to pages 65–67 of the 2024 Shareholders' Meeting Annual Report.)



### Information Products

Gaming and PC  
Peripherals

Multi-function Printer

Wireless Charging

Docking Station



### Smart Lifestyle

Consumer Speaker

Headphones

Microphones



### Auto/AIoT Products

Automotive Electronic  
Products

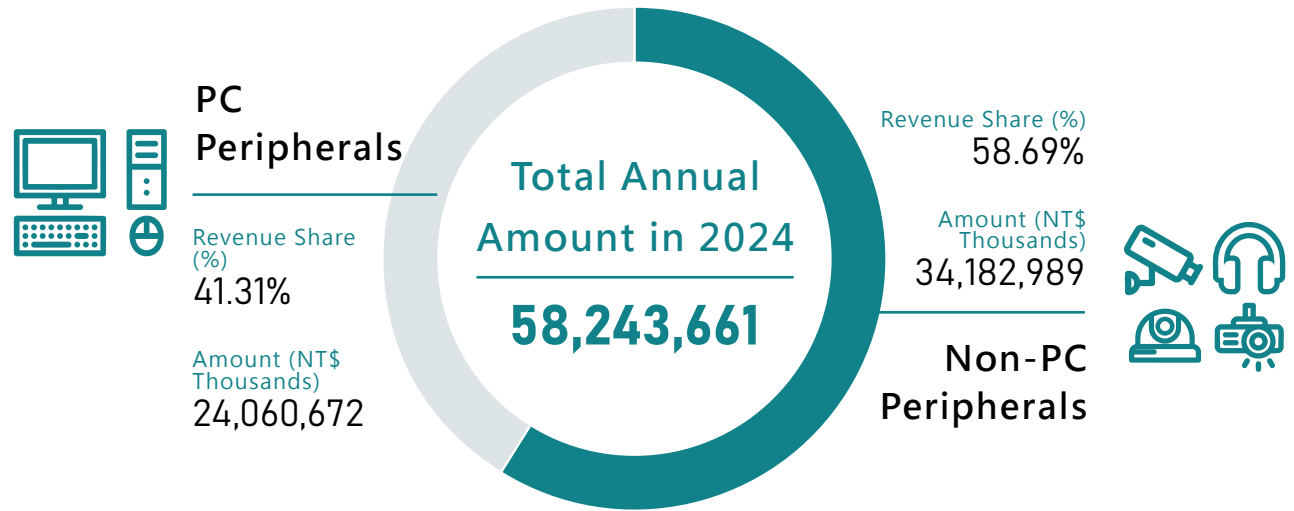
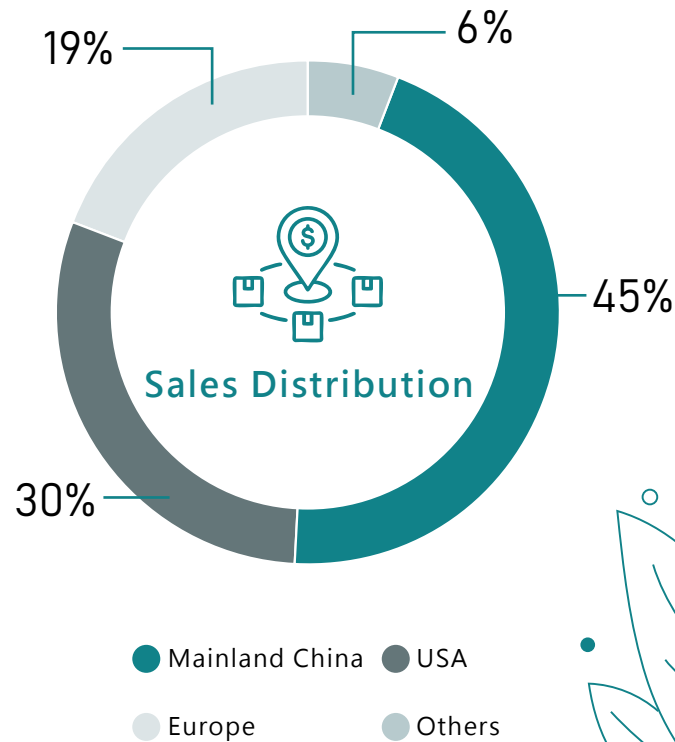
Smart IoT Products

Industrial IoT Products

Professional Acoustic  
Products

## Primary Product Sales Overview

Primax Group's key customers include many of the world's leading companies, with whom the Group has established strong partnerships across the value chain. As a trusted collaborator, Primax works closely with major brands to conduct research and development, design, and manufacturing of products as well as related peripherals and components. In terms of sales distribution, Mainland China accounted for approximately 45% of total revenue, followed by the United States at around 30%.



The Group is a highly regarded manufacturer of computer peripherals, mobile device components, office equipment, acoustic products, and smart home solutions. With a diverse product portfolio and broad range of applications, Primax's offerings include mice, keyboards, touchpads, notebook computers, mobile phones, headphones, docking stations, printers, scanners, and a variety of products in the acoustic domain. Please refer to pages 60–81 of the 2024 Shareholders' Meeting Annual Report for the details.





# 2 Chapter **Sustainability Management**

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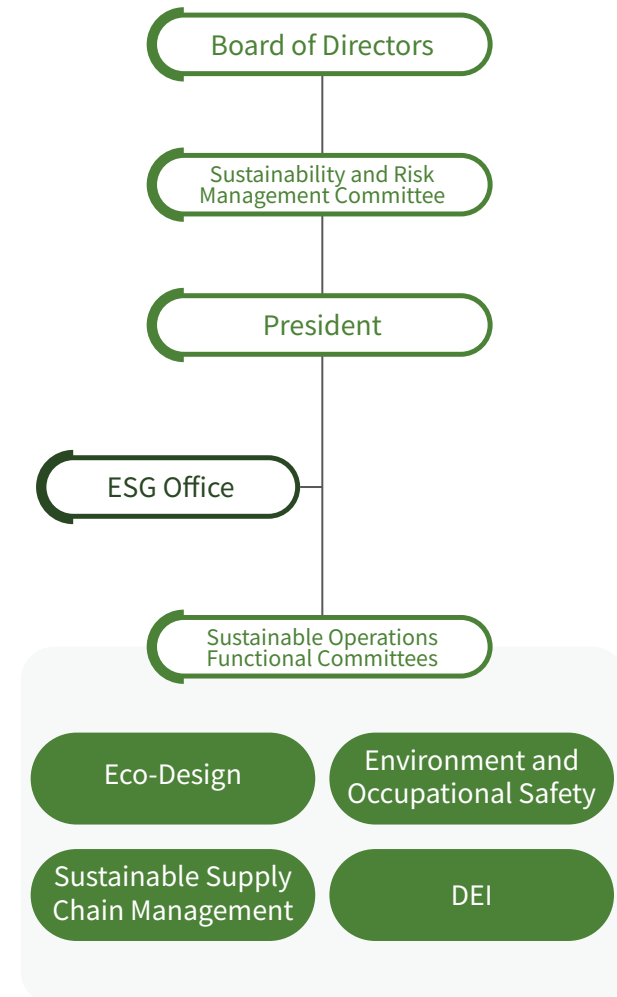
## 2.1 | Sustainability Management and Practice

Primax Group is committed to embedding sustainability into its long-term development, with the Board of Directors serving as the highest governance body. In 2021, the Group established the Risk Management Committee. After two years of operation, it became clear that sustainable business development and effective risk management are inextricably linked. To reflect this integration, the committee was restructured in 2024 as the Sustainability and Risk Management Committee, underscoring the need for close collaboration and comprehensive assessment across organizational structures, material risks, and issues of concern to stakeholders. The Committee convenes at least twice annually to report to the Board on sustainability and risk management strategies, policies, annual plans, execution performance, and the identification and mitigation of significant risks. It also oversees improvement mechanisms and, when necessary, may convene additional meetings to address material issues and submit proposals to the Board for resolution.

To support the management, implementation, and coordination of strategic plans related to sustainability topics, Primax Group has established the ESG Office under the Office of the Chairman. The ESG Office is led by the Vice President of Sustainability and is responsible for advancing four key areas of corporate sustainability: corporate governance, environmental stewardship, social welfare, and enhanced information disclosure. To address economic, environmental, and social impacts, dedicated working groups have been formed, including the Corporate Governance Group, the Green Operations Group, and the Social Care Group. These groups collect information on external initiatives relevant to economic, governance, environmental, and social aspects of the Group's operations. They engage with stakeholders to prioritize material issues based on consultation outcomes and submit proposals to the Sustainability and Risk Management Committee outlining the Group's sustainability vision, policies, systems, and management approaches. Final implementation plans are then approved by the Board of Directors. In addition, the ESG Office coordinates cross-functional risk assessment teams. The results of risk identification, control measures, and performance tracking are regularly reported to the Sustainability and Risk Management Committee for review and oversight.

We recognize the importance of integrating sustainability principles into daily business operations. Beginning in 2024, the Group will gradually establish a series of functional committees dedicated to sustainable operations. These committees will focus on four key areas: eco-design, sustainable supply chain management, environment and occupational safety, and diversity and inclusion. Each committee will be chaired by a senior executive, who will lead the development of operational objectives and oversee the implementation of initiatives in alignment with the Group's sustainability strategies and policies. The committees will regularly monitor progress against their plans and targets. Performance will be supervised by the President and reported to the Sustainability and Risk Management Committee to ensure effective oversight.

### Sustainability Governance Structure



The Sustainability and Risk Management Committee reports to the Board of Directors every six months. Prior to the publication of the sustainability report, the Committee provides an overview of stakeholder engagement activities, material events and disclosure topics, greenhouse gas inventory results, and the annual action plans. The Board then reviews and approves specific implementation measures. At the end of each year, the Committee reports on execution outcomes, risk assessment findings, and corresponding mitigation measures. These practices reflect Primax's strong commitment to advancing sustainability across all aspects of its operations. In 2024, the Board of Directors convened a total of 9 meetings. The sustainability-related agenda items are summarized in the table below.

#### Agenda Items

Discussed the renaming of the "Risk Management Committee" to the "Sustainability and Risk Management Committee," along with revisions to the "Risk Management Committee Charter," proposed to be renamed the "Sustainability and Risk Management Committee Charter"

**Meeting Date** 2024/05/08

#### Agenda Items

- Reviewed the annual Sustainability Report and the results of stakeholder engagement and material issues assessment
- Considered the renaming of the "Corporate Risk Management Policies and Procedures" to the "Corporate Risk Management Implementation Rules"
- Reviewed the proposed new version of the "Corporate Risk Management Policies and Procedures"

**Meeting Date** 2024/08/08

#### Agenda Items

- Discussed the rescission of the Company's "Procedures for the Preparation and Filing of Sustainability Reports"
- Reviewed the proposal to establish the "Sustainability Information Management Procedures"

**Meeting Date** 2024/11/06

In 2022, the Board of Directors approved Primax Group's sustainability strategy blueprint and, under this framework, authorized the Chairman to endorse 29 operational targets across business units and corporate functions. Beginning in 2023, the Group updated its variable compensation mechanism for senior executives at the Vice President level and above by linking 10–15% of the variable compensation component to sustainability performance. Performance evaluation criteria include corporate performance indicators, annual strategic priorities, and ESG metrics. This approach is designed to incentivize operational efficiency and strengthen sustainability competitiveness, supporting the Company's long-term value creation and the achievement of its sustainability objectives.

For a detailed description of the sustainability strategy blueprint, please refer to Section [2.2 Primax SDGs Sustainability Blueprint](#).

## Performance Evaluation Dimensions for Senior Executives

**50%-60%**



### Corporate Performance Indicators

Revenue, gross profit, net income, EPS, ROE, and other related measures.

**20%-30%**



### Strategic Priorities

Specific strategic objectives to be achieved within the designated period for critical technologies, products, customers, and markets. Examples include the revenue contribution ratio of new products and improvements in per capita productivity indicators.

**10%-30%**



### ESG Metrics

External sustainability ratings such as DJSI, CDP, and MSCI; the completion rate of low-carbon product design and development; carbon reduction rates at manufacturing sites; and talent development initiatives.

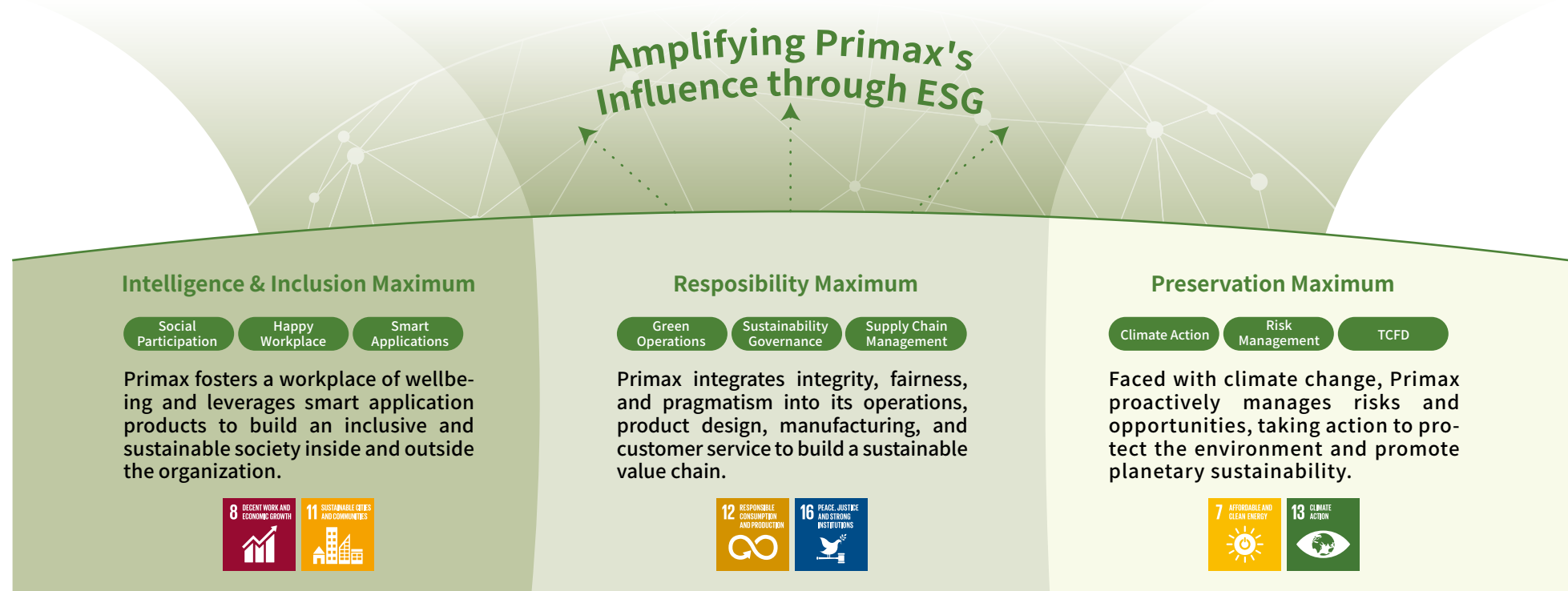
**Starting in 2023, 10–15% of the variable compensation for senior executives at the Vice President level and above was linked to sustainability performance.**

**Starting in 2024 an additional 5-10% of the annual performance evaluation for regional manufacturing leaders and the most senior R&D executives has been tied to sustainability metrics.**

## 2.2 | Primax SDGs Sustainability Blueprint

As a leading solutions provider in information technology, electronics, and consumer products, Primax is guided by a corporate culture and core values rooted in integrity and pragmatism. Under these principles, our corporate mission encompasses excellence in quality, innovative research and development, smart manufacturing, and sustainable growth. True to the spirit of our name, PRIMAX, we place collaboration at the center of our approach. Through ESG-driven initiatives, we are committed to maximizing our positive impact across three dimensions: environmental stewardship, responsible practices, and intelligent applications. At the same time, we aim to inspire a strong sense of pride among our employees and reinforce their connection to the Company.

Under the spirit of P.R.I.MAX, Primax developed its sustainability strategy blueprint in 2022, aligning with seven of the United Nations Sustainable Development Goals (SDGs). The Company plans to implement corresponding action plans based on this blueprint. The blueprint comprises three core dimensions, each with defined performance indicators and target scopes assigned to responsible units. This approach ensures more precise assessment of implementation results. Performance is tracked regularly, and targets are adjusted on a rolling basis to align with global trends and further embed sustainability into business operations, supporting the Company's long-term sustainability vision.



## 6 Areas of Maximizing Environmental Stewardship

1. Broadest management scope

2. Extends across Primax Group worldwide, including Primax, Tymphony, and subsidiaries within the consolidated reporting boundary

### Reducing Environmental Carbon Footprint

Focus Areas	2030 Goals	2024 Work Plans and Targets	2024 Achievements	Status
Global GHG Reduction (entire Group and major global operating sites)	Achieve a 60% reduction in Scope 1 and Scope 2 greenhouse gas emissions across the Group in 2030 compared to 2019 <sup>Note 1</sup>	Reduce energy intensity by 3% in 2024 compared to 2023	Group: Achieved a 12.1% reduction in 2024	😊
	Achieve a 40% reduction in unit raw material emissions intensity for computer peripheral products by 2030, using 2022 as the baseline year <sup>Notes 2, 3</sup>	<ul style="list-style-type: none"> <li>Submit the Group's long-term carbon reduction targets to SBTi for validation</li> <li>Develop and integrate optimization plans for Scope 3 and product carbon footprint accounting systems</li> </ul>	<ul style="list-style-type: none"> <li>Reset the Group's reduction targets in alignment with SBT goals expected to be validated in 2025</li> <li>Completed planning of the carbon value management system, with implementation scheduled for Q2 2025</li> </ul>	😊
	Reach 60% renewable energy usage	Continue implementing renewable energy expansion initiatives to achieve RE50	In 2024, total renewable energy consumption reached 41,674,682 kWh, accounting for 54.79% of total electricity consumption and 53.22% of total energy use	😊
	Ensure that 100% of all new global facilities meet green building standards	Ensure that the design and construction of the Primax Taiwan Innovation Hub comply with EEWB Taiwan Green Building standards	The Taiwan Innovation Hub in Zhubei received the Design Silver Award in the 4th TIBA Award	😊
Value Chain Emissions Reduction	Achieve an annual 5% reduction in greenhouse gas emissions among significant suppliers	<ul style="list-style-type: none"> <li>Redefine supplier categories</li> <li>From 2024, adopt new screening criteria to reset supplier carbon reduction targets and calculation methods</li> </ul>	<ul style="list-style-type: none"> <li>Completed the categorization of suppliers (Tier 1, critical, and engaged suppliers) and conducted communication and training in 2024</li> <li>Conducted climate and environmental impact surveys for approximately 200 Tier 1 suppliers</li> </ul>	😊

### Strengthening Climate Resilience

Focus Areas	2030 Goals	2024 Work Plans and Targets	2024 Achievements	Status
Strengthening Climate Resilience in Operations	Complete implementation of TCFD-aligned climate adaptation plans across the Group by 2030	<ul style="list-style-type: none"> <li>Gradually align TCFD disclosures in the annual report's sustainability section with IFRS S2 requirements</li> <li>Assess gaps between IFRS requirements and current disclosures, and develop improvement plans accordingly</li> </ul>	<ul style="list-style-type: none"> <li>Climate risk assessments now cover the entire Primax and Tymphony Group operations</li> <li>Initiated preparations to align TCFD disclosures with IFRS S2</li> </ul>	😊

Note:

- Unit: metric tons of CO<sub>2</sub> equivalent (metric tons CO<sub>2</sub>e).
- This target is expected to be adjusted after the Group's long-term SBT targets are established.
- Unit of raw material emissions intensity = CO<sub>2</sub>e / annual revenue from computer peripheral products.
- Definition of critical suppliers: suppliers that pose significant ESG-related risks or whose goods, materials, or services have a substantial impact on the Company's competitive advantage, market success, or viability. This includes, but is not limited to, the top 80% of the Group's suppliers by transaction volume and on-site service providers.



## 6 Areas of Maximizing Responsible Practices

1. Deepest management scope

2. Integrating smart manufacturing with sustainability performance to reinforce Primax's sustainable management

### Sustainable Operations

Focus Areas	2030 Goals	2024 Work Plans and Targets	2024 Achievements	Status
Smart Manufacturing	Achieve a cumulative 40% growth in pre-tax profit per capita at major global operating sites by 2030, using 2022 as the baseline year	Finalize the target for pre-tax profit per capita in Q1	<ul style="list-style-type: none"> <li>Direct labor pre-tax profit per capita reached NT\$0.45;</li> <li>Indirect labor pre-tax profit per capita reached NT\$1.11</li> </ul>	☹️
	Increase overall equipment effectiveness (OEE) at major global operating sites from 57% in 2022 to 81% by 2030	Increase utilization rates at Mainland China sites by 3% compared to 2023	Average utilization rate at Mainland China sites was 62.2%	☹️
	Improve overall workforce productivity by 30% through digitalization at major global operating sites by 2030	Improve overall operational efficiency at Mainland China sites by 8%	Overall operational efficiency at Mainland China sites reached 94% in 2024	😊
	Achieve cumulative savings of 41 million sheets of A4 paper through digitalization at major global operating sites by 2030, using 2022 as the baseline year	Reduce paper consumption at Mainland China sites by 6.7 million sheets	Cumulative paper savings totaled 6.71 million sheets, achieving 100.68% of the target	😊

### Responsible Business

Focus Areas	2030 Goals	2024 Work Plans and Targets	2024 Achievements	Status
Strengthening Cybersecurity Risk Management	Implement ISO 27001 across critical core management processes at major global operating sites and maintain third-party certification every three years	<ul style="list-style-type: none"> <li>Plan for ISO 21434 certification implementation</li> <li>Upgrade Group ISO 27001 certification from the 2013 version to the 2022 version</li> <li>Expand ISO 27001 certification scope to include R&amp;D Process - Secure Software Development Lifecycle</li> </ul>	<ul style="list-style-type: none"> <li>Two employees obtained CACSP certification under ISO 21434</li> <li>ISO 27001 certification upgraded; Tymphony received the SGS certificate</li> </ul>	😊
Sustainability Performance Linkage	Link 10–15% of variable compensation for Vice President-level executives and above to ESG performance by 2030	Link 10–15% of variable compensation to ESG targets according to the key position incentive plan	Linked 10–15% of variable compensation for Vice President-level and above positions to ESG targets, disclosed in the Sustainability Report and Annual Report	😊

Note:

1. The annual growth target was set at 5%.

2. Critical core management processes: extending ISO 27001 coverage to include Group R&amp;D engineering and manufacturing.








## 16 Areas of Maximizing Intelligent and Inclusive Impact

1. Broadest management coverage
2. Covers the most departments, including Human Resources, R&D, Intellectual Property, and Social Responsibility

## Diversity and Inclusion

Focus Areas	2030 Goals	2024 Work Plans and Targets	2024 Achievements	Status
Supplier Human Rights Risk Management	Ensure that 100% of significant suppliers at global operating sites complete annual social responsibility training	<ul style="list-style-type: none"> <li>● Redefine supplier categories and recalculate using new screening criteria starting in 2024</li> <li>● Achieve a 100% supplier development completion rate for all significant suppliers</li> </ul>	Completed with a 100% training completion rate	😊
	Complete annual on-site social responsibility audits for 100% of critical high-risk suppliers at global operating sites, and track completion of necessary corrective actions	<ul style="list-style-type: none"> <li>● Complete ESG on-site audits for all critical suppliers</li> <li>● Attain a 100% improvement rate for identified non-conformities</li> </ul>	<ul style="list-style-type: none"> <li>● Achieved a 62% improvement rate within 30 days</li> <li>● Achieved a 100% improvement rate within 90 days</li> </ul>	😊
Supply Chain Sustainability Capacity Building	Achieve 95% enrollment of Tier 1 suppliers in the supply chain ESG management platform by 2030	<ul style="list-style-type: none"> <li>● Enhance and expand ESG management platform functionalities and modules for suppliers</li> <li>● Conduct various communication initiatives with suppliers</li> </ul>	Completed 94% of planned supplier ESG initiatives	😞
	Ensure that 100% of significant suppliers implement greenhouse gas emissions management and achieve reduction targets in 2030	Complete engagement plans for major high-carbon-emitting strategic suppliers among critical suppliers	<ul style="list-style-type: none"> <li>● Conducted 52 supplier engagement activities across the Group</li> <li>● Primax supplier scores increased by 48% year-over-year; Tymphany supplier scores increased by 82%</li> </ul>	😊
Shared Prosperity	Reach 20,000 cumulative employee volunteer service hours by 2030, using 2022 as the baseline year	Achieve 2,500 hours of volunteer service	Recorded a total of 11,225 volunteer service hours	😊
	Accumulate NT\$70 million in social assistance funding (including employee donations)	Accumulate NT\$9 million in social assistance funding (including employee donations)	Accumulated 11.167 million in social assistance funding (including employee donations)	😊
	Reach 100,000 total beneficiaries through shared prosperity initiatives	Reach 14,000 total beneficiaries through shared prosperity initiatives	Reached a total of 34,055 beneficiaries through shared prosperity initiatives	😊
	Build partnerships with 60 social impact partners	Establish 8 new partnerships for social good initiatives	Established 18 new partnerships for social good initiatives	😊
Smart Innovation Applications	Maintain annual R&D spending at 4% of company revenue	Maintain Group R&D spending at 4% of total company revenue	R&D spending reached 5.80% of total revenue	😊

### Sustainable Innovation Workplace

Focus Areas	2030 Goals	2024 Work Plans and Targets	2024 Achievements	Status
<b>Decent Working Conditions</b>	Maintain an annual retention rate of at least 95% for high-performing employees at major global operating sites	<ul style="list-style-type: none"> <li>Implement the IDP program for second-year employees</li> <li>Focus on key positions without designated successors to improve role fulfillment rates</li> <li>Review talent pools as part of the performance review system and implement one-on-one real-time feedback and communication</li> </ul>	<ul style="list-style-type: none"> <li>Adjusted succession planning in response to organizational changes</li> <li>Annual retention rate of high-performing employees: 94.5% at Primax, 91.6% at Tymphony</li> </ul>	
<b>Equal Workplace</b>	Achieve 20% female representation among key management positions at major global operating sites	<ul style="list-style-type: none"> <li>Promote gender equality in the workplace: allow male employees to apply for four weeks of remote work following their spouse's childbirth</li> <li>Strengthen maternity protection programs: pregnant employees who complete at least one maternity protection assessment and consultation with the company's on-site physician are eligible to receive a NT\$6,000 maternity gift package</li> </ul>	<ul style="list-style-type: none"> <li>Company-wide policy for four weeks of remote work after childbirth became effective on January 1, 2024</li> <li>Female representation in key management positions: 18.84% at Primax, 10.3% at Tymphony</li> </ul>	
<b>ESG Culture Development</b>	Deliver cumulative ESG training to at least 20,000 participants at global operating sites	<ul style="list-style-type: none"> <li>Conduct in-person ESG foundational courses for new employees, delivered by internal instructors</li> <li>Organize activities or permanent exhibitions aligned with ESG theme months</li> </ul>	Cumulative ESG training participants in Taipei totaled 1,618	
	Ensure 100% ESG onboarding training completion rate for new employees at global operating sites	Offer DEI-related online courses through external resources, with optional enrollment for employees	<ul style="list-style-type: none"> <li>Primax launched 2 online courses with a completion rate of 57–62%</li> <li>Tymphony delivered 4 DEI courses with a completion rate of 71%</li> </ul>	
<b>Industry-Academia Collaboration</b>	Provide more than 800 internship placements at global operating sites	<ul style="list-style-type: none"> <li>Sponsor the STP21 (Seed Talent Program) to systematically train university students in industry-relevant skills</li> <li>Continue building recruitment channels for Thai interns and establish a Thai internship program</li> </ul>	<ul style="list-style-type: none"> <li>Sponsored the STP21 program for university students</li> <li>Thai internship programs implemented: 65 participants at Primax, 75 at Tymphony</li> </ul>	
<b>Patent Portfolio</b>	Surpass 4,500 cumulative granted patents worldwide by 2030	Reach a cumulative total of 3,931 granted patents	Cumulative granted patents totaled 4,436 <sup>Note 6</sup>	
	Ensure that 60% of patent applications from the Primax Taiwan R&D Center are related to strategic technologies each year	Ensure that strategic technology patents account for 50% of total patent applications filed in 2023	Strategic technology patents accounted for 51.9% of annual applications	

**Note:**

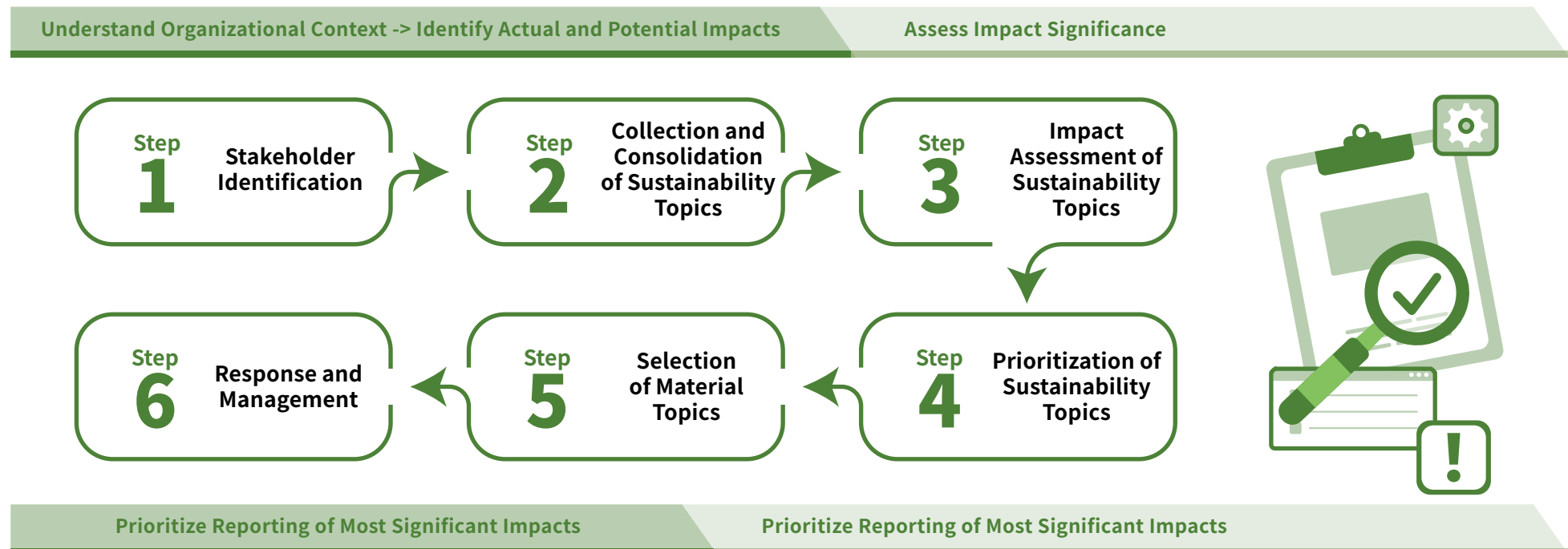
- Definition of critical suppliers: suppliers that pose significant ESG-related risks or whose goods, materials (including raw materials), or services have a substantial impact on the Company's competitive advantage, market success, or viability. This includes, but is not limited to, the top 80% of the Group's suppliers by transaction volume and on-site service providers.
- Tier 1 Suppliers: suppliers with direct orders or contractual transactions with Primax.
- The management scope covers Primax (Taipei), Primax (Dongguan), Primax (Chongqing), and Primax (Kunshan).
- Same industry refers to companies operating within Taiwan's electronics manufacturing sector.
- The scope of patent grants management includes Primax (Taipei), Primax (Dongguan), Primax (Chongqing), and Primax (Kunshan).
- All statistical data are as of December 19, 2024.

## 2.3 | Materiality Assessment and Management

During the year, Primax continued to follow the disclosure principles of GRI 3: Material Topics 2021. At the same time, the Company also incorporated concepts from the EU's double materiality perspective and the IFRS standards issued by the IFRS Foundation into its assessment approach. From the perspective of Primax's business activities, the process evaluates both the actual and potential impacts of various sustainability topics on the external economy, environment, and human rights, as well as their potential impact on Primax's operations.

Through this assessment, Primax gains a deeper understanding of the positive and negative impacts, whether current or potential, that its operations may have both externally and internally. This insight supports the development of management approaches to prevent or mitigate negative impacts and to proactively create positive contributions on material sustainability issues. The Primax material topics assessment process comprises six main steps, as described below.

### • Materiality Assessment and Management Process





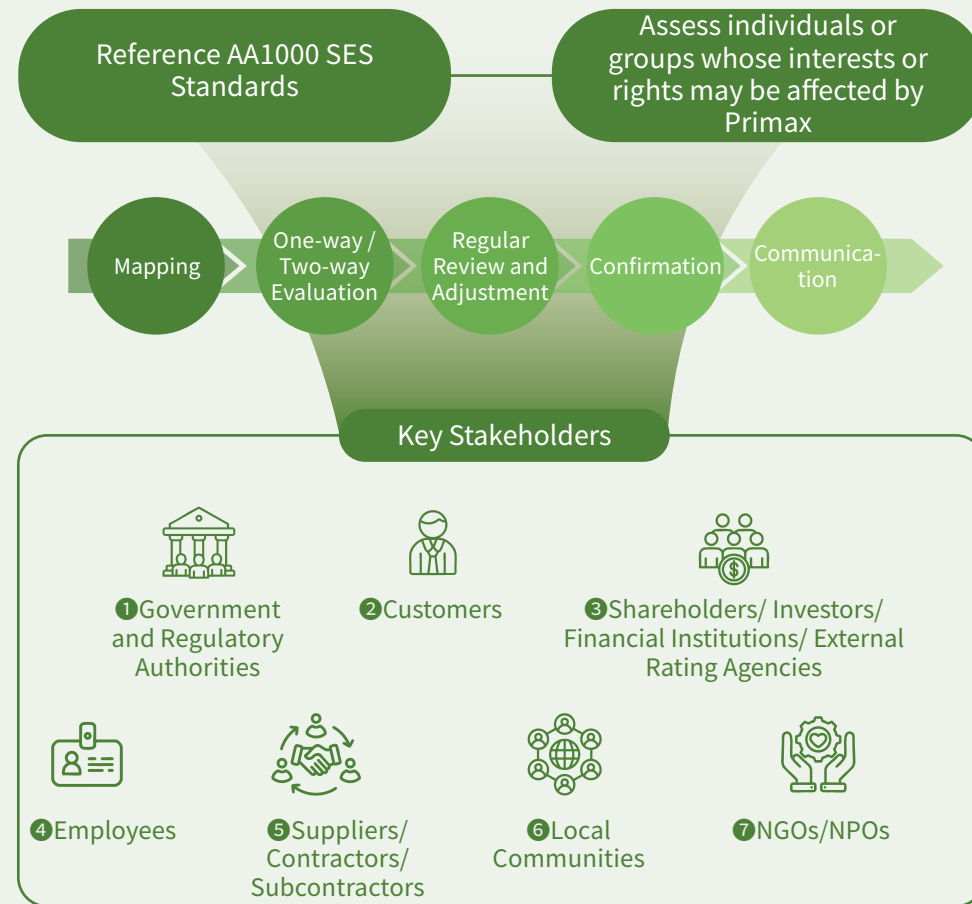
Step  
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## Stakeholder Identification

For Primax stakeholders, we have established a rigorous identification and selection methodology. This approach considers the full value chain, both upstream and downstream, and business relevance to identify stakeholder groups connected to Primax. In addition to referencing the five principles of the AA1000 Stakeholder Engagement Standard (SES), which include dependency, responsibility, influence, diverse perspectives, and tension, the process also aligns with the GRI Standards (2021) definition of stakeholders, viewing them as individuals or groups whose interests are or could be affected by the organization's economic activities. Primax assesses the actual or potential impacts on stakeholders across sustainability topics and reviews and updates this analysis annually.

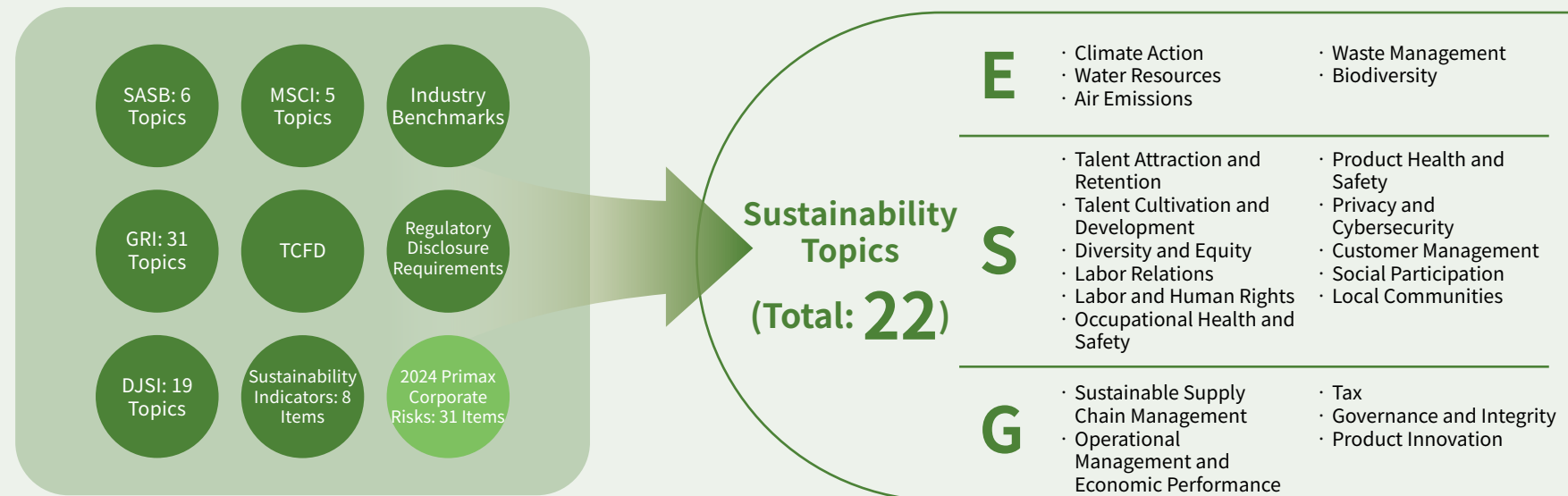
Following evaluation by the ESG Office during the year, Primax confirmed that the primary stakeholder groups remained consistent with the previous year. These groups comprise seven major categories: government and regulatory authorities; customers; shareholders, investors, financial institutions, and external rating agencies; employees; suppliers, contractors, and subcontractors; local communities; and non-governmental and non-profit organizations. We continue to maintain effective communication and engagement with stakeholders, providing timely feedback on how the Company's business activities impact each group. Primax also takes appropriate improvement measures to foster relationships built on mutual trust, benefit, and value creation.

## Stakeholder Identification Process



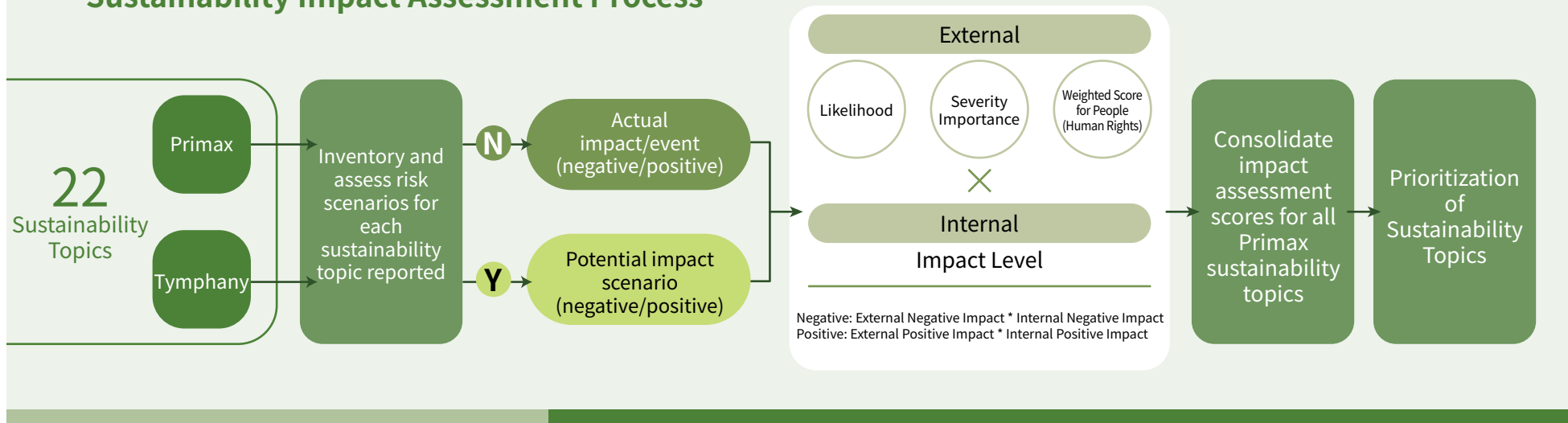
Step  
**2****Collection and Consolidation of Sustainability Topics**

In 2024, a total of 22 sustainability topics were consolidated. Before conducting the material topics assessment, we first compiled topics that could potentially impact the external economy, environment, human rights, and the Company's operations. References included sustainability standards and frameworks such as GRI, SASB, and TCFD; ESG rating agencies including DJSI and MSCI; the Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies; stakeholder concerns; value chain material topics from peers and major customers; industry characteristics and related regulations; and recommendations from sustainability consultants. In addition, during the year, Primax continued to integrate the 2024 corporate risk items, which include sustainability risks, climate-related risks, and other emerging risks, into the list of sustainability topics as sources for impact assessment. This approach ensures the completeness and relevance of the topics and helps align assessment results with global sustainability trends and investor priorities.



Step  
**3****Impact Assessment of Sustainability Topics**

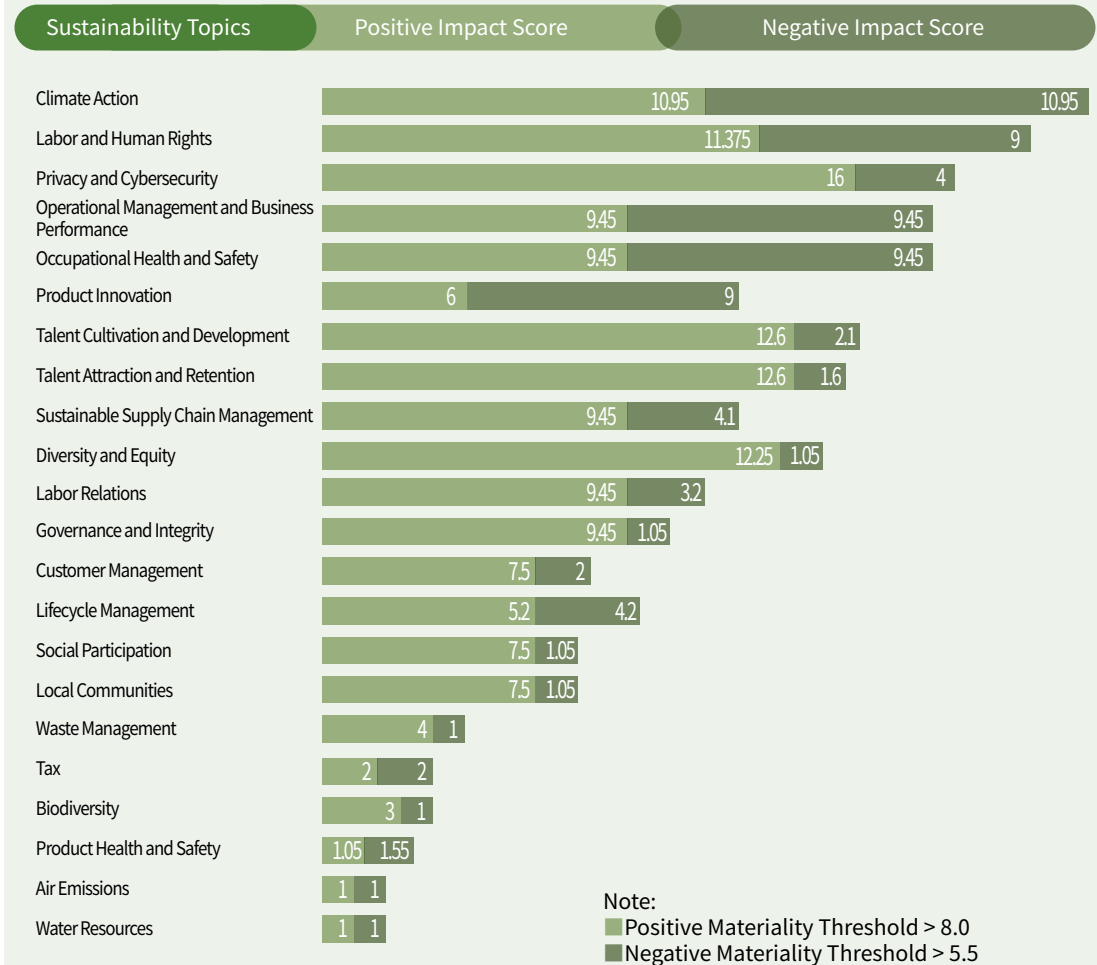
The ESG Office and the senior management of each Tymphany division conducted scenario analyses to evaluate the positive and negative impacts of each sustainability topic, based on the actual management context of the Primax Group. Each topic was then assessed for its actual or potential impact externally, including on the economy, environment, and people (covering human rights), as well as internally on Primax's operations. When assessing the significance of impacts, we considered the likelihood of each sustainability topic occurring, its severity (including scale, scope, and the ease of remediation), and overall importance.

**Sustainability Impact Assessment Process****Note:**

1. Internal positive and negative impact scores are based on the likelihood and financial impact scales defined in Primax's Corporate Risk Management Implementation Rules.
2. Positive and negative impact scores range from 1 to 4. If human rights impacts are involved, weighting is increased.
3. Expected time horizon: Short-term (1–3 years), Medium-term (3–5 years), Long-term (over 5 years).

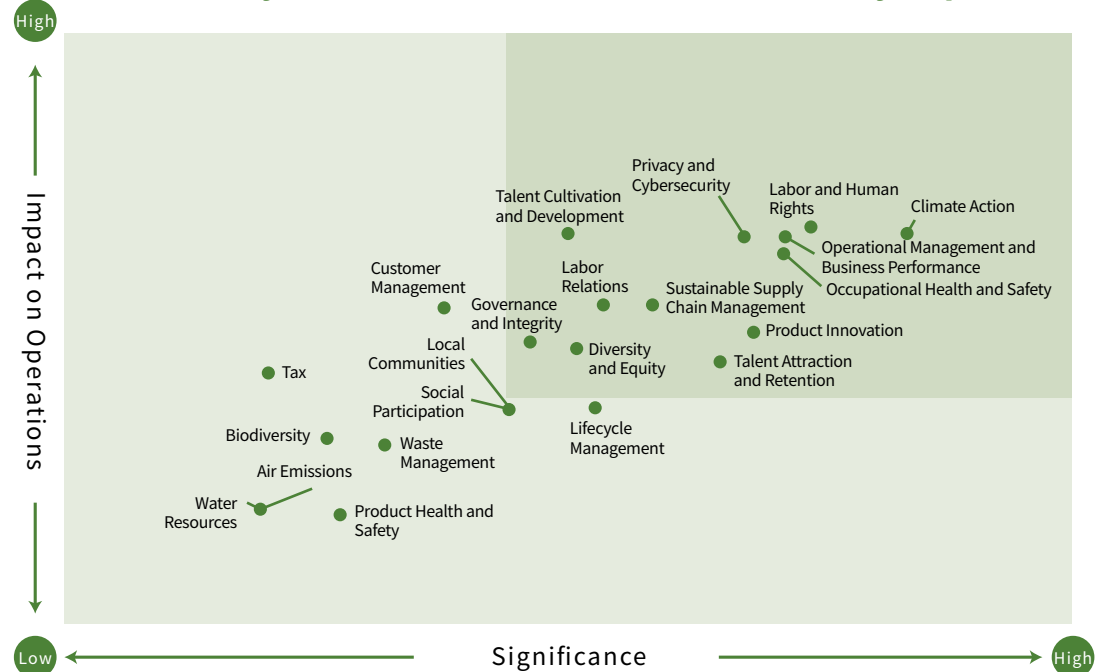
Step  
**4****Prioritization of Sustainability Topics**

After completing the impact assessment for each sustainability topic, both positive and negative impact scores were ranked separately. Thresholds were then established for each to serve as the basis for selecting material topics. In the 2024 assessment, 11 sustainability topics exceeded the threshold for positive impact, while 5 topics exceeded the threshold for negative impact.



**Step  
5****Selection of Material  
Topics**

Based on the prioritization results, the ESG Office, together with external sustainability consultants and consideration of stakeholder priority scores, identified topics exceeding the negative threshold (5.5) and positive threshold (8.0) as material topics for the year. These include Climate Action, Labor Rights, Privacy and Cybersecurity, Operational Management and Business Performance, Occupational Health and Safety, Product Innovation, Talent Cultivation and Development, Talent Attraction and Retention, Sustainable Supply Chain Management, Diversity and Inclusion, Labor Relations, and Governance and Integrity, totaling 12 topics, with no significant changes compared to the previous year.

**Materiality Assessment Matrix of Sustainability Topics****Step  
6****Response and  
Management**

The 12 prioritized material topics selected for disclosure were approved by Vice President Chiang, Yan-Ying, Chair of the ESG Office, and subsequently submitted to the Sustainability and Risk Management Committee and the Board of Directors for approval in August 2025. Descriptions of the positive and negative impacts of each material sustainability topic are provided in the table below. For details on management approaches, please refer to the relevant sections of this report.



## • Material Topics Impact Description

Material Topics	Impact Assessment Description	Potentially Affected Stakeholders							Corresponding Sustainability Standards (Topics) / Primax 2024 Key Operational Risks	Management Approach / Response Section	
		Internal		External							
		③	④	①	②	③	⑤	⑥			⑦
➡ Climate Action	Positive Impact									GRI: Economic Performance (201-2) GRI: Energy (302-1, 302-3~4) GRI: Emissions (305-1~305-7) GRI: Waste (306-3~306-5) TWSE Sustainability Reporting Indicator No. 1: Dedicated Chapter for Climate-related Information Disclosure (Appendix 2) TCFD: Climate-related Financial Disclosures DJSI: Climate Strategy, Operational Eco-efficiency MSCI: Opportunities in Clean Technology	Climate Change Management Approach 4.2 Climate-related Financial Disclosures 4.3 Climate Mitigation Action 4.6 Pollution Prevention and Control
	Negative Impact:	●		●	●	●	●	●	●		
➡ Operational Management and Economic Performance	Positive Impact									GRI: Economic Performance (201-1, 201-4) Primax Operational Risks: Industry Development Changes, Investment and M&A Strategy, Capacity Planning and Expansion, Organizational Capability Development	Operational Development Management Approach 3.4 Business Performance
		●	●			●	●	●			
	Negative Impact:										
	Revenue growth slowed in 2024. If the Company fails to adapt to market changes, this may result in missed opportunities and lower return on equity (ROE).										

Material Topics	Impact Assessment Description	Potentially Affected Stakeholders								Corresponding Sustainability Standards (Topics) / Primax 2024 Key Operational Risks	Management Approach / Response Section
		Internal		External							
		③	④	①	②	③	⑤	⑥	⑦		
<div>➡</div> <div>Occupational Health and Safety</div>	Positive Impact									GRI: Occupational Health and Safety (403-1~403-10) TWSE: Sustainability Reporting Indicator No. 4 DJSI: Occupational Health and Safety Primax Operational Risks: Occupational Hazards such as Fire and Natural Disasters	Safe and Healthy Workplace Management Approach 6.5 Health and Safety
	Negative Impact		●	●	●	●	●				
<div>⬆</div> <div>Labor Rights</div>	Positive Impact									GRI: Non-discrimination (406-1) GRI: Child Labor (408-1) GRI: Forced or Compulsory Labor (409-1) DJSI: Labor Practices Indicators, Human Rights	Human Rights Management Approach 6.1 Human Rights Management
	Negative Impact	●	●	●	●	●	●		●		

[illegible]

Material Topics	Impact Assessment Description	Potentially Affected Stakeholders							Corresponding Sustainability Standards (Topics) / Primax 2024 Key Operational Risks	Management Approach / Response Section	
		Internal		External							
		③	④	①	②	③	⑤	⑥			⑦
<div>↓</div> <div>Privacy and Cybersecurity</div>	Positive Impact									GRI: Customer Privacy (418-1) DJSI: Information Security, Cybersecurity and System Availability, Privacy Protection	Privacy and Cybersecurity Management Approach 3.7 Privacy and Cybersecurity
	Beginning in 2024, Primax fully implemented ISO 27001 and expanded its scope to core operations and major sites to meet customer requirements, regulatory standards, and asset protection. To support the transition to automotive business, the Group plans to adopt ISO 21434 and TISAX standards to further strengthen cybersecurity resilience and competitiveness.	●	●	●	●	●	●				
	Negative Impact										
	In 2024, there were no incidents of external cyberattacks, data breaches, or privacy violations, including any complaints.										
<div>↑</div> <div>Labor Relations</div>	Positive Impact									GRI: Labor/Management Relations (402-1)	Talent Management Approach 6.3 Talent Attraction and Retention
	Primax is committed to a people-centered approach, respecting every employee and maintaining equal employment policies. The Company maintains open communication with local employees to ensure fair treatment. In addition, a structured performance management system provides improvement plans for underperformance before termination is considered.										
	Negative Impact	●	●	●		●					
	Due to operational changes, the Company may need to adjust labor contracts or make workforce changes based on performance considerations. These actions could lead to dissatisfaction among some employees and potentially trigger labor disputes, particularly at overseas sites where such issues are more likely to arise. However, the Company consistently prioritizes open communication with employees to ensure that decision-making processes remain transparent and compliant with applicable regulations. In 2024, a labor dispute involving a Taiwanese expatriate manager occurred in Thailand, which was resolved appropriately. The Company continues to improve labor relations management to reduce future risks.										

Material Topics	Impact Assessment Description	Potentially Affected Stakeholders							Corresponding Sustainability Standards (Topics) / Primax 2024 Key Operational Risks	Management Approach / Response Section	
		Internal		External							
		③	④	①	②	③	⑤	⑥			⑦
<div>↑</div> <div>Talent Cultivation and Development</div>	Positive Impact									GRI: Training and Education (404-1, 404-3) DJSI: Human Capital Development	Talent Management Approach 6.4 Talent Cultivation and Development
	<p>Primax is committed to recruitment, internal transfers, and retention, and has established a comprehensive career development framework and promotion system. This approach enables every employee to achieve their personal career goals and fully realize their potential. Customized learning and succession plans are designed based on individual skills, career interests, and work styles to support both talent development and corporate sustainability. In 2024, Tymphony (Taipei) received the CommonWealth Talent Sustainability Award as the Champion in the Small Giant category, demonstrating long-term commitment and achievements in talent development.</p>	●	●		●	●					
	Negative Impact										
	<p>If the Company does not provide continuous training, employees may lose competitiveness, which could weaken the Company's advantages</p>										
<div>↓</div> <div>Talent Attraction and Retention</div>	Positive Impact									GRI: Market Presence (202-1) GRI: Employment (401-1~401-3) GRI: Economic Performance (201-3) GRI: Diversity and Equal Opportunity (405-2) DJSI: Talent Attraction and Retention MSCI: Labor Management	Talent Management Approach 6.3 Talent Attraction and Retention
	<p>Primax has earned multiple awards, including four consecutive years recognized as a Best Company to Work for in Asia. In 2024, the Group continued to promote work-life balance, offering maternity benefits, flexible work hours, and wellness programs to attract and retain top talent.</p>	●	●	●	●	●					
	Negative Impact										
	<p>Primax maintains competitive compensation and benefits, reducing risks of talent loss due to market conditions. However, over the long term, labor shortages could emerge due to aging populations and declining birth rates.</p>										



Material Topics	Impact Assessment Description	Potentially Affected Stakeholders							Corresponding Sustainability Standards (Topics) / Primax 2024 Key Operational Risks	Management Approach / Response Section	
		Internal		External							
		③	④	①	②	③	⑤	⑥			⑦
<div>↑</div> <div>Diversity and Equity</div>	<div>Positive Impact</div> <p>Primax promotes equal employment policies and a culture of diversity and inclusion, maintaining close communication with employees. Local and international talent are actively recruited to foster cultural exchange and broaden perspectives. Compensation is determined by job content, classification, and level, with merit-based adjustments to ensure fairness and transparency.</p> <p>In 2024, Primax produced a special feature interviewing senior female leaders to encourage employees to overcome career barriers. The Group also received the 2024 HR Asia Diversity, Equity and Inclusion Award, reflecting a strong and lasting commitment to DEI.</p>	●	●	●	●	●	●			GRI: Diversity and Equal Opportunity (405-1) DJSI: Labor Practices Indicators SASB: Employee Diversity and Inclusion	Human Rights Management Approach 6.1 Human Rights Management 6.2 Workforce Overview
	<div>Negative Impact</div> <p>Primax has consistently upheld a diverse and inclusive workplace, with no strikes or recruitment issues arising from discrimination or employment</p>										
<div>↓</div> <div>Governance and Integrity</div>	<div>Positive Impact</div> <p>Primax upholds high standards of integrity, with established whistleblower and protection mechanisms that comply with laws and promote honesty, trust, and compliance in all business activities. Information is disclosed transparently, and the Company has been listed in the S&amp;P Global Sustainability Yearbook for two consecutive years.</p>	●	●	●	●	●	●			GRI: Anti-corruption (205-2, 205-3) GRI: Anti-competitive Behavior (206-1) TWSE: Sustainability Reporting Indicator No. 7 DJSI: Business Ethics, Policy Influence MSCI: Ethical Business Practices	Ethics and Integrity Management Approach 3.3 Ethics and Integrity
	<div>Negative Impact</div> <p>Primax remains committed to integrity, legality, and transparency, with no incidents of corruption, privacy breaches, conflicts of interest, money laundering, or insider trading. The Company will investigate thoroughly and respond in accordance with established policies if such issues arise.</p>										

## Note:

- The table above is ordered by the significance scores of the material sustainability topics.
- External stakeholders include ① government and regulatory authorities, ② customers, ③ investors, financial institutions, and external rating agencies, ⑤ suppliers, contractors, and subcontractors, ⑥ local communities, and ⑦ non-governmental and non-profit organizations. Internal stakeholders comprise ③ shareholders and ④ employees.
- Corresponding sustainability initiatives or regulations include DJSI – Computers and Peripherals and Office Electronics, MSCI – Electronic Equipment, Instruments, and Components, SASB – Technology and Communications / Hardware, and the TWSE Sustainability Reporting Indicators – Electronic Components Industry.
- "" indicates topics for which negative impacts have occurred in recent years. Remedial measures are described in each management approach.

## 2.4 | Stakeholder Engagement

### • Stakeholder Communication and Response

Primax Group places great importance on communication and engagement with stakeholders. Through diverse dialogue mechanisms, the Company gains a deep understanding of expectations and concerns related to its business activities, using this insight to shape sustainability strategies and action plans that continuously enhance performance. We are committed to building long-term, constructive relationships with all stakeholders by integrating their priorities and expectations into our sustainability management practices and transparently disclosing relevant information in our reports to demonstrate accountability and commitment.

Primax adopts a variety of engagement approaches, including one-way, two-way, one-to-many, and many-to-one formats, to ensure that stakeholder perspectives are fully heard. The ESG Office collects stakeholder concerns from primary points of contact in each stakeholder group every six months and verifies whether any material impact events have occurred. Consolidated findings serve as a basis for identifying material issues and are reported regularly to the Board of Directors to ensure alignment between corporate decisions and sustainability objectives.



#### Government and Regulatory Authorities

##### Importance to Primax

As a responsible corporate citizen, Primax fully supports and complies with government policies and regulations to maintain a strong and constructive relationship with government authorities.

Key Areas of Concern	Engagement Outcomes	Report Response Section
Business Integrity Climate Action Waste Management Economic Performance Occupational Health and Safety Product Health and Safety Labor and Human Rights Labor Relations	1. 188 official letters were received from government and regulatory authorities. 2. 76 announcements were published on the Market Observation Post System (MOPS).	3 Corporate Governance 4 Environmental Sustainability and Net-Zero Transition 6.1 Human Rights Management 6.3 Talent Attraction and Retention 6.5 Health and Safety
Communication Methods and Channels	Frequency of Communication	Related Records
Official Correspondence	Real-time	Official Paper
MOPS	Real-time	<a href="http://mops.twse.com.tw/mops/web/index">http://mops.twse.com.tw/mops/web/index</a>
Company Website	Real-time	<a href="https://www.primax.com.tw/">https://www.primax.com.tw/</a>
ESG Awareness Survey	Ad Hoc	Questionnaires



## Customers

### Importance to Primax

Primax has earned customer trust through innovative technologies, high-quality products, and reliable services. Customer feedback and input are key drivers of our continuous improvement and progress.

Key Areas of Concern	Engagement Outcomes	Report Response Section
Sustainable Supply Chain Management Occupational Health and Safety Climate Action Business Integrity Green Innovation and Lifecycle Management Waste Management Biodiversity Privacy and Cybersecurity	1. 16 DRI visits were completed. 2. 353 online customer audits were completed (including conference calls, questionnaires, reports, and virtual meetings). 3. 9 on-site customer audits were completed.	3.5 Innovation and Services 3.7 Privacy and Cybersecurity 4 Environmental Sustainability and Net-Zero Transition 6.1 Human Rights Management 6.5 Health and Safety
Communication Methods and Channels	Frequency of Communication	Related Records
GP, CSR, RBA, QPA/QSA Audits	Annually	Customer Audit Records
Customer GP/ Environmental Requirements	Annually	Customer Specifications
Customer Satisfaction Surveys	Annually	Customer Response Records
Customer Supplier Conferences	Annually	Meeting Minutes
Product RFQs	By project	RFQs
ESG Awareness Survey	Ad Hoc	Questionnaires



## Shareholders/Investors/Financial Institutions/External Rating Agencies

### Importance to Primax

Under high standards of corporate governance, Primax maintains strong interactions and sound oversight mechanisms with investors, shareholders, and financial institutions. The Company also regularly reviews its sustainability performance through external evaluations to pursue long-term sustainable development.

Key Areas of Concern	Engagement Outcomes	Report Response Section
Economic Performance Labor Relations Sustainable Supply Chain Management Business Integrity Customer Management Climate Action Green Innovation and Lifecycle Management Talent Attraction and Retention	1. 4 quarterly investor conferences were held. 2. 1 annual shareholders' meeting was convened. 3. 47 investment forums and investor meetings were attended. 4. 58 bilingual (Chinese/English) operational press releases were published. 5. Annual reports were continuously issued in Chinese and English. 6. Sustainability reports were continuously issued in Chinese and English. 7. Climate-related financial disclosure reports (or dedicated sections) were continuously published in Chinese and English.	3 Corporate Governance 4 Environmental Sustainability and Net-Zero Transition 5 Responsible Supply Chain 6.1 Human Rights Management 6.3 Talent Attraction and Retention
Communication Methods and Channels	Frequency of Communication	Related Records
Annual Shareholders' Meeting	Annually	Shareholders' Meeting Handbook and Minutes
Quarterly Business Update Presentations and Conference Calls	Quarterly	Financial and Operational Information from Investor Conferences Published on MOPS
Monthly Revenue Announcements	Monthly	Monthly Revenue Announcements and Press Releases Published on MOPS and the Company Website
Domestic Investor Meetings	Monthly	Emails, Investor Visits, and Investor Conference Calls
Overseas Investor Forums	Annually	Financial and Operational Information from Investor Conferences Published on MOPS
ESG Awareness Survey	Ad Hoc	Questionnaires



## Employees

Importance to  
Primax

A people-centered approach is one of Primax's core corporate values. We regard our employees as our most important asset and consider caring for them an urgent and essential responsibility.

Key Areas of Concern	Engagement Outcomes	Report Response Section
Economic Performance Talent Attraction and Retention Occupational Health and Safety Business Integrity Product Innovation Diversity and Equity Privacy and Cybersecurity Talent Cultivation and Development	<ol style="list-style-type: none"> <li>1. Labor-management meetings were convened regularly in accordance with legal requirements.</li> <li>2. 22 union and Employee Welfare Committee meetings were held.</li> <li>3. 308 business unit communication meetings were conducted.</li> <li>4. 290 frontline employee interviews were conducted.</li> <li>5. PrimaxCare e-newsletters reached a total of 58,400 instances of distribution.</li> </ol> <p>For specific engagement cases, please refer to the feature in Section 6.6: ✓Primax Care Quarterly Event Series</p>	<ol style="list-style-type: none"> <li>3.3 Ethics and Integrity</li> <li>3.4 Economic Performance</li> <li>3.5 Innovation and Services</li> <li>3.7 Privacy and Cybersecurity</li> <li>6.2 Diversity, Equity, and Inclusion (DEI)</li> <li>6.3 Talent Attraction and Retention</li> <li>6.4 Talent Cultivation and Development</li> <li>6.5 Health and Safety</li> </ol>
Communication Methods and Channels	Frequency of Communication	Related Records
Labor-Management Meetings	Quarterly	Labor-Management Meeting Records
Employee Performance Discussions	Annually	Employee Performance Appraisal Forms
Business Unit Communication Meetings	Real-time	Communication Meeting Records
Interviews with Frontline Employees	Real-time	Interview Records
Union and Employee Welfare Committee Meetings	Quarterly	Employee Welfare Committee Meeting Records
Opinion Surveys	Annually	Best Employer Employee Survey Sampling
Engagement Surveys	Biennially	External Engagement Survey Reports
Internal Communication Channels	Real-time	Emails, Digital Bulletin Boards, Elevator Screens, PrimaxCare Newsletters, Podcasts, Facebook Fan Page
Grievance and Consultation Channels	Real-time	ESG Mailbox, Employee Assistance Hotline, Whistleblower Mailbox, Feedback Mailbox
ESG Awareness Survey	Ad Hoc	Questionnaires



## Suppliers/Contractors/Subcontractors

Importance to  
Primax

Primax aspires to build a complementary, mutually beneficial partnership with its suppliers, where joint growth is the foundation of collaboration. Advancing corporate sustainability is also a shared goal, achieved together through mutual learning and cooperation.

Key Areas of Concern	Engagement Outcomes	Report Response Section
Economic Performance Labor Relations Customer Management Sustainable Supply Chain Management Product Innovation Business Integrity Occupational Health and Safety Climate Action	<ol style="list-style-type: none"> <li>1. Since 2023, all procurement staff have been required to complete ESG-related training. In 2024, a total of 91 internal procurement personnel participated.</li> <li>2. Annual ESG training sessions for suppliers were conducted, with participation from 400 suppliers.</li> <li>3. 2 annual supplier communication conferences combined with ESG training courses were held, engaging 277 suppliers in total.</li> </ol>	<ol style="list-style-type: none"> <li>3.3 Ethics and Integrity</li> <li>3.4 Economic Performance</li> <li>3.5 Innovation and Services</li> <li>3.6 Risk Management</li> <li>4 Environmental Sustainability and Net-Zero Transition</li> <li>5 Responsible Supply Chain</li> <li>6.1 Human Rights Management</li> <li>6.5 Health and Safety</li> </ol>
Communication Methods and Channels	Frequency of Communication	Related Records
New Supplier AVL Evaluation / Declaration	Once per supplier	QCDS Records / Declarations
Primax and Customer Environmental Requirements	Real-time	E-Supply / GP Portal / Correspondence Letters
Annual Audits	Annually	Supplier Audit Records
Supplier Development Training (GHG/CFP/GP)	Ad Hoc	Training Materials
Supplier Conferences	Annually	Meeting Minutes
ESG Awareness Survey	Ad Hoc	Questionnaires



## Local Communities

### Importance to Primax

Primax operates globally, regularly assessing environmental, social, and economic risks while fostering positive, mutually beneficial relationships with local communities.

Key Areas of Concern	Engagement Outcomes	Report Response Section
Social Participation Sustainable Supply Chain Management Occupational Health and Safety Local Communities Product Health and Safety Climate Action Waste Management Talent Attraction and Retention	1. 11,225 volunteer service hours contributed by employees. 2. NT\$11.167 million in cumulative social assistance contributions by the Group, including employee donations.  <div>For specific engagement cases, please refer to the feature in Chapter 7:  <b>✓[Long-Term Commitment to Education and Local Community Care]</b></div>	4 Environmental Sustainability and Net-Zero Transition 5 Responsible Supply Chain 6.3 Talent Attraction and Retention 6.5 Health and Safety 7 Shared Prosperity
Communication Methods and Channels	Frequency of Communication	Related Records
Risk Assessments	Annually	TCFD Reports
Volunteer Activities	Ad Hoc	Activity Records
Donations	Ad Hoc	Letters of Appreciation or Receipts
ESG Awareness Survey	Ad Hoc	Questionnaires



## NGOs/NPOs

### Importance to Primax

NGOs and NPOs play an important third-party role in supporting governments and businesses across various sustainability topics. Through communication and collaboration with these organizations, Primax strives to contribute meaningfully to these efforts.

Key Areas of Concern	Engagement Outcomes	Report Response Section
Social Participation Local Communities Economic Performance Business Integrity Privacy and Cybersecurity Talent Attraction and Retention Climate Action Biodiversity	1. 58 official letters received from NGOs/NPOs. 2. 143 pieces of correspondence exchanged with NGOs/NPOs.  <div>For specific engagement cases, please refer to the feature in Chapter 7:  <b>✓[Igniting Creativity: A Fusion of Art, Humanities, and Science]</b></div>	3.3 Ethics and Integrity 3.4 Economic Performance 3.7 Privacy and Cybersecurity 4 Environmental Sustainability and Net-Zero Transition 6.3 Talent Attraction and Retention 7 Shared Prosperity
Communication Methods and Channels	Frequency of Communication	Related Records
Telephone Interviews	Annually	Telephone Interview Records
ESG Mailbox / Email	Ad Hoc	Mail
Official Correspondence	Ad Hoc	Official Paper
ESG Awareness Survey	Ad Hoc	Questionnaires





# 3 Chapter Corporate Governance

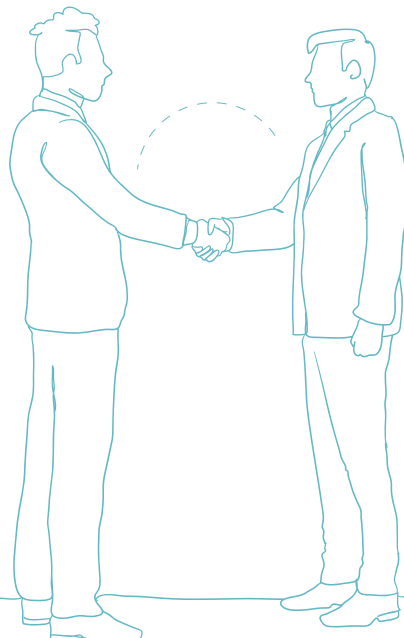
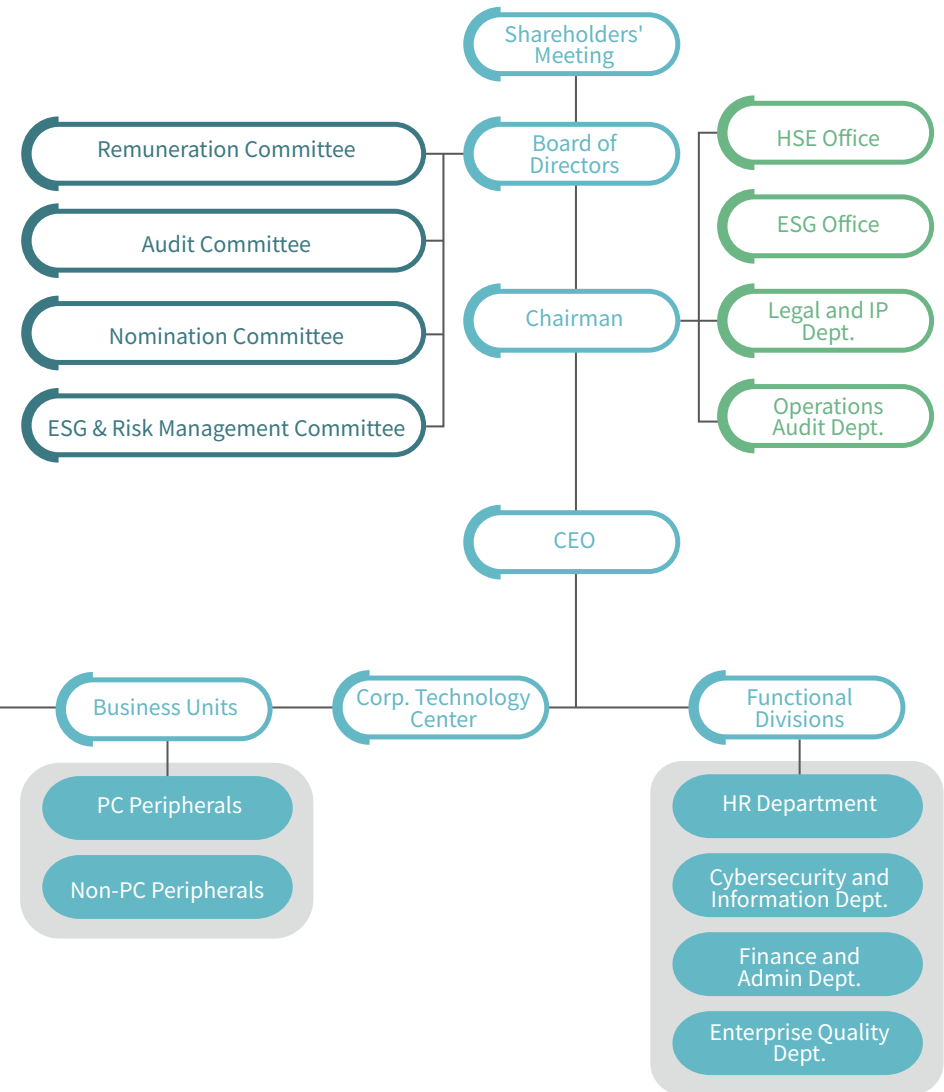
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## 3.1 | Governance Structure

Primax's Board of Directors has long adhered to corporate governance principles that meet or exceed legal requirements. These high standards form the foundation of a sound governance system, ensuring the Board operates effectively to safeguard shareholders' interests and support the Company's long-term sustainable development.

To further enhance the structure and delineation of responsibilities within the Board, four functional committees have been established under its authority: the Remuneration Committee, the Audit Committee, the Nomination Committee, and the Sustainability and Risk Management Committee. For details regarding the composition, terms, authorities, and areas of focus of each committee, please refer to the [Company's website](#). Comprehensive information on their operations can also be found on [pages 36–39 of the 2024 Shareholders' Meeting Annual Report](#).

### Organizational Chart

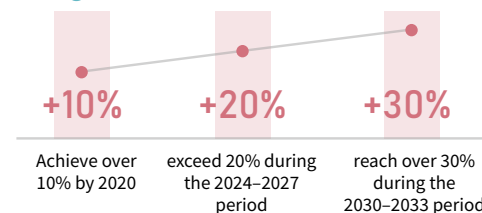


## • Board Composition

The members of Primax's Board of Directors are selected through a candidate nomination system, with all shareholders voting transparently via electronic ballots to elect nominees. All board members possess the appropriate capabilities, knowledge, and experience necessary to effectively fulfill their duties and responsibilities. Directors act objectively and independently, guiding the Company's strategic direction and operations with the long-term interests of both the Company and its shareholders as their foremost priority. The current board term runs from May 24, 2024 to May 23, 2027. Board meetings are convened at least once each quarter, and in 2024, a total of nine board meetings were held. The average attendance rate of all directors was 100%. The roles of Chairman and President are currently held by the same individual. This arrangement supports timely decision-making and accelerates the Company's global expansion in response to rapid changes within the industry. To address this structure, in which the Chairman and the President roles are held by the same individual, Primax has enhanced the composition of the Board. More than half of the current directors are neither employees nor members of management, and the number of independent directors has been increased to strengthen oversight and independence. Additionally, considering the long-term needs of corporate governance, the Board has approved a succession plan and is actively developing candidates for the President position. A new President will be appointed at an appropriate time, based on operational requirements. For biographies of the Board members, please refer to the [Company's website under Board of Directors](#).

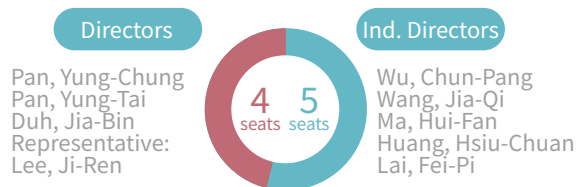
Primax values board diversity and has established specific phased objectives for a diversified board composition. The Nomination Committee takes these objectives into account during the selection process to ensure representation across different age groups and to guide a progressive generational transition. In terms of professional backgrounds, all directors have management experience, complemented by expertise in relevant industries, R&D, marketing, and finance. Regarding professional knowledge and skills, all nine directors (100%) possess expertise in leadership and business management; seven directors (78%) have experience in risk management; five directors (56%) have backgrounds in information technology; five directors (56%) are proficient in finance and accounting; and one director (11%) has legal expertise.

### Targets for the Proportion of Female or Foreign Directors



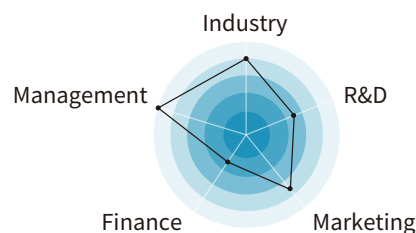
### Board Gender and Age Composition

The Board has 9 seats, all ROC nationals

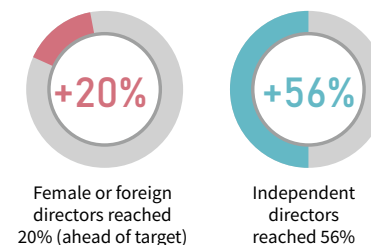


Ind. Directors, Tenure <3 Years	2
Ind. Directors, Tenure 3-6 Years	2
Ind. Directors, Tenure 6-9 Years	1

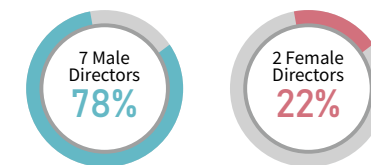
### Board Professional Background



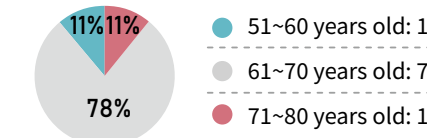
### Board Diversity



### Board Gender Ratio



### Board Age Distribution



### Board Expertise and Skills



## 3.2 | Governance Practices

### • Board Remuneration

According to the Primax Remuneration Committee Organizational Charter, the Board has established a Remuneration Committee composed entirely of independent directors who do not hold any positions within the Company. The Committee is responsible for reviewing the remuneration policies, systems, standards, and structures for directors, senior executives, and managers, as well as approving performance targets and evaluating results

Board remuneration consists of directors' compensation and fees. In accordance with the Company's Articles of Incorporation, if profits are recorded, up to 2% may be allocated as directors' compensation. This allocation is determined by the Remuneration Committee, approved by the Board, and reported to the Shareholders' Meeting. The Company considers operational performance, long-term sustainability, individual contributions to performance, and the results of Board performance evaluations to ensure reasonable compensation. The Chairman's remuneration is proposed by the Human Resources Department based on the competitive landscape, operational risks, internal policies, and incentive plans. The proposal is reviewed by the Remuneration Committee and submitted to the Board for approval. All performance evaluations and compensation arrangements are reviewed by the Remuneration Committee and the Board, and the remuneration framework is adjusted as necessary to reflect operational conditions and regulatory requirements. For details on the calculation of compensation for directors, supervisors, and senior management, please refer to [pages 20–22 of the 2024 Shareholders' Meeting Annual Report](#).

### • Director Training and Development

To strengthen the competencies of Board members, Primax arranges regular training programs in accordance with the "Primax Corporate Governance Best Practices," "the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies," and relevant regulatory requirements. Directors are encouraged to stay informed about domestic and international developments in economic, environmental, and social regulations, including training in areas such as finance, risk management, business operations, commerce, accounting, law, corporate governance, ethics, and corporate social responsibility, to maintain their core values, expertise, and capabilities.

In 2024, all nine Primax directors participated in training, accumulating a total of 73.5 training hours, in full compliance with the "Directions for the Implementation of Continuing Education for Directors and Supervisors." Among the training programs, 100% of directors completed courses on sustainability, corporate governance, and risk management, while approximately 24% participated in courses related to ethics and integrity. In addition, communications on relevant topics were conducted with all directors via email, achieving a 100% completion rate. For detailed information on director training, please refer to the [Company's website](#).

### • Board and Functional Committee Performance Evaluation

To strengthen corporate governance and enhance the effectiveness of Board operations, Primax established the "Rules for Performance Evaluation of the Board of Directors" in 2016 and conducts regular internal and external performance evaluations of the Board and its functional committees in accordance with these rules. The most recent external Board performance evaluation was completed in 2023, with relevant policies and implementation details disclosed on the [Company's website](#) and the Market Observation Post System.

In 2024, the internal Board performance evaluation was coordinated by the Finance and Administration Department. The evaluation was conducted via questionnaires at the end of the year. The assessment covered overall Board performance, individual director performance, and the operations of the four functional committees. Results indicated that all evaluation criteria were rated between "Excellent" and "Outstanding," demonstrating a strong consensus among Board members regarding the soundness of the Board and each functional committee's governance systems and the effectiveness of their operations. The consolidated results of the 2024 internal evaluation were reported to the Board of Directors on January 20, 2025.

## 3.3 | Ethics and Integrity

### Ethics and Integrity Management



Material Sustainability Topic:  
Ethical Business Practices

#### Purpose and Importance of Management

To prevent financial and non-financial risks and to build long-term trust among stakeholders, Primax Group is firmly committed to conducting business with integrity, legality, and transparency. In addition to complying with legal requirements, all employees are required to uphold principles of honesty, credibility, and compliance in their business activities. Transparent and comprehensive disclosure of information further supports the sustainable development of Primax's operations.

#### Remediation Mechanisms

If an actual adverse event occurs, a tailored remediation plan is developed for the incident. At the same time, management systems and procedures are reviewed and improved to reduce the risk of future negative impacts.

GRI: Anti-corruption (205-2, 205-3), Anti-competitive Behavior (206-1)  
TWSE: Sustainability Reporting Indicator No. 7  
DJSI: Business Ethics, Policy Influence  
MSCI: Ethical Business Practices

#### Short-term Indicators/ Goals (1–3 years)

- Zero tolerance for violations of the Code of Conduct and business ethics
- Conduct regular annual training courses on ethical business practices
- Require all suppliers and subcontractors to sign the Supplier Declaration

#### Performance in 2024



#### Medium- and Long-term Indicators/Goals (Over 3 years)

- Achieve a 100% signing rate of the Supplier Code of Conduct among new suppliers
- Undergo third-party audits to verify compliance with procedures

#### Specific Actions in 2024

- Organized a variety of engagement meetings, awareness videos, and interactive activities to promote integrity values and arranged anti-corruption training programs
- Approximately 24% of directors completed integrity-related training courses. Communication and awareness initiatives on integrity topics reached 100% coverage
- Provided a total of 51,460 hours of training related to ethical business practices across the Group, with 21,371 participants attending
- Delivered a one-hour integrity and ethics introduction for all new employees within their first month, achieving a 100% participation rate

#### 2024 Performance Management Outcomes

- No incidents of conflicts of interest, corruption, or bribery, and no significant negative disclosures
- No violations or fines related to anti-money laundering, insider trading, or other economic regulations
- No employee complaints or whistleblower reports regarding breaches of integrity or ethical conduct
- 100% of suppliers and subcontractors signed the Supplier Declaration

#### Explanation of Quantitative Impact Measurement Methods

- Affected External Stakeholders: Suppliers
- Impact Description: Incidents of corruption or breaches of codes of conduct can severely damage corporate reputation and stakeholder trust
- Impact Assessment Overview: Damage to reputation can affect market valuation. For suppliers, serious violations of the Code of Conduct may result in termination of the business relationship and impact their transaction volumes.
- Impact Performance: Over the past three years, there have been no incidents of conflicts of interest, corruption, bribery, or violations of anti-money laundering, insider trading, or other economic regulations resulting in fines.

Note: 😊 Target Achieved 😊 Target Continuously Being Met 😊 Target Not Achieved



Primax's Important  
Internal Regulations

Articles of Incorporation

Rules for Performance Evaluation  
of Board of DirectorsRemuneration Committee Organizational  
Charter

Audit Committee Charter

Nomination Committee Charter

Sustainability and Risk Management  
Committee CharterCorporate Risk Management Policies  
and Procedures

Procedures for Acquisition or Disposal of Assets

Operational Procedures for Lending to  
Other PartiesOperating Procedures for Endorsements  
and Guarantees

Corporate Governance Best Practices

Sustainable Development  
Best Practice PrinciplesOperational Procedures for Ethical Management  
and Guidelines of ConductProcedures for Handling Material Inside  
Information and Prevention of Insider Trading

Primax Group conducts business activities based on the principles of fairness, honesty, integrity, and transparency. The "[Operational Procedures for Ethical Management and Guidelines of Conduct](#)" have been approved by the Board of Directors. The Human Resources Department serves as the primary responsible unit for implementation and reports on the annual execution status to the Board at least once per year.

## • Code of Conduct and Anti-Corruption Mechanisms

Primax Group is committed to its core management philosophy: creating the best returns for shareholders and customers while ensuring employees enjoy their work. To achieve this goal, earning the trust and support of customers, business partners, shareholders, and the public is essential. Honesty, integrity, compliance, and adherence to laws are the fundamental pillars supporting this commitment. The "[Operational Procedures for Ethical Management and Guidelines of Conduct](#)" serve as the Group's primary commitment and policy framework for implementing ethical business practices. The document sets out preventive measures against corruption and unethical conduct, and provides specific guidelines on gifts, political contributions, charitable donations, and sponsorship activities. It also requires the Group to conduct regular training programs on anti-corruption and ethical management. If any violations of these guidelines occur, the responsible unit must report the handling procedures and subsequent reviews and improvement measures to the Board of Directors. In addition, the Board and senior management actively uphold their commitment to these management policies by signing the Statement of Ethical Corporate Management Best Practice Principles, thereby ensuring the thorough implementation of ethical business practices. For further details on Primax's practices in ethical corporate management, please refer to pages 42–44 of the 2024 Shareholders' Meeting Annual Report.

The Employee Code of Conduct sets out the fundamental behavioral standards that all Primax employees must follow when conducting business activities. These standards cover personal ethics, rules regarding gifts and hospitality, protection of trade secrets, avoidance of conflicts of interest, adherence to fair trade practices, reporting mechanisms, and principles of disciplinary action. If any instances of employee misconduct or unethical behavior are discovered or reported, the Company will investigate the relevant facts. If violations of applicable laws or the Employee Code of Conduct are confirmed, disciplinary measures will be imposed based on the severity of the incident, in accordance with locally applicable work rules. These measures may include verbal or written warnings, retraining, reprimands or demerits, withholding of performance bonuses or incentives, demotion, or dismissal. In serious cases, the employment contract may be terminated in line with local laws and contractual provisions, and civil or criminal liability may also be pursued as appropriate.

In addition, the Company's Work Rules and Employee Code of Conduct require all employees to strictly comply with legal and ethical standards when performing their duties. Primax also requires all suppliers and contractors to sign the Supplier Declaration and Supplier Code of Conduct to foster a business environment grounded in fairness, honesty, trustworthiness, and transparency.

### Employee Code of Conduct

#### Reporting and Disciplinary Rules

Integrity and respect are fundamental. Violations will be penalized, and reporting is encouraged.

#### Conflict of Interest

No personal gain for self or related parties through your role.

#### Trade Secret Protection

Safeguard trade secrets as vital assets; prevent misuse or disclosure.

#### Personal Ethics

Act with honesty and respect. No violence, discrimination, harassment, fraud, or deception.

#### Fair Competition

Compete fairly with quality and service, not misconduct.

#### Gifts and Hospitality

No cash kickbacks, gift cards, or improper benefits.

#### Safe and Healthy Work Environment

In performing our duties, we must comply with laws and regulations regarding safety and health in the workplace. If we work on the premises of a customer or supplier, we must also comply with the safety and health requirements of the customer or others.

## • Ethical Business Conduct Training

Primax Group organizes annual communication sessions, awareness videos, and engaging activities to effectively promote integrity. All new employees are required to complete an 8-hour onboarding program within their first month, which includes a 1-hour introduction to ethical standards. The participation rate for new hire training is 100%. In addition, existing employees receive ongoing anti-corruption and ethical conduct training. In 2024, the Group delivered a total of 51,460 training hours related to ethical business practices, covering 21,371 participants. Detailed training statistics by region are provided in the table below.

Location	Mainland China	Taipei	Thailand	Czech Republic
Participant No.	16,836	1,413	3,056	66
Training Hours	42,220	5,660	3,381	200

In addition to employee programs, Primax collaborates annually with third-party verification bodies to deliver supplier social responsibility training. The curriculum is based primarily on the RBA Code of Conduct and covers four main areas: labor, health and safety, environment, and ethics. Through the GPMS platform, Primax communicates the RBA COC V7.0 standards to all suppliers and provides training to ensure suppliers clearly understand the Company's expectations and commitment to these issues. (For detailed information on supplier development participation rates, please refer to Sustainable Supply Chain / Supply Chain Management.)



Primax (Chongqing) employees actively participating in integrity training

## • Implementation of Conflict of Interest Avoidance

Primax has established the "Corporate Governance Best Practices" and the "Operational Procedures for Ethical Management and Guidelines of Conduct," which stipulate that directors, managers, and any individuals attending or sitting in on Board meetings who have a conflict of interest in any proposal must disclose the material details of such conflict at that meeting. Where the conflict may harm the Company's interests, they must refrain from participating in the discussion and voting and are prohibited from acting as proxy for other directors. Directors uphold the highest standards of self-discipline and consistently recuse themselves in accordance with conflict of interest avoidance principles whenever proposals involve their personal interests. For further details on the processes and disclosure practices by which the highest governance body manages conflicts of interest, please refer to the Corporate Governance section on page 42 of the 2024 Shareholders' Meeting Annual Report.

## • Robust Internal Audit Mechanisms

To strengthen corporate governance and internal oversight, Primax Group, in accordance with the "Regulations Governing Establishment of Internal Control Systems by Public Companies," establishes an internal control system that considers the overall business activities of Primax and its subsidiaries. The system is drafted by the audit unit and managers, convened by the Chairman, and approved by the Board of Directors. Its primary purpose is to promote effective operations across the organization.

Primax has established an Operations Audit Department staffed by one Chief Auditor and two dedicated personnel. Each department and subsidiary conducts self-assessments at least once per year. The internal audit department reviews these results along with any deficiencies it has identified to serve as the basis for management's assessment of the overall effectiveness of the internal control system. The Audit Committee and directors regularly hold discussions with the Chief Auditor regarding any internal control deficiencies, with meeting minutes prepared and reported to the Board of Directors to ensure proper implementation.

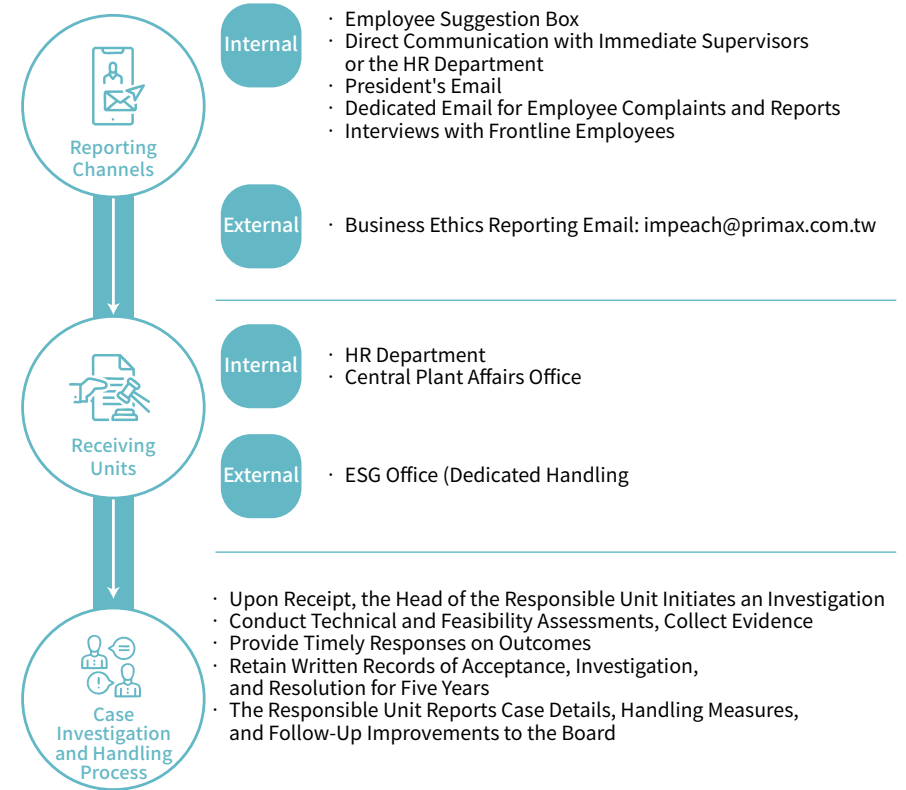
By December each year, the internal audit department develops the annual audit plan for the following year based on risk assessments and carries out audit procedures accordingly. During the audit process, identified issues are consolidated, improvement recommendations are formulated, and an Internal Audit Report is prepared. Responsible departments must document corrective actions, and the report is submitted to the Chief Auditor and Chairman for review. Any deficiencies in the internal control system or irregularities identified during inspections must be truthfully disclosed in the audit report. After the report has been reviewed and approved, follow-up actions should be conducted. Progress must be tracked and reported at least quarterly until corrective measures have been completed to ensure that the responsible units have implemented appropriate improvements in a timely manner. In 2024, audits were completed for all departments and units in accordance with the internal audit plan. For detailed information on communications between the independent directors, the Chief Auditor, and the external auditors, please refer to the [Company's website](#).

## • Accessible Channels for Reporting and Complaints

Primax has established the "Operational Procedures for Ethical Management and Guidelines of Conduct," the "Employee Communication and Feedback Management Measures," and the "Employee Code of Conduct." These frameworks incorporate dedicated channels for reporting and complaints, providing internal and external stakeholders with mechanisms for expressing concerns and facilitating communication. The Company encourages both internal and external parties to speak up and report any acts of dishonesty or improper conduct. For cases that are substantiated following investigation, additional incentives may be granted as appropriate, thereby fostering a culture of integrity. A whistleblower protection mechanism is in place to ensure that the identities of whistleblowers and the content of their reports remain confidential. The Company is committed to safeguarding whistleblowers from improper treatment arising from their disclosures, thereby protecting their rights and interests.

Externally, Primax maintains a dedicated section on its ESG website and provides an ESG mailbox as a channel for engagement with external stakeholders. This platform enables stakeholders to submit inquiries, suggestions, complaints, or reports concerning any matters related to Primax. The Company undertakes to respond and engage in a timely manner. All correspondence and messages received are handled by the ESG Office, which notifies relevant internal units for assessment and follow-up, thereby ensuring effective communication and interaction. In 2024, the ESG mailbox received a total of 232 messages, encompassing proposals for public welfare initiatives, product-related inquiries, research collaboration, and other forms of cooperation. Among these, two submissions involved complaints regarding business practices between suppliers and personal conduct by family members of employees. Following investigation, the Company provided responses and referred the matters to the appropriate departments for subsequent handling.

Internally, the Company maintains multiple channels for employee communication. In situations where individuals are uncertain whether a circumstance constitutes a violation of applicable laws, regulations, binding policies, or internal company standards, they are encouraged to consult with their supervisors, the Human Resources Department, or the Legal Department to seek guidance and assistance. While protecting employees' rights and interests, the Company also aims to sustain constructive labor relations through these channels. In 2024, no cases of employee complaints or reports concerning breaches of ethical conduct or integrity were recorded within the Primax Group.



## • Compliance with Laws and Regulations

Primax Group firmly believes that compliance serves as the cornerstone of sustainable corporate operations. The Company remains committed to ensuring that all business activities adhere to applicable local regulations. In 2024, Primax Group did not incur any material penalties. However, Tymphony (Thailand) was fined approximately NT\$87,000 due to differences in the calculation of severance payments compared to employees' expectations, resulting in a violation of labor regulations. Moving forward, the Company will enhance communication and coordination in labor relations to mitigate compliance risks.

Note: Material penalties are defined in accordance with Article 4, Subparagraph 26, Item 3 of the "Taiwan Stock Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities," as any single incident in which the cumulative amount of fines reaches NT\$1 million or more.

## 3.4 | Business Performance

### Operational Development Management



**Material Sustainability Topic:**  
Economic Performance and Product Innovation

#### Purpose and Importance of Management

The Company continues to strengthen its research and development and technological competitiveness by allocating resources to the design and development of new products and technologies, as well as the enhancement and improvement of production processes. At the same time, the Company advances eco-design practices and drives various smart manufacturing innovations to improve efficiency, reduce costs, and minimize the environmental impact of products and processes. Through these measures, the Company aims to maintain competitiveness amid the transition driven by climate change, provide employees with a stable working environment, and ensure the long-term sustainability of its operations.

#### Remediation Mechanisms

Continuing the development of niche and high value-added products, optimizing the product portfolio, and enhancing gross and operating profit margins.

GRI: Economic Performance (201-1, 201-4)  
DJSI: Innovation Management, Operational Eco-efficiency

#### Short-term Indicators/ Goals (1–3 years)

- Enhance market share of core products and improve cost structure
- Increase funding for product research and development

#### Performance in 2024



#### Medium- and Long-term Indicators/Goals (Over 3 years)

- Accumulate over 4,500 granted patents worldwide
- Ensure that patent applications related to strategic technologies at Primax (Taipei) R&D Center account for 60% of total annual patent filings

#### Specific Actions in 2024

- Maintained R&D capacity by investing NT\$3,327,670 thousand in R&D expenses, representing 5.71% of operating revenue
- Established a strategic partnership with IAdia Corporation to jointly develop smart meeting complete solutions
- Completed construction of the Group's second innovation R&D center in Zhubei, Taiwan, which is scheduled to commence operations in 2025 to further strengthen core competitiveness
- Enhanced internal regulations governing intellectual property management by revising and formulating procedures for patent administration, management of confidential IP documents, and confidentiality protocols for IP-related information

#### 2024 Performance Management Outcomes

- The Group recorded consolidated net operating revenue of NT\$58,243,661 thousand
- The Group achieved consolidated net income after tax of NT\$2,727,124 thousand
- Earnings per share (EPS) remained above NT\$5 for four consecutive years
- In 2024, earnings distribution reached NT\$4.2 per share, setting a new historical record
- As of the end of 2024, a total of 942 patents had been granted
- As of the end of 2024, a total of 2,468 individual awards had been received for related inventions
- R&D expenditure increased by 0.6% compared to the previous year

#### Explanation of Quantitative Impact Measurement Methods

- Affected External Stakeholders: Customers
- Impact Description: Ongoing innovation and transformation influenced the growth and decline of customers for core computer peripherals and non-PC peripherals
- Operating Revenue: By entering new businesses and adopting new technologies while focusing on niche and high value-added products, the Group achieved an increase in net income after tax of NT\$94,000 thousand despite a decrease in consolidated operating revenue
- Impact Performance: Over the past two years, consolidated income before tax has continued to grow

Note: 😊 Target Achieved 😐 Target Continuously Being Met ☹️ Target Not Achieved

## • Economic Performance

In 2023, the momentum of global economic recovery remained fragile, and the overall operating environment continued to present significant challenges for the electronics manufacturing industry. At the same time, 2023 was also an important year for Primax in the Group's continued commitment to steady transformation. From the perspective of developing products centered on touch, audio, visual integration, the Company continued to expand its investments and strategic deployment in new businesses and technologies while optimizing the product portfolio. Efforts were sustained to broaden the Company's presence across automotive electronics, security and smart living, home office solutions, acoustics, and smart city applications, while actively investing in the development of edge computing and AI-related AIoT products.

In the area of ESG, Primax continued to leverage domestic and international sustainability assessments to review its ESG performance and drive continuous improvement. Highlights included achieving an MSCI ESG rating of A, selection for the S&P Global Sustainability Yearbook, and being rated at the Leadership Level in the CDP assessment. Additionally, the Company was honored for the fifth consecutive year with the "Taiwan Top 100 Sustainability Model Enterprise Award" and received the CommonWealth Magazine "CommonWealth Corporate Citizenship Award – Top 100 Sustainable Companies," among other recognitions.

Net income after tax in 2024  
increased by approximately **3.6%**

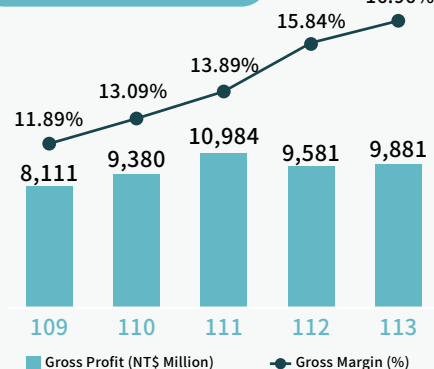
Earnings per share (EPS) for 2024 was  
**NT\$5.61**

In summary, the Group's consolidated net operating revenue amounted to NT\$58,243,661 thousand in 2024, representing a decrease of approximately 3.7% compared to NT\$60,488,402 thousand in 2023. Consolidated net income after tax totaled NT\$2,727,124 thousand in 2024, an increase of approximately 3.6% from NT\$2,633,489 thousand in the prior year.

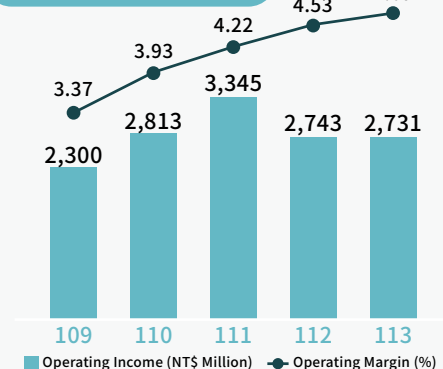
Unit: NT\$ thousand

2024 Consolidated Revenue of Primax Group	Net Operating Revenue	58,243,661
	Operating Costs	48,362,968
	Gross Profit	9,880,693
	Operating Expenses	7,149,601
	Operating Income	2,731,092
	Non-operating Income and Expenses	675,855
	Employee Salaries and Benefits	9,161,904
	Payments to Capital Providers (Dividends)	1,851,727
	Payments to Government (Income Tax, Business Tax, VAT, and Other Taxes)	1,060,286
	Community Investments (e.g., Donations to Charitable Organizations)	10,450
	Retained Earnings	8,510,638
	Government Grants	52,299

Gross Profit and Gross Margin  
Trends



Consolidated Operating Income and  
Net Income after Taxes Trends



## Tax Policy of Primax Group

To strengthen compliance with tax laws and fulfill corporate social responsibility, Primax Group has established this Tax Policy to mitigate tax risks and safeguard shareholders' interests.

- All business activities shall comply with local tax laws, regulations, and their legislative intent.
- Profits shall not be shifted to low-tax jurisdictions or tax havens. Tax structures shall be planned in accordance with economic substance, and tax havens shall not be used for tax planning with the purpose of tax avoidance.
- All operations shall adhere to internationally recognized transfer pricing principles, disclosure requirements, and arm's length standards issued by the Organisation for Economic Co-operation and Development (OECD).
- The Company shall maintain relationships with tax authorities based on mutual respect, trust, and transparency.
- Business activities and significant corporate decisions shall take into account tax risks and tax implications.
- The operating environment shall be analyzed, and tax risk assessments shall be conducted using appropriate management mechanisms.
- Continuous talent development shall be carried out to strengthen professional tax capabilities.
- This Tax Policy was approved by resolution of the Board of Directors and shall be implemented accordingly. Any amendments shall follow the same procedure.

This Policy was approved and issued by the Board of Directors on May 8, 2024.



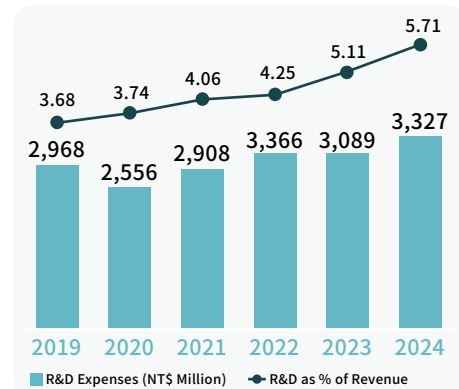
## 3.5 | Innovation and Services

### • Technology and Manufacturing Development

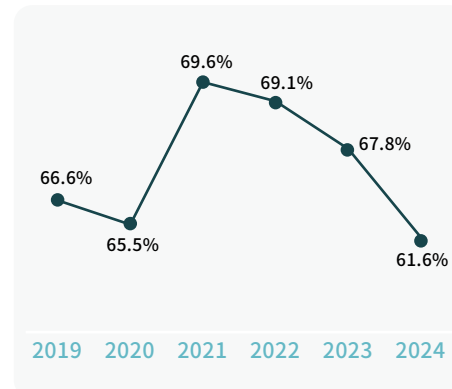
The primary driver of Primax Group's sustained profitability and growth is its commitment to embracing innovation. Primax's technology development is centered on integrating three core elements—acoustics, visual technologies, and human-machine interfaces—into cohesive product applications. In an era of rapid technological evolution, the Company continues to develop key new technologies and products that contribute to sustained profitability while extending its business presence into every aspect of daily life. To further strengthen the Group's R&D and technological competitiveness, in 2024 the Company invested NT\$3,327,670 thousand in research and development expenditures, representing 5.71% of operating revenue. These resources were dedicated to the design and development of new products and technologies, as well as the enhancement and improvement of production processes. Details of recent R&D achievements are presented on [pages 69–70 of the 2024 Shareholders' Meeting Annual Report](#).

Primax remains committed to its mission of "Taiwan R&D, Smart Manufacturing, Global Reach," serving customers worldwide. The Taiwan Innovation Hub in Zhubei is scheduled for completion in mid-2025 and will encompass advanced laboratories, an industry-academia incubation center, and a new product manufacturing center. In terms of global manufacturing operations, production and shipments from the Company's plants in Thailand and the Czech Republic have continued to grow steadily.

#### R&D Expenses and Revenue Ratio Trend



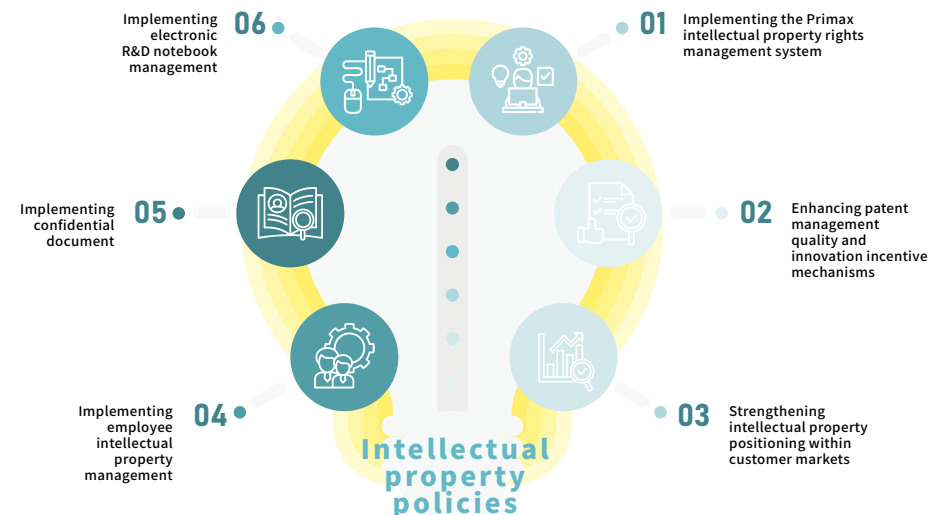
#### Proportion of R&D Personnel



### • Intellectual Property Management

In response to the rapid evolution of advanced technologies and to protect hard-earned technological achievements, Primax continuously invests R&D resources and systematically monitors, collects, and analyzes market and technological developments relevant to its products. The Company has implemented intellectual property strategies aligned with operational objectives and R&D resources as outlined below, with the aim of continually accumulating intellectual property assets to strengthen its competitive advantage. Primax consistently enhances its patent capabilities and maintains competitiveness across observable market indicators. In addition to improving the quality of patent management, the Company integrates and refines its existing internal intellectual property management policies and procedures. It also reinforces the protection of R&D results that have not yet been patented, ensuring that protected intellectual property is closely linked to the Company's future core revenue-generating products and critical technologies. Primax has established patent strategies for its key product lines, incentivizes R&D innovation, and closely monitors the patent activities of industry peers to strengthen patent positioning within customer markets. The Company aims to rank among the top thirty domestic legal entities in patent applications by 2030. For detailed information on implementation in 2024, please refer to the [Company's website](#).

To this end, Primax has established the following intellectual property policies:





## Intellectual Property Management Plan

### 1 Patent Management

To protect the Company's R&D achievements and maintain its technological leadership, Primax implements an internal system that incentivizes innovation through a structured reward program supplemented by an evaluation process to continuously encourage employees to submit invention applications. In addition, the Company has established patent management and risk control policies and mechanisms. By leveraging artificial intelligence tools, Primax systematically manages the volume and quality of employee patent applications. Externally, the Company maintains close coordination with patent authorities in both domestic and major overseas markets to improve examination efficiency and secure high-quality patent protection. Primax also implements effective measures to mitigate patent-related risks, including competitor monitoring for specific products and conducting market and patent analyses in relevant sectors.

### 2 Copyright Management

Primax has formulated copyright management guidelines and procedures to govern the acquisition, retention, and maintenance of copyrighted works.

### 3 Trade Secret Protection

Given the critical importance of trade secrets to the Company's operations and technological core, Primax has established confidential information management guidelines and procedures for the administration of trade secrets. Provisions concerning trade secret protection are also specified in Employee Code of Conduct and employment contracts. In addition, the Company conducts employee training and awareness programs to promote the importance of trade secret protection and related safeguards.

## Intellectual Property Risk Response Measures

Primax occasionally receives notifications from third parties or customers alleging that its products may be involved in intellectual property disputes. The Company has consistently adhered to the principle of respecting the intellectual property rights of others, following the policy of refraining from infringement unless our rights are challenged. When addressing such disputes, Primax analyzes legal, commercial, and technical aspects to develop appropriate response strategies aimed at protecting the rights and interests of the Company and its stakeholders.

## • Promoting Innovation and R&D

Primax has adopted the theme of "Building a Sustainable and Exceptional Workplace for Talent," with the goal of creating a safe and healthy environment that not only supports talent development but also pursues sustainable excellence. Through a variety of employee activities combined with incentives and benefits, the Company encourages employees to apply their knowledge and expertise while inspiring creative new ideas.

In 2024, Primax launched the "Innovation Season" campaign, introducing a series of new activities such as the Makerthon, "What the Plane?!", Creative Sky, and the Green Living Proposals initiative, all aimed at continuously extending new ideas and innovation.

As of the end of 2024, a total of **942** patents had been granted, and there had been **2,468** instances of invention awards received.

## Feature | Advancing Sustainability, Innovation, and Excellence

### 2024 Innovation Season Activities

To inspire employees' creativity and collaborative spirit, Primax launched the Innovation Season in 2024, featuring the first Makerthon proposal competition as a call to pursue sustainable excellence. The event was complemented by a series of parallel activities, including "What the Plane?!" (a paper airplane contest), Creative Sky (a designated creative space), and the Green Living Proposals initiative. These programs encouraged employees from diverse professional backgrounds and departments to fully showcase their creativity, imagination, and expertise.

A defining feature of the first Primax Makerthon was the flexibility for participants to form teams freely, promoting cross-departmental, cross-functional, and cross-regional collaboration. Employees were encouraged to pool their perspectives and knowledge, sparking innovative ideas. This not only fostered an internal culture of innovation and enhanced problem-solving capabilities but also aimed to integrate innovative thinking into everyday business practices.

The event attracted 45 teams, which collectively submitted 49 proposals. Among them, eight teams (submitting a total of ten proposals) advanced to the final round. Subsequently, six proposals were filed for patent applications, and two have already been granted patents and certificates. During the proposal development process, employees used their personal time after working hours to unleash creativity and exchange ideas. Each proposal originated from different sources of inspiration, including daily work, everyday life, and social issues. The focus was on applying in-house technologies creatively to address problems or create new business opportunities, which became a highlight of the competition. Many participants shared that beyond learning from their own teams, they valued the opportunity to observe ideas and solutions from other business units during the final presentation phase. This was a unique experience rarely encountered in previous activities.

Through this Makerthon, the Company identified outstanding talent and advanced the development of cutting-edge technologies. It also used this opportunity to enhance product competitiveness and guide the Group toward a future of sustainable excellence.



Apart from the Makerthon, complementary activities further enriched the program. For example, "What the Plane?" invited employees to fold paper airplanes using recycled paper, with prizes awarded to the longest flight distances, showcasing participants' craftsmanship and creativity. Creative Sky served as an inspiring corner in the office, equipped with art supplies, materials, chalkboards, and a large wall poster where employees could express daily inspirations or messages to the Company through various artistic formats. Lastly, the Green Living Proposals initiative encouraged employees to submit ideas for sustainable habits in daily life. The 21 most creative and impactful proposals were ultimately selected to promote a greener lifestyle among Primax employees.



In 2024, the first Primax Makerthon attracted a total of **49** proposals, among which **2** have been granted patents. Nearly **NT\$700,000** in prize money was awarded.

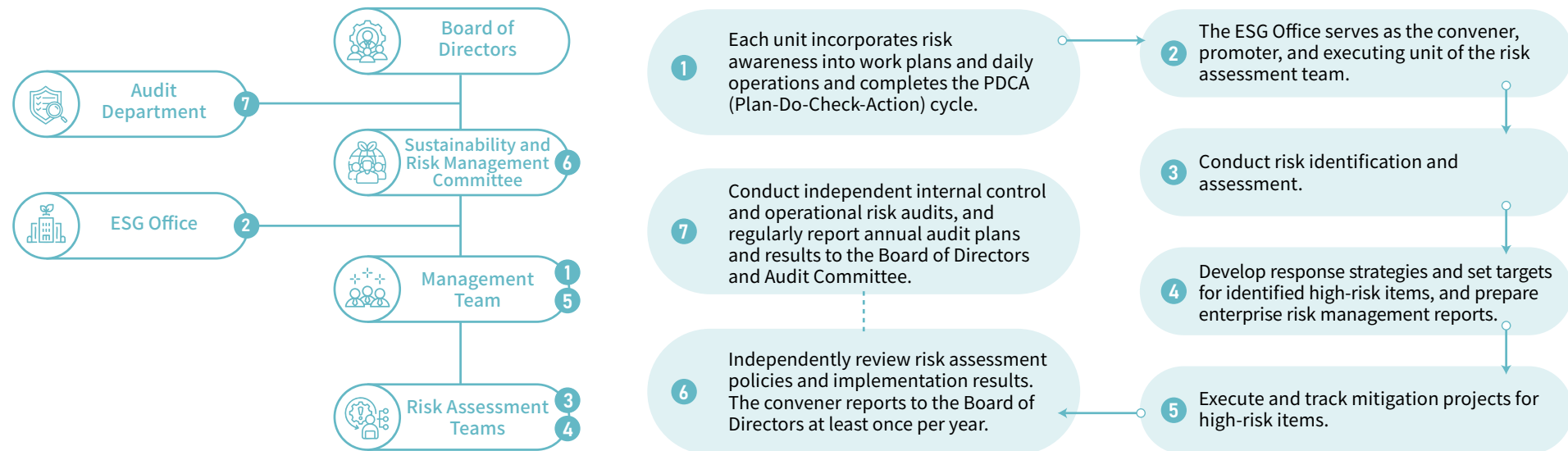
## 3.6 | Risk Management

### • Risk Management Framework and Governance

To achieve its objectives for sustainable corporate operations and address key areas of stakeholder concern and international trends, Primax has established a risk management system. In accordance with enterprise risk management requirements, the Company has implemented mechanisms to govern risk management processes in order to enhance operational effectiveness. Authorized by the Board of Directors, the ESG Office convenes and designates functional units to form risk assessment teams. The organization is structured into four levels and operates through processes including risk identification, risk assessment, risk control, risk monitoring, and communication. The risk assessment teams convene regular meetings to identify risks and opportunities, with a focus on sustainability-related operational risks, climate change risks, and other emerging risks.

To further strengthen risk management mechanisms, in August 2024, Primax revised the "Risk Management Policy and Procedures" and added the "Enterprise Risk Management Implementation Guidelines." These were approved by the Board of Directors and implemented accordingly. The scope of application covers sustainability-related operational risk management at the enterprise level within all Primax Group entities over which the Company has substantive control.

#### Primax Risk Management Structure and Processes



## • Risk Identification and Assessment

### Risk Categories

Primax identifies enterprise risks across three primary sources: sustainability-related operational risks, climate change risks, and other emerging risks. Through an extended approach based on these three pillars, the Company conducts comprehensive identification and inventory of risks, considering factors that may impact sustainable operations as the primary perspective for risk assessment. During the assessment process for these three categories of risks, the Company simultaneously takes into account stakeholder concerns, corporate development strategies, domestic and international regulatory trends, and relevant initiatives to ensure alignment between risk management and sustainable development objectives. Members of the risk assessment team are responsible for consolidating information and preparing the "Primax Integrated Risk Questionnaire," which serves as the basis for meeting discussions and risk evaluations, further enhancing the precision and forward-looking nature of risk management practices.

To align with International Financial Reporting Standards, the identification of climate-related risks and opportunities for this year has been conducted with reference to IFRS S2 Climate-related Disclosures. This framework addresses the four core elements of governance, strategy, risk management, and metrics and targets, as well as disclosures regarding environmental risk dependencies. For further details, please refer to the [2024 TCFD Report](#).

#### 1 Sustainability-Related Operational Risks

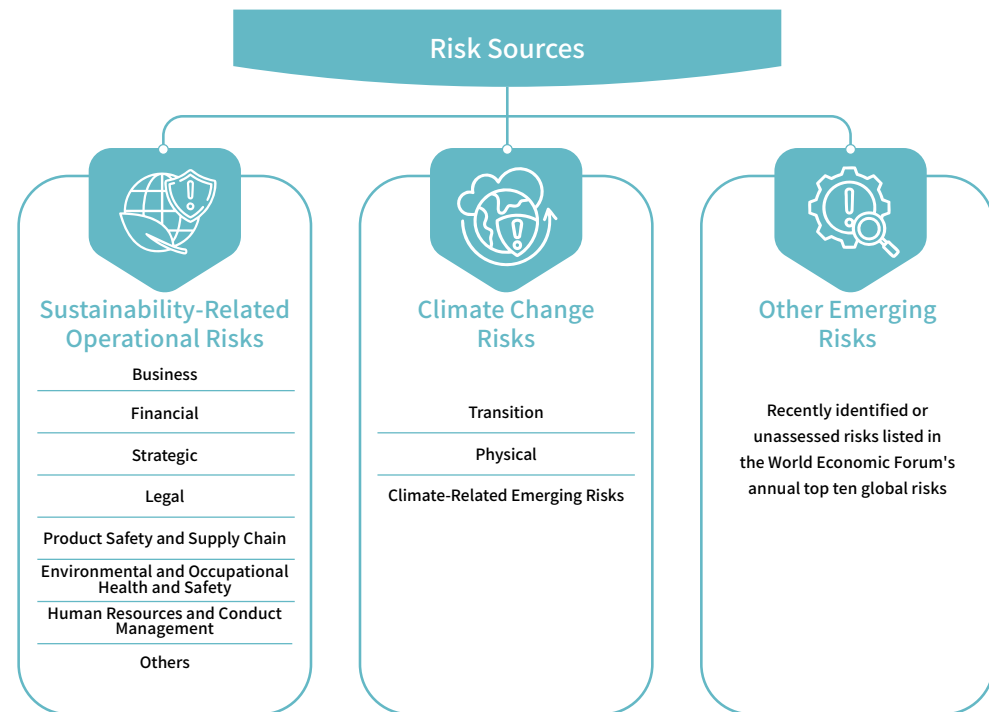
These include business, financial, strategic, and legal risks to ensure sound corporate operations.

#### 2 Climate Change Risks

Based on the recommendations of the TCFD, risks are identified and evaluated in two categories: transition risks and physical risks, with an assessment of their potential impact on business operations.

#### 3 Emerging Risks

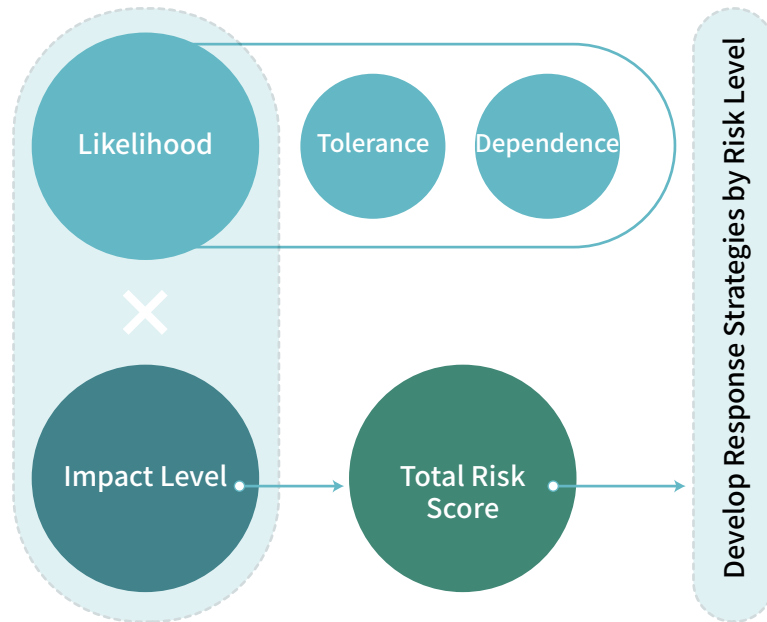
These refer to newly arising risks or risks not previously assessed by Primax, identified with reference to the World Economic Forum's annual reports of the top ten global risks over the past three years.



## Risk Assessment Methodology

The assessment team conducts risk evaluations in accordance with the Corporate Risk Management Policies and Procedures. The assessment criteria include "likelihood" and "impact," which are measured using the Company's impact scale and likelihood scale scores. Likelihood is measured by the probability or frequency of risk occurrence, while impact is primarily assessed through financial quantification. Likelihood and impact scores are evaluated separately across different time horizons: short term (1–3 years), medium term (3–5 years), and long term (5–10 years). In addition, during risk assessments, Primax also considers the Company's resilience to risks (tolerance) and the degree of reliance on external or internal resources (dependence), which serves as a reference for developing response strategies.

Risk levels are determined based on the two assessment criteria, namely likelihood and impact, and are classified according to their position within the risk and opportunity matrix using the product of their scores, thereby identifying risks that require action. For major risk items, the management team formulates mitigation plans, implements ongoing monitoring and improvement measures, and ensures that the Audit Department incorporates the execution of key plans into the audit program for periodic review and adjustment.



Risk and Opportunity Matrix

4	4	8	12	16
3	3	6	9	12
2	2	4	6	8
1	1	2	3	4
	1	2	3	4

Risk Level

Level	Position	Severity	Decision
3	12~16	High	To be addressed
2	6~9	Medium	To be decided based on the situation
1	1~4	Low	Temporarily not to be addressed

## • Cultivating a Risk-Aware Culture

In addition to maintaining a rigorous organizational structure and implementing robust execution processes, fostering a company-wide culture in which all employees have a strong awareness of risk management has become an increasingly important topic in recent years. Primax promotes this culture through training programs that incorporate sustainability-related courses for all employees. The concept of risk management is integrated into topics such as ethical business practices, labor rights, and IT security. In 2024, new employees participated in a sustainability board game workshop after completing three months of employment. The workshop content included themes such as enterprise risk, climate change, and the SDGs. In 2024, two workshop sessions were held, and in 2025, this program is planned to become a mandatory course for all new employees. By engaging with interactive board games, employees deepen their knowledge of sustainability and strengthen their sense of identification with these principles.

In addition, the Company regularly recommends training courses related to enterprise risk and sustainable development for the Board of Directors, providing prioritized references for directors when selecting continuing education opportunities. This approach supports the gradual establishment of a strong culture of risk management and sustainability throughout Primax. Please refer to page 33 of the 2024 Shareholders' Meeting Annual Report.

## • Risk Identification and Response Strategies

The risk assessment team reviewed the evaluation results of 28 enterprise risks assessed in the previous year and conducted risk scoring for three newly identified emerging risks this year. Based on the consolidated assessment results, it was determined that Primax's primary operational risks in 2024 include: industry development changes, competitive pressures, product innovation, investment and M&A strategies, capacity planning and expansion, organizational capability development, customer concentration, and new customer acquisition. These risks are continuously managed according to corresponding mitigation measures to reduce the likelihood of occurrence.

### Emerging Risk Assessment

#### Primax 2024 Emerging Risk Evaluation and Identification Results

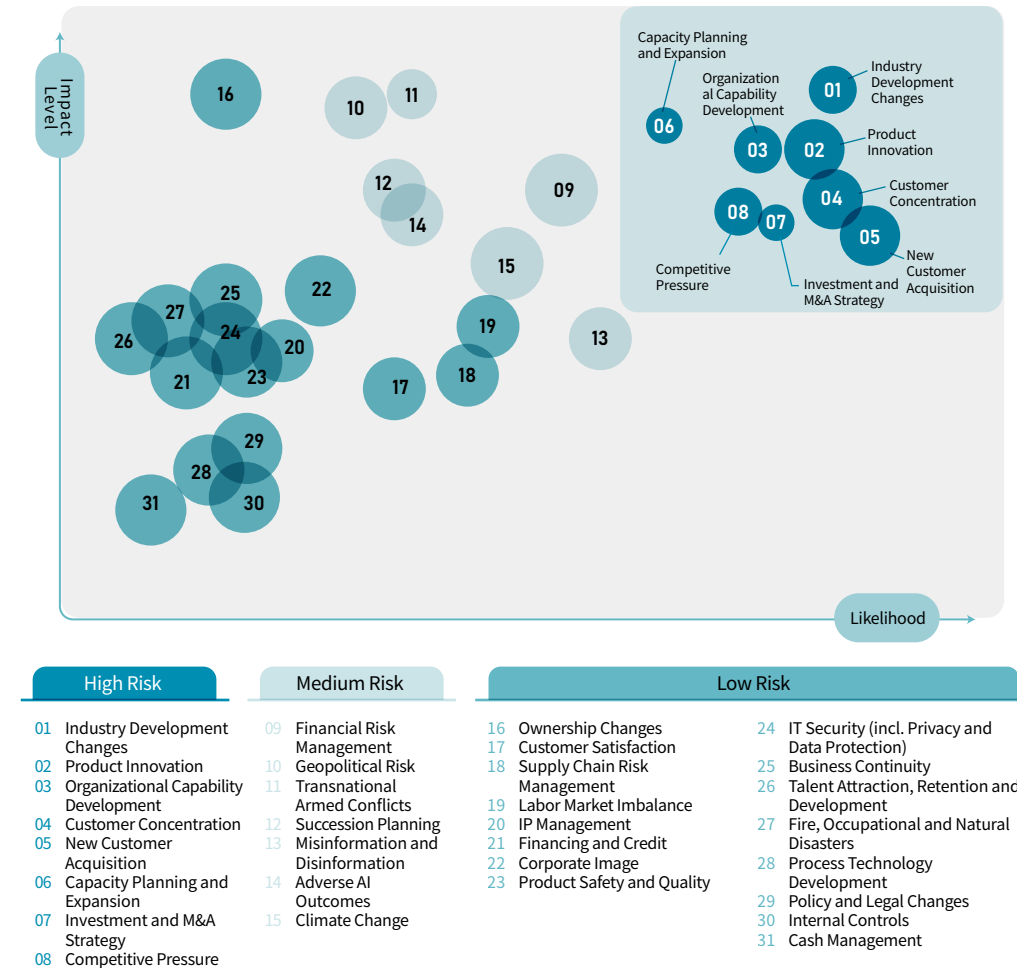
Emerging Risk Item	Impact Scenario	Primax Risk Context Description	Expected Occurrence Time	Total Risk Score/Level
<b>Transnational Armed Conflicts</b>	Refers to situations in which two or more countries resort to military means to resolve conflicts, including proxy wars or direct large-scale warfare.	<ul style="list-style-type: none"> <li>Economic warfare preceding armed conflict may force market shifts; however, in the short term, limited plant capacity could hinder the ability to fully absorb significant transferred production volumes.</li> <li>If U.S. tariff policy risks materialize, the Group's operating costs may increase.</li> <li>Higher U.S. import tariffs could impact the competitiveness of overseas (non-U.S.) manufacturing facilities.</li> <li>In the event of armed conflict, severe disruptions to business operations could occur.</li> <li>Primax continues to expand its presence across multiple countries and invest in new businesses and technologies to enhance operational resilience.</li> </ul>	Medium-term	8/Medium
<b>Misinformation and Disinformation</b>	Persistent false information is widely disseminated through media and online networks, significantly undermining public trust in facts and authorities. Such content may include fabricated information, impersonation, manipulated narratives, and deliberately misleading materials.	<ul style="list-style-type: none"> <li>All major decisions are made through collective discussion and resolution by the management team to avoid misjudgments caused by isolated information. As a result, the likelihood of negative impacts arising from misinformation is relatively low.</li> </ul>	Short-term	6/Medium
<b>Adverse AI Outcomes</b>	Advancements in artificial intelligence and related technologies may generate both anticipated and unanticipated negative impacts on individuals, businesses, ecosystems, and economies.	<ul style="list-style-type: none"> <li>If AI technologies are not integrated into operations and manufacturing, the Company's business development and manufacturing competitiveness could be adversely affected.</li> <li>AI relies on large volumes of data, and inadequate data management may result in data breaches or misuse, potentially damaging corporate reputation and compliance.</li> </ul>	Medium-term	6/Medium





## Risk Assessment Results

### 2024 Primax Enterprise Risk Matrix



Note: The X-axis represents risk likelihood, the Y-axis represents risk impact, and the circle size indicates tolerance (higher tolerance reflects greater organizational resilience).

## Key Risks and Response Strategies

### 2024 Primax Enterprise Risk Response Summary

Risk Theme	Mitigation Measures
Industry Development Changes Capacity Planning and Expansion	<ul style="list-style-type: none"><li>Anticipate customer development trends and plan production deployment in advance.</li><li>Accelerate the enhancement of overseas facilities' organizational structure, manufacturing capabilities, quality, and cost competitiveness.</li><li>Accurately forecast capacity planning, strictly control duplicate investments, and prevent idle capacity.</li></ul>
Product Innovation Customer Concentration	<ul style="list-style-type: none"><li>Select more competitive products to achieve balanced development.</li></ul>
Investment and M&A Strategy	<ul style="list-style-type: none"><li>Identify areas requiring reinforcement to support business growth or transformation, and seek suitable external business partners.</li></ul>
Competitive Pressure Organizational Capability Development	<ul style="list-style-type: none"><li>Adjust organizational structure and technical capabilities in alignment with the technology development and production expansion roadmap defined by the business strategy. Proactively plan for long-term organizational development.</li></ul>
New Customer Acquisition	<ul style="list-style-type: none"><li>Develop local business development and sales capabilities at each site to strengthen customer relationships.</li><li>Leverage product and new technology momentum to expand operations in new target regions.</li></ul>

## 3.7 | Privacy and Cybersecurity

### Privacy and Cybersecurity Management



**Material Sustainability Topic:**  
Privacy and Cybersecurity

#### Purpose and Importance of Management

In today's increasingly digital and information-driven society, the management of personal data, privacy, confidential information, and IT security has become ever more important. The Group is committed to protecting information and communication security to prevent security incidents and to avoid data theft or destruction resulting from inadequate management practices. These efforts are intended to safeguard the rights and interests of customers and stakeholders.

#### Remediation Mechanisms

- In the event of a major cybersecurity incident, an Cybersecurity Incident Response Team is established in accordance with the Cybersecurity Incident Reporting and Crisis Management Procedures to ensure accurate and rapid response, minimizing the potential impact on the Company.
- The Company maintains Cyber Risk Insurance / Fraud Protection Insurance to reduce or transfer potential losses related to cybersecurity events.

GRI: Customer Privacy (418-1)  
DJSI: Information Security, Cybersecurity and System Availability, Privacy Protection

#### Short-term Indicators/ Goals (1–3 years)

- Zero complaints regarding customer privacy violations or data loss
- Achieved a 100% remediation rate of critical and high-risk vulnerabilities
- At least six email-based social engineering drills conducted annually
- Annual renewal and verification of ISO 27001 Information Security Management System certification
- At least two cybersecurity training sessions held for employees each year

#### Performance in 2024



#### Medium- and Long-term Indicators/ Goals (Over 3 years)

- From 2023 to 2027, implementation of a five-year plan to expand and deepen ISO 27001 certification across the Group's major global operating sites
- Continuously strengthen Primax's cybersecurity to ensure confidentiality, integrity, availability, and compliance of information, thereby protecting the rights and interests of customers, shareholders, employees, and suppliers

#### Specific Actions in 2024

- Expanded the Information Security Management System to cover all major Group operating sites, including Taipei, Dongguan, Huizhou, Chongqing, Kunshan, Thailand, and the Czech Republic
- Extended the ISO 27001 certification scope to include secure software development processes for products, successfully certified by SGS
- Conducted a self-assessment and internal audit of information security (March 29, 2024), with results and supporting documentation submitted to the Audit Department for review
- Performed monthly system and network vulnerability scans, with remediation completed for all critical and high-risk vulnerabilities
- Conducted external penetration testing, and remediated all identified medium- and high-risk vulnerabilities
- Implemented Endpoint Detection and Response (EDR) and Managed Detection and Response (MDR) systems for network security monitoring, incident management, and real-time threat response
- Established a network device configuration management system to enhance security management and protection mechanisms
- Implemented a privileged account access management system (CyberArk) to reduce the risk of external intrusions compromising privileged accounts
- Deployed a Data Loss Prevention (DLP) system (IP-guard) to strengthen encryption of confidential and sensitive information and protect critical information assets
- Enforced USB usage controls via endpoint protection software, with encrypted USB devices available upon request
- Established a cloud-based offsite backup mechanism to improve system redundancy and availability
- Achieved a 100% remediation rate of critical and high-risk vulnerabilities
- Conducted 6 employee social engineering email drills over the year
- Held two online cybersecurity training sessions, attended by a total of 1,604 participants

#### 2024 Performance Management Outcomes

- Zero complaints or incidents involving violations of personal data and privacy (including employees, customers, suppliers, visitors, and job applicants) within the Group
- Zero complaints related to customer privacy violations or data loss within the Group over the past three years
- No cybersecurity-related complaints or notices received from external parties or regulatory authorities

#### Explanation of Quantitative Impact Measurement Methods

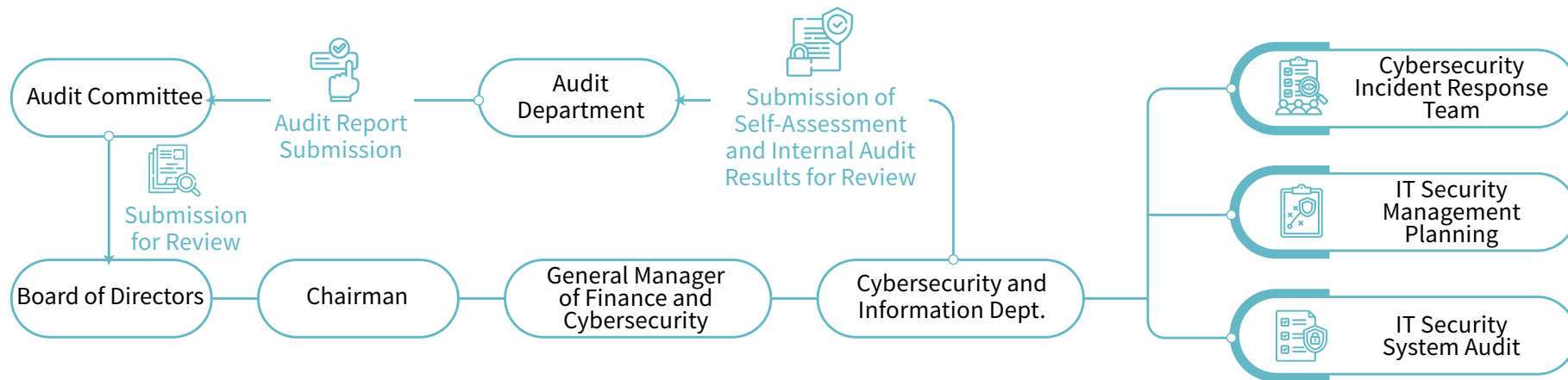
- Affected External Stakeholders: Customers
- Impact Description: Loss of critical customer data resulting in financial losses
- Avoidance of Social Costs: All customer privacy and confidential information are protected based on the need-to-know principle. Protective mechanisms and measures are implemented across the three pillars of People, Process, and Technology to ensure the security of customer privacy and confidential information
- Impact Performance: Zero complaints related to customer privacy violations or data loss over the past three years

Note: 😊 Target Achieved   😊 Target Continuously Being Met   😊 Target Not Achieved

## • Cybersecurity Organizational Structure

To strengthen security management across the Group, a dedicated Cybersecurity and Information Department has been established. The General Manager of Finance and Business Units serves as the highest responsible authority. The Cybersecurity and Information Department is responsible for promoting information security policies and coordinating related resources. Designated cybersecurity personnel ensure that all management standards and control measures are effectively and consistently implemented. The organizational structure of the Group's Cybersecurity and Information Department is illustrated below.

### Primax Group Cybersecurity and Governance Structure Chart



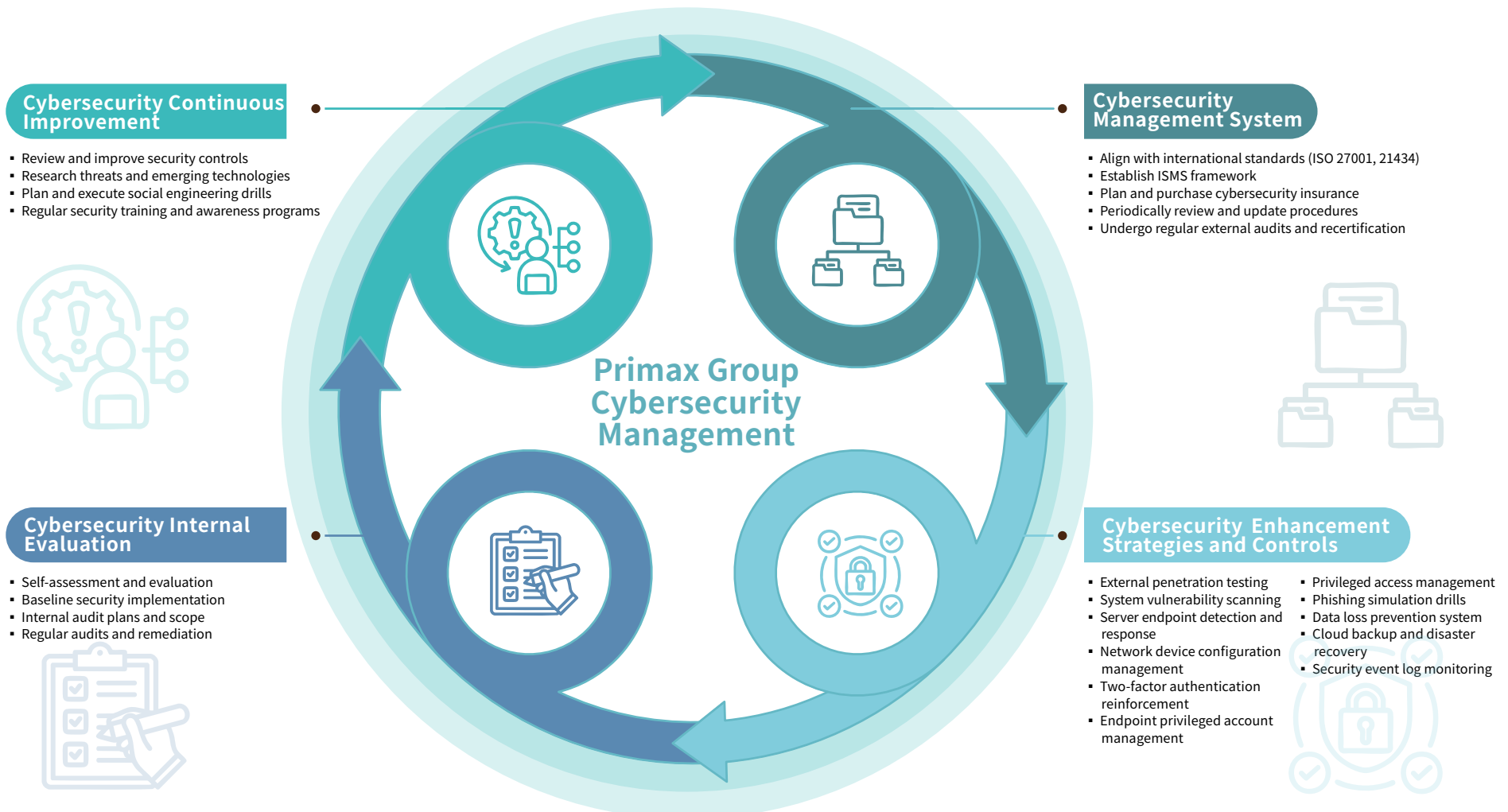
## • Cybersecurity Management

Based on shareholder and customer expectations as well as external regulatory requirements, the Group has established a Cybersecurity Policy and implemented an Information Security Management System. The core objective of the Cybersecurity Policy is to protect customer confidential information and the Company's trade secrets. The policy focuses on five key goals:



In accordance with the Cybersecurity Policy and objectives, the Group has developed its Information Security Management System and four-level procedural documentation, which are verified annually by independent third parties to ensure the system remains effective. Following the PDCA (Plan-Do-Check-Act) principles of continuous improvement under the Information Security Management System, the Group has established the cybersecurity risk management and continuous improvement framework as illustrated below.

## Primax Group Cybersecurity Management and Continuous Improvement Framework

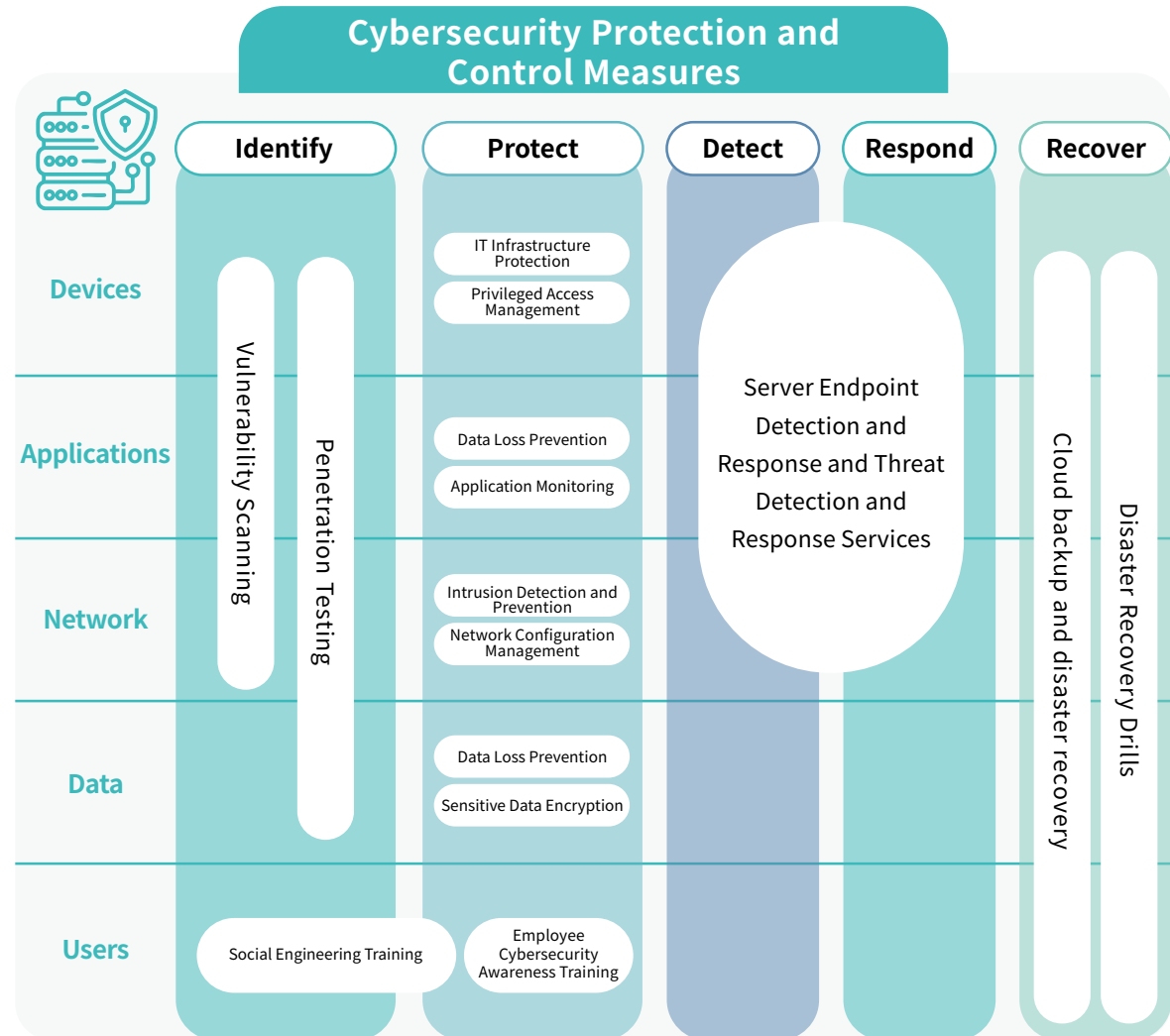


## • Cybersecurity Management Practices and Resource Allocation

The Group has established an ISO 27001 Information Security Management System and maintains the validity of its certification through annual recertification audits. To further enhance application system security and reduce risks, the Group plans to adopt the NIST Cybersecurity Framework 2.0 as the foundational security architecture, thereby strengthening security controls, oversight mechanisms, and the maintenance of security measures. Specific management practices and resources include conducting regular system and equipment vulnerability scans and penetration tests each year, remediating identified medium- and high-risk vulnerabilities, and implementing privileged access management, data loss prevention, server endpoint detection and response systems, and threat detection and response services. These measures are designed to protect against external intrusion and mitigate the risk of internal leakage of sensitive data. The Group continuously monitors security event logs through a security incident management system to achieve real-time anomaly detection and reinforce overall cybersecurity controls.

The Group schedules at least two cybersecurity awareness training sessions each year, using diverse formats such as classroom training combined with live online training and e-learning courses. Additionally, at least six social engineering drills are conducted annually. Awareness initiatives are promoted via email, instant messaging, and digital bulletin boards to reinforce employees' understanding of cybersecurity and share recent incidents and examples to raise awareness. To reduce or transfer potential losses arising from cybersecurity incidents, the Group has secured Cyber Risk Insurance and Fraud Protection Insurance.

The Group and its subsidiary, Tymphany Acoustic Technology Limited, obtained new ISO 27001:2022 certificates in December 2024 and September 2024, respectively. The certificates are valid from December 22, 2024 to November 16, 2026, and from September 6, 2024 to September 5, 2027. According to the Group's future information security roadmap, certification scope will be expanded to cover key operational processes in engineering and manufacturing, with annual recertification audits performed by an independent verification body.



## • Internal Cybersecurity Audits

The Cybersecurity and Information Department, through its Information Security Audit Team, defines assessment items based on risk levels. On March 29, 2024, the team completed the annual self-assessment and internal audit of cybersecurity practices and submitted the results and supporting documentation to the Audit Department for review. The Audit Department conducts an information cycle audit every six months, in which cybersecurity is a mandatory assessment item. All audit reports are submitted at least annually to the Audit Committee and the Board of Directors for review.

## • Customer Privacy and Personal Data Protection

### Scope of Privacy Policy



Primax Group complies with applicable domestic and international personal data protection laws and regulations and has established a Privacy Policy. The Cybersecurity and Information Department serves as the dedicated unit responsible for personal data protection management. Both Primax and Tymphany each have one designated staff member responsible for establishing relevant regulations, handling complaints, and managing operational processes related to personal data protection.

At the same time, Primax Group is committed to safeguarding customer information security to protect customer interests. Policies and procedures have been established for managing customer privacy and confidential information, based on the principle of "least privilege." Access to sensitive information relevant to customer projects is granted only to individuals who obtain internal authorization. The Cybersecurity and Information Department periodically reviews information security procedures to ensure they are updated in a timely manner and that security measures remain aligned with customer requirements and expectations.

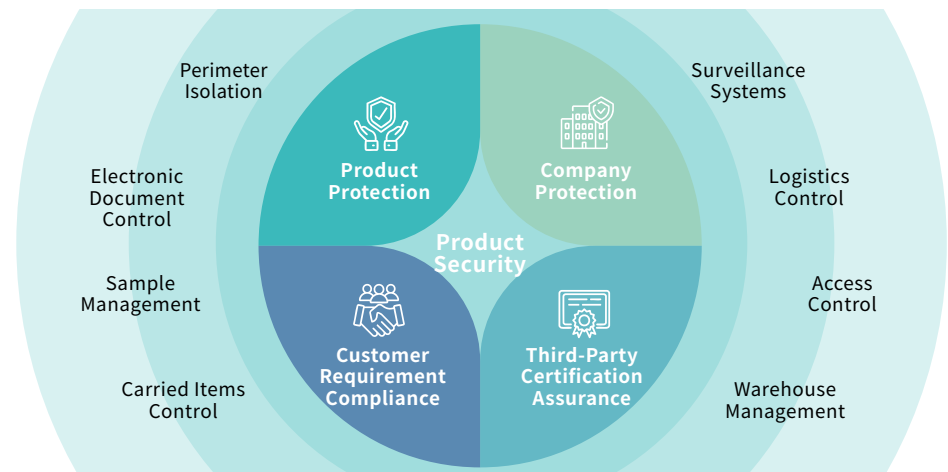
Primax respects the rights of data subjects to exercise their legal entitlements concerning personal data. A dedicated contact email is provided on the Company website. If complaints are received or any personal data breaches are identified, the matter will be handled in accordance with the applicable policies, including the Personal Data Protection Policy, Supplier Code of Conduct, or Customer Data Confidentiality Agreement, and any necessary corrective or disciplinary actions will be taken. In 2024, zero incidents of personal data violations or customer privacy breaches were recorded, including complaints.

## • Product Development and Manufacturing Security

The Company's research, development, and manufacturing units have consistently operated in accordance with the Group's Cybersecurity Policy and in response to customer requirements and expectations. Through a range of physical and electronic control processes, the Company safeguards product confidential information and manufacturing technologies while maintaining compliance with customer requirements and relevant third-party certifications.

Primax Group's products include both computer peripherals and non-computer peripherals. Based on the information security risk characteristics of each product, certain categories such as electroacoustic products, OEM products for brand customers, and wireless connectivity products are subject to specific controls, including code reviews and source code scanning prior to software or firmware deployment. These measures help reduce information security risks.

From the R&D phase through final product shipment, all processes are conducted in full alignment with the security principles required by customers. Any security-related concerns are promptly addressed and corrected to ensure that product information security is maintained without disrupting manufacturing or subsequent operational workflows. In addition, the Company places significant emphasis on post-shipment product information security. Depending on product characteristics and customer requirements, preventive measures such as software testing and physical circuit isolation are implemented to rigorously prevent potential security threats during product use, including the insertion of malicious code, thereby reducing the risk of user data breaches.







# 4 Chapter Environmental Sustainability

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## Climate Action



### Material Sustainability Topic: Climate Action

#### Purpose and Importance of Management

Primax recognizes that responding to the risks and opportunities brought by climate change is essential for reducing operational impacts, creating new market opportunities, reinforcing the Company's corporate image, fulfilling its social responsibilities, and ultimately enhancing management capabilities and business performance.

#### Remediation Mechanisms

Continuing its reduction programs, renewable energy adoption plans, and emission reduction targets, Primax is committed to RE100 and to achieving net-zero emissions by 2050, taking concrete actions to mitigate the negative impacts of climate change.

GRI: Economic Performance (201-2), Energy (302-1, 302-3~4), Emissions (305-1~305-7), Waste (306-3~306-5)

TWSE Sustainability Reporting Indicator No. 1: Dedicated Chapter for Climate-related Information Disclosure (Appendix 2)

TCFD: Climate-related Financial Disclosures

DJSI: Climate Strategy, Operational Eco-efficiency

Short-term Indicators/Goals (1-3 years)	Performance in 2024	Medium- and Long-term Indicators/Goals (Over 3 years)
● Reduce waste generation by 2% each year	😊	● Reduce waste generation by 2% each year
● Reduce energy intensity (including electricity) by 3% each year	😊	● Achieve 75% renewable energy usage as a share of total electricity consumption by 2030
● Reduce water consumption by 2% each year	😊	● Using 2020 as the baseline year, reduce water intensity by 40% by 2030
● Using 2023 as the baseline year, achieve a 42% reduction in Scope 1 and Scope 2 greenhouse gas emissions (CO <sub>2</sub> e) by 2030, and a 25% reduction in Scope 3 emissions (Categories 1 + 3 + 11) by 2030 (SBT Near-term Targets)	😊	● Achieve 100% renewable energy usage by 2040
● Achieve a renewable energy usage ratio of 50% by 2024 and 60% by 2025	😊	● Achieve net-zero emissions by 2050, with a 90% reduction in Scope 1 + 2 and Scope 3 emissions (Categories 1 + 3 + 11) compared to the 2023 baseline year (SBT Net-Zero Targets)
● Publish a TCFD report annually	😊	● Complete implementation of TCFD-aligned climate adaptation plans across the Group by 2030

Note: 😊 Target Achieved 😊 Target Continuously Being Met 😊 Target Not Achieved



### Specific Actions in 2024

- Aligned with the IFRS S2 standards and continued publishing TCFD reports
- Passed the SBT 1.5°C net-zero target review in April 2025
- Achieved 100% completion of ISO 14064-1:2018 greenhouse gas verification across all global production sites
- Installed self-owned solar energy generation facilities, with an annual generation of 1,190,214 kWh
- Executed renewable energy power purchase agreements, with an annual procurement volume of 5,219,468 kWh
- Purchased 35,265,000 kWh of renewable energy certificates during the year, bringing the cumulative total to 127,340,000 kWh
- Continued implementing energy-saving measures at key manufacturing sites, carrying out 36 energy-saving projects during the year
- Promoted internal carbon pricing initiatives
- Invested NT\$69.46 million in green product design during the year
- Developed a Sustainability Control Tower management system and completed life cycle assessments (LCA) of the carbon footprint for 17 major products

### 2024 Performance Management Outcomes

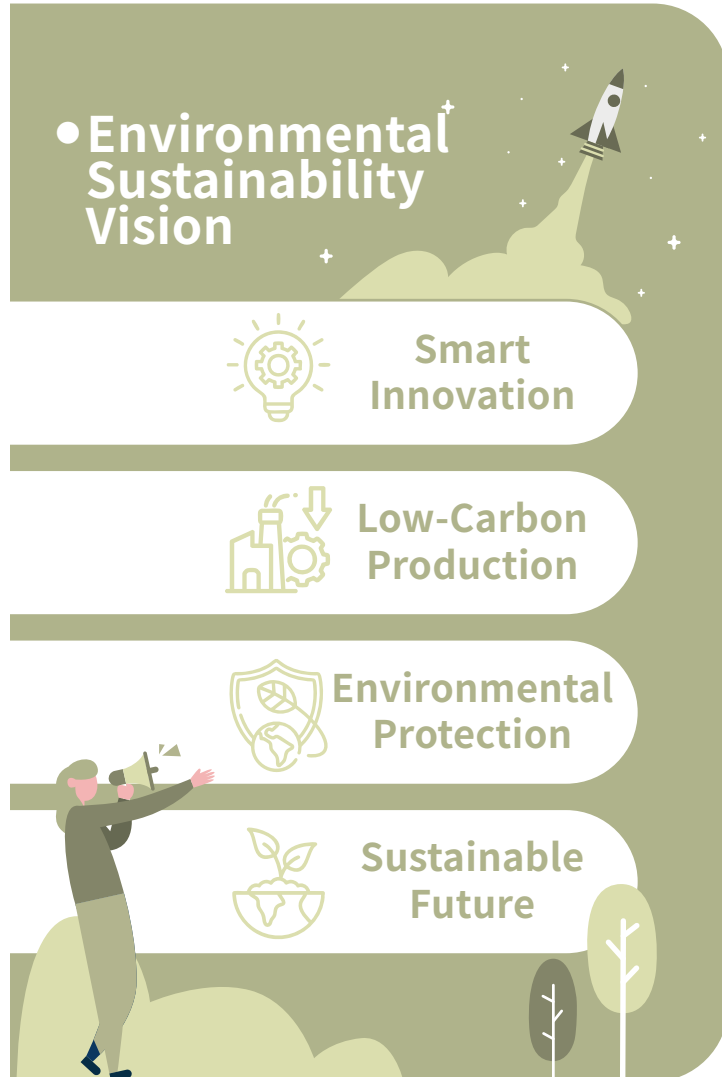
- Waste generation decreased by 3.37% compared to the 2023 baseline year
- Total energy consumption decreased by 15.47% compared to the 2023 baseline year
- Energy intensity decreased by 12.21% compared to the 2023 baseline year
- Renewable energy accounted for 54.79% of total electricity consumption
- Renewable energy accounted for 53.22% of total energy consumption
- Water consumption decreased by 1.21% compared to the 2023 baseline year
- Water intensity decreased by 4.19% compared to the 2020 baseline year
- Scope 1 and Scope 2 greenhouse gas emissions decreased by 26.07% compared to the 2023 baseline year
- Carbon reduction from energy-saving projects reached approximately 3,954 metric tons CO<sub>2</sub>e
- Received CDP Climate Change Leadership Level
- Continued publishing TCFD reports

### Explanation of Quantitative Impact Measurement Methods



- Affected External Stakeholders: Local communities, suppliers
- Impact Description: Mitigating the impacts of climate change caused by global warming
- Environmental Value Created: By committing to RE100 and the 2050 net-zero target, Primax has continued to implement emission reduction programs, renewable energy adoption plans, and product carbon footprint assessments. Through concrete actions, the Company collaborates with suppliers to jointly mitigate the negative impacts of climate change
- Impact Performance: Primax Group reduced total Scope 1 and Scope 2 greenhouse gas emissions by 26.07% compared to the 2023 baseline year and received the CDP Climate Change Leadership Level

## 4.1 | Environmental Sustainability Vision and Policies



We are committed to positioning Primax as an environmental benchmark in the industry, driving green transformation through innovative technologies to reduce carbon emissions, improve energy efficiency, and actively adopt circular economy practices. Together with our supply chain partners, we promote the use of environmentally friendly materials to achieve low-carbon manufacturing and build a more competitive and sustainable business model. Our goal is to align with international decarbonization initiatives and move toward net-zero emissions by 2050, contributing to the global environment and future generations.



## • Environmental Sustainability Policies

Primax is committed to corporate sustainable development. Maximizing environmental protection is one of the core objectives of the Company's sustainability strategy blueprint. From production activities and product design to services, the Company fulfills compliance obligations and actively responds to international environmental initiatives. It has established environmental sustainability management policies to guide employees, suppliers, and other key value chain partners in taking concrete actions to jointly protect a sustainable environment.

### Scope of Application:

These policies apply to Primax and its global subsidiaries in which the Company holds over 50% ownership and has operational control, as well as to suppliers, service providers, contractors, and other major value chain partners. The scope covers product research and development, procurement, production operations, distribution and logistics, and waste management. In accordance with these policies, the Company upholds its management responsibilities and advances the critical mission of environmental sustainability.

The Primax Environmental Sustainability Management Policies have been approved by the Chairman and published on the [Primax ESG website](#)°

### Environmental Sustainability Management Policies



#### Primax Group Environmental Protection Policy

- Fulfill compliance obligations and initiative goals
- Commit to climate change mitigation and adaptation
- Prevent pollution and protect ecosystem
- Develop green products and circular economy
- Promote collaboration with value chain partners to mitigate environmental impacts

#### Water Stewardship Policy

- Establish water risk management mechanisms and disclose comprehensive water information
- Ensure safe water use for all personnel and enhance water conservation and recycling practices
- Operate through environmental management systems to prevent adverse environmental impacts

#### Biodiversity and No Deforestation Policy

- Assess operational activities to prevent ecological impacts
- Support no-deforestation and biodiversity initiatives
- Actively promote feasible ecological conservation activities

#### Chemical Management Policy

- Establish a compliant and efficient chemical management system to protect employee health and safety
- Exceed regulatory requirements to proactively prevent any environmental impact
- Collaborate across the value chain to reduce the use of hazardous chemicals and implement green product concepts

## • Compliance with Regulations and Initiatives

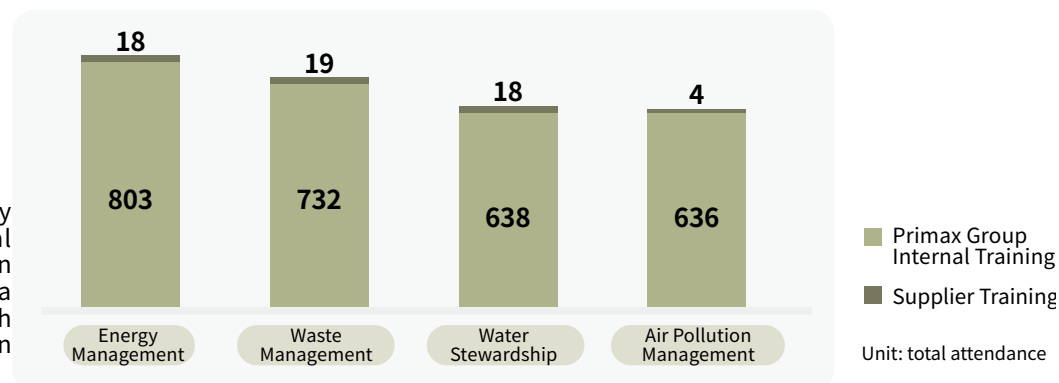
Primax Group has established management processes for environmental data, including greenhouse gas emissions, water usage, and energy management. These processes are based on the ISO 14001 Environmental Management System, ISO 14064-1 Greenhouse Gas Inventory Standard, ISO 14046 Water Footprint Standard, and ISO 50001 Energy Management System. The Group conducts regular third-party audits by external organizations to review environmental information at all sites annually and to ensure the effective implementation of environmental management policies. In 2024, Primax Group had no incidents of penalties for violations of environmental or ecological protection regulations and no losses or sanctions arising from environmental pollution.

Primax actively participates in the following international initiatives, corporate sustainability activities, and climate change actions. In addition to participating in the Carbon Disclosure Project (CDP) Supply Chain Program and disclosing information on greenhouse gas emissions, energy consumption, and water resources, the Group also leverages S&P Global Corporate Sustainability Assessment (CSA) and MSCI ESG questionnaires for internal compliance reviews to identify areas for improvement.

Association Names	Representative Name / Company Position	Role in the Association	Climate-related Advocacy Topics	Primax Position
Taiwan Business Council for Sustainable Development (BCSD Taiwan)	Chiang, Yan-Ying / Vice President	Primax Representative	Sustainability-related topics	Support and promote sustainability-related topics and actions
RE100	Chiang, Yan-Ying / Vice President	Primax Representative	Renewable Energy Source	Achieve 100% renewable energy usage by 2040
Taiwan Climate Partnership	Li, Hung-Ta / Senior Assistant General Manager	Primax Representative	Climate-related topics	Support and promote climate-related topics and actions
CSR@CommonWealth	Chiang, Yan-Ying / Vice President	Founding Member	Climate-related topics	Support and promote climate-related topics and actions
Taiwan Electrical and Electronic Manufacturers' Association (TEEMA)	Pan, Yung-Chung / Chairman	Primax Representative	Energy conservation, carbon reduction, and industry standards	Collaborate on energy conservation and carbon reduction projects

## • From Compliance to Sustainability: Implementing Environmental Management Training

Based on environmental management requirements, Primax has proactively organized training programs on energy conservation and environmental protection, zero waste to landfill, and waste gas treatment to strengthen awareness of environmental sustainability. In 2024, Primax Group conducted a total of 49 training sessions for employees and suppliers covering topics such as energy, waste, water resources, and air pollution, with 2,868 participants in total.





## 4.2 | Climate-related Financial Disclosures

Primax closely monitors global climate change trends and international response strategies, recognizing climate change as one of the most significant issues and critical risks in the Company's sustainable development. The Company continuously analyzes and manages related impacts and is committed to greenhouse gas adaptation and mitigation efforts. In 2021, Primax Group officially signed on as a TCFD Supporter and published its first TCFD Report in 2022. In 2024, Primax further aligned with IFRS S2 Climate-related Disclosures issued by the International Sustainability Standards Board (ISSB). The preparation of this year's TCFD report also referenced the IFRS S2 disclosure examples jointly developed by Taiwan's Financial Supervisory Commission and the Accounting Research and Development Foundation. For the complete disclosure, please refer to Primax Group's fourth [TCFD Report](#), or see this report's sections [2.1 Sustainability Management and Practice](#) and [3.6 Risk Management](#). A summary of selected content is provided below:

### • Climate-Related Governance

In November 2021, Primax established the Risk Management Committee under the Board of Directors to advance the Company's sustainable development objectives, strengthen risk management mechanisms, and enhance corporate governance practices. In 2024, upon approval by the Board of Directors, the committee was renamed the Sustainability and Risk Management Committee, serving as the dedicated body responsible for overall risk management at Primax. The Sustainability and Risk Management Committee is chaired by the Chairman and regularly reports to the Board of Directors to ensure that Board members are informed of the potential impacts of enterprise risk issues on Company operations and the current response strategies.

The identification results, strategies, and target setting related to climate risks and opportunities presented in this report were reported on May 8, 2025, by the Vice President of Sustainability, serving as the convener of the ESG Office, to the Sustainability and Risk Management Committee. On the same day, the Committee Chair, Chairman Pan, Yung-Chung, reported to the Board of Directors, and the disclosures were approved. In 2024, the Sustainability and Risk Management Committee convened three meetings.

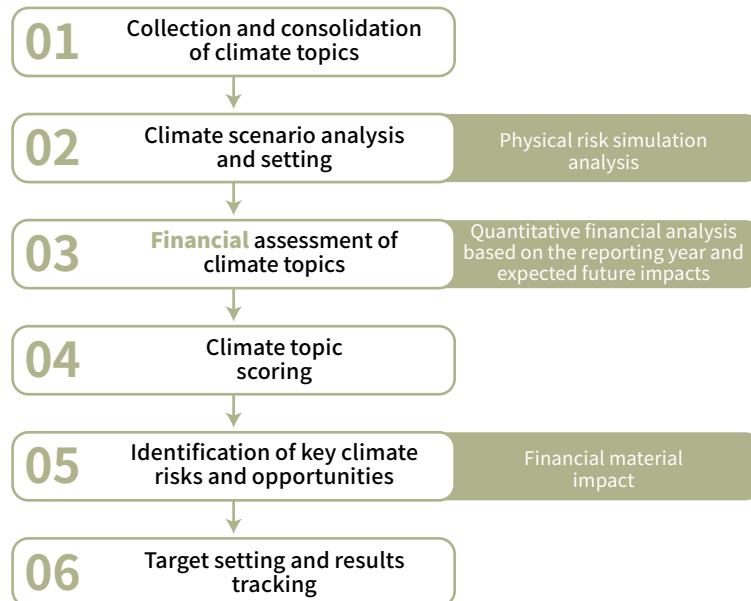
In addition, Primax has established multiple mechanisms and initiatives, including strengthening the climate-related knowledge of the Board of Directors and management, implementing an incentive program for employee energy-saving proposals, and linking 10–15% of variable compensation for senior executives to sustainability performance. In 2024, the Company further introduced sustainability performance incentives for regional manufacturing leaders, the most senior R&D executives, and the chief procurement officer. Primax also held its first Makerthon proposal competition to accelerate green operations and achieve greenhouse gas reduction targets.



## • Climate Risk and Opportunity Assessment and Management

In line with TCFD recommendations, Primax Group conducts research and assessments on domestic and international climate-related regulations and initiatives. The Company identifies and collects potential transition risks and physical risk factors across its sites and value chain and consolidates them into key climate topics. Risk assessment teams then evaluate these risks in accordance with the Corporate Risk Management Policies and Procedures, analyzing impact scenarios based on the relevance of each climate topic to specific regions where sites are located and assessing their current and potential future impacts on operations. For each climate topic, the Company calculates expected risk exposure values over the short, medium, and long term, performs cost analyses of the risk response measures that have been implemented or are planned, and conducts quantitative financial assessments of the anticipated benefits. Climate topics are prioritized using a risk rating determined by the likelihood × impact scoring method to identify the most significant climate-related risks and opportunities and to develop corresponding strategic plans.

### Climate Risk and Opportunity Assessment Process



## • Climate Scenario Analysis

To enhance the Company's resilience in addressing climate-related risks and opportunities, Primax Group conducted a climate scenario analysis in 2024. For transition risks, the analysis referenced the World Energy Outlook 2024 (WEO 2024) published by the International Energy Agency (IEA). For physical risks, the analysis referred to the greenhouse gas emission scenarios presented in the Sixth Assessment Report (AR6) issued by the Intergovernmental Panel on Climate Change (IPCC).

### Description of Climate Scenario Selection

Scenario Sources	Climate Scenarios	Scenario Descriptions	Selected Scenarios	Assessment Scope
IEA WEO 2024	NZE Net Zero Emissions Scenario	Global average temperature rise is limited to 1.5°C, with widespread adoption of renewable energy by 2030 and achievement of net-zero emissions by 2050.	Transition Risks / Opportunities	Primax Group
	STEPS Stated Policies Scenario	Examines development pathways and potential challenges under existing climate change measures and established policies, with global average temperature projected to rise approximately 2.4°C above pre-industrial levels by the end of the century.	Transition Risks / Opportunities	
IPCC AR6	SSP1-1.9 Very Low Emissions Scenario	Effective global reduction of CO <sub>2</sub> emissions, limiting global average temperature rise to within 1.5°C above pre-industrial levels by the end of the century, and achieving net-zero emissions around 2050.	Physical Risk	Primax Group and the top 80% of suppliers by transaction volume
	SSP1-2.6 Low Emissions Scenario	Global efforts gradually progress toward sustainability targets, limiting global average temperature rise to within 2°C above pre-industrial levels by the end of the century, and reaching net-zero emissions around 2075.	Physical Risk	
	SSP5-8.5 Very High Emissions Scenario	Minimal or no climate management policies in place, with CO <sub>2</sub> emissions projected to double around 2050.	Physical Risk	

## • Key Climate Risks and Opportunities

The assessment timeline for the current year was set as short-term (2025–2026), medium-term (2027–2029), and long-term (2030–2034). Each climate topic was evaluated individually to determine the risk and opportunity levels over the short, medium, and long term. Climate topics were prioritized using a risk rating determined by the scoring of "likelihood × impact." In the 2024 assessment, no items were identified as high-risk; however, two topics were identified as having potentially high opportunities in the medium to long term. To better align with the principles of financial reporting standards, we also referenced the definition of financial materiality in the IFRS standards and applied a dual assessment approach, using an impact score of 4 as the threshold for financial materiality. According to the assessment results, in 2024, no climate risk items were identified with estimated financial impacts exceeding the financial materiality threshold. However, three climate topics were expected to potentially generate positive financial benefits through the implementation of response measures.

Based on the above analysis, and after discussion by the assessment team, taking into account the Company's actual circumstances and the potential challenges it may face in the future, the key climate risks and opportunities for the year were determined as presented in the table below. The ESG Office has conducted further discussions and revisions regarding response strategies and resource allocations in accordance with the assessment results. The ESG Office will continue to monitor changes in the results of the annual assessments and will regularly present both the assessment results and the decisions formulated.

No.	Risk / Opportunity Item	Category	Risk / Opportunity Level			Financial material impact		
			Short-term	Medium-term	Long-term	Short-term	Medium-term	Long-term
R01	Climate Information Disclosure and Reporting Requirements	Regulatory Risk	Low	Low	Medium	Low	Low	Low
R02	Increased Customer Requirements for Climate Change Response	Market Risk	Medium	Medium	Medium	Low	Low	Low
O01	Enhancing Corporate Reputation	Reputation Opportunity	Medium	Medium	Medium	High	High	High
O02	Meeting Customers' Decarbonization Requirements Driving Demand Growth	Product and Service Opportunity	Medium	High	High	High	High	High
O03	Entering New Markets	Market Opportunity	Medium	High	High	High	High	High

4.1 Environmental Sustainability Vision and Policies  
4.4 Sustainable Product Design and Circular Innovation

4.2 Climate-Related Financial Disclosures  
4.5 Water Stewardship

4.3 Climate Mitigation Action  
4.6 Pollution Prevention and Control

Features  
4.7 Biodiversity

Building Green with Smarter Energy Management  
Features | Acting for Biodiversity

## • Climate Risk and Opportunity Financial Impact Assessment

### Financial Impact Analysis Table

Item / Climate Topic	Climate-Related Risks and Opportunities Reasonably Expected to Affect the Entity's Outlook	Value Chain Relevance			Expected Costs and Expenditures	Financial Impact in the Reporting Period (2024)	Expected Financial Impact
		Downstream	Primax	Upstream		Financial Position, Financial Performance, and Cash Flows	
R01 Climate Information Disclosure and Reporting Requirements	As global climate policies become increasingly stringent, governments around the world are gradually requiring companies to disclose or report climate-related information. Primax Group's operations and manufacturing sites span Taiwan, China, Thailand, and the Czech Republic. If the Group fails to keep up with and comply with relevant regulations in a timely manner, it may face regulatory fines, which could negatively impact corporate reputation and customer orders.	—	●	—	<ul style="list-style-type: none"> <li>Costs for preparation, verification, and disclosure of sustainability reports</li> <li>Fees for IFRS S2 compliance consulting for annual reports</li> <li>Expenses for establishing environmental management information systems</li> <li>Costs for verification of environmental management systems</li> <li>Expenditures for energy-saving improvements</li> <li>Costs for procuring green electricity and renewable energy certificates</li> <li>Expenses for R&amp;D of ecological and low-carbon design</li> <li>Contributions and fees for supporting environmental initiatives</li> </ul>	<b>Scenarios</b> <ul style="list-style-type: none"> <li>To comply with mandatory disclosure and reporting requirements from regulatory authorities, Primax is required to disclose sustainability reports, dedicated climate chapters, and information on the Group's greenhouse gas emissions and reduction measures each year, incurring related expenditures for verification, assurance, and consulting services.</li> <li>To meet customer climate-related requirements, Primax continued to invest in corresponding actions such as the use of recycled materials and renewable energy, which increased production costs.</li> <li>Primax consistently achieved strong results in various sustainability assessments and ESG-related awards, helping to enhance corporate reputation and customer perception. This is expected to drive increased customer demand and contribute to higher operating revenue. The resulting synergies are calculated based on the increase in operating revenue in 2024 compared with the previous year.</li> </ul>	<b>Scenarios</b> <ul style="list-style-type: none"> <li>As sustainability requirements continue to grow, related expenses are expected to increase. Therefore, an annual increase of 5–10% in sustainability-related expenditures has been assumed for estimation purposes.</li> <li>By actively implementing ESG management and meeting customer expectations and requirements, Primax Group anticipates continued opportunities to drive customer order demand.</li> </ul>
R02 Increased Customer Requirements for Climate Change Response	With evolving market trends, customers are placing greater demands on the use of recycled and environmentally friendly materials, adoption of green energy, and improved energy efficiency during product use phases. If the Company is unable to meet these requirements, it could result in declining demand for its products and services or an inability to secure new orders.	●	●	●		<b>Financial Impact</b> <ul style="list-style-type: none"> <li>Sustainability-related management expenditures totaled approximately NT\$103,610 thousand, resulting in operating expenses and cash outflows from operating activities.</li> <li>Operating cash inflows from increased revenue.</li> <li>No significant impact on assets and liabilities, equity, or financing.</li> </ul>	<b>Financial Impact</b> <ul style="list-style-type: none"> <li>Continued investment in sustainability-related management expenses is expected to increase future operating expenses and cash outflows from operating activities. These expenditures are expected to represent the following proportion of net cash inflows from operating activities. Short-term: 1.77% Medium-term: 1.65% Long-term: 1.48%</li> <li>Expected increases in equipment replacement, resulting in higher future capital expenditures, cash outflows, and depreciation expenses.</li> <li>Expected increases in operating cash inflows.</li> <li>Expected increases in capital expenditures for equipment replacement.</li> <li>No significant impact on assets and liabilities, equity, or financing.</li> </ul>
O01 Enhancing Corporate Reputation	Primax actively responds to stakeholder expectations and issues of interest to international sustainability assessments. The Company has established strict and clearly defined SBTi carbon reduction targets and is committed to ESG sustainability management, continuously investing in corresponding actions to fulfill its decarbonization commitments and meet customers' climate-related requirements.	—	●	●			
O02 Meeting Customers' Decarbonization Requirements Driving Demand Growth		●	●	●			

4.1 Environmental Sustainability Vision and Policies

4.2 Climate-Related Financial Disclosures

4.3 Climate Mitigation Action

Features

Building Green with Smarter Energy Management

4.4 Sustainable Product Design and Circular Innovation

4.5 Water Stewardship

4.6 Pollution Prevention and Control

4.7 Biodiversity

Features | Acting for Biodiversity

Item / Climate Topic	Climate-Related Risks and Opportunities Reasonably Expected to Affect the Entity's Outlook	Value Chain Relevance			Expected Costs and Expenditures	Financial Impact in the Reporting Period (2024)	Expected Financial Impact
		Downstream	Primax	Upstream		Financial Position, Financial Performance, and Cash Flows	
O03 Market Opportunity Entering New Markets	Due to climate change trends, the automotive market is shifting from fuel-powered vehicles to electric vehicles (EVs). Primax has already developed related products such as automotive cameras and EV charging equipment. In addition, its subsidiary Tymphany has developed portable in-car speakers and speaker drivers for EVs, as well as EV charging piles. If the Company can further expand into the electric vehicle market, it is expected to create new market opportunities and potentially increase revenue.	●	●	●	<ul style="list-style-type: none"> <li>Costs for establishing overseas production bases in regional supply hubs.</li> <li>Investment in product technology development and advanced development of automation with robotic arms (including R&amp;D, equipment, and tooling).</li> <li>Expenses for consulting, certification, and system establishment related to automotive industry standards (ISO, IATF, ASIL, etc.).</li> </ul>	<b>Scenarios</b> <ul style="list-style-type: none"> <li>Capital expenditures for the construction of overseas factories.</li> <li>Investment in product technology development and advanced development of automation with robotic arms, including R&amp;D expenses, production line construction investments, equipment and tooling development costs, and related capital expenditures.</li> <li>Increase in revenue from automotive products.</li> <li>Expenses for establishing systems related to automotive industry standards.</li> </ul>	<b>Scenarios</b> <ul style="list-style-type: none"> <li>Ongoing investment in product technology development and advanced development of automation with robotic arms, with an estimated annual increase of 5%.</li> <li>Expected increases in revenue from automotive products.</li> </ul>
						<b>Financial Impact</b> <ul style="list-style-type: none"> <li>Capital expenditures for plant construction, equipment, and tooling development totaled approximately NT\$26,738 thousand, resulting in cash outflows and depreciation expenses for the year.</li> <li>R&amp;D and related management expenses totaled approximately NT\$29,250 thousand, resulting in operating expenses and cash outflows from operating activities.</li> <li>Operating cash inflows from increased revenue from automotive products.</li> <li>Investments in fixed assets, equipment, and tooling development increased capital expenditures, which were depreciated and amortized in accordance with accounting standards.</li> </ul>	<b>Financial Impact</b> <ul style="list-style-type: none"> <li>Continued investments in fixed assets, equipment, and tooling development are expected to increase future capital expenditures and cash outflows, as well as generate depreciation expenses.</li> <li>Continued investments in R&amp;D and related resources are expected to increase future operating expenses and cash outflows from operating activities. These expenditures are expected to represent the following proportion of net cash inflows from operating activities: Short-term: 1.01% Medium-term: 0.95% Long-term: 0.79%</li> <li>Expected increases in operating cash inflows.</li> <li>Investments in fixed assets, equipment, and tooling development will increase capital expenditures, with depreciation and amortization recognized in accordance with accounting standards.</li> </ul>

Note:

- Short term (2025–2026), medium term (2027–2029), and long term (2030–2034).
- In 2024, Primax Group's net cash flows from operating activities totaled NT\$5,621,528 thousand, providing sufficient liquidity to cover the aforementioned expenditures without the need for financing.
- The expected financial impacts are based on certain assumptions and are subject to forecasting uncertainty. A rolling assessment and adjustment approach will be adopted to better reflect actual circumstances.
- To avoid concerns related to financial forecasting, revenue growth figures for the expected financial impacts are presented qualitatively.

4.1 Environmental Sustainability Vision and Policies  
4.4 Sustainable Product Design and Circular Innovation

4.2 Climate-Related Financial Disclosures  
4.5 Water Stewardship

4.3 Climate Mitigation Action | Features  
4.6 Pollution Prevention and Control | 4.7 Biodiversity

Building Green with Smarter Energy Management  
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Overall, Primax's management measures for climate risks and opportunities can be categorized into three main areas: climate mitigation actions, climate governance strategies, and R&D-driven transformation. These initiatives have had no significant impact on the Group's cash flows, financial performance, or financial position. Primax Group continues to grow steadily and strengthens its resilience and competitive advantage through forward-looking sustainability strategies and climate change management. As global sustainability trends drive industry transformation, Primax will continue to seize opportunities to not only enhance operational efficiency but also lay a solid foundation for long-term development.



#### Climate Mitigation Action

Including energy-saving equipment upgrades, green energy installations, and procurement of renewable energy certificates. In 2024, the Group invested approximately NT\$6,117 thousand in these activities (recorded as operating expenses), representing about 0.11% of net cash flows from operating activities for the year.



#### Climate Governance Strategy

Includes disclosure of regulatory information, climate management system setup, and consultant/certification fees. In 2024, the Group invested approximately NT\$28,031 thousand in these activities (recorded as operating expenses), representing about 0.50% of net cash flows from operating activities for the year.



#### R&D-Driven Transformation

Primarily comprising investments in ecological design R&D and related resources, as well as expenditures for new market development and automotive-related R&D, equipment acquisition, and plant construction. In 2024, the Group invested approximately NT\$98,712 thousand in design R&D and related resources (recorded as operating expenses), representing about 1.76% of net cash flows from operating activities for the year. In terms of capital expenditures, including equipment purchases and plant construction, the total amounted to approximately NT\$26,738 thousand, representing about 0.48% of net cash flows from operating activities.

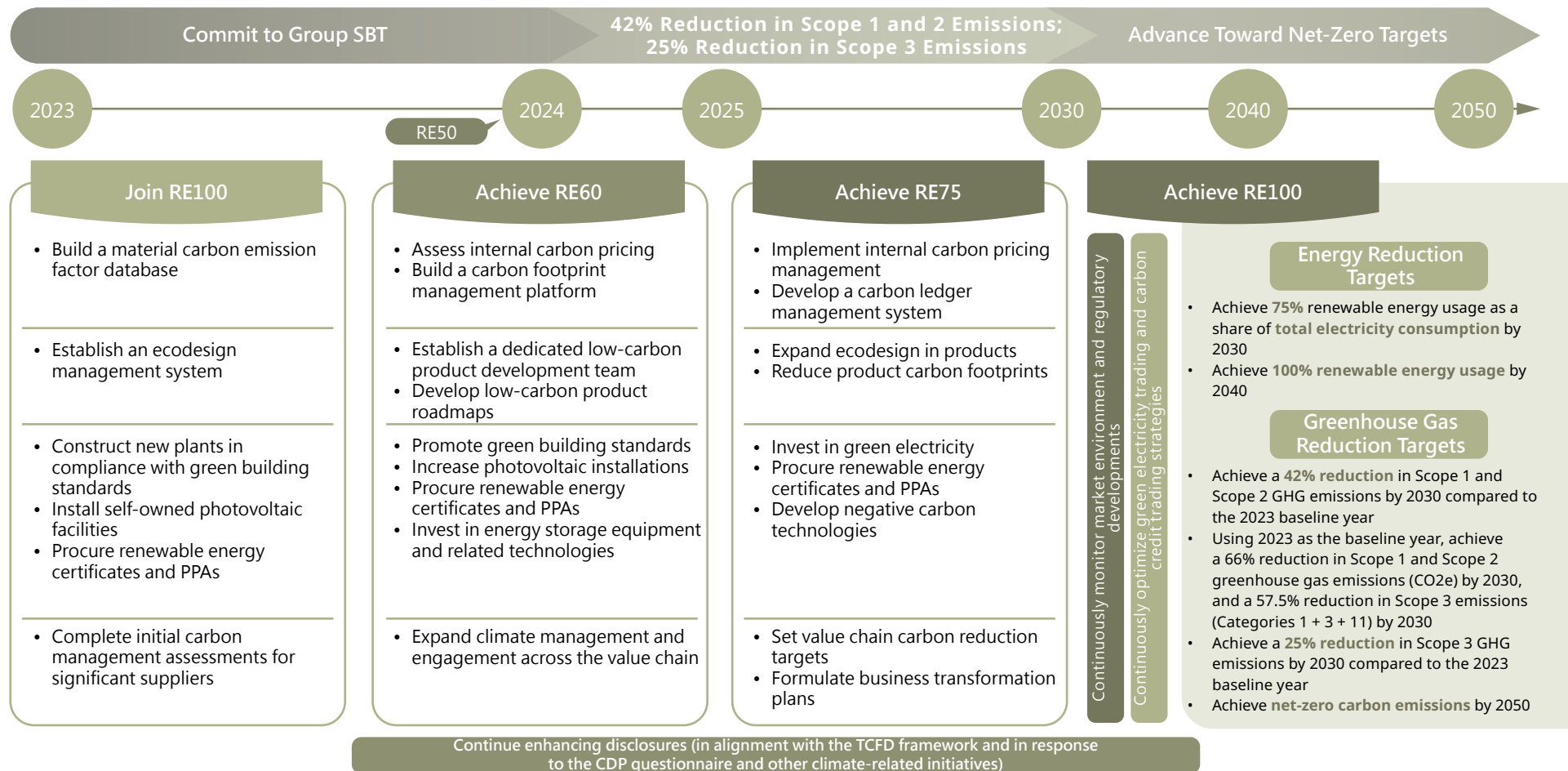
## 2024 Summary of Financial Impacts

Item	Climate Topic	Operating Revenue	Operating Costs	Capital Expenditures	Cash Flows	Impact on Operating Revenue (Management Benefits)		
						Short-term	Medium-term	Long-term
R01	Climate Information Disclosure and Reporting Requirements	-	Increase	-	Decrease	0.01%	0.01%	0.01%
R02	Increased Customer Requirements for Climate Change Response	-	Increase	-	Decrease	0.49%	0.48%	0.46%
O01	Enhancing Corporate Reputation	Increase	Increase	-	Increase	6.97%	7.00%	7.05%
O02	Meeting Customers' Decarbonization Requirements Driving Demand Growth	Increase	Increase	-	Increase	1.33%	1.34%	1.37%
O03	Entering New Markets	Increase	Increase	Increase	Increase	2.00%	3.32%	6.20%



## 4.3 | Climate Mitigation Action

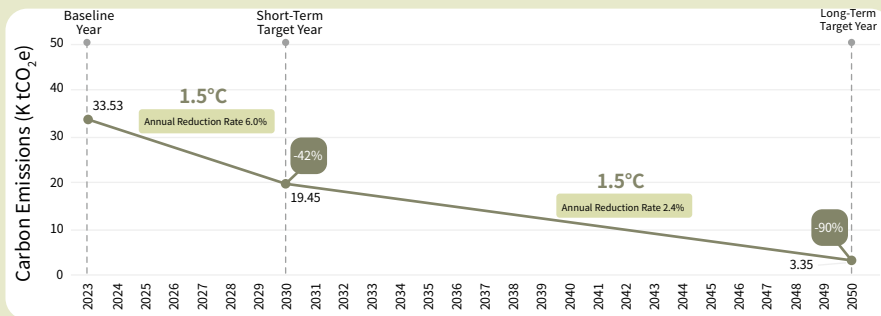
### Primax Group's SBT Net-Zero Roadmap



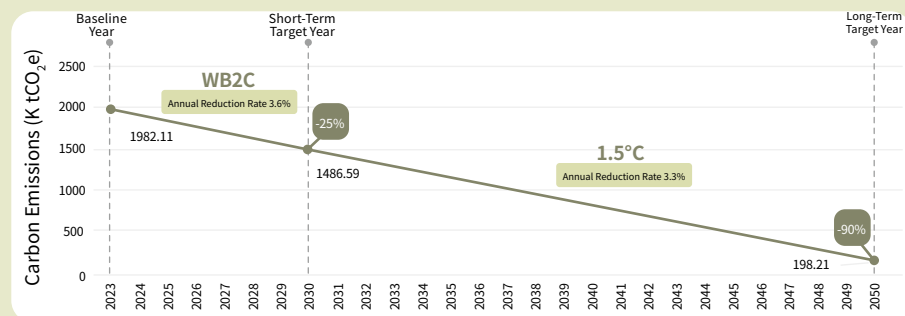
Primax actively aligns with international initiatives and internationally recognized methodologies. In 2023, the Company adopted the approach defined by the Science Based Targets initiative (SBTi) to establish emissions reduction targets for its major production sites, Primax (Kunshan) and Primax (Chongqing), in line with the 1.5° C pathway. In the same year, these targets were officially approved by the SBTi. Based on the 2024 greenhouse gas inventory results, both sites achieved and exceeded their annual emissions reduction targets. Primax Group submitted its SBT 1.5° C net-zero commitment in January 2024 and submitted its target at the end of 2024. In April 2025, the SBTi approved the Group's 1.5° C net-zero target. Primax will continue to advance mitigation and innovation activities to reduce greenhouse gas emissions and work toward achieving net-zero emissions by 2050.

## Primax Group SBT Reduction Pathway Diagram

SBT Scope 1+2 Absolute Reduction Pathway Diagram



SBT Scope 3 (C1+C3+C11) Absolute Reduction Pathway Diagram



## Key Milestones in Primax Group's Climate Transition



- 2013 Primax obtained its first ISO 14064 greenhouse gas inventory certification and ISO/TS 14067 product carbon footprint declaration.
- 2016 Primax received the Environmental Protection Administration (R.O.C) carbon label for its mouse products.
- 2019 Primax obtained its first ISO 14046 water footprint verification statement and ISO 50001 energy management system certification.
- 2019 Primax purchased renewable energy certificates for the first time.
- 2021 Primax published its first TCFD Report.
- 2022 Primax Group joined the 100% Renewable Energy Initiative (RE100).

- 2022 Primax introduced the product Ecodesign framework to conduct ecological design and evaluation of products.
- 2023 Primax (Kunshan) and Primax(Chongqing) sites set SBT short-term targets and received approval.
- 2023 Primax Group was recognized as Leadership Level in the CDP Climate Change Questionnaire and Supplier Engagement Rating.
- 2023 Primax submitted the SBT net-zero commitment letter.
- 2024 Primax was named Leadership Level in the CDP Climate Change Questionnaire for the second consecutive year.
- 2025 Primax Group's net-zero target was approved by the SBTi.

4.1 Environmental Sustainability Vision and Policies  
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Features

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## Internal Carbon Pricing Implementation Plan

In response to the introduction of global carbon tax and carbon fee regulations, as well as requirements for climate-related financial disclosures, corporate carbon management is no longer solely focused on emissions reduction. It must also be integrated into financial management to comprehensively strengthen carbon value management systems. Primax Group is actively advancing carbon value management and has established a robust carbon inventory information system. Between 2023 and 2024, the Group completed full digitalization of its Greenhouse Gas Inventory System and plans to further develop a real-time Product Carbon Footprint Management System in 2025. This will ensure the accuracy of organizational and product emissions data, serving as a critical foundation for carbon value and internal carbon pricing management.

Primax Group has formally launched Internal Carbon Pricing (ICP) management as one of its core climate adaptation strategies, approved by the Board of Directors. The Company will continue to deepen its carbon management strategies, leveraging digital tools and data-driven approaches to implement internal carbon pricing and achieve sustainability objectives.

Primax Group will directly introduce an internal carbon fee management mechanism. Under this mechanism, the information system will track the carbon emissions of each business unit, and corresponding contributions to the internal carbon fund will be made based on the volume of emissions. This fund will be used to support the Company's various climate adaptation initiatives.

Scope of internal carbon fee calculation	<ul style="list-style-type: none"> <li>Direct Emissions + Indirect Emissions: Scope 1 &amp; Scope 2 (location-based)</li> <li>Other Indirect Emissions: Scope 3 emissions from Category 1 (purchased goods and raw materials) + Category 11 (use of sold products), which account for over 95% of indirect emissions according to the 2024 ISO 14064 inventory data</li> </ul>
Basis for internal carbon pricing calculation	Absolute carbon emissions
Assess internal carbon pricing	Internal carbon pricing rate: Differentiated pricing established based on operational strategies, emission sources, and the degree of organizational controllability. The estimated maximum internal carbon fee is approximately NT\$1,000 per metric ton of CO <sub>2</sub> .
Scope of implementation	All business units and production sites across the Group
Carbon fund application plans:	<ul style="list-style-type: none"> <li>Investments in climate mitigation initiatives for green operations: Aimed at reducing the risk of exposure to external carbon pricing across different regions. This includes investments in green energy installations, low-carbon facilities, clean energy certificates, and low-carbon production technologies.</li> <li>Innovative transformation investments in green products: Aimed at aligning with external trends in ecodesign and low-carbon design and mitigating long-term risks. This includes investments in low-carbon technologies, organizational capabilities, projects, and strategic initiatives.</li> </ul>
Internal carbon pricing implementation plan	<div>2025</div> <ul style="list-style-type: none"> <li>Carbon pricing strategy and management framework confirmation</li> <li>Internal carbon fee simulation and preparation</li> <li>Information system adjustments</li> </ul> <div>2026</div> <ul style="list-style-type: none"> <li>Full implementation of the internal carbon pricing system</li> </ul>

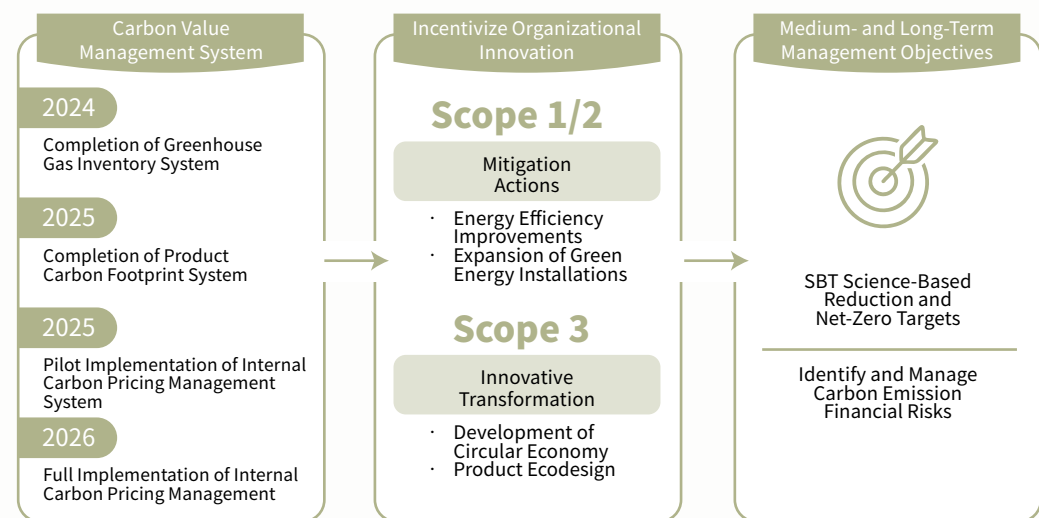
### Implementing internal carbon pricing management will bring the following benefits:

#### Promote innovation and efficiency improvements

Encourage employees and teams to pursue more efficient technologies and processes to reduce carbon emissions.

#### Strengthen financial management and risk response

Enable clearer identification and management of carbon emission costs through carbon value management and proactively address future external carbon pricing policies to mitigate risks arising from regulatory changes.



## Primax Group Climate Action Targets

Since 2019, Primax Group has been promoting renewable energy usage plans, primarily by purchasing Energy Attribute Certificates (EACs), installing self-owned solar power generation facilities, and entering into Power Purchase Agreements (PPAs) to increase renewable energy consumption. In April 2022, Primax joined RE100 and established renewable energy usage targets, aiming to achieve 100% renewable energy consumption by 2040.

Strategic Target	Indicator Definition	Baseline Year (2023)	2024 Performance	Short-Term Target	Medium-Term Target	Long-Term Target
Net-Zero Emissions	Reduction percentage of Scope 1 and 2 emissions (market-based) compared to the baseline year	33,462.0 metric tons CO <sub>2</sub> e	24,739.0 metric tons CO <sub>2</sub> e, reduced by 26.07%	12% reduction by 2025	42% reduction by 2030	90% reduction by 2050
	Reduction percentage of Scope 3 emissions compared to the baseline year	1,982,111.3 metric tons CO <sub>2</sub> e	2,109,981.7 metric tons CO <sub>2</sub> e, increased by 6.45%	3.6% reduction by 2025	25% reduction by 2030	90% reduction by 2050
Energy Conservation	Reduction of energy intensity	5.5128 GJ per million revenue	4.8397 GJ per million revenue, reduced by 12.21%	3% reduction compared to the previous year	3% reduction compared to the previous year	3% reduction compared to the previous year
RE100	Proportion of Renewable Energy Usage	42.34%	54.79%	Achieve 60% by 2025	Achieve 75% by 2030	Achieve 100% by 2040
Green Building Construction	Proportion of newly constructed plants meeting green building standards	1 building	1 building, 100%	100%	100%	100%
Water Conservation	Reduction of water consumption	780.60 million liters	771.15 million liters, reduced by 1.21%	2% reduction	2% reduction	2% reduction
	Reduction of water intensity	13.82 M <sup>3</sup> per million revenue	13.24 M <sup>3</sup> per million revenue, reduced by 4.19%	-	40% reduction by 2030	-
Waste	Reduction of waste generation	2,515.008 metric tons	2,430.243 metric tons, reduced by 3.37%	2% reduction	2% reduction	2% reduction

## • Energy Usage

Using energy efficiently is critical for mitigating climate change. We continue to improve our processes and reduce energy consumption. In 2024, the Group continued to purchase renewable energy certificates (GEC, I-REC, and EECS GO) and directly utilized solar energy at Primax (Dongguan), Primax (Chongqing), and Tymphany (Huizhou). In 2024, total renewable energy usage reached 41,674,682 kWh, accounting for 54.79% of total electricity consumption and 53.22% of total energy consumption. Primax collects and analyzes data annually to strengthen energy strategies and improve efficiency. The Group's energy consumption statistics are as follows:

### 2020–2024 Primax Group Energy Consumption Statistics

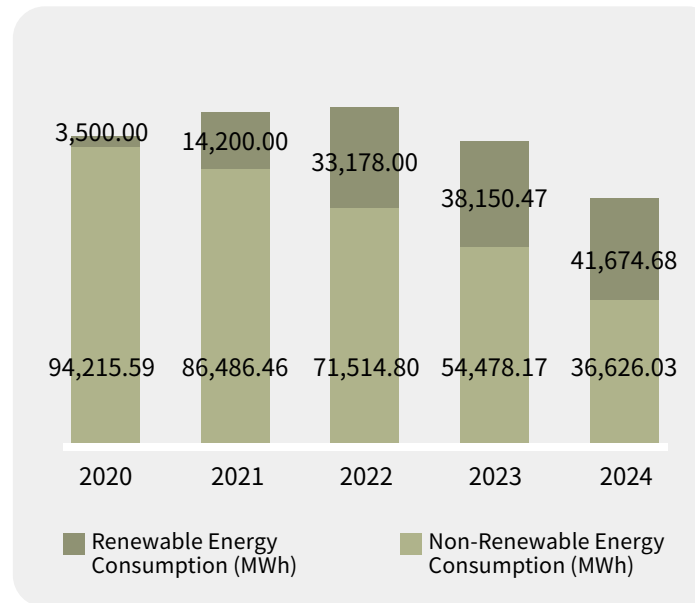
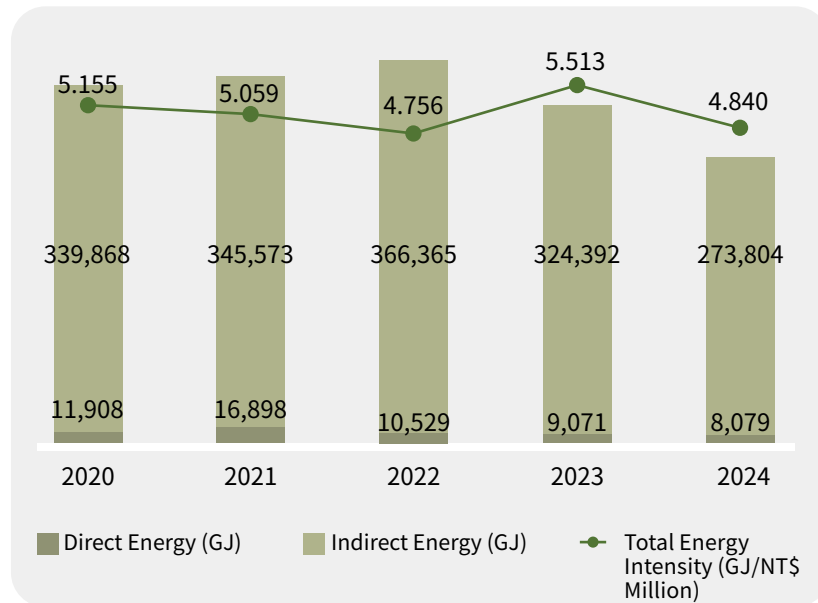
Unit: GJ

Energy Item		2020	2021	2022	2023	2024	Compared to Previous Year
Non-Renewable Energy Source	Liquefied Petroleum Gas	8.862	2.912	1.456	0	0	0
	Natural Gas	10,297.079	9,715.255	7,945.680	8,185.299	7,482.655	-8.58%
	Diesel	750.536	6,459.917	1,940.968	326.842	319.852	-2.14%
	Gasoline	851.839	719.842	641.038	558.747	276.277	-50.55%
	Electricity	327,267.805	294,453.334	246,924.149	187,050.524	123,774.928	-33.83%
Renewable Energy Source	Electricity – I-REC / GEC / GO	12,600.000	51,120.000	117,396.000	130,716.000	126,954.000	-2.88%
	Electricity – Self-Generated Solar	0	0	1,305.710	4,556.322	4,284.770	-5.96%
	Electricity – Solar PPA	0	0	739.102	2,069.374	18,790.085	808.01%
Total Energy Consumption		351,776.121	362,471.261	376,894.102	333,463.108	281,882.567	-15.47%
Energy Intensity (Unit: GJ/NT\$ Million)		5.155	5.059	4.756	5.513	4.840	-12.21%

Note:

- Information Sources: Electricity and natural gas data are based on the monthly utility bills of each facility; liquefied petroleum gas, diesel, and gasoline are primarily based on actual consumption records.
- 2024 Calorific Value Coefficient References: Taiwan – Ministry of Environment "2024 Greenhouse Gas Emission Factors" announced on February 5, 2024, and "2024 Lower Heating Values of Vehicle Gasoline/Diesel" announced on February 13, 2025; Mainland China – National Standard General Principles for Calculation of Comprehensive Energy Consumption; Thailand and the Czech Republic – IPCC 2006 Guidelines, using locally published greenhouse gas emission factors for calorific value conversion.
- 2024 Calorific Values: Electricity: 1 kWh = 3,600 kJ. Natural Gas: Mainland China = 9,310 kcal/M<sup>3</sup>. Diesel: Taiwan = 8,642 kcal/L; Mainland China = 10,200 kcal/kg; Thailand = 8,710 kcal/L; Czech Republic = 8,147.9 kJ. Gasoline: Taiwan = 7,609 kcal/L; Mainland China = 10,300 kcal/kg; Czech Republic = 7,403.36 kJ.

## Primax Group Energy Consumption Statistics



In 2024, energy consumption decreased by **15.47%** compared to the previous year.

## • Greenhouse Gas Emissions

### Direct Emissions and Energy Indirect Emissions (Scope 1 and Scope 2)

To address global climate change and respond to the Paris Agreement's requirement for countries to submit climate action commitments, Taiwan has announced its long-term national greenhouse gas reduction target of achieving net-zero emissions by 2050. In line with this, Primax Group has committed to achieving net-zero emissions by 2050 and has developed a net-zero pathway. Reduction targets have been established using the scientific methodologies defined by the Science Based Targets initiative (SBTi). Policies and reduction plans are systematically developed and implemented. To align with the approved SBTi 1.5° C net-zero target, the baseline year for Scope 1 and Scope 2 greenhouse gas emissions has been adjusted to 2023.



In 2024, Primax Group's Scope 1 and 2 greenhouse gas emissions totaled 24,739.0 metric tons CO<sub>2</sub>e per year (market-based), representing a reduction of 8,722.9 metric tons CO<sub>2</sub>e per year, or approximately 26.07%, compared to the 2023 baseline year. Since 2023, Primax Group has already achieved its original 2030 target of reducing greenhouse gas emissions by 60% (market-based) ahead of schedule. In 2024–2025, through the establishment and submission of SBT net-zero targets, the Group reset its greenhouse gas reduction targets, continuing to set higher standards and expectations for its progress toward net-zero emissions. Scope 1 and Scope 2 emissions were verified by SGS, in accordance with ISO 14064-3:2019 issued by the International Organization for Standardization (ISO). The verification opinion was a reasonable assurance level with an unqualified conclusion.

## 2024 Primax Group Greenhouse Gas Emissions by Category

Unit: metric tons CO <sub>2</sub> e/year								
	CO <sub>2</sub>	CH <sub>4</sub>	N <sub>2</sub> O	HFCs	PFCs	SF <sub>6</sub>	NF <sub>3</sub>	Total
Scope 1+2 (Market Base)	17,814.923	1,566.415	0.5698	5,357.137	0	0	0	24,739.041

## 2020–2024 Primax Group Greenhouse Gas Emissions Statistics

Unit: metric tons CO <sub>2</sub> e/year						
GHG Category	2020	2021	2022	2023	2024	Compared to Previous Year
<b>Scope 1</b>	4,002.669	4,900.119	4,646.228	4,974.124	7,386.900	48.51%
<b>Scope 2 (Market Base)</b>	72,589.681	65,289.212	37,789.468	28,487.855	17,352.141	-39.09%
<b>Scope 1+2 (Market Base)</b>	76,592.350	70,189.331	42,435.696	33,461.979	24,739.041	-26.07%
<b>Scope 2 (Location Base)</b>	75,431.631	76,816.651	56,236.548	48,273.440	35,237.796	-27.00%
<b>Scope 1+2 (Location Base)</b>	79,434.300	81,716.771	60,882.776	53,247.564	42,624.696	-19.95%
<b>Scope 1+2 Emissions Intensity (Market-Based) (Unit: metric tons CO<sub>2</sub>e / NT\$ million)</b>	1.122	0.980	0.536	0.553	0.425	-23.22%

Note:

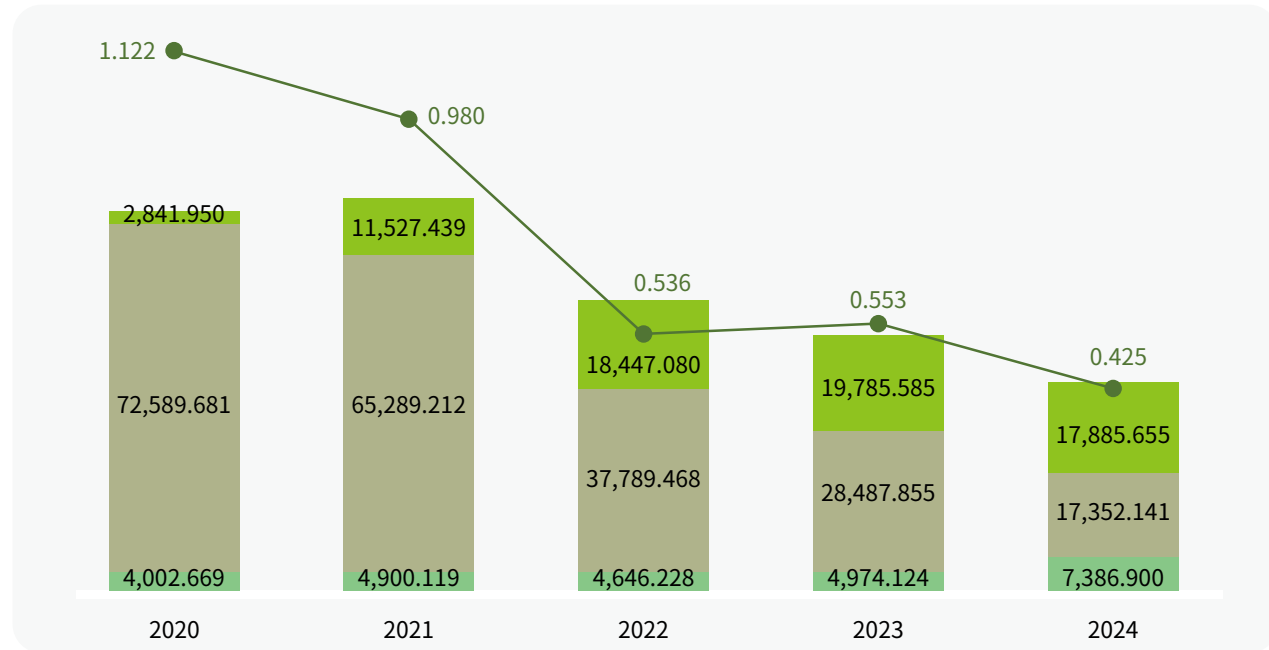
- The Group's greenhouse gas measurement approach adopts the operational control method. Emission values are calculated using emission factors, and Global Warming Potential (GWP) values are based on the IPCC Sixth Assessment Report.
- Scope 1 includes COD wastewater treatment, diesel, gasoline, natural gas, refrigerants, and BOD septic tanks. Scope 2 includes purchased electricity.
- In 2024, the conversion factors for greenhouse gas emissions and the electricity emission factor in Taiwan were sourced from the Ministry of Environment's "Greenhouse Gas Emission Factors" announced on February 5, 2024. The purchased electricity emission factor followed the latest factor announced by the Ministry of Economic Affairs (Taiwan = 0.494 kg CO<sub>2</sub>e/kWh).
- In 2024, the conversion factors for greenhouse gas emissions at overseas sites were primarily referenced from the International Energy Agency (IEA) and local authorities. Electricity emission factors were as follows: the People's Republic of China Ministry of Ecology and Environment, Announcement on December 23, 2024, regarding the 2022 electricity CO<sub>2</sub> emission factor (China = 0.5366 kg CO<sub>2</sub>e/kWh); the Energy Policy and Planning Office of Thailand, 2023 announcement (Thailand = 0.438 kg CO<sub>2</sub>e/kWh); and the Ministry of Industry and Trade of the Czech Republic, 2023 announcement (Czech Republic = 0.370 kg CO<sub>2</sub>e/kWh).

Category 1 ■

Category 2 (Market-Based) ■

Renewable Energy Offsets ■

Emissions Intensity (Market-Based) ●—



## Other Indirect Emissions (Scope 3)

In addition to calculating greenhouse gas emissions from significant sources in accordance with ISO 14064-1:2018, Primax also measures various categories of indirect emissions following the GHG Protocol methodology. In 2023, Primax implemented a carbon management system to systematically collect and consolidate large volumes of Scope 3 data. This year's inventory scope was expanded to include Tymphany (Czech Republic), and additional categories not covered in 2022, such as employee commuting, capital goods, and end-of-life treatment of sold products. The year 2023 was established as the baseline year for Scope 3 emissions<sup>Note</sup>.

Considering the value chain upstream and downstream, Categories 1, 3, and 11 were identified as the relevant and material Scope 3 emission sources. Accordingly, Scope 3 reduction calculations will be based on the combined emissions of Categories 1, 3, and 11. Scope 3 data were verified by SGS in accordance with ISO 14064-3:2019 issued by the International Organization for Standardization (ISO). The verification opinion was a limited assurance level with an unqualified conclusion.

Note: To align with the approved SBTi 1.5° C net-zero target, the baseline year for Scope 3 has been adjusted.

## 2023~2024 Primax Group Other Indirect Greenhouse Gas Emissions Statistics

Unit: metric tons CO<sub>2</sub>e/year

Category / GHG protocol	Category Description	Covered Sites	2023 GHG Emissions	2024 GHG Emissions
Category 3/C4	Upstream Transportation and Distribution	Primax (Dongguan, Chongqing, Kunshan, Thailand); Tymphany (Huizhou, Dongguan, Dongcheng, Thailand, Czech Republic)	2,814.8373	2,118.9161
Category 3/C9	Downstream Transportation and Distribution	Primax (Dongguan, Chongqing, Thailand); Tymphany (Huizhou, Dongguan, Dongcheng, Thailand, Czech Republic)	1,461.7402	833.0021
Category 3/C6	Business Travel	Primax (Taipei, Dongguan, Chongqing, Kunshan, Thailand); Tymphany (Taipei, Huizhou, Dongguan, Dongcheng, Thailand, Czech Republic)	1,723.6759	2,463.3130
Category 3/C7	Employee Commuting	Primax (Taipei, Dongguan, Chongqing, Kunshan, Thailand); Tymphany (Taipei, Huizhou, Dongguan, Dongcheng, Thailand, Czech Republic)	2,610.7516	2,541.9959
Category 4/C1	Purchased Goods (Raw Materials)	Primax (Dongguan, Chongqing, Kunshan, Thailand); Tymphany (Huizhou, Dongguan, Dongcheng, Thailand, Czech Republic)	946,245.0492	912,258.0927
Category 4/C5	Waste Treatment (Including Transportation)	Primax (Taipei, Dongguan, Chongqing, Kunshan, Thailand); Tymphany (Taipei, Huizhou, Dongguan, Dongcheng, Thailand, Czech Republic)	639.8601	734.5165
Category 4/C2	Capital Goods	Tymphany (Czech Republic)	29.1246	321.5668
Category 4/C3	Upstream Fuel- and Energy-Related Activities	Primax (Taipei, Dongguan, Chongqing, Kunshan, Thailand); Tymphany (Taipei, Huizhou, Dongguan, Dongcheng, Thailand, Czech Republic)	18,872.03	9,239.1356
Category 5/C11	Use of Sold Products	Primax (Dongguan, Chongqing, Thailand); Tymphany (Huizhou, Dongguan, Dongcheng, Thailand, Czech Republic)	1,016,994.1944	1,188,484.4864
Category 5/C12	End-of-Life Treatment of Sold Products	Tymphany (Czech Republic)	502.3027	587.2986
Scope 3 (C1+C3+C11) GHG Emissions			1,982,111.274	2,109,981.715

## • Green Energy Transition and Decarbonization Actions

In 2024, the cumulative carbon reduction totaled **67,084** metric tons CO<sub>2</sub>e<sup>Note</sup>

Equivalent to the carbon sequestration of **129,317** Calocedrus formosana trees, or approximately the number of trees planted in **22** Daan Forest Parks.

In 2024, total renewable energy usage reached **41,674,682** kWh, accounting for **54.79%** of total electricity consumption and **53.22%** of total energy consumption.



Note:

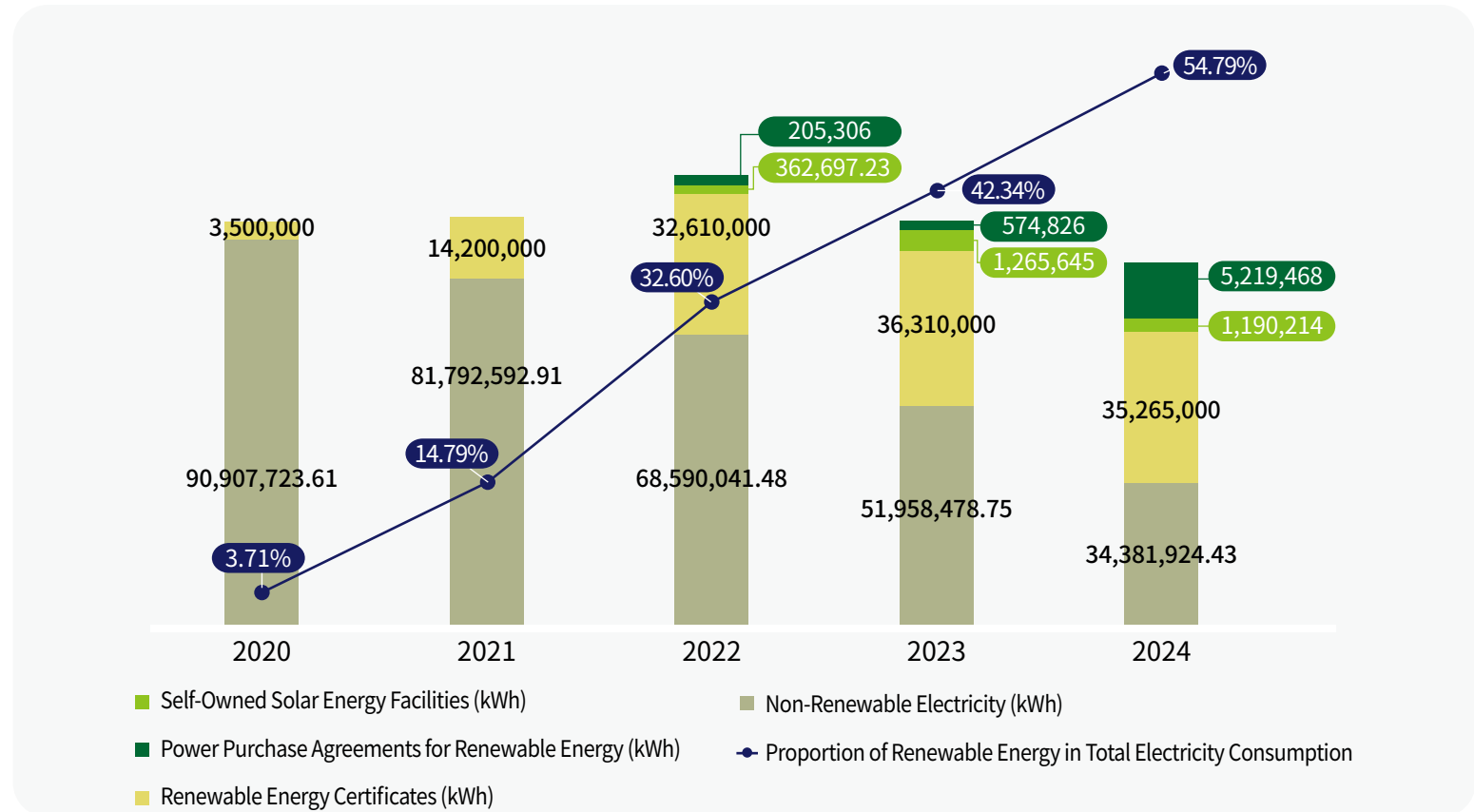
1. Compared to 2019 baseline year emissions (market-based).
2. The total carbon sequestration per Calocedrus formosana tree is calculated as  $262 \times 1.2 \times 1.65 = 518.76$  kg CO<sub>2</sub>e. For reference, this is equivalent to the estimated carbon sequestration of approximately 6,000 trees planted in Daan Forest Park (Source: Forestry Bureau, Council of Agriculture, Executive Yuan).

## Renewable Energy Usage

Since 2019, Primax Group has been promoting renewable energy usage plans, primarily by purchasing Energy Attribute Certificates (EACs), installing self-owned solar power generation facilities, and entering into Power Purchase Agreements (PPAs) to increase renewable energy consumption. In April 2022, Primax joined RE100 and established renewable energy usage targets, aiming to achieve 100% renewable energy consumption by 2040.

In 2024, Primax (Dongguan), Primax (Chongqing), Primax (Kunshan), Tymphany (Dongguan), Tymphany (Huizhou), Primax (Thailand), Tymphany (Thailand), and Tymphany (Czech Republic) purchased renewable energy certificates (GECs, I-RECs, and EECS GOs). Additionally, Primax (Dongguan), Primax (Chongqing), and Tymphany (Huizhou) directly utilized electricity generated from solar energy systems.


### Primax Group Renewable Energy Usage Statistics



- Renewable Energy Certificates** Since 2019, Primax has purchased renewable energy certificates. In 2024 alone, 35,265,000 kWh were purchased, bringing the cumulative total to 127,340,000 kWh.
- Power Purchase Agreements for Renewable Energy** In 2024 executed renewable energy power purchase agreements with an annual procurement volume of 5,219,468 kWh.
- Self-Used Solar Energy** In 2024, onsite solar energy generation facilities produced 1,190,214 kWh for internal use

## Energy Conservation Action Plan

To enable all operational sites to use energy more efficiently, we explore a variety of energy conservation measures and are committed to building low-energy-consumption facilities. Through systematic replacement of high-energy-consuming equipment, we are dedicated to achieving the ultimate goal of energy-efficient operations. In 2024, specific measures included installing self-owned solar energy facilities, replacing natural gas boilers with air-source heat pump water heaters, adopting behavioral changes in the use of air conditioning and lighting, replacing motors with energy-efficient models, optimizing air compressor utilization, upgrading and improving the efficiency of chiller systems, replacing lighting in factories, warehouses, and outdoor areas with LED or solar streetlights, replacing air compressors with variable-frequency models, and implementing waste heat recovery systems. In 2024, these actions resulted in electricity savings of 4,871,936 kWh, energy savings equivalent to approximately 17,539 GJ, and an estimated reduction of about 3,954 metric tons CO<sub>2</sub>e.

Energy Conservation Performance					
Year	Number of Energy Conservation Actions	Investment Cost (M-NTD)	Total Electricity Savings (kWh)	Total Energy Savings (GJ)	Total Carbon Reduction (metric tons CO <sub>2</sub> e)
2022	31	31.26	2,353,759	8,473	1,209
2023	41	11.14	3,914,403	14,092	6,219
2024	36	4.45	4,871,936	17,539	3,954
 <b>2022 ~ Cumulative Performance</b>					
	108	46.85	11,140,098	40,104	11,382

Note:

1. Energy conservation action plan mainly track measures that reduce electricity consumption. Energy savings are estimated based on the specifications and usage scenarios of equipment, using pre-improvement conditions as the baseline.
2. Natural gas CO<sub>2</sub> emission factor 2.187 kg CO<sub>2</sub>e/m<sup>3</sup>, CH<sub>4</sub> emission factor 0.000038979 kg CO<sub>2</sub>e/m<sup>3</sup>, N<sub>2</sub>O emission factor 0.0000038979 kg CO<sub>2</sub>e/m<sup>3</sup>.
3. Purchased electricity emission factors: Taiwan = 0.495 kg CO<sub>2</sub>e/kWh; China = 0.5366 kg CO<sub>2</sub>e/kWh; Thailand = 0.438 kg CO<sub>2</sub>e/kWh; Czech Republic = 0.370 kg CO<sub>2</sub>e/kWh
4. The above data are estimated based on equipment specifications and usage scenarios.

## • Green Procurement Principles

Since 2022, Primax Group has been promoting Green Procurement Principles to improve the organization's operational energy efficiency and to advance environmental benefits and economically favorable sustainable development for society as a whole. For high-volume purchases of IT products (such as computers, monitors, multifunction devices, printers) and high-energy-consuming equipment (such as refrigerators, water dispensers, and chillers), priority is given to products certified with domestic or international eco-labels or energy efficiency labels (including EPEAT, Eco Label, Energy Star, TCO, Blue Angel, and others). In 2024, the procurement value of eco-labeled products reached NT\$32,711 thousand, accounting for 58.84% of total procurement.



## Feature | Building Green with Smarter Energy Management

### Primax Zhubei Taiwan Innovation Hub

As Primax Group's technology innovation incubator in Taiwan for the next decade, the Taiwan Innovation Hub integrates advanced laboratories, industry-academia collaboration, and smart manufacturing capabilities for new products, creating a novel and comprehensive hub. Rooted in the DNA of ESG and guided by the vision of establishing a strong presence in Taiwan while deploying globally, the Hub aspires to set a benchmark for intelligent green buildings in Taiwan.

#### Awards



At the 4th Taiwan Excellent Intelligent Green Building and System Product Award organized by the Taiwan Intelligent Building Association, the Primax Taiwan Innovation Hub stood out among the competition. Reflecting Primax Group's sustainability strategy blueprint, the Hub incorporates ESG principles through a cluster-based design concept, showcasing three core themes: sustainable green energy, humanistic values, and technological innovation. It was awarded the Silver Award in the Design category.

#### Highlights

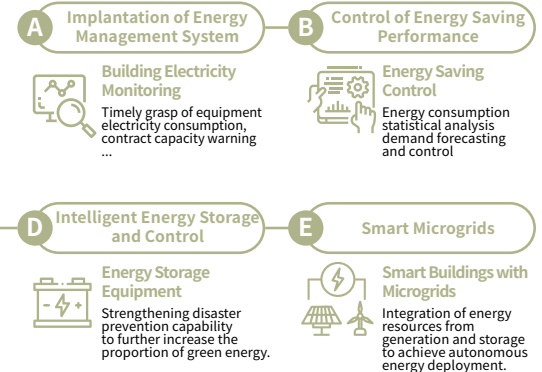


Aligned with global energy conservation trends, the Hub has implemented a state-of-the-art smart application system. Building Information Modeling serves as the foundational 3D visualization platform, with a centralized smart data management hub integrating mechanical and electrical systems, ICT, security, and green energy infrastructure to collect and analyze energy data. Tailored to the Hub's operational needs, the system also enables conference room reservations, smart reception, asset management, and administrative services. To empower employees to handle their daily work seamlessly via mobile devices, a dedicated employee app was developed, significantly reducing labor and paper consumption in line with Primax's people-centered policies and the goal of net-zero sustainable operations. Excitingly, the Hub will represent Taiwan in the 2025 APIGBA Awards, the 4th Asia-Pacific Intelligent Green Building and System Product Awards, which will be held in Macau in October 2025, stepping onto an even broader international stage.



#### Primax's Net Zero Journey to Smart Buildings

##### Installation of Smart Microgrids



Primax Group will continue to take concrete actions to support the United Nations Sustainable Development Goals and move steadily toward the objective of achieving 100% renewable energy use across all global sites by 2040.



## 4.4 | Sustainable Product Design and Circular Innovation

Since 2016, the Group has proactively responded to opportunities arising from climate change by advancing low-carbon product design and manufacturing, developing Product Category Rules (PCRs) for carbon footprint assessments, and obtaining carbon and carbon reduction labels. In recent years, the Group has further integrated automation and information systems to deliver more accurate and timely digital information that supports comprehensive organizational carbon value management. These efforts not only enhance the Group's corporate image but also create new business opportunities.

### • Life Cycle Assessment and Green Product Design



In 2024, Primax developed a Sustainability Control Tower management system and completed life cycle assessments (LCA) of the carbon footprint for **17** major products.

Primax Group had **no** incidents of non-compliance with health and safety regulations or voluntary codes related to its products and services.

### Product Life Cycle

To reduce the environmental impact of its products, Primax evaluates the environmental impacts at each stage of the product life cycle in accordance with international standards ISO 14040 and ISO 14044 and incorporates green design principles. Since 2013, Primax has conducted product carbon footprint studies using the life cycle assessment methodology based on ISO 14067, selecting representative products for evaluation. Given the Group's extensive product portfolio, Primax has adopted a phased strategy to complete carbon footprint calculations across product categories.

In 2023, the Group developed a Sustainability Control Tower management system to support carbon footprint assessments and serve as the foundation for low-carbon product design. In 2024, life cycle assessments of the carbon footprint were completed for 17 major products, including mice and keyboards (wired, wireless, and gaming), network cameras, wireless charging pads, game controllers, docking stations, surveillance cameras, access control systems, multifunction printers, thermal printers, Bluetooth speakers, and headphones. The assessment covered raw material production, transportation, manufacturing, product transport, product use, and end-of-life treatment, representing approximately 51% of revenue. Going forward, Primax will further expand carbon footprint inventories and low-carbon product design efforts. Additionally, in 2025, the Group plans to develop a real-time carbon footprint reporting system for all mass-produced products to provide timely support for ecodesign and low-carbon design analysis activities.

### Continuously Reducing Product Environmental Impacts

As a company primarily engaged in contract manufacturing and assembly, Primax is committed to ensuring that every stage of the product life cycle, from upstream product design to end-of-life treatment, moves toward greener and more circular practices while meeting customer requirements. In 2024, we continued to increase the proportion of recycled plastics used in raw materials. In the production and manufacturing stage, product design improvements and advances in production techniques helped reduce labor hours. At the end-of-life phase, we adhered to WEEE compliance principles and monitored the disassembly rates of Primax products.

Product Life Cycle Stages	Green Design Achievements
<b>Raw Materials</b>	Primax Group used Post-Consumer Resin (PCR) plastics, with 1,477.563 metric tons of recycled plastics and 19,302.977 metric tons of non-recycled plastics consumed in 2024. Recycled plastics accounted for 7.11% of all plastics used by weight. The use of recycled plastics reduced carbon emissions by approximately 4,112.785 metric tons CO <sub>2</sub> e.
<b>Production and Manufacturing</b>	Through product design improvements and advances in production techniques, manufacturing hours for keyboard modules and audio systems decreased compared to 2023, resulting in approximately 640,000 hours saved. A total of approximately 1,641 metric tons CO <sub>2</sub> e emissions were reduced.
<b>End-of-Life Recovery</b>	Primax Group primarily manufactures OEM and ODM products, with customers responsible for end-of-life disposal and recycling. However, the Group ensures its products comply with WEEE recovery requirements, which mandate a reuse and recycling rate above 55% and a recovery rate above 75%. For example, disassembly analysis reports for selected products below demonstrate the potential to reduce waste generated after disposal.

	Reuse and recycling(%)	Recovery(%)
Headphone Products	79.9	95.7
Bluetooth Speaker Products	96.1	97.1
Mouse Products	81.6	88.7
Keyboard Products	85	97.1
Network Camera Products	85.9	87
Thermal Printer Products	73.3	86.6
Multifunction Printers	76	76.1
Wireless Charging Product	78.1	86.1
Game Controllers	83.7	95
Docking Stations	76.9	78.3
Surveillance Camera Products	76.2	96
Body-Worn Cameras	61.4	64.5
Access Control Systems	87.1	94.6

## Eco-Design

All high-quality electronic products manufactured by Primax Group undergo life cycle assessments covering each stage, including raw material procurement, manufacturing, transportation, product use, and end-of-life disposal, to reduce their environmental impact. Primax has integrated various information systems and design management procedures to establish an ecodesign management system and environmental footprint database. The system combines ISO 14040/14044 and the individual product standards of ISO 14021 with existing information management platforms such as PLM, SAP, and the GP Portal, building a comprehensive green product management framework. During product development, requirements related to ecodesign, such as regulations, customer standards, eco-labels, and product specifications, are clearly identified. The approach encourages the integration of diverse considerations into design processes, including advanced hazardous substance control beyond regulatory requirements, packaging materials, recyclability, and the use of recycled materials, to deliver products with low carbon footprints, non-toxicity, and minimal environmental impact.

In 2022, Primax established the Ecodesign Committee, comprising senior R&D leaders from each organization. The committee is responsible for coordinating ecodesign and low-carbon design planning and systematically advancing related initiatives to address the transitional challenges of reducing product carbon footprints. In 2023, through regular discussions led by the Ecodesign Committee, the Group's Chief Technology Officer and the ESG Office engaged R&D leaders from all business units to jointly explore green product design trends and opportunities to launch internal projects. This collaboration led to the development of objectives for low-carbon product projects to be carried out in 2024 and 2025.

## Green Product Design

Between 2023 and 2024, the Group gradually established foundational capabilities in ecodesign and low-carbon design and developed a product carbon footprint information system to compile baseline data for product carbon footprints. In 2024, Primax officially launched low-carbon design projects for major products and set a design target to reduce the carbon footprint of these products by more than 20%. This target has also been incorporated into the performance management and incentive mechanisms for R&D leadership.

In 2024, resources invested in green product design totaled NT\$69.46 million, including investments in personnel resources, project expenses, dedicated equipment, carbon footprint management system development, and training.



## Low-Carbon Design Projects

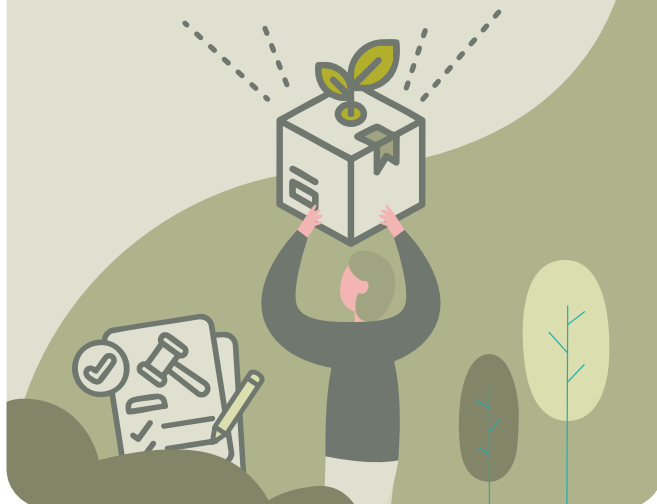
### Carbon Reduction Benefits Statistics

Product Image	Project Name	Original Carbon Footprint KgCO <sub>2</sub> e	Summary of Key Carbon Reduction Technologies	New Design Carbon Footprint KgCO <sub>2</sub> e	Carbon Reduction Rate
	1.5-inch Full-Range Speaker	0.588	Low-carbon material substitution and reduced processing time	0.371	36.9%
	Haptics Module	4.218	Key material substitution and reduced material consumption	2.88	31.7%
	Sealed KBM Keyboard Module	0.3969	Use of recycled materials and low-carbon material substitution	0.2853	28.1%
	OTS Optical Tracking Mouse	2.0797	New module architecture, recycling and material reduction, and simplified packaging	1.3759	33.8%
	Video Conference Product	136.21	Low-carbon material substitution, reduced material dimensions and consumption, and recycling and material reduction	105.07	22.9%
	Thermal Printer	378.9	Thermal management for energy reduction, low-carbon material substitution, and reduced material consumption	247.49	34.7%
	AI Camera	155.9	Circuit design for material carbon reduction, energy consumption reduction, and use of recycled materials	111.4	28.5%

## • Green Product Health and Safety Management

### Green Product Policy

Primax develops environmentally friendly and safe products with a life cycle perspective. The Company controls hazardous substances at the source, establishes a green design system to implement ecodesign principles, and enhances internal R&D innovation capabilities. These efforts ensure compliance with legal requirements and customer expectations while fulfilling the Company's responsibility as a global citizen.



Primax Group strictly adheres to local chemical safety regulations in all countries of operation and to customer requirements for restricted and prohibited substances. Comprehensive controls are applied at every stage, including design, procurement, manufacturing, and production. The Group is committed to fully safeguarding customer health and safety and advancing toward the long-term goal of zero environmental pollution.

### Monitoring Chemical Regulatory Trends

Primax Group operates production sites across multiple regions. Accordingly, we closely monitor chemical-related regulations in each location, including but not limited to the European Union Restriction of Hazardous Substances in Electrical and Electronic Equipment Directive (RoHS), Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), Persistent Organic Pollutants Regulation (POP), the Environmental Protection Agency Toxic Substances Control Act (TSCA), California Proposition 65, Limits for Volatile Organic Compounds Content in Cleaning Agents, Limits for Volatile Organic Compounds Content in Adhesives, and other international standards and Chinese national regulations.

In line with applicable regional regulations and customer requirements, Primax Group has established the Primax Green Product Chemical Substance Restriction Specification. Through coordinated oversight by multiple departments, including Environmental Health and Safety, Production, Green Product, and Product R&D, the Group manages the use of chemicals at every stage of the manufacturing process.



## Hazardous Substance Phase-Out Achievements and Plans

In 2023, Primax identified nine chemicals prioritized under the Industry Focus Process Chemicals Policy (IFPC Policy) of the RBA for inventory and assessment. By the end of 2023, the use of these substances had been fully prohibited, and all raw materials and auxiliary consumables now comply with the requirements.

In 2024, the Group initiates an investigation into per- and polyfluoroalkyl substances (PFAS) and will progressively reduce the use of non-polymeric PFAS, aiming for completion by 2026. Additionally, to reduce VOC emissions, Primax will develop a VOC source reduction plan and proactively increase the use of low-volatility adhesives.

## Primax Group Green Product Management Platform

To implement effective source control, Primax utilizes a Product Data Management (PDM) system as its core platform, integrating GP Portal®, SAP®, and other information systems to build a comprehensive management infrastructure. This approach effectively reduces operational costs and improves processing efficiency. It also consolidates customer regulatory requirements, design processes, supplier management, procurement, production, and training into unified workflows, ensuring strict compliance and effective execution at every stage. Suppliers must guarantee that all products sold to the Group, including their raw materials, dyes, solvents, consumables, packaging, and processes, do not contain or use any hazardous substances prohibited by the laws of the countries where the products are marketed. All products must also comply with the requirements set forth in the Primax Group Green Product Chemical Substance Restriction Specification.

## Full Material Disclosure (FMD)

Primax Group integrates its PDM®, GP Portal®, and SAP® management systems to identify the material composition of all components. Suppliers are required to upload and regularly update the complete raw material content of their components into the GP Portal, enabling Primax to assess the potential impacts of these parts on health and the environment. The Group has also incorporated all controlled substances listed in IEC 62474 into the GP Portal database. This allows clear tracking of whether materials provided by suppliers contain any substances regulated under IEC 62474, thereby ensuring compliance and enabling traceability of upstream chemical usage.

In response to customer requirements, Primax discloses information on hazardous substances, including 100% product health and safety assessments, declarations of conformity, hazardous substance test reports, material safety data sheets, and safety/EMC compliance reports. In 2024, there were no incidents of non-compliance with health and safety regulations or voluntary codes related to products and services, and no record of fines or sanctions.

## Primary Composition of Primax Products

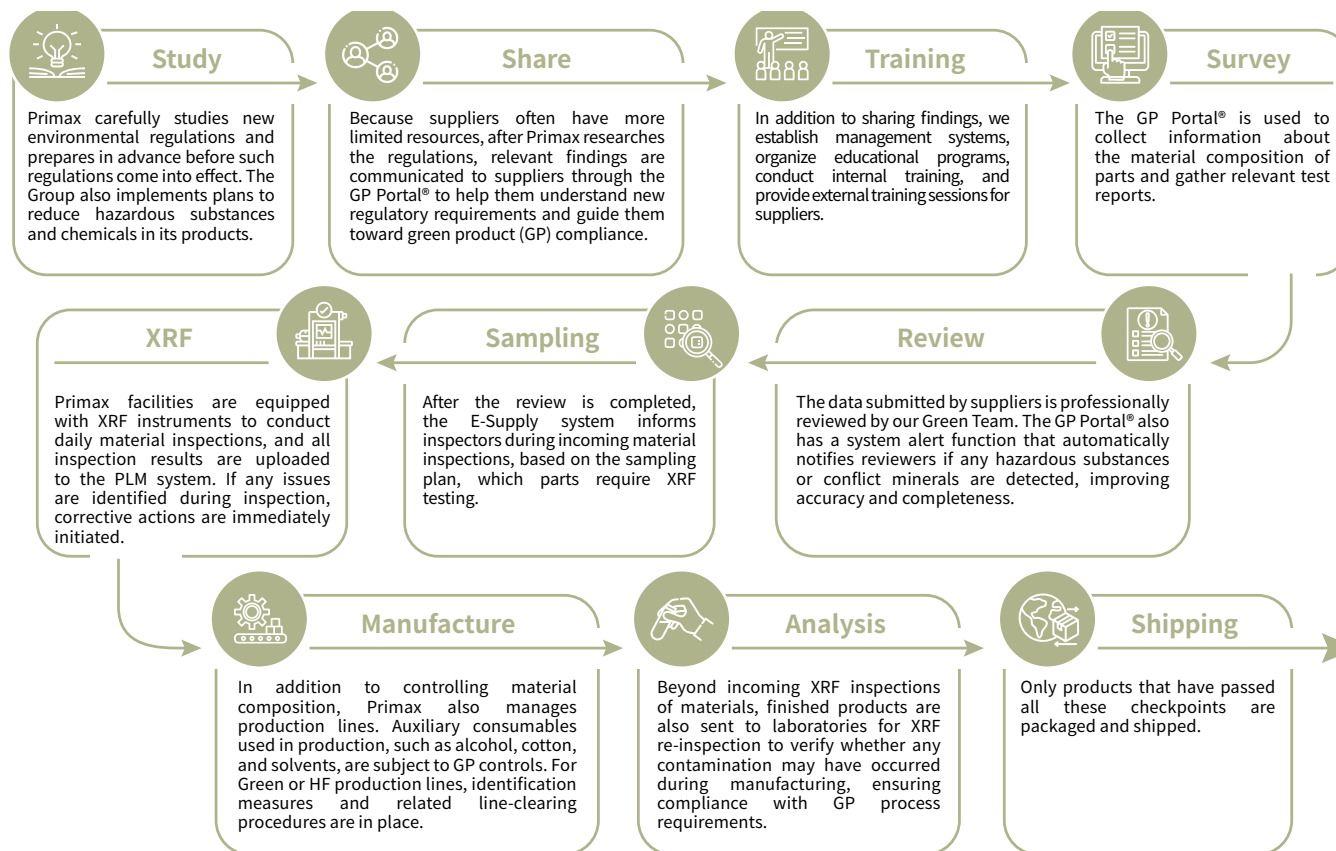
Component	Main Material	Remarks
Electronic Components	epoxy, PCB, bond wire, resin, Silicone compound, Sn, Cu, Au	Conflict minerals contained
Mechanical Parts	PC, ABS, PP, iron alloys, aluminum alloys, copper alloys, PE, rubber	Conflict minerals contained
Cables	PVC, copper wire, PS	Conflict minerals contained
Packaging Materials	Paper, PE, adhesives, wood	
Auxiliary Materials and Consumables	Alcohol, adhesives, cotton cloth, solder paste	Conflict minerals contained



## IECQ QC080000 Hazardous Substance Process Management System Certification

Primax Group adheres to the Electrical and Electronic Components and Products Hazardous Substance Process Management System Requirements (IECQ HSPM QC080000), developed by the International Electrotechnical Commission. All production sites and R&D centers have obtained third-party certification and implement the management of hazardous substances in products accordingly. This management is rigorously carried out across all stages, including regulatory and customer requirements, part approval, supplier management, incoming material inspection, production and manufacturing, inventory control, finished product shipment, and relevant training.

### Management Process Overview

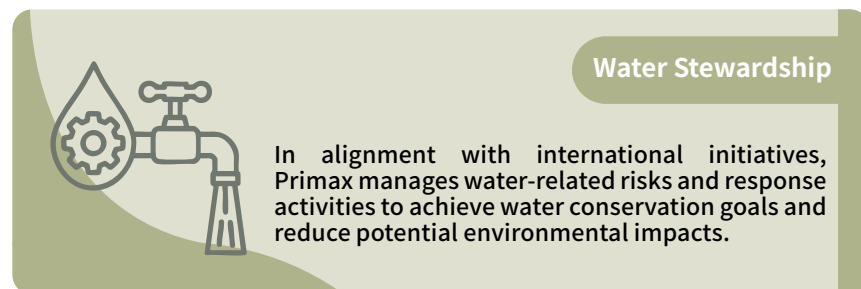


## • Product Eco-Labels and Declarations

Primax primarily manufactures OEM and ODM products and supports customers in applying for first-category eco-label certifications, such as Energy Star, EPEAT (for multifunction printers and scanners), the Taiwan Green Mark (for mice), China Environmental Labeling (also known as Ten-Ring Certification, for scanners), and electrical safety certifications such as EU CE and China CCC. The power supplies for all audio products have obtained Energy Star certification. Through the integration of green product design capabilities, Primax is committed to advancing environmental protection and sustainable operations. These efforts not only meet customer requirements but also enhance the competitiveness of the Company's products.

For key product categories such as mice, keyboards, Bluetooth headsets, speakers, and multifunction printers, Primax conducts carbon footprint inventories in accordance with ISO 14067:2018 and continues to increase the use of Post-Consumer Resin (PCR) plastics and recycled paper each year. Leveraging experience gained through obtaining carbon labels and carbon reduction labels from the Environmental Protection Administration, Primax has successfully established a management model for eco-labeling and declarations within its factories and across the supply chain. This approach, combined with the company's green design capabilities, reflects Primax's commitment to environmental protection and sustainable management. The Company also aims to gradually extend these practices to other products to further meet customer expectations and strengthen market competitiveness. At present, multifunction printers have obtained both China Environmental Labeling (Ten-Ring) and Taiwan Green Mark certifications.

## 4.5 | Water Stewardship



### • Water Management

Primax Group's production processes are predominantly assembly-based and do not require significant water consumption. Most water use is for domestic purposes and certain facility operations, such as kitchens and cooling towers. According to assessments, the Group's primary water sources are tap water, with no use of rainwater or groundwater. All water consumption complies with local regulations, and withdrawal volumes do not have a significant impact on water resources. Nonetheless, Primax continuously monitors water usage at production sites and is committed to reducing consumption. To strengthen water resource management strategies, all nine major operating sites have obtained ISO 14046 water footprint verification statements and developed water balance diagrams for each factory to support more effective water conservation strategies.

As part of its annual assessment of physical climate risks, Primax conducts water stress risk assessments using the World Resources Institute's Water Risk Atlas to simulate scenarios in different regions and evaluate the potential impacts of water stress on actual business activities. In 2024, the Group evaluated water stress risks at 21 sites. Most locations were assessed as low to medium risk, with only a few sites located in high water stress areas (such as Thailand, Kunshan, and Beijing). Primax has developed adaptation and management measures to address these risks, as detailed in the [2024 TCFD Report](#).

In 2024, Primax Group's total water consumption was 771,151m<sup>3</sup>, with a water intensity of 13.24 m<sup>3</sup> per NT\$1 million revenue. This represented an increase of 2.60% compared to 2023, but still a reduction of 4.19% relative to the 2020 baseline.

While implementing energy conservation measures across facilities, Primax also monitors water use and has taken concrete actions to reduce unnecessary consumption. At Primax (Dongguan) and Tymphany (Huizhou), reclaimed water systems have been implemented to treat and reuse process wastewater. The filtered reclaimed water is used for landscaping irrigation and toilet flushing within the facilities. At Primax (Chongqing) and Primax (Thailand), reverse osmosis (RO) wastewater recovery systems are in place to reuse reclaimed water in cooling towers and for domestic purposes. In 2024, the total volume of reclaimed tap water reached 57.35 million liters, accounting for 7.44% of the Group's water consumption. This approach reduces raw water withdrawals and wastewater generation, thereby lowering environmental impacts.

### 2020–2024 Primax Group Water Consumption Statistics

Unit: million liters

Site		2020	2021	2022	2023	2024	Compared to Previous Year
Water Withdrawal		943.01	916.32	871.67	780.60	771.15	-1.21%
Water Discharge	Domestic Wastewater	497.40	495.48	515.25	424.23	447.80	5.56%
	Industrial Wastewater	40.75	56.05	53.67	28.73	17.76	-38.18%
Water Consumption		404.86	364.79	302.75	327.64	305.60	-
Reclaimed Water Volume		19.25	16.73	35.88	39.42	57.35	45.48%
Water Recycling Rate (%)		2.04%	1.83%	4.12%	5.05%	7.44%	-
Water Intensity		13.82	12.79	11.00	12.90	13.24	2.60%

Note:

1. Water withdrawal is based on tap water consumption data, aggregated from monthly water bills for each site.
2. Water discharge volumes are sourced from the water balance diagrams of each facility. For Tymphany (Taipei), Tymphany (Shenzhen) Office, and Tymphany (Czech Republic), only water withdrawal data is collected.
3. Water Consumption = Water Withdrawal - Water Discharge.
4. Water intensity unit: M<sup>3</sup> per NT\$1 million.
5. Water discharge volumes have been adjusted to exclude process wastewater that was collected and treated by local licensed third-party wastewater treatment providers.
6. Water Recycling rate (%) = Reclaimed Water Volume / Water Withdrawal × 100%.

## 4.6 | Pollution Prevention and Control

### • Wastewater Management

Rivers play an essential role in providing water resources and serve as critical habitats for diverse species that depend on aquatic environments. Accordingly, maintaining clean waterways is a key part of Primax's environmental initiatives. The Group monitors and manages process wastewater by tracking total discharge volumes and conducting self-inspections to ensure effective controls. Since 2016, Primax has continued implementing a range of environmentally friendly measures, including: (1) Constructing new circulating water pools for paint spray operations to improve wastewater treatment; (2) Reusing water after automatic slag removal to reduce wastewater discharge; (3) Upgrading the Company's industrial wastewater station by installing pH monitors and emergency collection tanks to enable automatic monitoring; (4) Enhancing emergency management capabilities. In addition, the content limits for hazardous substances in raw materials and auxiliary consumables are more stringent than international regulations, ensuring that discharged wastewater does not negatively affect receiving water bodies.

Except for Primax (Dongguan), all other sites in the Group are primarily assembly plants and do not generate industrial wastewater. Industrial wastewater discharged from Primax (Dongguan) fully complies with Guangdong Province's local emission standards, Water Pollutant Discharge Limits. Other sites discharge only domestic and utility wastewater, which is directed into municipal sewer systems or industrial parks in accordance with regulations and does not have significant impacts on local water bodies.

### • Air Pollution Management

Primax Group regularly monitors air pollutant emissions at all sites and is committed to reducing air emissions.

Air emissions data and disclosures are summarized in three key points:

**1** Primax's production processes do not generate ozone-depleting substance (ODS) emissions. Refrigerants used in computer room air-conditioning systems and utilities have been replaced with environmentally friendly alternatives.

**2** The Company's main operations are assembly processes, which have low air pollution loads. Accordingly, there are no emissions of nitrogen oxides or sulfur oxides.

**3** All other air pollutants comply with applicable local regulations. In accordance with local regulatory requirements, sites with painting operations or surface mount technology (SMT) processes are subject to annual environmental testing. Painting processes generate benzene, toluene, xylene, and volatile organic compounds (VOCs). Injection molding processes produce non-methane hydrocarbons. SMT processes generate tin emissions.

As for air pollution control, the main air pollutants generated at Primax sites include volatile organic compounds such as benzene, toluene, xylene, total VOCs, non-methane hydrocarbons, lead and its compounds, and tin and its compounds. Accordingly, exhaust treatment processes first involve classifying and collecting organic and particulate emissions in sealed systems, followed by installing appropriate air pollution control equipment to ensure compliance with emission standards. To improve exhaust treatment, UV photolysis units were added to the existing wet scrubber and activated carbon adsorption processes. After going through these three stages of treatment, the plants have effectively enhanced exhaust treatment capabilities. In 2024, 100% of all gaseous emissions from Primax Group complied with regulatory standards. To further control VOC emissions, in addition to ensuring the effectiveness of exhaust treatment equipment, Primax plans to address emissions at the source by developing additional VOC reduction programs at major sites. For production sites subject to VOC regulatory requirements, VOC emissions in 2024 totaled 6,023 kg<sup>Note</sup>, a 13.19% reduction compared to 6,938 kg in 2023.

Note: The statistical data are based on annual periodic monitoring results from each site and are managed through the integrated environmental data management system.

Waste Management

Primax Group's waste is categorized into general waste (including domestic waste) and industrial waste (including hazardous and non-hazardous industrial waste). Industrial waste includes materials such as activated carbon and chemical containers. In 2024, the total volume of waste generated was 2,430.243 metric tons, a reduction of 3.37% compared to the previous year. Waste intensity increased by 0.35% compared to 2023. By disposal method, 1,177.403 metric tons were directly disposed of (comprising 89.65 metric tons of hazardous waste and 1,087.75 metric tons of non-hazardous waste). An additional 1,245.816 metric tons were transferred for treatment (comprising 30.65 metric tons of hazardous waste and 1,215.170 metric tons of non-hazardous waste). For details, please refer to the Primax Group Waste Consumption Statistics Table.

We strive to avoid the premature disposal or landfilling of equipment so that valuable resources can be reused. At the same time, we ensure that these items are recycled appropriately in ways that do not pose risks to employee health or the environment. All hazardous waste is properly stored, managed, and handed over to licensed contractors for compliant treatment. In 2024, Primax Group effectively managed all categories of waste, with no significant waste leakage incidents. All disposal methods fully complied with applicable local regulations.

Environmental Protection Expenditures

Primax Group leverages its professional expertise to actively pursue process improvements and energy consumption reductions by achieving various assessment targets. These results are supported by our commitment to sustained investment in environmental protection expenditures. Through this approach, we have established ourselves as a model enterprise characterized by high economic benefits, advanced technologies, low resource consumption, minimal environmental pollution, and strong sustainable development capabilities.

Environmental expenditures help assess the effectiveness of environmental measures and provide valuable information for internal cost-benefit analyses. Primax conducts long-term, comprehensive tracking and analysis to ensure that expenditure data supports senior leadership in evaluating the value of complex organizational and technological investments aimed at reducing environmental impacts. At the same time, we continue to develop a comprehensive environmental management accounting system to track information across multiple categories. The focuses include waste treatment, emissions management, remediation costs, and prevention and environmental management expenses. In 2024, the Group's environmental protection expenditures included pollution prevention, resource conservation, waste treatment, and environment-related management costs, totaling NT\$69,169,969.

Primax Group Waste Consumption Statistics Table

Unit: metric tons

	On-Site Temporary Storage	Direct Disposal				Transferred for Treatment			Total
		Incineration (Including Energy Recovery)	Incineration (Excluding Energy Recovery)	Landfilling	Other Disposal	Recycling	Other Recovery Operations (Physicochemi- cal Treatment)	Other Recovery Operations	
Hazardous Waste	7.023	31.4287	39.9299	18.2952	0	29.8909	0.756	0	127.3198
Non-Hazard- ous Waste	0	823.1096	97.5637	167.08	0	1,026.4209	0	188.7491	2,302.9235
Total	7.023	1,177.4034				1,245.8169			2,430.2434

Waste  
Intensity

0.0417

- Note:
1. Total waste volumes are based on actual production quantities and measured data for the reporting year, compiled through the Company's environmental data management platform.
  2. Unit for waste intensity: metric tons per NT\$1 million.
  3. Non-hazardous waste includes general waste and general industrial waste.
  4. Both direct disposal and transferred for treatment refer to off-site processing.

## 4.7 | Biodiversity

Beyond climate change, the loss of biodiversity also poses significant risks to natural ecosystems, species, and genetic diversity. Addressing both climate change mitigation and biodiversity protection has become a shared global challenge. Primax has incorporated biodiversity considerations into its corporate sustainability strategy. To respond to ecological risks, the Company has not only established targets and commitments but has also taken proactive actions.

Primax Group supports biodiversity and forest conservation initiatives and actively promotes the following approaches:

### Biodiversity Policy



Identifying and assessing nature-related issues regarding the organization's dependence on and impacts to natural resources, to avoid ecological damage from operational activities.

01



Supporting zero-deforestation and biodiversity initiatives, and continuously advancing related actions through supply chain engagement and communication.

02



Collaborating with stakeholders and leveraging the organization's core capabilities to proactively promote feasible ecological conservation activities.

03



Under Primax Technology's Environmental Protection Policy, maximizing environmental protection is one of the core goals of the Company's sustainability strategy blueprint. The Company is dedicated not only to mitigating and adapting to climate change, strengthening carbon emissions management, and implementing pathways toward net zero, but also to actively reducing environmental pollution and protecting ecosystems. In addition to minimizing pollution through product and process design, starting in 2024, Primax has partnered with Taoyuan Community—an established public-interest partner with deep local roots in Taitung—to jointly carry out the Butterfly Valley restoration and local revitalization project.



## Feature | Acting for Biodiversity

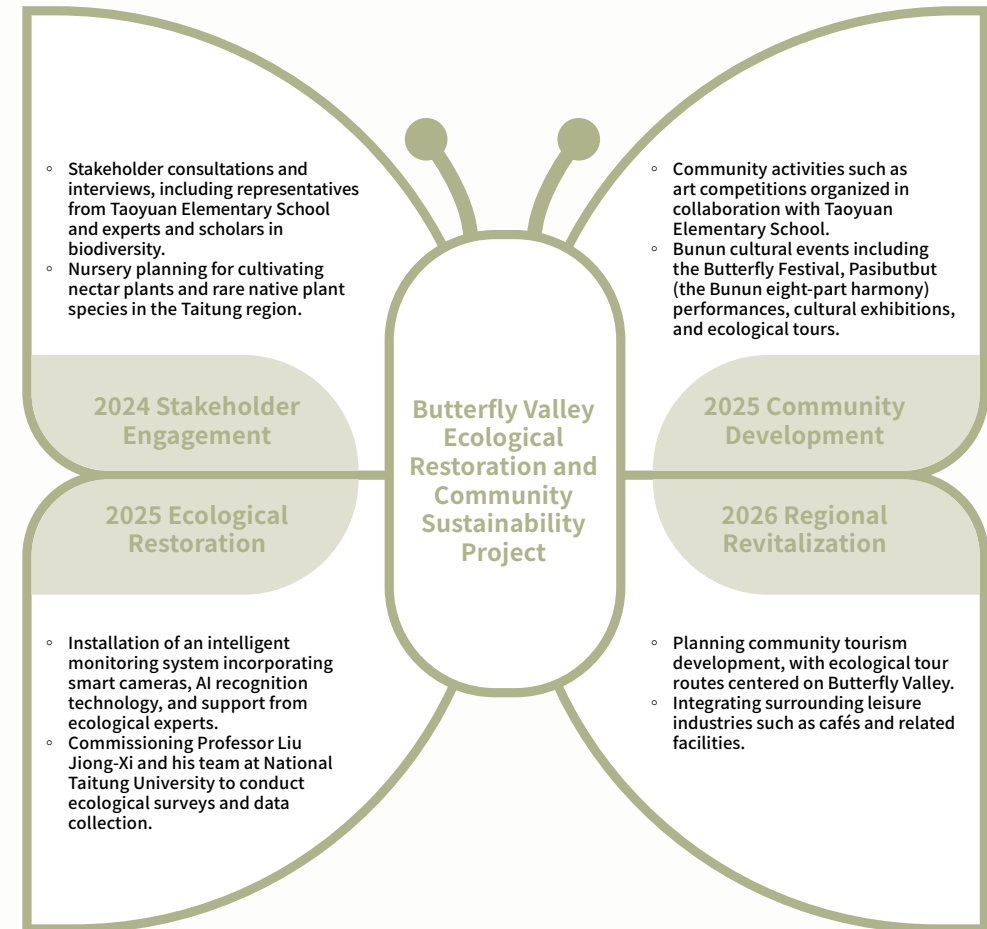
### Butterfly Valley Ecological Restoration and Community Sustainability Project

Located in the northern part of Pasikau Village in Taoyuan Community, Taitung County, Butterfly Valley is renowned for its rich ecological diversity, particularly its vibrant butterfly populations. However, with ongoing village development, butterfly numbers have steadily declined, disrupting the surrounding ecological balance. At this critical moment, Primax's resources have become a key driver for ecological restoration. This initiative not only aligns with the Company's ESG goals and the TNFD framework but also contributes to local ecological conservation, community development, and tourism promotion, injecting fresh momentum into regional revitalization.

Butterfly Valley along Luming River, Yanping Township



Building on the long-term foundation previously established at Taoyuan Elementary School, Primax continued to expand its impact in 2024 by collaborating with the B Corporation Guppy Inclusive Ltd. to initiate preparatory work and begin implementation of the project.





# 5 Chapter **Responsible Supply Chain**

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## Sustainable Supply Chain Management



### Material Sustainability Topic: Sustainable Supply Chain Management

#### Purpose and Importance of Management

Work alongside suppliers to jointly fulfill corporate social responsibilities. Business operations may involve environmental and social impacts arising from the Company's own activities or from business relationships with partners. Therefore, implementing supplier due diligence helps prevent, mitigate, and avoid negative impacts that are directly or indirectly caused by the Company's operations.

#### Remediation Mechanisms

Primax Group applies RBA (Responsible Business Alliance) due diligence practices to ensure a safe working environment, respect for employees, environmental protection, and adherence to ethical standards. If an actual adverse event occurs, a tailored remediation plan is developed for the incident to reduce adverse impacts.

GRI: Procurement Practices (204-1), Materials (301-1~301-2), Supplier Environmental Assessment (308-1~308-2), Child Labor (408-1), Forced and Compulsory Labor (409-1), Supplier Social Assessment (414-1~414-2)  
TWSE: Sustainability Reporting Indicator No. 6  
DJSI: Supply Chain Management  
SASB: Supply Chain Management, Raw Materials Sourcing  
MSCI: Controversial Sourcing

Short-term Indicators/Goals (1-3 years)	Performance in 2024	Medium- and Long-term Indicators/Goals (Over 3 years)
<ul style="list-style-type: none"> <li>Supplier Code of Conduct Commitment Letter signing rate:               <ul style="list-style-type: none"> <li>•85% of all active suppliers</li> <li>• 99% of Tier 1 suppliers</li> <li>• 100% of critical suppliers (including raw materials and designated services)</li> <li>• 90% of new suppliers</li> </ul> </li> <li>100% completion rate of annual ESG risk assessments for Tier 1 and critical suppliers (including raw materials and designated services)</li> <li>95% annual on-site ESG audit coverage for suppliers</li> <li>95% on-site ESG audit coverage for critical raw material suppliers</li> <li>100% submission and completion rate of corrective action plans (CAPs) by high-risk suppliers</li> <li>100% completion rate of CAPs by high-risk suppliers</li> <li>100% participation rate in quarterly ESG Scorecard for critical raw material suppliers</li> <li>65% local procurement ratio at major production sites</li> <li>100% completion rate of annual ESG development training for critical raw material suppliers and procurement personnel</li> <li>95% participation rate in annual communication conferences and ESG development training for critical raw material suppliers</li> <li>90% response rate to the Supplier Climate Action Questionnaires from critical raw material suppliers, Tier 1 suppliers, and indirect raw material suppliers (refer to companies that supply direct suppliers)</li> </ul>	<ul style="list-style-type: none"> <li>☺</li> <li>☺</li> <li>☺</li> <li>☺</li> <li>☺</li> <li>☺</li> <li>☺</li> <li>☺</li> <li>☺</li> <li>☺</li> <li>☺</li> <li>☺</li> <li>☺</li> <li>☺</li> <li>☺</li> <li>☺</li> </ul>	<ul style="list-style-type: none"> <li>Supplier Code of Conduct Commitment Letter signing rate:               <ul style="list-style-type: none"> <li>•95% of all active suppliers</li> <li>• 100% of Tier 1 suppliers</li> <li>• 100% of critical suppliers (including materials and designated services)</li> <li>• 95% of new suppliers</li> </ul> </li> <li>100% annual on-site ESG audit coverage for suppliers</li> <li>100% on-site ESG audit coverage for critical material suppliers</li> <li>Gradually increase the proportion of local sourcing</li> </ul>

Note: ☺ Target Achieved ☺ Target Continuously Being Met ☺ Target Not Achieved

### Specific Actions in 2024

- Since 2023, all procurement staff have been required to complete ESG-related training. In 2024, a total of 91 internal procurement personnel participated
- Established the Sustainable Supply Chain Management Committee to drive Primax Group's sustainable supply chain strategies and fulfill management commitments
- Conducted risk identification and assessment for conflict minerals management and due diligence across 301 suppliers
- Classified and segmented suppliers to continuously enhance ESG evaluation and development processes for each supplier tier
- Implemented supplier assessment and management programs, including system audits, on-site evaluations, and corrective action management
- Assessed the ESG performance of critical raw material suppliers each quarter through the sustainability scorecard to further strengthen supply chain sustainability and overall performance
- Conducted on-site visits and executive-level engagement with key critical suppliers to reinforce supplier dialogue
- Delivered annual ESG supplier development training, with participation from 400 suppliers
- 2 annual supplier communication conferences combined with ESG training courses were held, engaging 277 suppliers in total
- Expanded the scope of the Supplier Climate Action Questionnaires to progressively include selected indirect raw material suppliers (refer to companies that supply direct suppliers)

### 2024 Performance Management Outcomes

- The Company achieved a 100% completion rate of ESG-related internal and external training for internal procurement personnel
- Major production sites in China reached a 69.2% local procurement rate
- All suppliers complied with Responsible Minerals Initiative (RMI) requirements and did not use conflict minerals
- New suppliers achieved a 93.8% signing rate of the Supplier Code of Conduct Commitment Letter
- All active suppliers attained an 87.2% signing rate of the Supplier Code of Conduct Commitment Letter
- The Company reached 100% coverage and completion rate of the annual ESG risk assessments for Tier 1 and critical suppliers (including raw materials and designated services)
- The Company completed 95.56% of the annual on-site ESG audit plans for suppliers
- High-risk suppliers achieved a 100% CAP submission rate and a 97.7% actual improvement completion rate
- Critical suppliers attained an 88.7% improvement rate in quarterly ESG Scorecard
- Critical raw material suppliers achieved a 100% annual ESG development training rate
- Critical raw material suppliers reached a 94.2% participation rate in ESG development training
- A total of 244 suppliers completed the Supplier Climate Action Questionnaires, achieving a 91% response rate
- No suppliers had their relationships terminated due to significant negative ESG impacts

### Explanation of Quantitative Impact Measurement Methods



- Affected External Stakeholders: Suppliers and Customers
- Impact Description: The improvement of suppliers' social and environmental management performance directly influences the effectiveness of Primax's supply chain management and indirectly enhances customers' supply chain management outcomes
- Avoidance of Potential Negative Impacts: Through the signing of the Supplier Code of Conduct and ongoing due diligence, Primax monitors suppliers to ensure no violations of red-line principles. In addition, the Company continuously tracks suppliers' QCDS (Quality, Cost, Delivery, Service) and ESG performance through a quarterly scorecard mechanism to ensure that suppliers make continuous improvements in operational and sustainability areas
- Impact Performance: Using 2024 as the baseline year, Primax promoted improvements in the scorecard performance of critical suppliers. Score increases demonstrate that suppliers have obtained third-party verification of their social and environmental systems, indicating that their employees benefit from protections related to human rights, working conditions, and environmental responsibility. It is estimated that a total of 17,868 supplier employees were positively impacted

## 5.1 | Responsible Procurement in Practice

### • Sustainable Supply Chain Management Approach

Primax, under the authorization of the Board of Directors, established the ESG Office within the Office of the Chairman. The highest leader, the Chairman, authorized Vice President Chiang, Yan-Ying to serve as Chief Sustainability Officer. Responsible supply chain management projects are jointly advanced by both the social and environmental working groups, in close collaboration with procurement functions. Relevant progress and outcomes are reported quarterly to the Chairman. Primax places strong emphasis on building procurement personnel's capacity to practice responsible sourcing. Starting in 2023, ESG-related training has been required for all procurement staff.

In 2024, all **91** internal procurement employees achieved a **100%** completion rate for both internal and external ESG training.

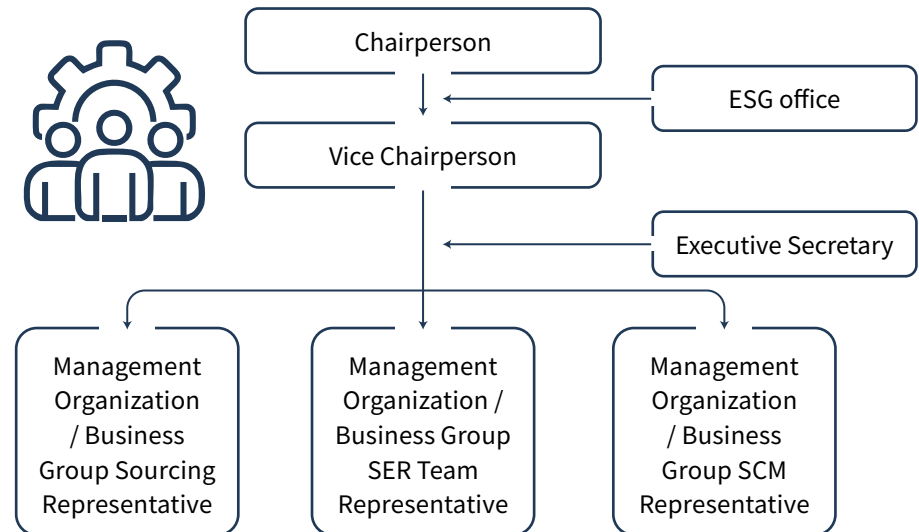


### • Sustainable Supply Chain Management Committee

To fulfill its governance responsibilities for sustainable supply chain management, Primax established the Sustainable Supply Chain Management Committee, which reports directly to the Board of Directors. The committee is chaired by a senior executive appointed by the Chairman and brings together representatives from operational units to convene meetings, advance Primax Group's sustainable supply chain strategies, and deliver on management commitments.

The committee is dedicated to promoting environmental and social responsibility across the supply chain and to enhancing its overall sustainability and resilience. The committee upholds three primary responsibilities to achieve a comprehensive sustainable supply chain management framework.






- Develop supply chain sustainability policies, standards, procedures, roles and responsibilities, and information management platforms.
- Plan and oversee the screening, identification, mitigation, and engagement processes for supply chain sustainability risks.
- Commit to sustainability management objectives across all supply chain stages and monitor progress toward achieving them.





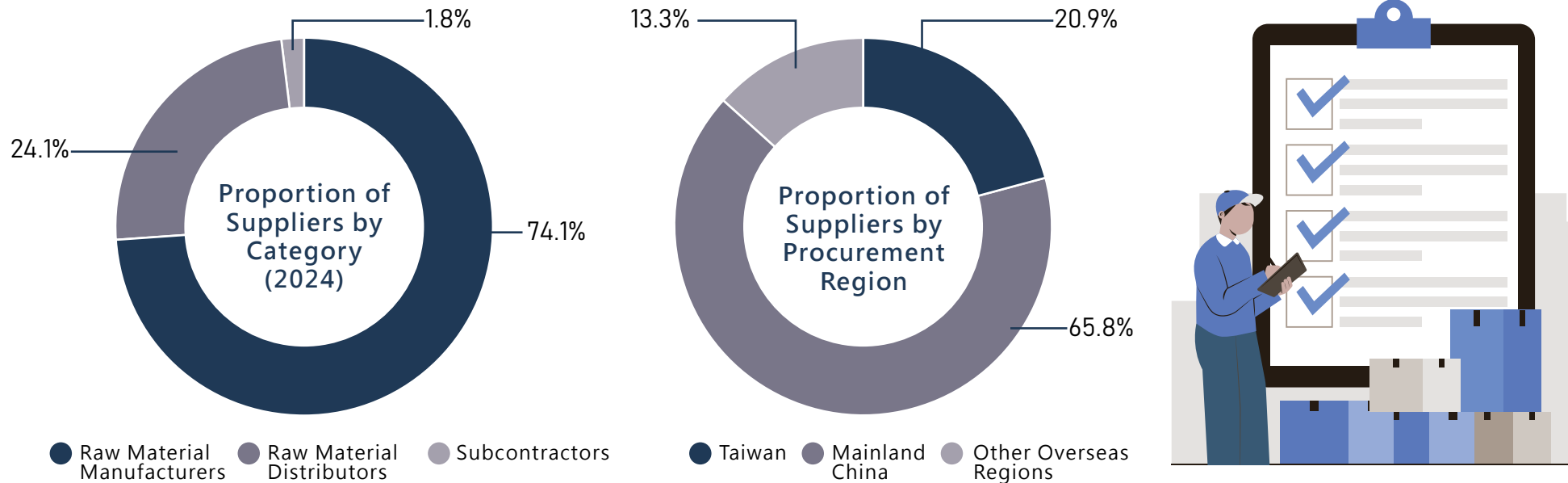
## • Sustainable Supply Chain Management Approach

Primax attaches great importance to the corporate social responsibility of its suppliers. To implement sustainable supply chain management, in 2024, Primax conducted a comprehensive review of its supplier management and procurement systems from a sustainability perspective. In addition to enhancing the existing management programs for commercial and technological collaboration, the Company will further integrate a more robust supplier ESG management framework into various supplier management and procurement procedures across the organization. This approach will facilitate a systematic progression from compliance management toward climate change mitigation actions and the establishment of in-depth collaborative projects, thereby fostering joint efforts with supplier partners. Supplier partnerships are an essential pathway for Primax in advancing sustainability. In alignment with Sustainable Development Goal 17 (Partnerships for the Goals) and Goal 12 (Responsible Consumption and Production), Primax continues to strengthen the sustainability of its supply chain. While avoiding internal operational risks, the Company remains committed to mitigating external social and environmental risks and actively capturing market opportunities.

Management Policy		Action Guidelines
01	 <p>Establish a governance organization to fulfill management commitments</p>	<ul style="list-style-type: none"> <li>• Appoint senior executives to establish the Sustainable Supply Chain Management Committee reporting directly to the Board of Directors</li> <li>• Prepare the Sustainable Supply Chain Management Report to disclose key indicators and progress</li> </ul>
02	 <p>Uphold supply chain responsibility procurement practices that comply with ethical standards and legal requirements</p>	<ul style="list-style-type: none"> <li>• Continuously enhance suppliers' adherence to the Supplier Code of Conduct</li> <li>• Conduct ongoing due diligence and management of conflict minerals</li> </ul>
03	 <p>Conduct comprehensive ESG-oriented supplier selection</p>	<ul style="list-style-type: none"> <li>• Incorporate sustainability and environmental compliance capabilities into the evaluation criteria for new supplier selection</li> <li>• Establish supplier classification and screening standards to deepen the impact of sustainable management</li> </ul>
04	 <p>Implement transparent supplier risk assessments and continuous improvement programs</p>	<ul style="list-style-type: none"> <li>• Promote systematic sustainability risk assessment and audit processes within the supply chain to identify sustainability risks</li> <li>• Integrate procurement management processes to strengthen and enhance suppliers' operational resilience in sustainability</li> </ul>
05	 <p>Foster supplier engagement and capacity building through collaboration and dialogue</p>	<ul style="list-style-type: none"> <li>• Continuously improve suppliers' awareness and understanding of sustainability and environmental issues through engagement and training</li> <li>• Promote collaborative initiatives such as advisory and capacity-building programs to advance suppliers' sustainability management and technical capabilities</li> </ul>

## • Supply Chain Structure and Disruption Risk Management: Supplier Overview

Primax Group's products are primarily designed for use with desktop computers, notebook computers, tablets, and mobile phones. The product portfolio includes keyboards, mice, keyboard modules, touchpad modules, high-speed docking stations, gaming devices, creator peripherals, and wireless charging solutions, with keyboards and mice being the main sales drivers. The supply chain covers a wide range of raw materials, including ICs, printed circuit boards, electronic components, plastic parts, metal parts, and packaging materials. Primax collaborates with 1,964 raw material suppliers worldwide, comprising 1,498 raw material manufacturers, 433 electronic component and raw material distributors, and 33 subcontractors. From a regional perspective, there are 280 suppliers in Taiwan, 1,325 in Mainland China and Hong Kong, and 359 in other overseas locations. In 2024, the total transaction value amounted to approximately NT\$39,865 million.



Primax Group promotes localized procurement and short-chain arrangements based on the locations of its manufacturing facilities. For each product line, the Company assesses whether to implement authorized stockpiling and safety stock strategies, taking into account the characteristics of critical components and the lead time required for material preparation. To manage critical materials, short-term measures include internal inventory reallocation mechanisms to address supply disruption risks caused by unforeseeable events. In the long term, Primax has established second-source procurement strategies to diversify the risks associated with reliance on a single supplier, thereby strengthening overall supply chain resilience.

In China, the Company's main production base, the proportion of localized procurement has reached 69.2%, surpassing the internal management target of 65%. At another key production site, the newly established facility in Thailand, the Company is adopting various approaches to progressively increase the proportion of localized procurement each year, as the local supply chain is not yet sufficiently mature to fully support localization.

## • Conflict Minerals Management and Due Diligence

### Responsible Minerals Policy

Primax Electronics Ltd. (hereinafter referred to as "the Company") is committed to corporate social responsibility and sustainable development. To implement responsible sourcing practices, the Company complies with the Conflict Minerals Regulation and requires its suppliers to use smelters certified by the Responsible Minerals Initiative (RMI). Suppliers are also required to fully disclose the sources of minerals and to declare this information via the Primax green product management platform, GP-Portal®, thereby jointly upholding the protection of human rights. As a leading enterprise, Primax continues to expand the scope of its conflict minerals investigations as part of its due diligence process and has established and monitors supplier risk mitigation plans to ensure compliance with applicable regulations and customer requirements.

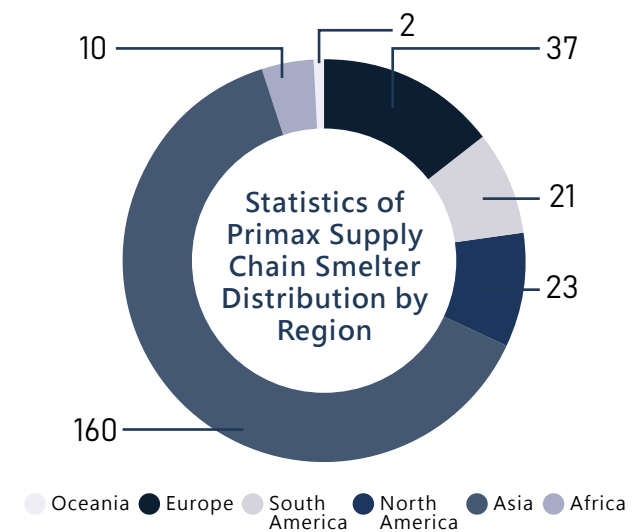
#### Primax commits to:

- ① Refraining from procuring minerals and related products (such as tantalum, tin, tungsten, gold, cobalt, and mica) that are extracted through armed conflict, human rights violations, or other unethical practices.
- ② Sourcing 3TG materials exclusively from Conflict-Free certified smelters (e.g., those certified under the CFSP or equivalent schemes), while not prohibiting qualified materials originating from the Democratic Republic of the Congo and its adjoining countries.
- ③ Conducting supplier due diligence and risk management in accordance with the OECD Due Diligence Guidance (OECD DDG).
- ④ Requiring suppliers to conduct due diligence and risk management in line with the OECD DDG, to communicate this policy to their upstream suppliers and supply chain partners, and to ensure that their upstream suppliers comply accordingly.

Since 2012, Primax has explicitly complied with the Conflict Minerals Regulation, prohibiting the use and procurement of conflict metals (such as tantalum, tin, gold, and tungsten) sourced from conflict-affected regions of the Democratic Republic of the Congo. The Company requires all suppliers to commit to responsible sourcing of minerals and strives to ensure that minerals used in its products (including tantalum, tin, gold, and tungsten) do not contribute to funding armed conflict. This policy has been incorporated as a mandatory requirement in supplier procurement management and product design. Suppliers utilizing conflict metals are required to disclose smelter information and declare it through the Primax green product management platform, GP-Portal®.

Furthermore, as the electric vehicle industry has rapidly expanded, the applications of rechargeable batteries have also increased significantly. Accordingly, since 2020, Primax Group has required suppliers to disclose information related to the use of cobalt. Our current disclosure scope covers cobalt refiners and recyclers; facilities engaged solely in the production of battery cathodes, alloys, or ceramics are considered downstream entities and are therefore not classified as refiners.

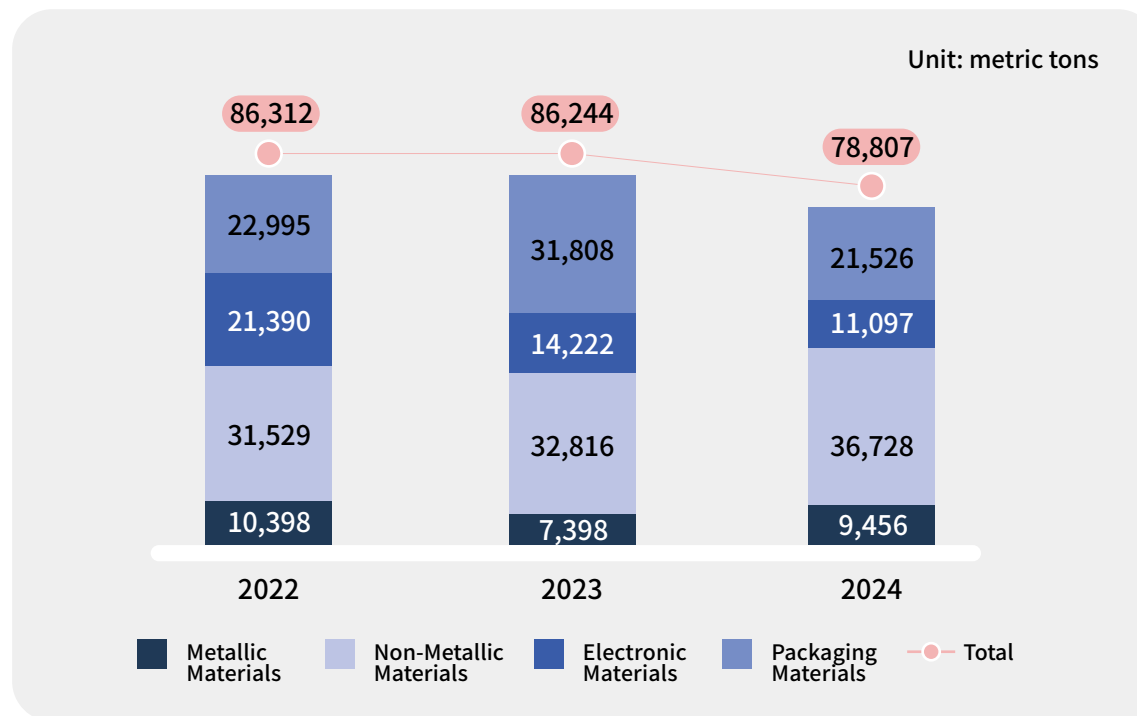
According to statistics on smelter disclosure within our supply chain in 2024, suppliers declared a total of 253 smelters. Among them, gold accounted for the largest number, with 88 smelters, followed by tin (61), cobalt (38), tantalum (34), and tungsten (32). All smelter sources and their countries of distribution, as shown below, are traceable.



In the course of its investigations, Primax references the list of qualified 3TG smelters established by the Responsible Minerals Initiative (RMI) and requires suppliers to use only smelters certified by the RMI. In addition, we regularly cross-check our records against the latest smelter lists to ensure that all materials in use comply with current requirements. In 2024, among the smelters utilized, 31 were removed from the qualified list due to failing to pass the RMI's audit. In response, we immediately launched a supply chain investigation and required suppliers to verify the smelter usage status of their upstream material manufacturers to ensure that no disqualified smelters would be inadvertently used.

At the same time, Primax also adheres to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, identifying risks within the Company's supply chain and conducting risk assessments in accordance with the supply chain policy standards and due diligence recommendations outlined in Annex II of the Guidance. In 2024, a total of 301 suppliers underwent conflict minerals management and due diligence risk identification and assessment.

## • Raw Material Consumption Statistics



Statistics of Key Metal  
Consumption in Raw Materials

Unit: kg

Aluminium	613,782.9
Cobalt	4,714.8
Copper	812,404.3
Iron/steel	3,679,717.5
Nickel	120,860.4
Lithium	648.0
Titanium	1,783.8

**In 2024, Primax Group's total raw material consumption amounted to 78,807 metric tons, representing an 8.62% decrease compared to 2023.**

Note: Metallic materials include iron, aluminum, copper, and other metals.

## 5.2 | Supplier Due Diligence

### • Supplier Risk Identification and Tiered Management

Primax continuously refines its supplier management practices and regularly conducts comprehensive reviews of its supplier management systems to address sustainability risk management requirements. From supplier selection, investigation and assessment, engagement and capacity building, to collaboration, the Company has implemented clearly defined ESG management programs tailored to different supplier tiers. We carry out sustainable development initiatives within our supply chain management to ensure that material issues are effectively embedded in sustainable supply chain practices and to establish a resilient and sustainable supply chain system. To enhance management efficiency, tiered management measures have been fully implemented since 2024.

New Suppliers	Existing Suppliers	High-Risk Suppliers
Methods		
<ul style="list-style-type: none"> <li>QCDS Evaluation (with ESG accounting for 5%)</li> <li>Signing of the Supplier Code of Conduct Commitment Letter</li> <li>Signing of the Supplier Declaration (covering responsible minerals, prohibition of hazardous substances, anti-corruption commitments, intellectual property assurances, and confidentiality statements)</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of tiered management measures based on transaction volume and the materiality of ESG risks</li> <li>Online and offline communication and training</li> <li>Annual surveys of Tier 1 suppliers (covering social responsibility, conflict minerals, carbon management, etc.)</li> <li>Quarterly ESG scorecard assessments for critical suppliers</li> </ul>	<ul style="list-style-type: none"> <li>Annual on-site audits</li> <li>CAP (Corrective Action Plan) improvement tracking</li> <li>Follow-up reviews of corrective actions</li> </ul>

#### Commitments



No use or procurement  
of conflict minerals



Assurance of  
non-use of restricted  
substances



Compliance with the RBA  
Code of Conduct

#### Primax Red Line Principles

Primax Group defines the following as red lines for social responsibility management. Any violation by a supplier of any of the items below will have a severe impact on the business relationship, including but not limited to suspension or termination of cooperation:

- ☑ Employment of child labor in any form
- ☑ Any act of abuse toward employees
- ☑ Use of forced labor or debt-bonded labor in any form
- ☑ Any form of bribery, corruption, extortion, or embezzlement



## • Issuance and Management of the Primax Supplier Code of Conduct

Primax Group practices responsible procurement management and requires suppliers to commit to compliance with applicable local laws and industry codes of conduct to protect the legitimate rights and interests of employees. To further standardize responsible sourcing practices, Primax Group has established the Supplier Code of Conduct. This Code is formulated based on conventions of the International Labour Organization (ILO), the Responsible Business Alliance (RBA), other international labor and human rights conventions, recognized social responsibility management systems (such as ISO 45001 and ISO 14001), and customer requirements regarding labor rights, environmental protection and occupational health and safety, conflict minerals management, and business ethics. It applies to all suppliers of Primax Group and its subsidiaries.

In fulfilling its corporate responsibility for social and environmental management, Primax not only implements internal policies prohibiting child labor and forced labor but also conducts personnel identification during recruitment and periodic internal audits to prevent such practices. The Company strictly requires all selected and managed suppliers to comply with relevant laws and the RBA provisions prohibiting child labor.

Regarding integrity commitments, Primax stipulates that suppliers and their employees must faithfully conduct all commercial transactions, including but not limited to the procurement of materials, project contracting, subcontracted processing, equipment transfer, disposal of obsolete materials, transportation and customs clearance, labor dispatch, and outsourcing arrangements. Should any active or passive conduct occur that undermines procurement discipline, suppliers and relevant stakeholders are required to immediately report such matters to the following designated Primax Group contact point, via letter or e-mail, using their real name and providing contact details, along with accurate information or supporting evidence. Primax will notify relevant internal departments to evaluate and respond to any received correspondence or messages, while maintaining open communication and positive engagement. Suppliers and related stakeholders should not be concerned about retaliation or adverse consequences. (Professional Ethics Reporting Mailbox: [impeach@primax.com.tw](mailto:impeach@primax.com.tw))

At the end of 2023, Primax issued the first edition of the Supplier Code of Conduct and launched the signature process. All suppliers with transactions in that year and expected to continue transactions in the future, as well as new suppliers, were required to sign a commitment letter declaring their adherence to the RBA (Responsible Business Alliance) Code of Conduct and compliance with related requirements. In 2024, the signature rate of the Supplier Code of Conduct Commitment Letters among trading suppliers reached 87.2%. Moving forward, the Company will continue engaging with suppliers required to sign in order to further increase the signing rate among trading partners.

Signing the Supplier Code of Conduct Commitment Letter is a mandatory requirement for all new suppliers. All new suppliers must pass evaluations on quality, cost, delivery, service, and ESG performance before they can be qualified as formal suppliers. For special suppliers, including dominant international players and customer-designated vendors, environmental and social responsibility declarations are reviewed by Primax through due diligence of their publicly disclosed sustainability reports or equivalent documents. Alternatively, such suppliers may be approved following a comprehensive risk assessment and special authorization by management in order to be included on the Approved Vendor List (AVL). In 2024, a total of 113 new suppliers were onboarded, all of whom completed the supplier assessment process. Among them, 106 completed the signing of the Supplier Code of Conduct, representing a signing rate of 93.8%.



In 2024, the signature rate of the Supplier Code of Conduct Commitment Letters among trading suppliers reached **87.2%**.



In 2024, a total of **113** new suppliers were onboarded, all of whom completed the supplier assessment process. Among them, **106** completed the signing of the Supplier Code of Conduct, representing a signing rate of **93.8%**.

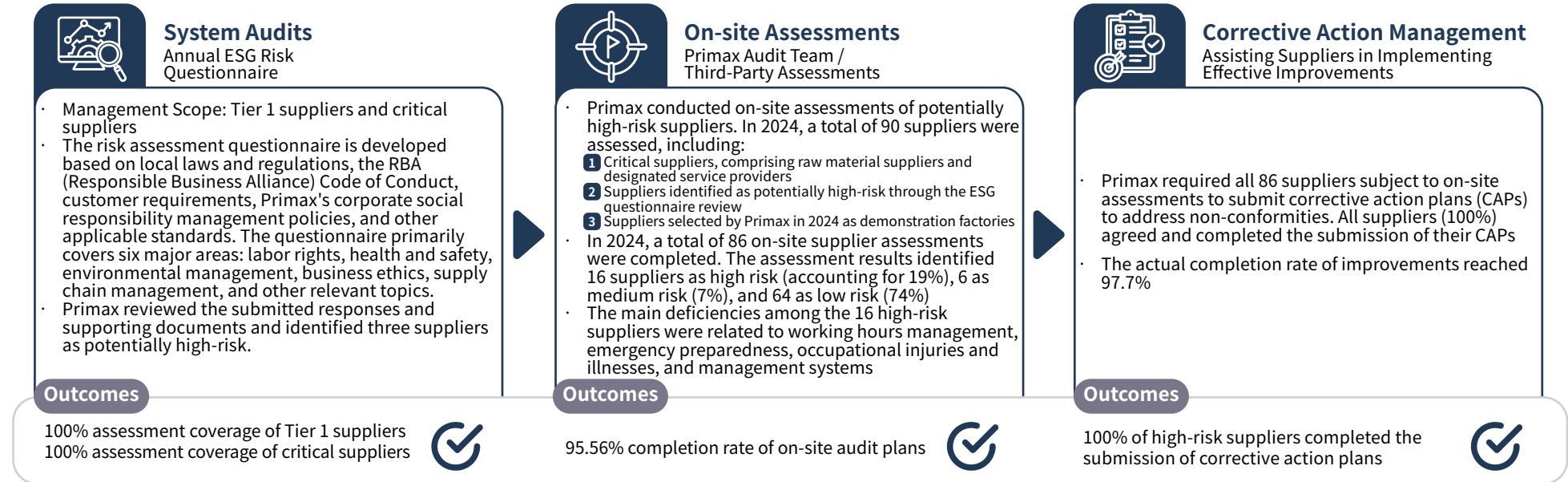


## • Supplier Selection and Tiered Management

To maximize its influence across the supply chain and focus on advancing various ESG initiatives, Primax categorizes suppliers based on their proportion of transactions and the materiality of their impact across environmental, social, and business collaboration dimensions. For raw material trading suppliers (direct suppliers), the Company further classifies them as "Tier 1 Suppliers," "Critical Suppliers," and "Project Partners." In addition, designated service providers are also classified as "Critical Suppliers." Primax implements corresponding ESG assessment and management activities tailored to each supplier category. The scope of supplier ESG assessments is primarily defined by the Primax Supplier Code of Conduct. In alignment with international management trends, the Company's ESG strategies, and the materiality of supplier impact, ESG evaluations and development activities for each supplier tier are conducted as illustrated below.

Supplier Tiering/ Classification	Definition	Number of Suppliers in 2024	ESG Assessment and Management Activities
<b>Trading Suppliers</b>	Qualified raw material suppliers with transaction records (excluding internal transactions and customer transactions)	1,964 suppliers	<ul style="list-style-type: none"> <li>· Signing of the Supplier Code of Conduct Commitment Letter</li> <li>· Participation in annual supplier communication conferences</li> </ul>
<b>Tier 1 Suppliers</b>	Based on materiality principles, raw material suppliers with a high proportion of transaction value are selected for necessary ESG risk assessment and management activities	232 suppliers	<ul style="list-style-type: none"> <li>· Completion of annual targeted surveys</li> <li>· Participation in the annual ESG risk assessment questionnaire (excluding dominant suppliers)</li> <li>· On-site evaluations and improvement management for suppliers identified as high ESG risk</li> </ul>
<b>Critical Suppliers</b>	<p>Critical suppliers are identified by Primax due to their potential ESG risks or material relevance to the Company's operations. These suppliers are assessed across environmental, social, governance, and business dimensions and include:</p> <ol style="list-style-type: none"> <li>1 Raw material suppliers with a high proportion of total transaction value. In addition to commercial materiality considerations, these suppliers are further evaluated based on region-specific, industry-specific, and product-specific risks. Such factors include, for example, the supplier's level of energy intensity, potential labor hazards, and the likelihood of environmental pollution.</li> <li>2 Designated service providers with potential human rights or labor-related risks, such as catering, cleaning, landscaping, security, hazardous waste disposal, labor dispatch, and similar service providers.</li> <li>3 Suppliers subject to customer-designated management requirements.</li> </ol>	86 suppliers (including 34 designated service providers)	<ul style="list-style-type: none"> <li>· For critical raw material suppliers: quarterly monitoring of supplier performance improvements through sustainability scorecards</li> <li>· Participation in the annual ESG risk assessment questionnaire</li> <li>· On-site ESG audits and improvement management</li> </ul>
<b>Project Partners</b>	Project partners organized around specific ESG topics, such as SER demonstration factories or carbon reduction partners.	41 suppliers	<ul style="list-style-type: none"> <li>· Participation in thematic technical sharing sessions</li> <li>· Engagement in consultation and coaching on technical and management topics</li> </ul>

## • Supplier Assessment and Management Program



## • ESG Sustainability Scorecard and Supplier Disqualification Mechanism

Primax evaluates the ESG performance of critical raw material suppliers each quarter using a sustainability scorecard. Based on the suppliers' ESG score ranges, their quarterly QCDS overall scores may be positively or negatively adjusted by up to 10% weighting. If a critical supplier's final comprehensive performance rating remains at Grade C (below 60 points) for two consecutive quarters, the Company will initiate a process to suspend new project applications with that supplier. Through this robust and iterative mechanism, Primax aims to raise the overall level of sustainable development across the supply chain. Suppliers demonstrating strong performance or exemplary practices will be publicly recognized and invited to share their implementation experiences at the annual supplier communication conference. In addition, Primax promotes greater transparency by disclosing supplier scoring results and rankings to encourage broader sharing of best practices within the industry. The focus areas and weighting of the sustainability scorecard are as follows:



Note: The focus areas and scoring criteria are continuously updated in line with management strategies

## • Performance Improvement of Sustainability Scorecards for Critical Suppliers

Through cross-functional collaboration, Primax has completed quarterly sustainability scorecard assessments for critical raw material suppliers. By integrating these evaluations with regular high-level engagements with suppliers, such as Quarterly Business Review (QBR) meetings and related mechanisms, the Company has effectively enhanced critical suppliers' commitment to various sustainability initiatives. Observations of the assessment scores in 2024 have confirmed that this approach has delivered significant benefits in building the sustainability capabilities of critical suppliers.

**In 2024, the average quarterly ESG score of critical raw material suppliers reached 76.1 points, representing an 88.7% improvement compared to the 2023 scores**

## • Supplier Engagement and Capability Building

Primax continuously promotes sustainable development among its suppliers. Through close collaboration with partners, the Company strengthens social responsibility management and sustainability training, while engaging in in-depth communication and cooperation on key topics to achieve mutual success and a sustainable future.

In the context of rapidly expanding and deepening sustainability issues, Primax has remained consistently engaged and proactive. Grounded in meeting the expectations of customers and investors, and dedicated to identifying shared sustainable solutions, the Company aims to maximize industry resources and benefits through alliances with industry partners, while supporting the United Nations SDG 17, Partnerships for the Goals. Primax's goal is to work hand in hand with supplier partners through the "TEACH ESG Supplier Collaboration Project." By convening suppliers around specific sustainability topics, the Company strives to create more opportunities and resources for learning, capability building, and advancement, fostering continuous progress together.

### TEACH ESG Supplier Collaboration Project

The TEACH ESG Supplier Collaboration Project encourages suppliers to work alongside Primax in following the T.E.A.C.H. pathway to advance sustainability:



#### Target Setting

Primax encourages suppliers to establish ESG implementation targets and to pursue continuous improvement through the PDCA cycle.



#### Experience Sharing

Suppliers are encouraged to reference industry experience to identify best practices suited to the specific characteristics of their sector. Through one-on-one exchanges, small-group online training sessions, on-site visits, and other approaches, Primax shares its implementation experience, facilitates peer sharing and exchange among suppliers, and provides access to professional consulting and advisory support.



#### Acceleration

Primax encourages suppliers to accelerate the adoption of sustainability practices and proactively position themselves as industry leaders.

- Regularly arranging exchanges and training sessions
- Recognition and encouragement at the annual ESG Communication Conference



#### Co-Creation

Suppliers are encouraged to collaboratively explore sustainable solutions that enhance competitiveness.

- Assisting suppliers in understanding sustainability trends, identifying opportunities for engagement, and enhancing product value
- Sharing insights on international benchmarks, initiatives, and brand customer expectations regarding environmental and social issues



#### Hierarchy of Resilience

Suppliers are encouraged to pursue continuous self-improvement and to strengthen sustainability capabilities based on materiality.

- Incorporating specific sustainability topics or more advanced goals as appropriate, based on each supplier's implementation stage and collaboration outcomes
- Gradually strengthening the resilience and sustainability of Primax's supply chain

## • 2024 Supplier Sustainability Development Events

### 1 Engagement with Critical Suppliers

Primax has more than a decade of experience in advancing supplier social responsibility management. In 2023, the Company initiated its first program to convene potential SER (Social and Environmental Responsibility) model suppliers as partners and set objectives for their facilities to obtain RBA VAP (Validated Assessment Program) certification. In addition to continuously developing Primax's internal audit teams to carry out on-site supplier assessments, the Company also commissioned qualified third-party organizations to support professional training and compliance verification. In 2023, Primax planned the Carbon Reduction Partner Program, and in 2024 conducted on-site visits to key critical raw material suppliers to engage in high-level executive discussions.

### 2 Annual ESG Supplier Development

In 2024, a total of 400 suppliers participated in development programs and all successfully completed post-training assessments. Among them, the participation rate for critical raw material suppliers reached 100%. Moving forward, Primax will continue to expand social responsibility awareness initiatives and develop more tailored capability-building modules aligned with supplier interests and needs to further enhance the effective implementation and promotion of social responsibility.

### 3 Annual Supplier Communication Conference and ESG Development

In 2024, Primax organized one online supplier communication conference in March and one online social responsibility standards training session in September, with participation from a total of 277 suppliers. Key topics included priorities in social and environmental responsibility management, hazardous substance management, promotion of sustainable supply chains, and conflict minerals management. The Company also invited a professional third party to provide an overview of ISO 14064-1 greenhouse gas inventory requirements. Among critical raw material suppliers, the participation rate was 94.2%.

## • Supplier Environmental and Climate Action Questionnaires

In response to global climate change and sustainable development trends, and to ensure the resilience and sustainability of the supply chain, Primax distributes Supplier Climate Action Questionnaires to Tier 1 suppliers and critical suppliers. Beginning in 2024, the scope has been expanded to include selected indirect suppliers (referring to companies that supply direct suppliers).

Primax has two main objectives. First, to assess the current state of climate risks and vulnerabilities within the supply chain by understanding whether downstream suppliers have prepared for risks such as extreme weather events and energy transition, thereby preventing potential supply chain disruptions. Second, to communicate and strengthen suppliers' climate adaptation capabilities. Through the content of the questionnaires, Primax shares the Company's climate action management priorities with suppliers and their teams, supporting them in identifying directions for planning energy-saving and carbon-reduction strategies or response measures, with the goal of enhancing the overall resilience of the supply chain. To achieve Scope 3 carbon reduction targets, it is essential for companies to understand suppliers' carbon emissions profiles and mitigation measures, which are also part of the path toward net-zero emissions.

Primax distributes the supplier environmental and climate governance questionnaires via the online Supplier ESG Communication Platform and completes the review and analysis within the system.

In 2024, the Supplier Climate Action Questionnaires were extended to include indirect raw material suppliers, and **42** such suppliers responded

For the 2024 Supplier Climate Action Questionnaires, the response rate among critical raw material suppliers reached **100%**, while the response rate among Tier 1 suppliers was **87.1%**



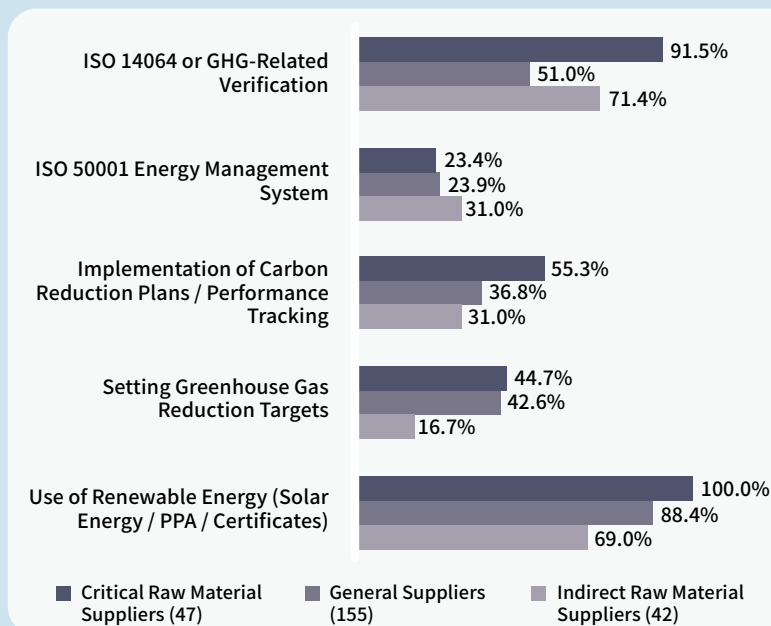
## Main Topics of Climate Action and Environmental Management Survey

The 2024 Supplier Climate Action Questionnaire covered two primary areas: climate action and environmental management. In the area of climate action, the survey focused on observing the extent to which larger Tier 1 and critical suppliers have conducted greenhouse gas inventories and implemented related measures in response to climate change. Many of these suppliers demonstrated a high level of commitment and have already taken various actions, including completing ISO 14064 verification, conducting self-inventories, setting reduction targets, and using clean energy sources. On the environmental management side, apart from the high implementation rate of ISO 14000 environmental management systems to meet compliance requirements, there remains a need to strengthen communication and provide targeted technical support regarding topics such as water management, waste management, volatile organic compounds (VOCs), and biodiversity. With the exception of a small number of larger suppliers, most suppliers still require further development in these areas.

	Climate Governance and Action	Environmental Management
Inventory / Certification	ISO 14064 or GHG-Related Verification	Water Footprint Inventory (ISO 16046)
	ISO 14067	Zero Waste Management (UL 2799)
Management Systems	ISO 50001 Energy Management System	Environmental Management System (ISO 14000)
Reduction Plans and Actions	Implementation of Carbon Reduction Plans / Performance Tracking	Water Reduction Targets / Performance
	Setting Greenhouse Gas Reduction Targets	Waste Reduction Targets / Performance
	Use of Renewable Energy (Solar Energy / PPA / Certificates)	VOC Control
Other Actions	Participation in ESG/Carbon Reduction Capability-Building Programs	Biodiversity Topics


## Survey Results of Key Supplier Climate Action Items

### Implementation Rate of Key Supplier Climate Action Items



#### Note:

- Responses: Number of suppliers that submitted the Supplier Environmental and Climate Action Questionnaire
- Completed: Number of suppliers that have already implemented the key climate action items
- Committed: Number of suppliers that have not yet completed but have committed to implementing the key climate action items
- Implementation Rate: (Completed + Committed) / Responses.



# 6 Chapter Happy Workplace

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# 6.1 | Human Rights Management

## Human Rights Management



Material Sustainability Topic:  
Labor Rights and Diversity and Inclusion

### Purpose and Importance of Management

Primax has established its Human Rights Policy by referencing international standards, including the Responsible Business Alliance (RBA) Code of Conduct, the Universal Declaration of Human Rights, and the conventions of the International Labour Organization. Upholding human rights protection as the highest principle of labor management, all operational sites strictly comply with relevant local regulations. Primax is committed to creating a fair, safe, and comfortable working environment and ensuring that everyone across the value chain is treated fairly and with respect.

### Remediation Mechanisms

We have adopted a Human Rights Policy that prohibits discrimination, child labor, and forced labor, while respecting employees' freedom of association. Each site regularly conducts human rights risk assessments, tracks and verifies mitigation measures for identified risks, and works to eradicate issues such as bonded labor, underage workers, and excessive working hours. Primax has also implemented comprehensive procedures for managing and reporting unlawful conduct. The Company has issued a "Statement on the Prevention of Unlawful Workplace Conduct," signed by the Chairman, declaring zero tolerance for any such incidents. For further details, please refer to the "Primax Measures for Human Rights Response and Remediation."

GRI: Non-discrimination (406-1), Child Labor (408-1), Forced or Compulsory Labor (409-1), and Diversity and Equal Opportunity (405-1)  
DJSI: Labor Practices Indicators, Human Rights, and Labor Practices Indicators  
SASB: Employee Diversity and Inclusion

### Short-term Indicators/Goals (1–3 years)

- Regularly complete human rights risk assessment surveys at all major manufacturing sites across the Group and track corresponding management and mitigation measures
- Ensure all sites comply with the RBA Code of Conduct, relevant international conventions, and applicable local regulations
- 100% resolution rate for employee communications and issue reporting
- Fully implement the Human Rights Policy

### Performance in 2024



### Medium- and Long-term Indicators/Goals (Over 3 years)

- Provide employees with a "D.E.I.B." workplace environment that fosters diversity, equity, inclusion, and a sense of belonging
- Gradually expand the scope of human rights risk assessments and publish related disclosures in accordance with relevant international regulations
- Achieve a target of 20% female representation in key management positions by 2030

### Specific Actions in 2024

- Completed 100% of human rights risk assessment surveys at the Group's sites in Mainland China and Thailand, and tracked all management and mitigation measures until fully resolved
- Conducted ongoing human rights training programs with a total of 12,649 participants
- Performed regular human rights risk assessments at each site, and tracked and verified mitigation measures for identified risks
- Identified two labor-related human rights risk items at the Mainland China sites, which were assigned a deadline for rectification
- Covered employees, non-employee workers, significant suppliers, and new suppliers within the scope of human rights risk assessments
- Employed a total of 252 migrant workers, 119 employees with disabilities, and 42 indigenous peoples and ethnic minorities across the Group

### 2024 Performance Management Outcomes

- Compliance with the RBA Code of Conduct, relevant international conventions, and applicable local regulations at all sites
- Employment management ensuring 100% of Group employees were hired in accordance with the Labor Standards Act
- Fulfillment of the legally required employment quota for persons with disabilities at Primax Taipei
- Zero human rights-related complaints or significant penalties
- Zero incidents of discrimination, child labor, underage labor, or forced and compulsory labor across the Group
- Achievement of a 100% resolution rate for employee communications and issue reporting
- Primax (Dongguan), Primax (Chongqing), and Primax (Kunshan) received the RBA Silver Certificate
- Primax (Taipei) honored with the HR Asia DEI Award
- Tymphony (Taipei) received the Outstanding Workplace Gender-Inclusive and Healthy Workplace Award

### Explanation of Quantitative Impact Measurement Methods

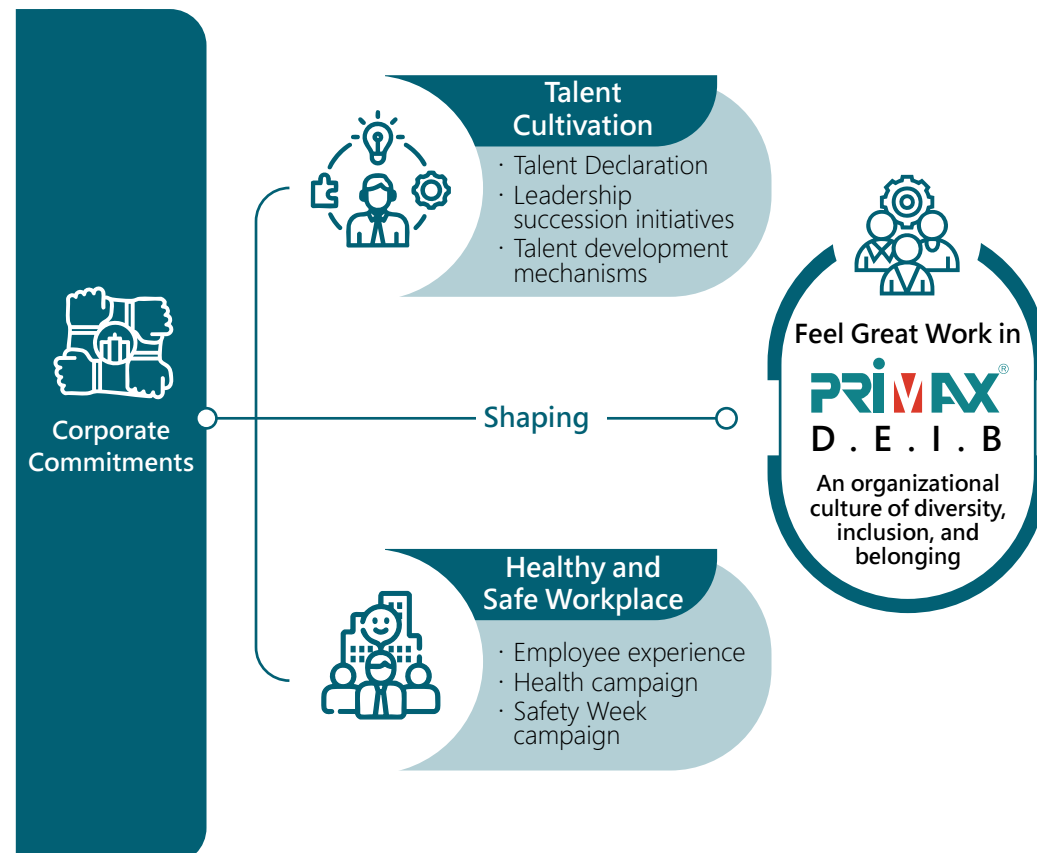
- Affected External Stakeholders: Supplier employees
- Impact Description:  
Improved physical safety: Conducted regular supplier social responsibility due diligence to mitigate human rights risks among suppliers and reduce human rights violations in local communities. All critical suppliers of Primax Group were included in the on-site audit plan. In 2024, the completion rate of the on-site audit plan reached 95.56%. Among the identified non-conformities, 19% were classified as high-risk issues related to labor rights (including occupational health and safety, and forced labor). The actual remediation completion rate for these issues was 97.7%.
- Impact Performance: In 2024, the estimated number of critical suppliers that improved labor and human rights practices as a result of on-site audits was calculated as:  $90 \times 95.56\% \times 97.7\% \times 19\% = 15.96$ , approximately 16 suppliers, whose employees' labor rights were improved and safeguarded.

Note: 😊 Target Achieved 😐 Target Continuously Being Met ☹️ Target Not Achieved

## • People-Centered Employee Policies

Primax is committed to a people-centered approach, respecting every employee and maintaining equal employment policies. The Company values employees' physical, mental, and emotional well-being in the workplace and maintains open communication with local employees to ensure fair treatment

We are committed to fostering an organizational culture of diversity, equity, inclusion, and a sense of belonging through two main pillars: talent cultivation and creating a healthy and safe workplace. In terms of talent cultivation, we pursue the goals of diverse development and inclusive growth through our Talent Declaration, leadership succession initiatives, and talent development mechanisms. Regarding a healthy and safe workplace, we continuously enhance the employee experience, promote health awareness and activities, and provide family-friendly support systems to create an environment where all employees feel respected, equal, and connected.



Primax is committed to complying with human rights protection laws and regulations in all countries and regions where the Company operates. The Company diligently fulfills its responsibilities to avoid involvement in any third-party actions that may lead to human rights violations or cause such violations itself. Primax adheres to the following principles to foster a corporate culture of equality, respect, care, and a safe working environment, while also overseeing value chain partners to uphold human rights together. For more details on our [Human Rights Policy](#), please refer to the Company's website.

- Prohibiting forced labor, eradicating human trafficking, and ensuring freedom of employment
- Prohibiting child labor
- Establishing a diverse, inclusive, non-discriminatory, harassment-free, and humane working environment
- Providing legally compliant compensation and benefits without discrimination based on gender, age, race, or other factors
- Strengthening the protection of minority rights through human rights systems and internal initiatives
- Actively protecting employee health and ensuring the safety and hygiene of workplaces and living facilities
- Safeguarding employees' rights to freedom of association and collective bargaining
- Maintaining positive labor relations by offering multiple communication channels and fostering a culture of open dialogue

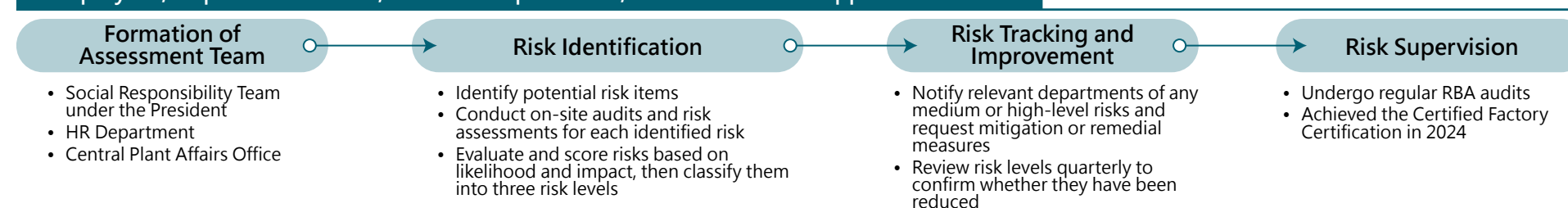


## • Human Rights Assessment and Management

Primax Group not only treats every employee equally but has also established its Human Rights Policy by referencing international standards, including the Responsible Business Alliance (RBA) Code of Conduct, the Universal Declaration of Human Rights, and the conventions of the International Labour Organization. Regular human rights risk assessments are conducted for all employees, including temporary staff, contract employees, and dispatched workers, as well as for existing suppliers. Identified risks are tracked and verified with appropriate mitigation measures. In addition, for new suppliers and new business activities such as mergers, acquisitions, and joint ventures, human rights risks are incorporated into the evaluation criteria. Primax is committed to creating a fair, safe, and comfortable working environment and to eliminating any issues that violate human rights. In 2024, no significant risks related to discrimination, child labor, or forced labor were identified. Should any incidents occur, corresponding human rights risk mitigation measures will be promptly activated.

### Primax Group Human Rights Impact and Risk Assessment Management Process

Scope Covered: Manufacturing bases in Mainland China and Thailand, including all full-time employees, dispatched workers, and on-site personnel, as well as critical suppliers.



### Primax Human Rights Risks and Mitigation Measures

Human Rights Issues	Management Measures	Risk Level	Mitigation Measures	Primary Groups Assessed for Risk
Prohibiting Forced Labor Eradicating Human Trafficking Ensuring Freedom of Employment	<ul style="list-style-type: none"> <li>Prohibiting all forms of forced, bonded, indentured, or involuntary prison labor</li> <li>Banning labor enslavement or trafficking for exploitative purposes</li> <li>Establishing an abnormal working hours alert system</li> <li>Implementing flexible work arrangements</li> <li>Promoting a culture of reasonable working hours</li> <li>Limiting monthly overtime hours</li> </ul>	General	<ul style="list-style-type: none"> <li>Verifying workers' free will during the recruitment process in accordance with recruitment and employment procedures</li> <li>Developing effective recruitment plans to replenish manpower in a timely manner and enhance efficiency to meet production needs</li> </ul>	Workers Suppliers
Prohibiting Child Labor	<ul style="list-style-type: none"> <li>Strict compliance with different national laws, industry standards, and customer requirements prohibiting child labor</li> <li>Verifying identity authenticity using identification equipment</li> <li>Setting up an automatic age verification function in HR systems that prompts if an employee does not meet the legal age requirement</li> <li>Verifying eligibility in the social insurance system, which automatically prevents enrollment for individuals under 16 years old</li> </ul>	General	<ul style="list-style-type: none"> <li>Including relevant policies in new employee onboarding training and annual refresher training materials to ensure all new and existing supervisors and employees understand the Company's prohibition of child labor</li> </ul>	Child labor Suppliers Workers



Human Rights Issues	Management Measures	Risk Level	Mitigation Measures	Primary Groups Assessed for Risk
Promoting diversity and inclusion Non-Discrimination Preventing Sexual Harassment and Unlawful Conduct Equal Pay and Benefits	<ul style="list-style-type: none"> <li>Planning a workplace environment that is friendly to women, persons with disabilities, and migrant workers in accordance with government regulations Providing maternity protection measures that meet or exceed legal requirements for female employees</li> <li>Posting "No Sexual Harassment" posters, establishing procedures for handling workplace sexual harassment cases, setting up dedicated reporting channels, ensuring confidentiality, and preventing retaliation</li> <li>Implementing policies and procedures related to employee work rules, anti-discrimination, anti-harassment, anti-abuse, and workplace violence prevention declarations</li> <li>Providing basic wage protection according to local laws and applying salary and bonus policies without discrimination based on gender, age, or race</li> </ul>	Medium	<ul style="list-style-type: none"> <li>Building non-discriminatory awareness among supervisors through recruitment interviews and personnel management training</li> <li>Organizing EAP seminars and various activities to promote gender equality awareness</li> <li>Conducting annual training for each department on the prevention of unlawful conduct in the workplace</li> <li>Strengthening the management and supervision of maternity protection measures</li> </ul>	Female employees Employees with disabilities Migrant workers
Positive Labor Relations Freedom of Association and Collective Bargaining	<ul style="list-style-type: none"> <li>Developing management procedures for freedom of association and collective bargaining, and ensuring that the Company does not attempt to control unions, labor-management meetings, or other organizational activities in any way</li> <li>Maintaining open channels for employee communication and grievances, regularly collecting and addressing feedback</li> </ul>	Medium	<ul style="list-style-type: none"> <li>Holding regular labor-management meetings and Employee Welfare Committee meetings to discuss labor relations issues and welfare measures</li> <li>Providing diverse activities to help employees achieve work-life balance</li> <li>Establishing social club management guidelines to encourage employees to join interest groups</li> </ul>	Employees
Occupational Health and Safety	<ul style="list-style-type: none"> <li>Implementing ISO 45001 management systems at major global manufacturing sites</li> <li>Regularly planning and conducting health examinations, health promotion initiatives, and related activities</li> <li>Providing comprehensive maternity care and family-friendly measures that support diverse family needs</li> </ul>	General	<ul style="list-style-type: none"> <li>Tracking health management and providing employees with health check-up information to enhance knowledge of health management</li> <li>Offering monitoring, prevention, and subsidy measures for high-risk health groups</li> </ul>	Workers Suppliers Female employees

Note: For information on supplier human rights risk assessments, please refer to the Sustainable Supply Chain Management section in Chapter 5.









In 2024, the Group conducted employee training sessions related to human rights topics, including the prohibition of child labor and forced labor, prevention of harassment and discrimination, and freedom of association. In addition to formal training, internal announcements and interactive activities were also used to promote awareness. A total of 12,649 participants attended these sessions. During the reporting period, there were no violations involving discrimination, employment of child or underage labor, or forced and compulsory labor. No significant complaints or penalties were identified. However, one complaint related to unlawful conduct was filed at Primax (Taipei). An investigation was carried out in accordance with relevant regulations, and although the claim was ultimately determined to be unsubstantiated, the case prompted the Company to further strengthen management and grievance procedures for addressing unlawful conduct. A "Statement on the Prevention of Unlawful Workplace Conduct" was issued and signed by the Chairman, declaring the Company's zero-tolerance commitment.

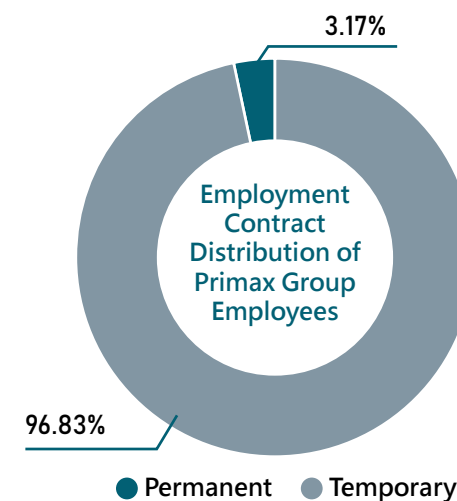
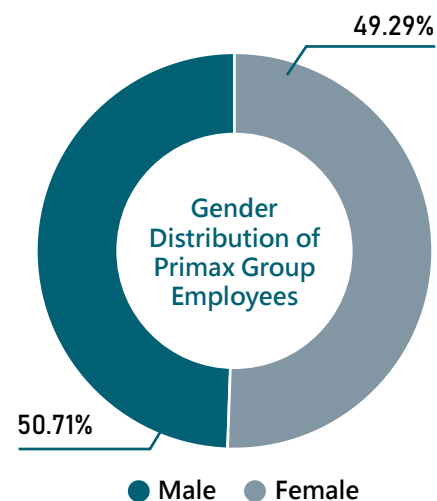
## 6.2 | Diversity, Equity, and Inclusion (DEI)

### • Workforce Overview

In 2024, Primax Group employed a total of 9,761 people, of whom 96.83% were permanent employees and 3.17% were temporary employees. The workforce comprised 50.71% male and 49.29% female employees. Among them, Primax employed 6,464 people, with 96.13% in permanent positions and 3.87% in temporary roles. The gender distribution was 50.68% male and 49.32% female. Tymphany employed 3,297 people, with 98.21% permanent employees and 1.79% temporary employees. The workforce was composed of 50.77% male and 49.23% female employees.

#### 2024 Primax Group Workforce Overview

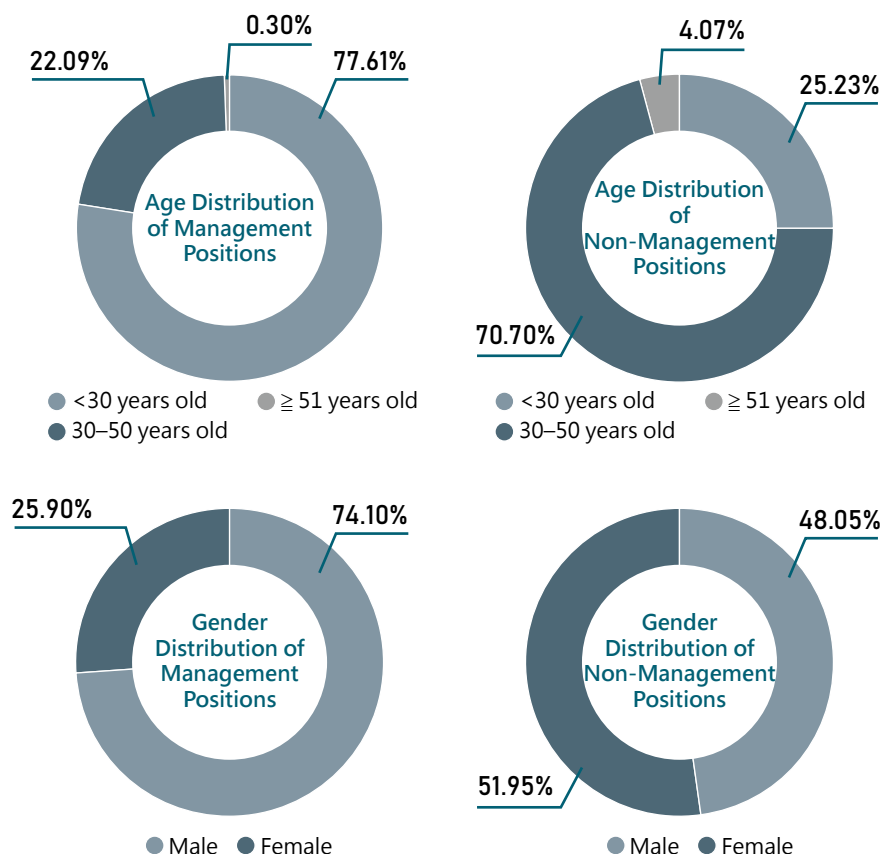
Reg ion	Employment Contract				Employment Type				Total
	Permanent		Temporary		Full-Time		Part-Time		
	M 	F 	M 	F 	M 	F 	M 	F 	
Taiwan	940	352	30	29	970	381	0	0	1,351
Mainland China	3,324	3,077	141	44	3,331	3,111	134	10	6,586
Thailand	361	1,124	29	32	361	1,131	29	25	1,546
Czech Republic	124	150	1	3	125	153	0	0	278
Total	4,749	4,703	201	108	4,787	4,776	163	35	9,761



#### Note:

- The above data were calculated based on the headcount of employees actively employed as of December 31, 2024, according to the HR system. This includes employees who were on leave without pay as of that date. No assumptions were made in compiling the figures.
- Temporary employees refer to personnel under specific fixed-term contracts (Temps), including interns and student workers, who primarily provide job support.
- Part-time employees refer to interns.
- There are no zero-hour contract employees at the sites disclosed in this report.

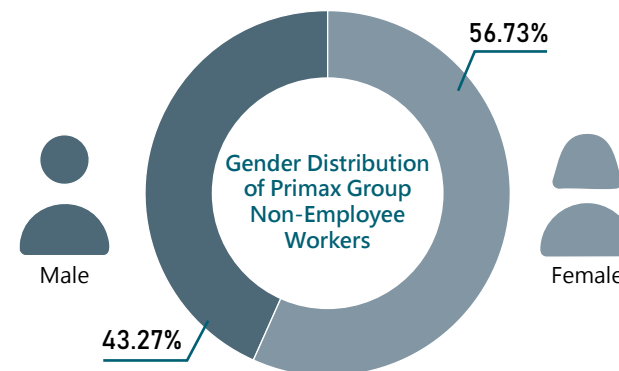
## 2024 Age and Gender Distribution by Employee Category in Primax Group



Note: Management positions refer to employees with managerial responsibilities, while non-management positions refer to employees without managerial responsibilities.

The non-employee workers of Primax Group primarily consist of dispatched workers and on-site contractor personnel, engaged to meet fluctuations in production line manpower requirements during different periods. Primax strictly requires all staffing agencies and contractors working with the Group to comply with relevant laws and regulations. In the event of any violation, cooperation will be immediately terminated.

## 2024 Primax Group Non-Employee Workers Overview



Region	Non-Employee Workers		Total	Percentage
	M	F		
Taiwan	13	16	29	2.10%
Mainland China	1,779	850	2,629	74.31%
Thailand	204	634	838	23.69%
Czech Republic	11	31	42	1.19%
Total	2,007	1,531	3,538	100 %

Note:

- The percentage of non-employee workers in each region is calculated as follows: the number of non-employee workers at each operational site divided by the sum of the total number of employees and the total number of non-employee workers at each operational site.
- Non-employee workers include dispatched workers and on-site contractor personnel.
- On-site contractor personnel comprise cleaning, security, catering, landscaping, vehicle rental, and on-site quality inspection staff, but do not include project-based contractors engaged for irregular needs (see Section 6.5 Health and Safety).
- The above data were calculated based on the headcount of non-employee workers actively engaged as of December 31, 2024, according to the HR system. No assumptions were made in compiling the figures.

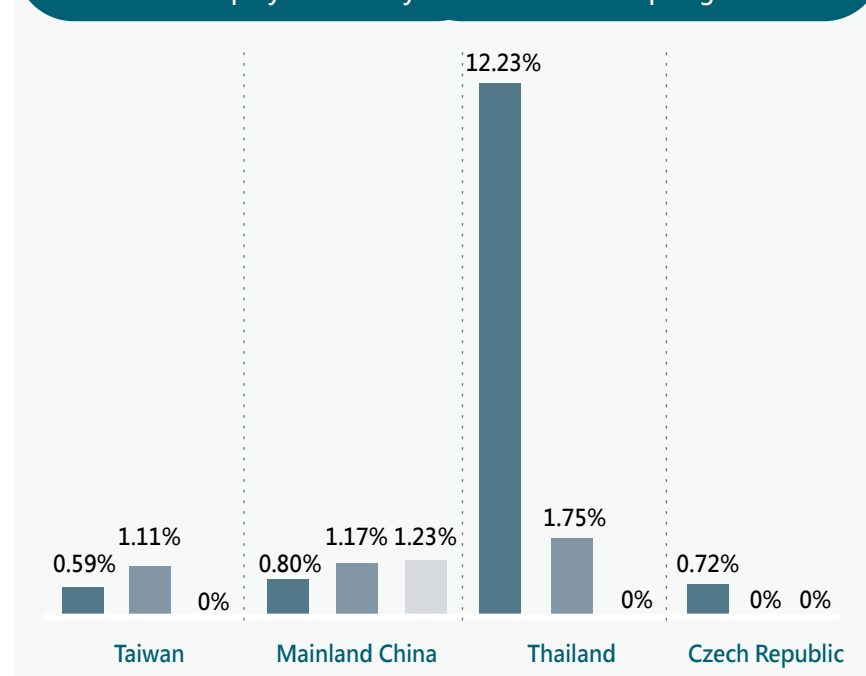
## • Employee Diversity and Equality

In addition to establishing its headquarters in Taiwan, Primax Group has subsidiaries and manufacturing sites in Mainland China. We believe it is our responsibility and duty to care for local communities. Therefore, we strive to prioritize the recruitment of local residents, aiming to contribute to and support the economic development of the communities where we operate.

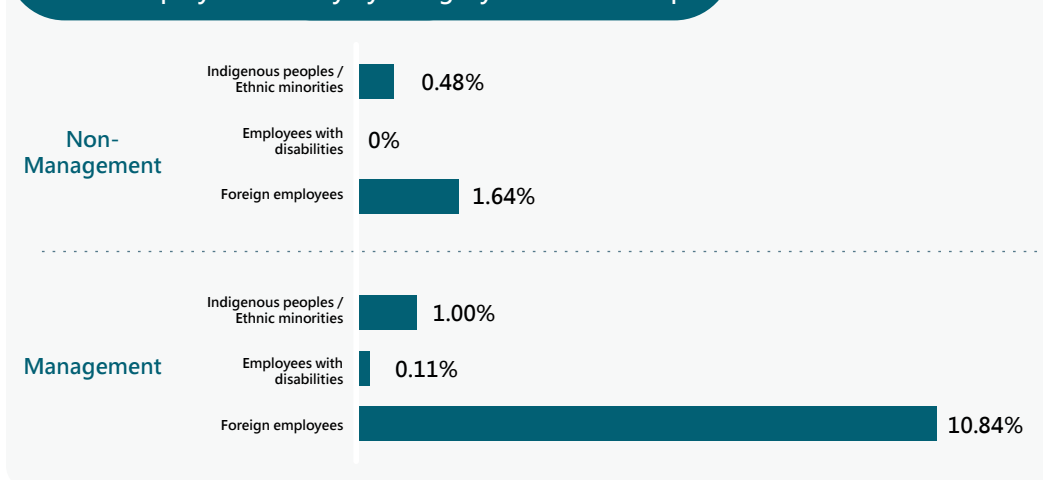
The Group is also committed to fostering a diverse workplace. In addition to hiring local employees, we recruit foreign workers to provide opportunities for international exchange and to broaden perspectives by exposing the Company and employees to different cultures and ways of thinking. At the same time, we place great importance on social care by maintaining a guaranteed number of positions for persons with disabilities each year. This approach allows individuals with disabilities not only to demonstrate their abilities but also to meet their living needs. Primax (Taipei) has achieved the legally required employment quota for employees with disabilities, demonstrating our dedication to promoting an equal and inclusive workplace.

In 2024, Primax Group employed 252 foreign workers, 119 employees with disabilities, and 42 indigenous peoples and ethnic minorities. All sites across the Group met or exceeded the local statutory employment quotas for persons with disabilities. Although the sites in Mainland China did not reach the 1.5% statutory incentive threshold, we continue efforts to recruit qualified candidates in order to secure social insurance incentives.

2024 Employee Diversity Across Primax Group Regions



2024 Employee Diversity by Category in Primax Group



Note:

1. Foreign employees are defined as individuals whose nationality differs from the country in which they are employed.
2. The percentage of male (female) foreign employees in each region is calculated as follows: the number of male (female) foreign employees in each region in 2024 divided by the total number of employees in the respective region in 2024.
3. The percentage of male (female) employees with disabilities in each region is calculated as follows: the number of male (female) employees with disabilities in each region in 2024 divided by the total number of employees in the respective region in 2024.
4. The Group employee diversity percentage is calculated as follows: the number of diverse (or non-) management employees in the Group in 2024 divided by the total number of (or non-) management employees in each region in 2024.
5. The above data were calculated based on the headcount of employees actively employed as of December 31, 2024, according to the HR system. No assumptions were made in compiling the figures.

## Primax Receives the HR Asia "DEI Award" and Wins "Best Company to Work for in Asia" for the Fourth Consecutive Year

Primax stood out among 368 companies and has been honored with the HR Asia "Best Company to Work for in Asia Award" for the fourth consecutive year, underscoring the Company's dedication and achievements in cross-generational human resources management. In addition, Primax participated in the "DEI Award" for the first time this year and was also selected as a recipient. These accomplishments were made possible by the tireless efforts of all employees and the sincere feedback provided through survey responses. Primax will continue to strengthen a workplace culture rooted in diversity, collaboration, and innovation, further advancing its commitment to building a sustainable and fulfilling environment for talent.

To support this vision of a friendly workplace, the Company has implemented several policies, including:

- **Family-Friendly Measures:** Four weeks of work-from-home following childbirth, birth allowances and subsidies, childcare support, nursing rooms, preferential agreements with childcare centers, and unpaid parental leave.
- **Work-Life Balance:** Leave policies exceeding legal requirements, flexible working hours, and remote work options.
- **Safe Workplace:** A zero-tolerance stance against unlawful conduct in the workplace.
- **Social Inclusion and Shared Prosperity:** Volunteer leave for employees to participate in community and volunteer activities, efforts to care for and give back to society, and resources dedicated to supporting underrepresented groups, rural education, persons with disabilities, and elderly care as part of fulfilling corporate social responsibility.



## Primax Recognized with the 2024 "Work-Life Balance Award" by the Ministry of Labor



Primax has implemented a comprehensive Employee Assistance Program (EAP) that encompasses multiple aspects, including physical and mental health, work stress management, and emotional support. These innovative measures demonstrate the Company's commitment to helping employees achieve balance between their professional and personal lives. In 2024, we were honored to be presented with the 2024 Work-Life Balance Award – Employee Care Category by the Ministry of Labor.



## 6.3 | Talent Attraction and Retention

### Talent Management



#### Material Sustainability Topic: Talent Attraction and Retention, Talent Cultivation and Development, and Labor Relations

#### Purpose and Importance of Management

In addition to striving for stable and solid operations, Primax consistently prioritizes employee well-being. The Company invests significantly in human resource development to maintain its leading position in research and development, attract and retain top talent, and sustain its competitive advantage while positioning itself as an employer of choice for job seekers.

#### Remediation Mechanisms

- A digital Talent Bank system has been established to support various talent recruitment, rotation, and retention programs, serving as a critical tool for building a strong talent pipeline.
- In cases where operational changes require workforce reductions, Primax ensures transparent and thorough communication with employees. If an actual adverse event occurs, a tailored remediation plan is developed for the incident to reduce adverse impacts.

GRI: Market Presence (202-1), Employment (401-1~401-3), Labor Relations (402-1), Economic Performance (201-3), Training and Education (404-1~404-3), and Diversity and Equal Opportunity (405-2)  
DJSI: Talent Attraction and Retention, and Human Capital Development  
MSCI: Labor Management

#### Short-term Indicators/Goals (1-3 years)

- Comply with labor regulations and, in some aspects, exceed legal requirements by providing employees with work arrangements that support work-life balance, while attaining certifications and recognition related to employee care

#### Performance in 2024



#### Medium- and Long-term Indicators/Goals (Over 3 years)

- Create the best returns for shareholders and customers while ensuring employees enjoy their work

#### Specific Actions in 2024

- Established the digital Talent Bank system, with 100% of new employees completing their personal profile maintenance within the probationary period
- Continued to provide and expand employee benefits that exceed legal requirements
- Achieved 100% participation of permanent employees in performance evaluations
- Delivered HR-led training courses with a total annual training expenditure of NT\$6,966,456
- Employee compensation and benefit expenses accounted for approximately 15.7% of operating revenue.
- Primax (Taipei) distributed childbirth allowances, childcare subsidies, and scholarships for employees and their children totaling NT\$3258 thousand.

#### 2024 Performance Management Outcomes

- Recognition with over 20 awards, including the DEI Award, Best Company to Work for in Asia Award, DEI Senior-Friendly Employer Award, Talent Sustainability Award, Best Workplace Award, Gender-Inclusive and Healthy Workplace Award, and Best Campus Recruitment Award
- Primax was included in the Taiwan HC 100 Index constituent stocks in 2024
- Average training hours per employee: 108 hours
- Average annual salary for non-management employees: NT\$1660 thousand, representing a 2% increase over the previous year
- Total of 2,599 internal Talent Bank keyword searches conducted
- Group average monthly employee turnover rate decreased by 1.37% compared to the previous year
- Succession readiness rate: 59%, with 47 successors successfully appointed
- Proportion of female senior executives: 12.5%
- Proportion of female managers: 25.9%

#### Explanation of Quantitative Impact Measurement Methods

- Affected External Stakeholders: Customers
- Impact Description: Insufficient workforce to meet production capacity requirements, potentially affecting shipment timelines.
- Avoidance of Social Costs: Enhancing employee benefits and compensation to improve retention rates and reduce turnover, thereby maintaining the capacity required to meet customer demand and preventing financial losses for customers caused by delivery delays.
- Impact Performance: The voluntary turnover rate has shown a downward trend over the past three years.

Note: 😊 Target Achieved 🤔 Target Continuously Being Met 😞 Target Not Achieved

## • Comprehensive and Diversified Recruitment Channels

Primax places great emphasis on and cares deeply about employees' experiences in the workplace. By reviewing new hire and turnover data, the Company continuously evaluates the effectiveness of its policies and benefits and assesses whether it is achieving its goal of fostering an equal and friendly work environment.

In terms of talent acquisition, Primax has maintained a close partnership with 104 Job Bank for five years. Each year, the two parties collaborate to discuss recruitment priorities and marketing strategies. Primax has also established a dedicated recruitment page on the 104 platform, showcasing detailed information about the Company's business direction, job openings, and benefits through rich text and visuals to attract diverse talent to join the Primax family.

**100%** of new employees completing their personal profile maintenance within the probationary period







A total of **2,599** internal Talent Bank keyword searches (including advanced searches) conducted in 2024

Internal talent is also highly valued. To support this, a digital Talent Bank system has been established to support various talent recruitment, rotation, and retention programs, serving as a critical tool for building a strong talent pipeline. The Company has integrated its HR HCM system, performance management system, enterprise process management platform, and internal and external resume uploads to enhance the capabilities of the Talent Bank. This integration also allows the profiles of outstanding external candidates to be stored within the Primax Talent Bank.

## • Employee Hiring Rate

In 2024, Primax Group hired a total of 2,964 new employees (1,954 male and 1,010 female), with an average monthly hiring rate of 2.53%. Among them, Primax hired 2,406 new employees (1,600 male and 806 female), with an average monthly hiring rate of 3.10%. Tymphany hired 558 new employees (354 male and 204 female), with an average monthly hiring rate of 1.41%.

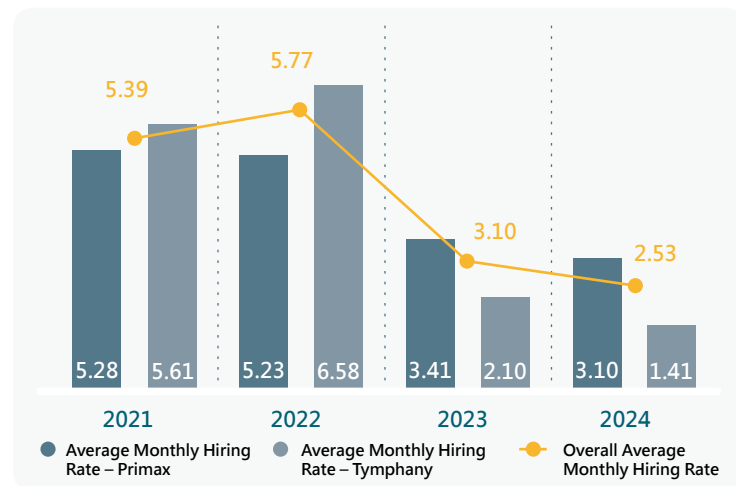
### 2024 Primax Group New Hire Overview

Region	<30 years old		30–50 years old		≥ 51 years old		Total	
	M 	F 	M 	F 	M 	F 	Number	Percentage
Taiwan	47	30	119	61	15	7	279	1.72%
Mainland China	962	349	647	343	6	4	2,311	2.92%
Thailand	106	150	44	60	1	0	361	1.95%
Czech Republic	4	3	2	3	1	0	13	0.39%
Total	1,119	532	812	467	23	11	2,964	2.53%
Category Percentage <sup>Note 2</sup>	4.21%	2.00%	0.97%	0.56%	0.33%	0.16%		

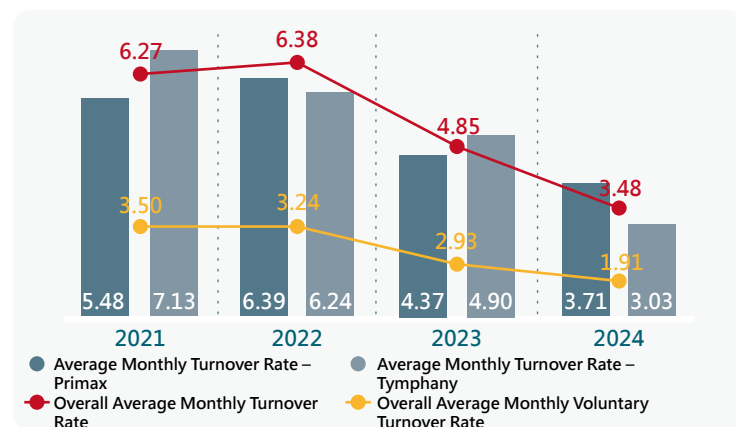
Note:

1. The average monthly hiring rate in each region is calculated as follows: the total number of new employees in each region in 2024 divided by the total number of employees at each operational site, then divided by 12 months.
2. The average monthly hiring rate by gender within each age group is calculated as follows: the number of new male (female) employees in that age group in 2024 divided by the total number of Primax Group employees in that age group as of the end of 2024, then divided by 12 months.

## Primax Group Four-Year New Hire Rate Statistics



## Primax Group Four-Year Turnover Rate Statistics



### Note:

1. The scope of voluntary turnover employees is consistent with that of total turnover, including permanent, temporary, direct, and indirect employees. Voluntary turnover includes employees who retired at the statutory retirement age or opted for early retirement.
2. Direct employees refer to those directly involved in product manufacturing, assembly, processing, or production operations; all others are classified as indirect employees.

## Employee Turnover Rate

Regarding employee separation procedures, Primax Group strictly complies with applicable labor laws. For any changes in employment conditions, all notifications are carried out in accordance with legal requirements, following Article 16 of the Taiwan Labor Standards Act, Article 37 of the Mainland China Labor Contract Law, Article 17 of the Thai Labor Protection Act, and Article 51 of the Czech Labor Code. These provisions are also stipulated in the collective agreements. In 2024, Primax Group recorded a total of 4,072 employee separations (2,385 male and 1,687 female), with an average monthly turnover rate of 3.48%. Among them, Primax had 2,875 separations (1,704 male and 1,171 female), with an average monthly turnover rate of 3.71%. Tymphony had 1,197 separations (681 male and 516 female), with an average monthly turnover rate of 3.03%.

## 2024 Primax Group Employee Turnover Overview

Region	<30 years old		30–50 years old		≥ 51 years old		Total	
	M	F	M	F	M	F	Number	Percentage
Taiwan	34	24	109	56	27	9	259	1.60%
Mainland China	1,007	555	1,031	756	32	16	3,397	4.30%
Thailand	55	151	71	107	2	0	386	2.08%
Czech Republic	5	3	10	7	2	3	30	0.90%
Total	1,101	733	1,221	926	63	28	4,072	3.48%
Category Percentage <small>Note 2</small>	4.14%	2.76%	1.46%	1.11%	0.91%	0.40%		

### Note:

1. The average monthly turnover rate in each region is calculated as follows: the total number of separations in each region in 2024 divided by the total number of employees at each operational site as of the end of 2024, then divided by 12 months.
2. The average monthly turnover rate by gender within each age group is calculated as follows: the number of male (female) separations in that age group in 2024 divided by the total number of Primax Group employees in that age group as of the end of 2024, then divided by 12 months.
3. Turnover includes employees who left the organization voluntarily or due to dismissal or retirement. Employees on unpaid leave are not counted.

## Primax Group Wins the First Best Employer Brand Award by 104 Job Bank

**Primax actively fosters a friendly workplace  
Receive recognition continually**



In the first Employer Brand Awards organized by 104 Job Bank, Primax Group (Primax Electronics Ltd. and Tymphany) stood out among 444 participating companies to receive the Best Employer Brand Award. This honor not only recognizes our efforts in attracting top talent and retaining employees but also serves as high praise for our commitment to building a friendly and sustainable workplace environment.

## • Protecting Employee Rights

Regarding employee management, Primax Group strictly complies with the labor laws and regulations of the jurisdictions in which we operate. This compliance also extends to dispatched workers (labor service contractors) and their affiliated companies. Throughout the cooperation process, the Company diligently fulfills its responsibilities of investigation, assessment, and auditing. If any violations are identified, they may affect the continuation of the business relationship. In 2024, no such violations were found. At the same time, our Human Resources Department bears significant responsibility for managing the workplace and implementing talent development initiatives. These efforts include supporting diverse talent needs, facilitating cross-functional talent mobility, fostering employee communication and engagement, promoting learning and development, and designing compensation and benefits programs to motivate employees. HR also regularly monitors and analyzes human resource information to help managers improve performance and productivity. With a forward-looking perspective, HR provides senior management with insights into human capital performance issues.

Primax (Dongguan) and Primax (Kunshan) have established labor unions. Collective agreements at these sites cover all employees in Dongguan and Kunshan, representing 34.65% of the Group's total workforce. Tymphany (Huizhou) and Tymphany (Dongguan) also have labor unions, but no formal collective agreements are regularly signed. Although the remaining sites do not have unions or collective agreements in place, they hold regular communication meetings, labor-management meetings, and Employee Welfare Committee meetings, enabling employees to express their views and facilitating effective resolution of issues. In 2024, employees across Primax Group shared their feedback through frontline interviews, physical mailboxes, emails, direct reporting to managers and HR, the enterprise WeChat platform, and union proposals. Submissions covered a wide range of issues, including daily living matters, work-related concerns, and company benefits. In addition to unions, employees can submit suggestions through employee opinion boxes, which are regularly reviewed by HR, who provide feedback and address issues raised.

All grievance channels and union committee members have effectively fulfilled their functions, helping employees communicate their concerns and resolving them through meetings. In 2024, employees utilized labor-management meetings, unions, Employee Welfare Committee meetings, and opinion boxes to submit a total of 664 cases. All 664 were addressed and responded to, achieving a 100% resolution rate.



### HR Department

Regular Communication Meetings

Employee Grievance Mailbox

Soft Advocacy Measures

### Employee Opinion Surveys

Interviews with Frontline Employees

Welfare Committee and Labor-Management Meetings

Labor Unions



Labor-Management Meetings

## • Fair Remuneration System

To help employees enjoy a better quality of life, we provide a fair remuneration system. All salaries comply with government wage regulations, and no employees are assigned positions inconsistent with their roles to reduce personnel costs. In line with our commitment to fairness and justice, employees are offered appropriate grades and salaries to ensure they receive proper rewards and can take good care of themselves and their families.

At Primax Group, the ratio of entry-level employee salaries to the local minimum wage shows no gender disparity. All employees earning the minimum wage are paid above statutory minimum standards, and there are no cases where salaries fall below the legal minimum. Workers engaged by the Group are compensated on the same basis as local entry-level employees, in accordance with local policies.

The Group is also committed to promoting pay equity and preventing gender discrimination in the workplace. We strive to narrow gender remuneration gaps as much as possible. In addition to complying with local laws, each operational site regularly reviews market benchmarks, collects local remuneration survey reports, and adjusts remuneration policies to ensure that our remuneration remains competitive while maintaining internal equity.

Employee appointment and salary decisions are based on internal job grades and corresponding pay structures, without differentiation by gender. Annual salaries are guaranteed for each grade and include a fixed 13 to 14 months' pay, which covers 12 months of basic salary plus additional guaranteed payments. Remuneration consists of fixed salaries and variable incentives. Fixed salaries are the employee's basic salary, while variable incentives are mainly linked to the Company's (or individual business unit's) operating performance and target achievement. We have established mechanisms for both short- and long-term incentives, deferred payments, and peer benchmarking. In recognition of employees' contributions and to motivate them, we have also implemented various incentive programs, including monthly production efficiency bonuses, proposal bonuses, patent bonuses, seniority awards, informal awards, and quarterly team bonuses, providing appropriate rewards for dedicated employees.

For 2024, based on Market Observation Post System and information in the current year's Annual Report, the ratio of the median employee compensation to the total compensation of the Chairman of the Board of Directors was approximately 1:12.57, and the ratio of the percentage increase in the Chairman of the Board of Directors' annual total compensation to the percentage increase in the median employee compensation was 1:11. For the average and median salaries of full-time non-managerial employees, as well as changes compared to the previous year, please refer to the salary information for [full-time non-managerial employees disclosed on the Market Observation Post System](#). For details on the allocation ratio of employee remuneration from after-tax earnings and the calculation methods, please refer to page 56 of the 2024 Shareholders' Meeting Annual Report.

## Primax was included in the Taiwan HC 100 Index constituent stocks in 2024.

### Primax Group Statistics on the Ratio of Entry-Level Employee Salary to Local Minimum Wage by Gender

Salary Ratio Item	Operational Site	Local Minimum Wage Ratio Entry-Level Employees	
		Female	Male
Primax	Taipei	1.2	1.2
	Dongguan	1.2	1.2
	Chongqing	1.0	1.0
	Kunshan	1.0	1.0
	Thailand	1.2	1.2
	Beijing	1.4	1.4
Tymphany	Taipei	1.13	1.09
	Dongguan	1.23	1.05
	Huizhou	2.54	1.00
	Thailand	1.05	1.05
	Czech Republic	1.58	1.58

Note:

- In 2024, the local government minimum wages (calculated based on the annual exchange rates for compensation published by the Group: RMB/TWD = 4.308, THD/TWD = 1.029) were as follows: NT\$27,470 (Taipei), NT\$9,601 (Kunshan), NT\$8,843 (Chongqing), NT\$8,185 (Dongguan), NT\$9,055 (Thailand), NT\$7,410 (Huizhou), NT\$10,167 (Shenzhen), NT\$26,573 (Czech Republic), and NT\$10,261 (Beijing).
- For Primax, the local minimum wage ratio by gender is calculated as follows: the Company's minimum salary standard for each gender divided by the local minimum wage at each operational site.
- For Tymphany, the local minimum wage ratio by gender is calculated as follows: the Company's actual minimum salary amount for each gender divided by the local minimum wage at each operational site.
- Definition of entry-level employees: In Taipei and Beijing, this category refers to professional staff. In all other locations, it refers to direct labor employees.



## Primax Group Ratio of Female to Male Basic Salary and Total Remuneration

Operational Site	Region	Gender	Senior and Mid-Level Management		Management		Non-Management	
			Salary	Remuneration	Salary	Remuneration	Salary	Remuneration
Primax	Taiwan	Male	1	1	1	1	1	1
		Female	1.1	1.1	1.1	1	1.1	1.2
	Mainland China	Male	1	1	1	1	1	1
		Female	1	1.1	1.1	1.1	1.2	1.2
	Thailand	Male	1	1	1	1	1	1
		Female	N/A	N/A	1.3	1.3	1.1	1.1
Tymphany	Taiwan	Male	1	1	1	1	1	1
		Female	0.97	0.93	1.09	1.04	0.75	0.75
	Mainland China	Male	1	1	1	1	1	1
		Female	1.02	0.94	0.87	0.87	0.62	0.61
	Thailand	Male	1	1	1	1	1	1
		Female	N/A	N/A	0.90	0.95	0.69	0.68
	Czech Republic	Male	1	1	1	1	1	1
		Female	0.77	0.78	0.66	0.65	0.69	0.66

### Note:

- Salary refers to the annual guaranteed basic salary (including fixed allowances); remuneration refers to the annual guaranteed basic salary plus bonuses.
- Senior and mid-level management is defined as positions at the manager level and above. There were no female employees in senior and mid-level management at the Thailand plant.
- Calculations are based on the annual remuneration from January 1 to December 31, 2024, for employees employed as of December 31, 2024.
- Group Salary Exchange Rates: Statistics are calculated using the annual exchange rates for salary published by the Group: RMB/TWD = 4.308, THD/TWD = 1.029.
- Remuneration ratios for non-management employees do not include direct labor.
- In some regions, the salary and remuneration ratios for male employees are higher than those for female employees. This is primarily due to differences in professional qualifications, position level, and job grade rather than gender-based salary standards.



## • Employee Care and Benefits System

At Primax Group, our commitment to caring for employees is reflected in a comprehensive benefits system designed to ensure that, beyond their daily work, employees feel genuine support from the Company. Primax has established an Employee Welfare Committee responsible for organizing recreational activities and a wide range of subsidy programs. We strive to expand the coverage and scope of our benefits, providing employees with well-rounded support that enables them to maintain a fulfilling personal life outside of work. By enhancing the quality of employees' personal time and space, we aim to create a positive and rewarding environment that goes beyond work itself. Each of our sites has developed a robust benefits framework. While some benefits differ based on local regulations and practices, all programs comply with or exceed applicable laws. The sections below describe these systems in detail.

### Employee Benefits System



### Industry-Admired Group Insurance

- Primax's group insurance coverage extends beyond employees to include their spouses and an unlimited number of children, with 100% of the premiums paid by the Company.
- The group insurance program covers life insurance, personal accident insurance, accidental medical expense insurance, hospitalization insurance, cancer insurance, and critical illness insurance.
- In Mainland China, the Company provides legally mandated social insurance, including unemployment, work injury, pension, and medical insurance, and contributes to social insurance and accident insurance in accordance with local policies.
- At the subsidiary Tymphony, life insurance, medical insurance, and disability insurance are provided, with contributions to social insurance and accident insurance also made in compliance with local regulations.
- In Thailand, the Group provides statutory social insurance covering unemployment, work injury, pension, and medical insurance, and pays all required social insurance and accident insurance contributions according to local laws. Additionally, an extra group insurance plan is provided to employees, offering coverage for medical care, work-related injuries, and accidental death and disability. The plan includes 30 outpatient subsidies per year, with up to THB 300 per visit.



## Thoughtful Benefits



- Primax Group provides a range of benefits, including subsidies for the three major festivals, birthdays, and travel. In Primax (Taipei), additional benefits include year-end bonuses; marriage, bereavement, childbirth, and hospitalization allowances; employee and child education scholarships; subsidies for club activities, meals, childcare, cultural events, and book purchases.
- All manufacturing sites in Mainland China offer marriage, bereavement, childbirth allowances, position allowances, and year-end bonuses. Notably, Primax (Dongguan) also provides club activity subsidies, Lunar New Year meal packages, and an Emergency Relief Fund. Primax (Chongqing) additionally offers hospitalization allowances.
- At Tymphony, ECP, implemented by the Employee Welfare Committee, provides employee benefits, meal and accommodation subsidies, and support for club activities. Tymphony (Dongguan) offers marriage and bereavement allowances, Lunar New Year meal packages, an Emergency Relief Fund, position allowances, year-end bonuses, and outpatient medical subsidies. At Tymphony (Huizhou), benefits include marriage and bereavement allowances, newborn gifts, birthday presents, Mid-Autumn gift boxes, long-service awards for employees with over 10 years of tenure, position allowances, year-end bonuses, and travel leave.
- At the Thailand plant, employees receive an additional THB 1,500 allowance for each occasion of marriage or bereavement leave, as well as meal and accommodation subsidies, position allowances, perfect attendance bonuses, year-end and performance bonuses, Songkran Festival return-to-work bonuses, and birthday vouchers.

## Flexible and Supportive Leave Policies



- Primax (Taipei) implements flexible working hours, allowing employees to choose their start and end times outside of core hours, as long as they complete eight hours of work per day. This enables employees to manage their schedules according to personal needs.
- In addition to legally mandated leave such as personal leave, sick leave, maternity leave, and parental leave, all sites offer Primax Holidays, providing benefits that exceed statutory requirements.
- At Primax (Taipei), a more flexible work arrangement is also available, allowing employees to apply for up to four work-from-home days each month.
- Employees in Mainland China may adjust their leave flexibly around long holidays when returning home, and family visit leave is provided during the Lunar New Year.
- Tymphony sites in China offer travel leave beyond statutory entitlements, and Tymphony (Shenzhen) implements a flexible working hours policy.
- Tymphony (Czech Republic) provides 25 days of annual leave, exceeding the statutory 20 days.
- At the Thailand plant, employees are entitled to 15 days of annual leave, two days more than required by law. This includes traditional Thai holidays such as Labor Day, New Year's Day, Songkran Festival (Water Festival). Additionally, the Company provides 3–5 extra days of marriage and bereavement leave beyond legal requirements.

## Large-Scale Employee Events



- In addition to the annual year-end banquet, Primax (Taipei) periodically organizes Family Days, technology exhibitions, and year-end gratitude card activities. Through these large-scale events, the Company engages employees across all departments to share its operational outlook and sustainability vision.
- All Primax sites in Mainland China hold major celebrations annually: Primax (Chongqing) hosted the 2nd Phoenix Lake Relay Race and a Mid-Autumn Festival fair. Primax (Dongguan) organized karaoke competitions, basketball tournaments, and fun sports games. Primax (Kunshan) held billiards competitions, table tennis matches, and outdoor team-building activities for employees.
- Tymphony (Huizhou) organized basketball tournaments, music festivals, Family Open Day events, sports games, employee team-building activities, and the annual sports festival.
- Tymphony (Czech Republic) held Christmas parties, sports events, and community initiatives, as well as creative workshops for St. Nicholas Day and the Spring Easter season, and a badminton championship.
- At the Thailand plant, monthly employee activities are arranged, including birthday celebrations, Songkran blessing ceremonies in April, and water-splashing festivities. A large annual celebration is also held at year-end.



## Group Tours and Recreational Activities



- Primax Group organizes a variety of annual group tours for employees and provides travel subsidies for employees and their family members.
- Primax (Taipei) has established ten different clubs within the Company, including the Core Muscle Aerobics Club, Yoga Club, Stretching and Sculpting Yoga Club, Boxing Aerobics Club, Basketball Club, Badminton Club, Running Club, Arts and Culture Club, Floral Design Club, and Coffee Club.
- Primax (Dongguan) operates seven clubs: Football Club, Badminton Club, Cycling Club, Basketball Club, Dance Club, Volunteer Club, and Outdoor Activities Club.
- Primax (Chongqing) has six clubs, namely the Football Club, Badminton Club, Basketball Club, Running Club, Volunteer Club, and Cycling Club.
- Primax (Kunshan) maintains a Badminton Club.
- Different locations under Tymphany have established multiple clubs, such as Basketball Club, Football Club, Dance Club, Badminton Club, Yoga Club, Shrimp Fishing Club, Coffee Club, and Musical Instruments Club, enabling employees to participate in activities aligned with their interests and cultivate hobbies alongside their work.
- At the Thailand plant, the Group has formed a Volunteer Club that regularly holds volunteer activities, including visits to orphanages to care for children affected by HIV/AIDS. The plant has also established Children's Day scholarships and actively supports Children's Day events within the industrial park, care programs for rural primary schools, beach clean-up initiatives, and other community engagement efforts.

## Employee Care



- Primax (Taipei) and Primax (Dongguan) have established on-site medical centers staffed regularly with healthcare professionals to provide employees with emergency medical assistance, disease prevention, and medical consultation services. In addition, each department is equipped with first-aid kits for use in emergencies.
- Primax (Taipei) offers an Employee Assistance Program (EAP) helpline to help employees effectively address issues related to family, healthcare, legal matters, psychological well-being, and financial concerns. The site also employs visually impaired massage therapists to provide stress-relief massage services to alleviate common shoulder and neck discomfort associated with prolonged office work.
- Primax (Chongqing) and Primax (Kunshan) have entered into agreements with nearby medical centers or community hospitals to ensure immediate access to medical care in urgent situations. Tymphany provides employees with annual health examinations and free on-site medical rooms. For transportation, shuttle buses are offered to facilitate commuting and help reduce employees' expenses.
- At the Tymphany (Huizhou), employees receive annual health check-ups, and the company organizes related educational seminars and activities. Medical rooms within the plant provide emergency medical assistance and consultation services to employees, and first-aid kits are available on every floor for employees' use. Regarding employee well-being, Tymphany has established the "Tymphany Shuo Ba" platform, the "Her Voice" Women's Care Club, and an employee EAP hotline, each managed by designated personnel to ensure dedicated support.
- At the Thailand plant, in compliance with government regulations, employees undergo annual health examinations, and seminars and activities are held to promote physical and mental well-being.

## Employee Facilities



- At Primax (Taipei), facilities include an employee cafeteria, a break-time café, and smart vending machines.
- All Primax manufacturing sites in Mainland China provide employee dormitories and cafeterias. Additionally, Primax (Dongguan) offers a leisure building.
- At Tymphany, ECP, implemented by the Employee Welfare Committee, provides cafeterias and dormitories. During special holidays, the cafeteria offers enhanced meals. At Tymphany (Taipei), employees receive daily meal vouchers worth NT\$30 from the Employee Welfare Committee, which can be used at contracted food vendors.
- At the Thailand plant, employees have access to an on-site cafeteria with meal subsidies, and the lunch menu regularly features festive dishes.

## Retirement Plans



- Employee pension contributions in Taiwan are made according to both the old and new systems.
- At Tymphany, employees who meet the required length of service are presented with a commemorative retirement coin.
- Social insurance coverage is provided in Mainland China and Thailand.

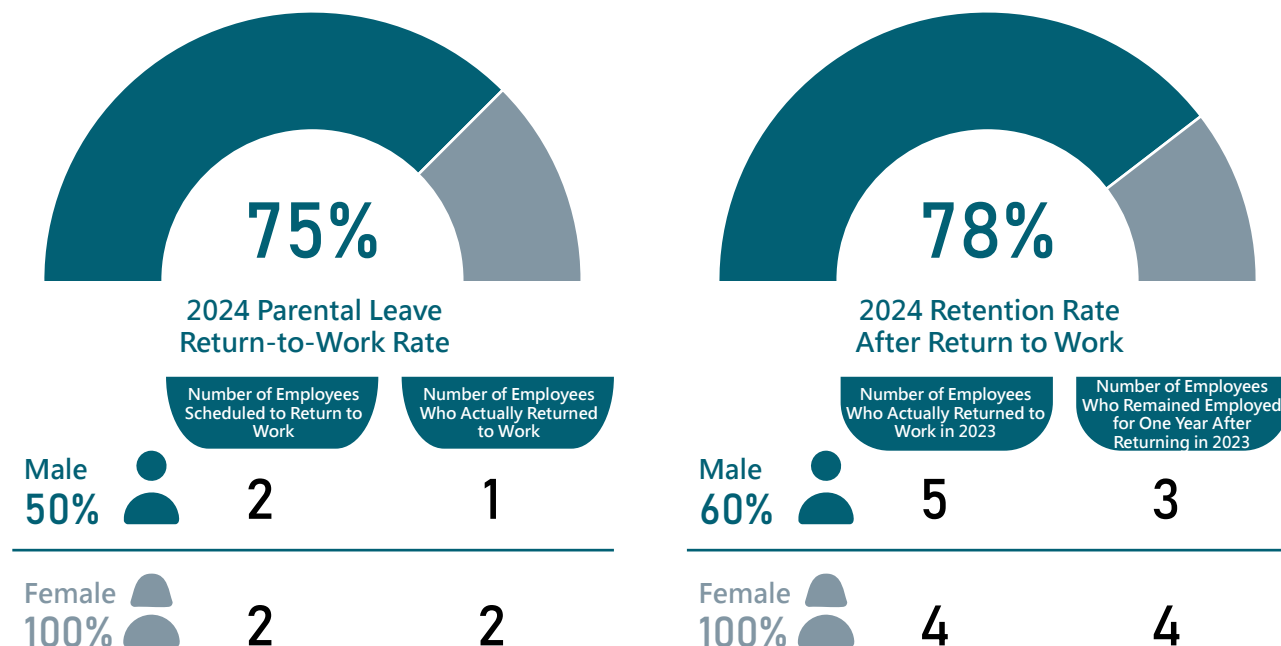




## • Parental Benefits

To encourage childbirth and ensure that employees have sufficient time to rest, accompany, and care for their families before and after childbirth, Primax Group not only complies with local parental leave and maternity leave regulations at each site but also offers employee benefits that exceed legal requirements. For example, Primax's facilities in Mainland China have established dedicated dining areas, rest areas, and nursing rooms for pregnant employees. Primax (Taipei) and Tymphany (Taipei) have implemented postnatal work-from-home policies to help alleviate the potential burdens employees may face during the parenting process and to share the joy of welcoming new life through comprehensive support measures. In 2024, Primax (Taipei) Operating Headquarters once again received the Taipei City Excellent Breastfeeding Room Certification (valid for three years), providing employees with a comfortable and convenient space for expressing and storing breast milk.

In 2024, there were 173 employees at Primax (Taipei) and Tymphany (Taipei) eligible to apply for parental unpaid leave (125 male and 48 female). A total of 9 employees applied (4 male and 5 female). Of the 4 employees scheduled to return to work upon the end of their leave (2 male and 2 female), 3 employees actually resumed employment (1 male and 2 female), resulting in a return-to-work rate of 75% and a retention rate of 78%. All cases of non-retention were due to personal reasons or career development considerations.



### Note:

1. The number of employees eligible to apply for parental unpaid leave refers to those who applied for childbirth cash allowances during the period from January 1, 2021 to December 31, 2024.
2. As data for Tymphany (Taipei) parental unpaid leave were incorporated this year, the 2023 figures have been corrected accordingly.







## Your Parenting Partner

Primax complies with local labor regulations regarding maternity care for female employees. Primax (Taipei) has further established benefits that exceed statutory requirements:



Childbirth  
Subsidy

NT\$50,000 per child



Childbirth Cash  
Allowance

NT\$8,000 per child



Breastfeeding  
Facilities

A comfortable and secure breastfeeding space with access control, equipped with bottle sterilizers and dedicated breast milk refrigerators. In 2023, the facility once again obtained the Taipei City Government "Excellent Breastfeeding Room Certification" (certificate valid from September 1, 2023 to August 31, 2026).



Childcare  
Subsidy

For employees with children aged 0 to 6 (including adopted children), a subsidy of NT\$7,000 per child per year is provided when utilizing licensed childcare institutions, including infant care centers and kindergartens.



Childcare  
Services

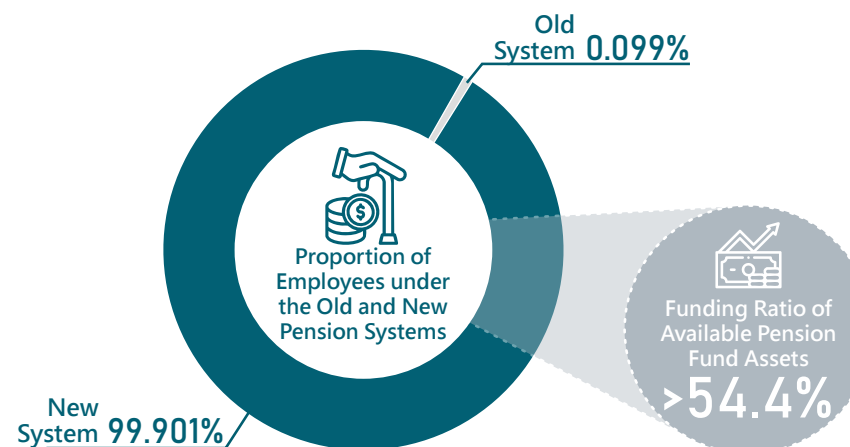
Primax has entered into special agreements with qualified childcare institutions to offer discounted tuition rates for employees' children, helping to reduce the burden of caring for young children.

## • Retirement Benefit Plans

Primax Group's commitment to employee care extends beyond workplace communication and includes planning for employees' lives after retirement. All retirement benefit plans comply with the legal requirements applicable at each site.

In Taiwan, Primax (Taipei) contributes regularly to statutory retirement reserve accounts in accordance with the Labor Standards Act and the Labor Pension Act. In China and Thailand, the Group enrolls employees in pension insurance schemes in line with the Social Insurance Law of the People's Republic of China and the Social Security Act of Thailand, respectively. Employers contribute a fixed percentage of employees' salaries to pension funds (20% in China and 5% in Thailand) to ensure that all employees can enjoy secure retirement benefits.

During the reporting period, approximately 0.099% of employees at Primax (Taipei) were enrolled in the old pension system, while about 99.901% were covered under the new system. The fund assets available to Primax exceeded the pension liabilities by 54.4%. In addition, the retirement policies for the Group's operations in Mainland China stipulate that male employees who reach the age of 60 and female employees who reach the age of 50, or those who have been certified by a hospital as unable to work, are eligible to apply for retirement. Upon retirement, salaries are suspended starting the month following the effective date. To express appreciation for employees' long-term contributions, Primax provides additional incentives on top of the statutory basic retirement insurance payments.

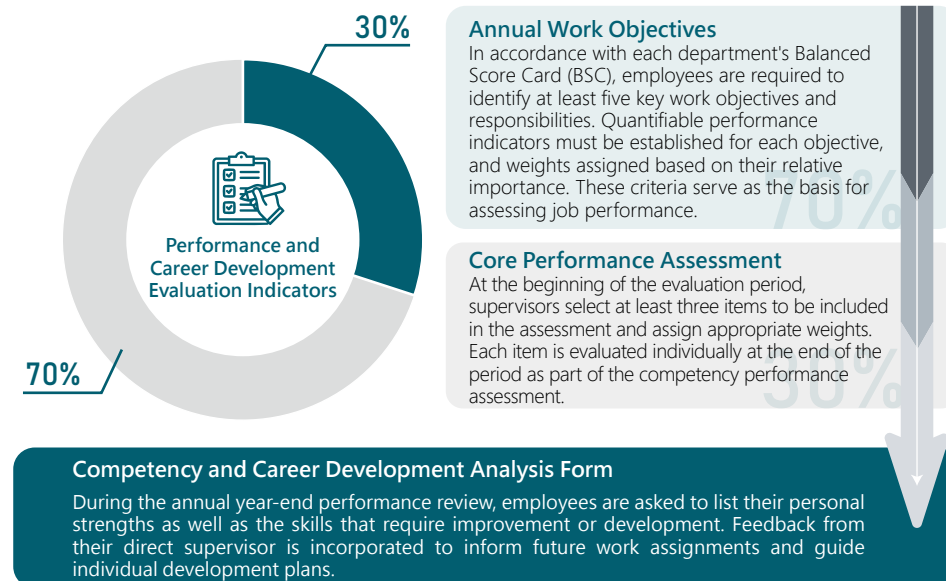


## 6.4 | Talent Cultivation and Development

### • Comprehensive Career Framework and Promotion System

Primax Group has established a comprehensive career framework and promotion system for employee recruitment, internal transfer, and retention. These measures not only support employees in achieving their personal career development goals but also inspire them to realize their full potential and explore new career paths and opportunities.

The Company's Performance Review and Development (PRD) system provides employees and supervisors with opportunities for two-way communication. Through this process, employees gain a clear understanding of their job performance and areas for improvement. At the same time, personalized competency and career development plans are formulated based on individual professional skills, career interests, and work styles. This approach enables every member of Primax to surpass their own expectations and unlock unlimited potential. Specific measures include senior management setting operational objectives, after which each supervisor and their team members engage in two-way discussions at the beginning, middle, and end of the year. These discussions are supplemented by ongoing adjustments, feedback, and coaching.



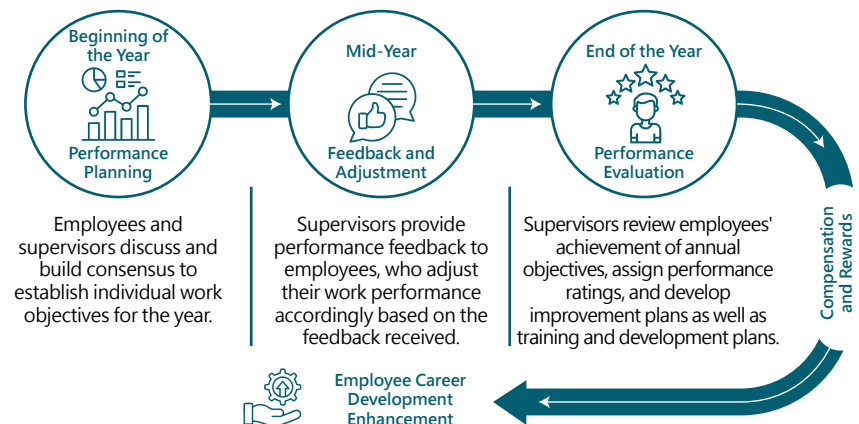
### • Performance Review System

Primax Group fully safeguards employees' legal rights. All personnel policies comply with applicable labor regulations and are integrated with the performance review system to ensure a clear and effective framework for rewards and disciplinary actions. The Group conducts regular annual performance reviews. Assessment criteria and standards are established based on job titles and responsibilities, serving as references for year-end bonus determination and salary adjustments. Except for full-time employees with less than three months of service and temporary employees under fixed-term contracts, all full-time employees at Primax's Taiwan, Mainland China, and Thailand facilities are included in the performance review process. At Tymphony, all employees are subject to performance reviews, ensuring fair opportunities for promotion and career development.



In 2024, **100%** of permanent employees participated in performance reviews.

### Primax Group Employee Performance Review Process Flow



## • Flexible Dual-Track Career Development System

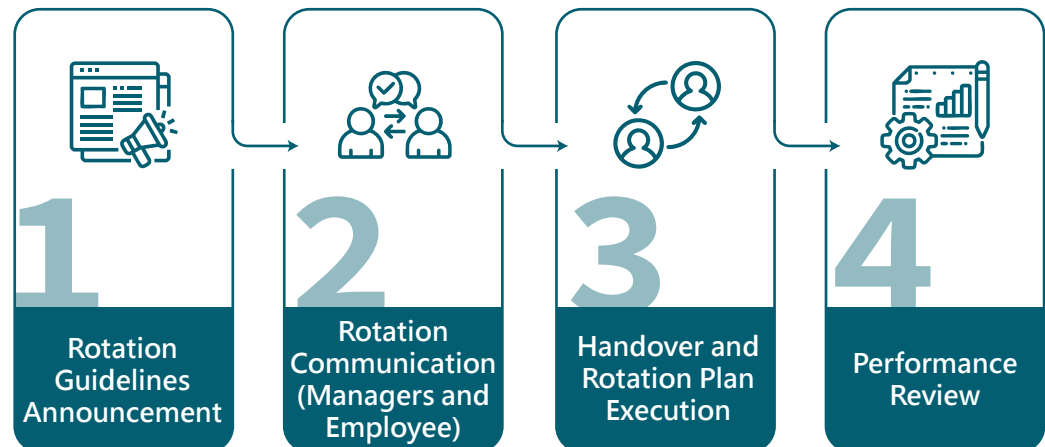
Unlike traditional promotion plans, Primax has established a flexible dual-track career development system that allows each employee to pursue either a managerial track or a professional track, depending on their personal interests, strengths, and career aspirations. Regardless of the path chosen, all employees are provided with ample, fair, and equitable opportunities for advancement and development. Primax conducts regular year-end individual performance reviews to understand each employee's development preferences. These reviews consider annual performance results as well as information documented in the Competency and Career Development Analysis Form to provide ongoing support and guidance. Through this flexible dual-track promotion system, employees are encouraged to fully leverage their expertise while fulfilling their career ambitions, finding a platform where they can thrive, whether in managerial roles or professional positions.



## • Internal Rotation Program

To effectively cultivate a diverse talent pool that meets organizational needs, Primax has established the Primax Group Internal Rotation Guidelines. Through the internal rotation mechanism, employees can explore their personal interests and develop their potential by experiencing different positions within the Company. This approach broadens and deepens individual career development while continuously fostering organizational innovation and vitality.

At the beginning of each year, Primax announces rotation guidelines, communicating the functional areas and eligibility criteria for rotation during the year. The Human Resources Department coordinates and negotiates rotation positions and candidates based on individual qualifications and business development needs. These efforts are aligned with departmental Rotation Plans, which are submitted by each department to match positions and personnel. A Group Annual Rotation Plan is then compiled for review and approval by the Steering Committee. In accordance with the approved Annual Rotation Plan, the managers of the transferring and receiving departments are required to conduct two-way communication with each other and with the employee concerned. Within the designated timeframe, they must submit a detailed Rotation Implementation Plan, including the effective date, communication plan, work handover arrangements, training plan for the new position, and assignment of a mentor. Subsequently, department managers are responsible for executing pre-rotation training on schedule or arranging a mentor for the employee, completing the personnel transfer process, and ensuring that the employee reports to the new position as scheduled. The implementation rate and effectiveness of the rotation are incorporated into the annual performance objectives of department managers.



## • Diverse and Equitable Talent Development Program

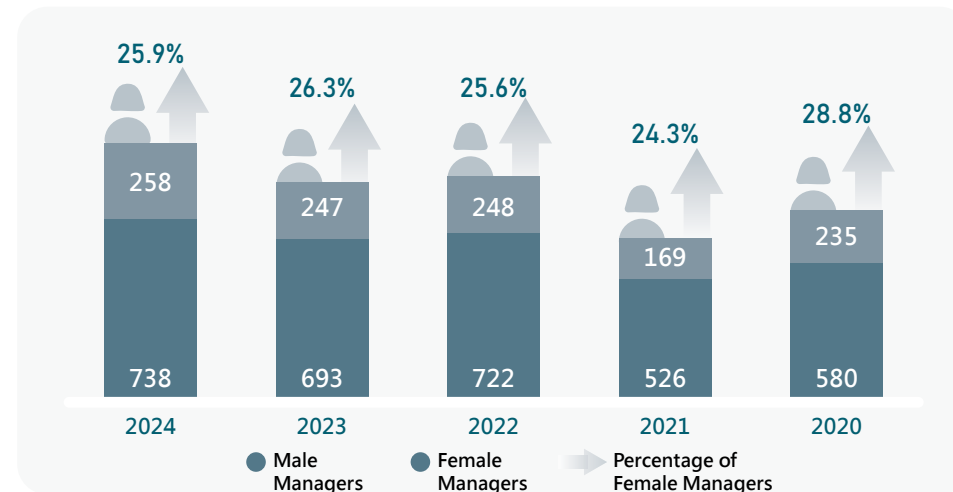
### Female Leadership Talent Development Indicators

Primax Group is committed to the principles of fair and equitable talent development. As members of Primax, all employees can feel confident and empowered to realize their potential and showcase their capabilities. To achieve this vision and commitment, in recent years Primax has incorporated objectives into its corporate sustainability goals that focus on promoting gender equality and eliminating unjust barriers to advancement. Accordingly, we are proactively cultivating female senior managers and identifying young, high-potential female talent across all levels of leadership. We are also working to increase the proportion of female employees in critical managerial roles, with the goal of steadily growing the percentage of female key managers to 20% by 2030.

Set a goal to increase the proportion of female leaders in key management positions across the Group: achieve **20%** female representation by 2030.

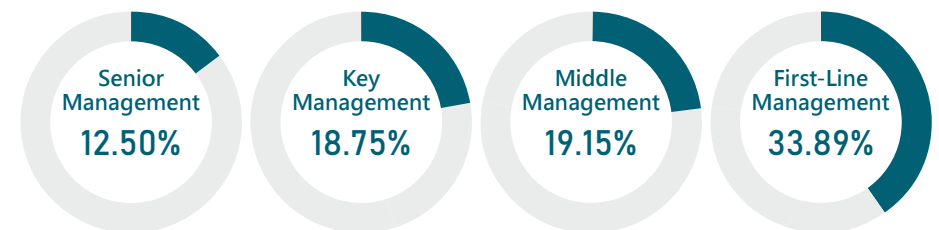


### Proportion of Female Managers at Primax Group Over the Past Five Years



Note: Proportion of female managers at or above the first-line management level.

### Proportion of Female Employees in Management Positions at Primax Group in 2024



Note:

1. Senior Management: Management positions within two levels of reporting to the CEO and at the level of Vice President or above.
2. Key Management: Management positions at the level of Assistant General Manager and above.
3. First-Line Management: The first-level management positions within the management hierarchy.
4. Middle Management: Positions between senior management and first-line management.

## Individual Development Plan (IDP): A Grassroots Program Aligned With the Group's Shared Objectives

The Board of Directors reviewed the succession pipeline for the management team.



# 2021

Senior managers completed IDPs for two employees under their supervision.



# 2022

The completion rate of IDPs assigned to senior managers was established as a KPI weighted at 10%.



# 2023

Talent development was incorporated into the operational cycle for regular review.



# 2024

To accelerate the overall progress of the Company, the growth and development of each employee are regarded as essential drivers of Primax's continued success. Accordingly, optimizing every individual development plan has become a shared objective across the Group. Since 2021, we have gradually expanded the scope of this initiative. While we previously focused primarily on linking operational performance with KPIs, we recognized that talent development is a critical pillar for sustaining long-term organizational vitality. In response, the IDP (Individual Development Plan) program was implemented in a top-down approach and rolled out in stages. Under this initiative, each manager is required to establish individual development plans for at least two employees under their supervision. This requirement is included as part of managers' annual KPIs and is reviewed in conjunction with the performance management cycle. Through personal growth, we aim to drive collective organizational advancement.

In 2022, a total of 92 individual development plans were completed. Among these, 30 employees expanded their job scope, and 17 employees were promoted. In 2024, in addition to maintaining the prior year's scope, the program also conducted a succession assessment for key positions. Of the 79 identified critical roles, the succession readiness rate reached 59%, with 47 successful successions completed by the end of 2024. Furthermore, in 2024, the talent development framework was fully integrated into the operational management cycle. Semiannual talent development meetings were convened across business units to review talent development progress and strengthen the pipeline of high-potential employees, with the aim of achieving sustainable talent development.

In 2024, among 79 key positions, the succession readiness rate was **59%**, and **47** successors successfully assumed their roles by the end of the year.



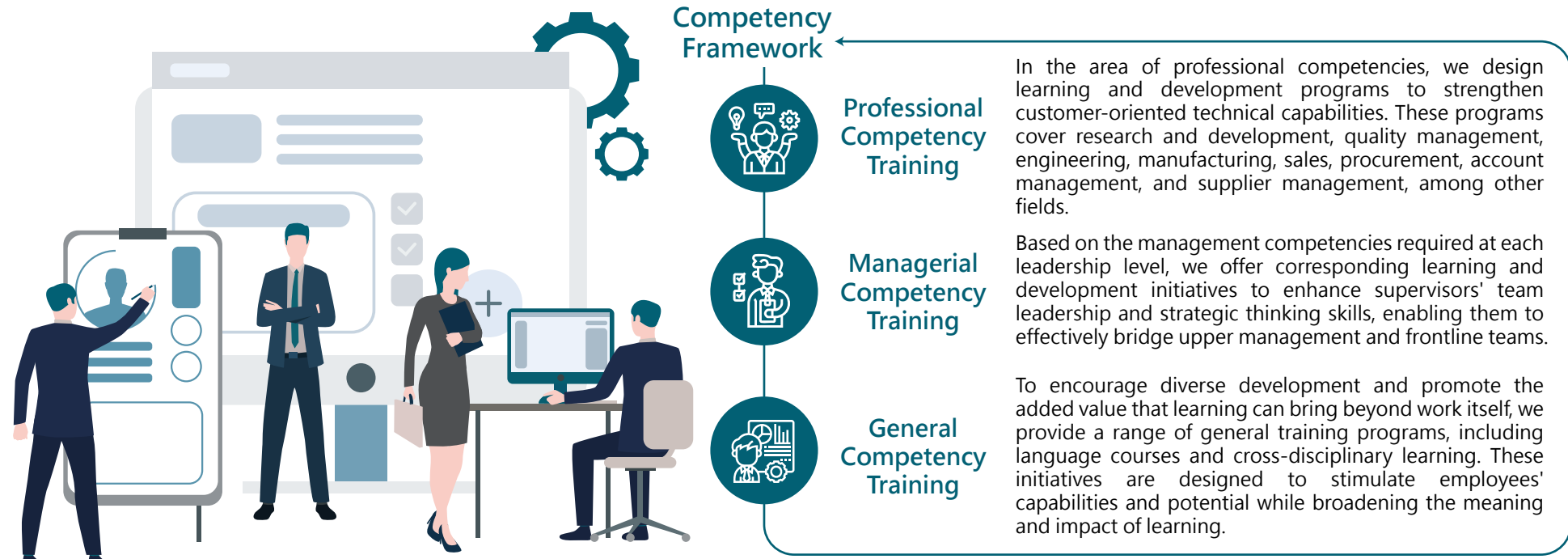


## • Diverse and Self-Directed Learning Channels

At Primax, in addition to remuneration and post-retirement care, we believe that spiritual enrichment and personal fulfillment are equally important. We strive to help employees view the workplace not merely as a place of work but as an environment where they can grow. We have established a comprehensive training framework and offer a variety of courses and seminars covering multiple areas. These resources enable employees to gain new knowledge beyond their daily responsibilities, enhance job-related skills, and explore subjects of personal interest. In addition, for employees who leave the Company due to business adjustments or role changes, we proactively ask whether they require support in securing re-employment. If requested, we assist them by posting their profiles through headhunters or other job placement platforms.

## Employee Career Training and Education System

Primax's approach to training, learning, and development is built upon a competency-based framework that is closely aligned with the Company's future development strategies and objectives. The training system is structured into the following three main categories:



To enable employees to easily and conveniently acquire new knowledge and skills, the Company has established diverse learning channels. These various platforms are designed to inspire employees' capabilities and potential while broadening the overall significance of learning. Throughout the learning process, we strongly encourage employees to share and exchange what they know and have learned, fostering collective learning and growth within teams and across the organization. Our managers often serve as mentors and trusted advisors, providing direct and timely guidance and continually adjusting the appropriate learning and development tools as needed. At Tymphony, training opportunities are categorized and offered across areas such as quality, acoustics, production, management, and personal development.

## Employee Career Training and Education System

### Company Courses



#### On-the-Job Training

Learning and development in the workplace are reinforced through participation in work meetings, project or task assignments, and job rotations to strengthen employees' practical experience.

#### Internal Training

Training is divided into three main categories: managerial training, professional training, and general training. This includes foundational courses for new employees, courses for supervisors at all levels, professional technical courses, quality courses, general lectures, and English courses.

### External Courses



#### External Professional Training

Employees are fully subsidized for the costs of external professional training. The purpose is to encourage continuous improvement of professional skills and, where appropriate, the development of secondary job-related competencies to support career growth.

#### Overseas Training

Employees who demonstrate outstanding performance and high development potential may be selected to participate in short-term overseas professional training or conferences to broaden their international perspectives.

### Self-Directed Learning



#### Self-Development

To further encourage employees to continually learn job-related knowledge and skills, Primax allows employees to apply for flexible working hours to engage in self-directed development while employed.

#### Internal Training

Training is divided into three main categories: managerial training, professional training, and general training. This includes foundational courses for new employees, courses for supervisors at all levels, professional technical courses, quality courses, general lectures, and English courses.

### Online Courses



#### Online Learning and Knowledge Platforms

A digital Learning Management System has been established to provide a platform for knowledge exchange and interactive discussion through dedicated community forums and blog areas. This system is known as "Vigor e-Learning Campus." Courses available include general education, foundational professional knowledge, and English language learning.

## • Employee Training

Primax Group places great importance on employee career development and provides all employees with the right to participate in training. In 2024, employees of Primax Group participated in courses organized by the Human Resources Department, excluding occupational safety and environmental training, accumulating a total of 1,054,032 training hours, with an average of 108 hours per employee and total training expenses amounting to NT\$6,966,456.3.



**1,054,032** hours of employee training delivered by Primax Group in 2024

**108** hours of employee training delivered by Primax Group in 2024

### 2024 Primax Group Employee Training Overview

Operational Site	Taipei				China				Thailand				Czech Republic			
Position	Management		Non-Management		Management		Non-Management		Management		Non-Management		Management		Non-Management	
Training Hours	Male	Female	Male	Female	Male	女	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Number of Employees	335	85	610	280	466	187	3,948	3,328	17	2	149	432	23	9	102	144
Total Training Hours	11,233.83	3,002.3	28,440.39	13,922.35	52,962.00	60,876.20	338,886.60	530,296.80	1,668.0	95.0	3,707.50	6,872.50	356.5	56.5	992.50	663.00
Average Training Hours	33.53	35.32	46.62	49.72	113.65	325.54	85.84	159.34	98.12	47.50	24.88	15.91	15.50	6.28	9.73	4.60

Note:

1. The average training hours for male and female employees by region and position are calculated as follows: the total training hours in 2024 for each position and gender in each region divided by the total number of male or female employees in the respective position and region in 2024.
2. In 2024, the inclusion of training hours from the "e-learning digital learning platform," which offers a wide range of courses for self-directed learning, resulted in an increase in average training hours for certain categories and for all employees overall compared to the previous year. In the Czech Republic facility, there were some gaps in training data collection, which will be continuously improved going forward.
3. Exchange rate references: RMB/TWD = 4.48, THD/TWD = 0.91.
4. For occupational safety training courses, please refer to [Section 6.5 "Health and Safety"](#) of this report; for environmental training courses, please refer to [Section 4.1 "Environmental Sustainability Vision and Policies."](#)



Professional Training



Newbie Training



Manager Training



## 6.5 | Health and Safety

### Safe and Healthy Workplace Management

#### Material Sustainability Topic: Occupational Health and Safety

#### Purpose and Importance of Management

The safety of employees' lives is never negotiable. Health is a person's greatest asset, and only with a healthy body can there be a promising future. Promoting employees' physical and mental well-being, enhancing safety awareness, and establishing a safe, healthy, and comfortable working environment are the greatest expressions of care an employer can provide.

#### Remediation Mechanisms

Primax proactively strengthens occupational safety risk mitigation and prevention measures, implements health services, and promotes activities that foster a sustainable and healthy workplace. The Company is committed to safeguarding the health, safety, and human rights of all workers. In the event of an occupational injury, the Group provides full support to assist affected employees in applying for relevant insurance claims and adjusts work assignments as needed based on their recovery progress.

GRI: Occupational Health and Safety  
(403-1~403-10)

TWSE: Sustainability Reporting Indicator No. 4

DJSI: Occupational Health and Safety

#### Short-term Indicators/Goals (1-3 years)

#### Performance in 2024

#### Medium- and Long-term Indicators/Goals (Over 3 years)

- Zero occurrences of occupational diseases
- Zero occurrences of severe occupational injuries
- 95% improvement rate for identified deficiencies at major manufacturing sites in China and Thailand
- 100% participation rate in health examinations
- 10% reduction in the severity rate of work-related injuries compared to the previous year



- Zero occurrences of occupational diseases
- Zero occurrences of severe occupational injuries

#### Specific Actions in 2024

- Implemented the ISO 45001 Occupational Health and Safety Management System at all major manufacturing sites
- Invested a total of NT\$1,238,505 in education and training related to occupational safety and injury prevention
- Conducted 2,714 occupational health and safety hazard identifications and risk assessments across eight major manufacturing facilities in China, Thailand, and the Czech Republic, with no high-risk items identified
- Identified 913 deficiencies, achieving a remediation rate of 94.7%

- Completed health examinations for 1,014 employees at Primax (Taipei) and Tymphony (Taipei) offices
- Organized various health promotion activities, with total participation reaching 819 instances at Primax (Taipei)
- Implemented a seasonal weight loss program that engaged 3,226 participations overall, including 212 employees who joined the dedicated weight loss initiative at Primax (Taipei)
- Maintained an Employee Assistance Program (EAP) hotline, recording 990 uses in Phase I and 68 uses in Phase II throughout 2024 at Primax (Taipei)
- Hosted two EAP-themed seminars, attended by a total of 122 participants at Primax (Taipei)

#### 2024 Performance Management Outcomes

- Zero major work-related injury incidents occurred across the Group
- Zero cases of occupational disease were reported within the Group
- A total of 22 work-related injuries among Group employees were recorded, representing a decrease of 30 cases compared to the previous year
- Employee satisfaction with EAP services and health promotion activities at Primax (Taipei) approached the maximum rating
- Primax (Taipei) received the CommonWealth Magazine Corporate Citizen Award – Health 99 Award
- Primax (Chongqing) received the Chongqing Healthy Enterprise Award

#### Explanation of Quantitative Impact Measurement Methods

- Impact Description: The occurrence of occupational injuries generates social costs
- Avoidance of Social Costs: In 2024, Primax recorded no severe occupational injuries. Across the Group, there were 28 work-related injury cases. According to the UK Health and Safety Executive (HSE) 2024 report "Costs to Great Britain of Workplace Injuries and New Cases of Work-Related Ill Health – 2022/23," the average social cost per occupational injury (including financial and human resource costs) is estimated at GBP 11,700. Based on this factor, the estimated social cost resulting from occupational injuries at Primax in 2024 was approximately NT\$14 million, representing a 44% reduction compared to the social cost in 2023. This demonstrates that the Group's management measures and targeted efforts have been effective in reducing social costs.

Note: 😊 Target Achieved 😊 Target Continuously Being Met 😊 Target Not Achieved

## • Occupational Health and Safety Management

To align more closely with international developments in occupational health and safety management, enhance regulatory compliance, and proactively respond to customers' focus on occupational health and safety issues, Primax Group has implemented the ISO 45001 Occupational Health and Safety Management System across all of its major production sites. These include three manufacturing facilities in Mainland China, the Primax Thailand plant, two Tymphany facilities in Mainland China, the Tymphany Thailand plant, and the Czech Republic plant, totaling eight sites. All sites have undergone external verification by a third-party certification body (SGS) and have obtained ISO 45001 certification. Although Primax (Taipei) and Tymphany (Taipei) office sites have not yet undergone external audits for ISO 45001, they are nevertheless governed by this management system and its related procedures. The Primax (Taipei) headquarters plans to schedule an external ISO 45001 audit and obtain certification after the commencement of operations at the Hsinchu facility in 2025. The scope of the management system covers 100% of all workers across the Group, including employees as well as both regular and temporary non-employee workers. All production sites and Primax (Taipei) conduct regular internal and external audits.

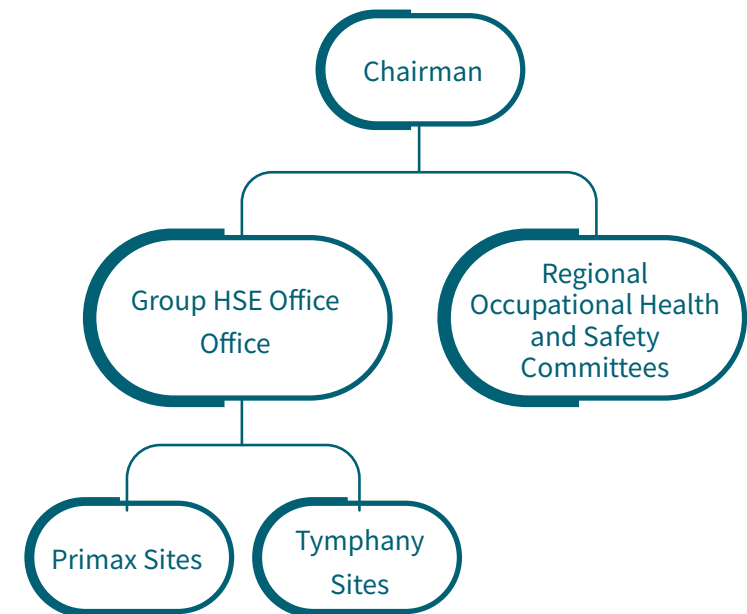
### Occupational Health and Safety Management Units

Primax believes that providing employees with a safe and healthy workplace is a fundamental obligation and responsibility of the Company. To effectively protect employees' health and safety rights, all Group facilities have established Occupational Health and Safety Committees composed of labor and management representatives in accordance with local regulations. These committees hold regular meetings to ensure that employees can raise concerns about existing or potential issues in their working environments. The resulting improvements and preventive measures help create a safer and more comfortable workplace.

In Taiwan, the Occupational Health and Safety Committee holds quarterly meetings, all of which are attended by employee representatives. At facilities in Mainland China, occupational health and safety issues are communicated through worker-related meetings arranged quarterly or annually in line with local regulations, with employee representatives participating in every meeting. In Thailand, five employee representatives are designated to attend monthly safety meetings as required by local regulations. In the Czech Republic, the plant continues to maintain an employee participation system, holding monthly labor meetings that provide all employees with opportunities to express their views on working conditions and occupational safety, thereby fostering robust communication mechanisms.

Starting in 2024, to coordinate the Group's occupational health and safety management resources, systems, objectives, and audits, as well as to fulfill customer requirements, ensure compliance with local laws, and further advance internal sustainability goals, an HSE Office was established under the Chairman. This office communicates with employees on occupational health and safety issues based on site operations and annual priorities. The scope of these communications broadly covers training planning and execution, near-miss and injury incident reviews, medical facility usage statistics, audit findings and corrective actions, fire safety, equipment operation safety, electrical safety, and chemical safety.

### Primax Group Occupational Health and Safety Organization Chart





## Occupational Hazard Identification and Risk Assessment Process

Primax conducts occupational health and safety hazard identification and risk assessment in accordance with the requirements of ISO 45001:2018. The Company has clearly defined that the Environmental, Health, and Safety Management System Implementation Team must establish a Hazard Identification Team, which includes representatives from all departments. Departmental representatives are individuals who have received training in hazard identification and risk assessment and have been certified as qualified personnel. Primax carries out hazard identification and risk assessment annually. These activities cover both routine and non-routine operations and include activities and services involving Primax employees, contractors, suppliers, and visitors entering the workplace, as well as facilities provided by the organization or other parties within the work environment. Any risk levels screened and classified as high or above in the hazard identification and risk assessment forms are prioritized for improvement and serve as a critical basis for setting occupational health and safety objectives and plans. Lower-level risks are incorporated into routine operational controls.

In 2024, eight major manufacturing sites in China, Thailand, and the Czech Republic conducted 2,714 occupational health and safety hazard identification and risk assessment activities, with no high-risk items identified. The sites continued to proactively identify potential hazards and risks through inspections, internal audits, and external audits. Throughout 2024, a total of 913 deficiencies were identified, with a remediation rate of 94.7%, and follow-up is ongoing for items that have not yet been fully addressed.

### Primax Group Hazard Identification, Risk Assessment, and Control Decision Process Flowchart



## Incident Reporting and Investigation Process

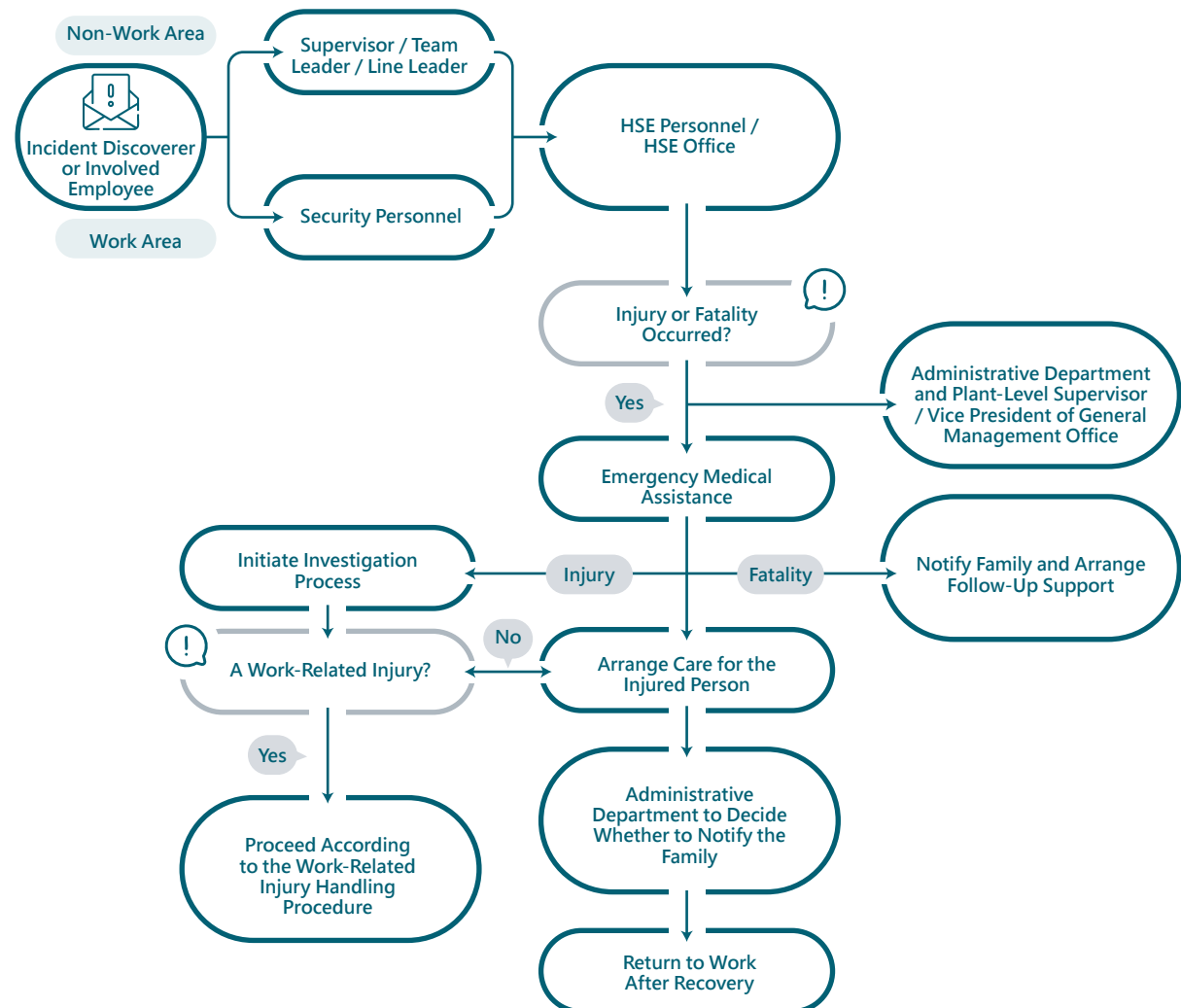
All Primax Group sites have established internal procedures for the reporting of health and safety incidents as well as procedures for incident investigation and handling. In the event of a work-related injury or near-miss incident, workers can immediately report to their supervisor, team leader, line leader, or security personnel.

All workers have the right to stop work or, after taking any feasible emergency measures, evacuate the workplace if they report occupational hazards or dangerous conditions or encounter situations that directly endanger personal safety while performing their duties. The Company must not reduce wages, benefits, or other entitlements, or terminate or dissolve the employment contract as a consequence of such actions taken by workers in good faith.

When an incident involving injury or fatality occurs, the designated emergency hotline must be called immediately to arrange for medical assistance. Relevant government authorities must be notified and incident report forms completed within 24 hours. The Company shall classify the severity of each incident to determine the appropriate level of investigation. A corresponding investigation team will be assembled for each level to identify root causes and develop corrective measures. The Company shall implement and rigorously control these measures, and, based on the findings of the incident investigation, revise related health and safety procedures to prevent recurrence of similar incidents.



### Work-Related Injury Incident Reporting and Investigation Process



## • Training and Injury Prevention

To effectively improve workplace safety across all sites and proactively build a low-injury work environment that safeguards employees' occupational health and safety, Primax Group has enhanced training and awareness initiatives targeting senior managers, safety auditors, and all employees. In addition to regularly providing occupational health and safety education and training on topics such as first aid, machine safety, chemical safety, radiation safety, hazard risk identification, occupational hygiene, emergency response, and occupational disease prevention, each production facility also organizes periodic training for safety officers to obtain relevant certifications. In line with environmental management requirements, the Group has actively delivered training on energy conservation, waste-free landfill practices, and waste gas treatment. These programs not only build awareness of occupational health and safety risks but also reinforce environmental sustainability awareness among employees. In 2024, Primax Group offered a wide range of training programs covering fire evacuation, chemical safety, zero landfill waste practices, energy conservation knowledge, and evacuation drills, with a total of 31,509 employee participations. The total training investment amounted to NT\$1,238,505.

All sites also strictly manage in-plant equipment. Any new installations or modifications must undergo review by HSE personnel before implementation to mitigate the risk of accidental incidents. These measures reflect the Group's strong commitment to creating an environmentally responsible, safe, and healthy workplace. Looking ahead, the Company aims to continue establishing a comprehensive emergency response system to protect employees in the event of fires, earthquakes, explosions, natural disasters, or workplace accidents.



Primax (Chongqing) Emergency  
Incident Training



Primax (Thailand) First  
Aid Personnel Training



Tymphany (Thailand)  
Fire Drill



Primax (Dongguan)  
Occupational Health Training



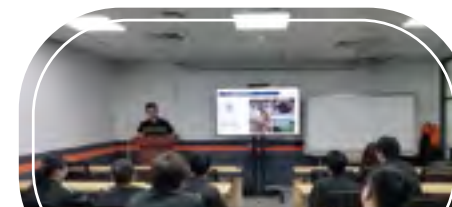
Primax (Dongguan) Positive  
Pressure Air Respirator  
Operation Training



Primax (Kunshan) Work  
Injury Prevention Training



Tymphany (Taipei) Office Fire  
Safety Drill



Tymphany (Dongguan)  
Safety Officer Training

## • Contractor Safety Management

In addition to complying with all applicable local laws and regulations, Primax recognizes its occupational safety management responsibility for both employees and non-employee workers. At its Mainland China facilities, the Group has established the "Contractor Construction Safety Management Procedure", while Taiwan sites follow the "Contractor Operations Management Procedure Manual." Contractors are required to sign a Contractor Statement and must be informed of the "Workplace Environment and Hazard Factors" and the "Contractor Guidelines for In-Plant Operations," which include provisions for penalty deductions in case of violations. Contractors must also comply with the "Contractor Safety and Health Work Code" and sign the "Construction Safety Commitment." Prior to any construction activities, contractors are required to complete a "Construction Work Permit," which must be approved before work can commence. Upon completion, the supervising unit must fill out a "Construction Completion Safety Confirmation Form." If any non-compliance with safety regulations is identified, the project lead unit will issue a Deficiency Correction Notice requiring the contractor to complete corrective actions within a specified timeframe. Should any incidents involving contractors or their personnel occur while operating at Primax facilities, including occupational injuries, fires, or explosions, these events must be reported, investigated, analyzed, and documented in accordance with Primax's incident investigation and corrective action procedures.



Contractor Safety Training at Primax (Thailand)

## • Work-Related Injury Statistics

In addition to addressing existing or potential workplace safety issues, Primax Group evaluates the effectiveness of its occupational health and safety measures by monitoring rates of work-related injuries, occupational diseases, lost workdays, and absenteeism. These metrics help determine whether incidents are being effectively reduced or prevented and whether any deficiencies remain unaddressed in specific areas of health and safety management. Identified gaps are resolved as quickly as possible, while potential safety concerns or risks of unfair treatment are proactively prevented.

In 2024, Primax Group recorded a total of 22 work-related injuries among employees, with an injury rate of 0.23%. All cases were properly managed, with support provided to help injured employees file insurance claims and adjust their work duties as appropriate based on recovery status. To further prevent future occupational injuries, the Group conducted root cause analyses and formulated corresponding action plans. For the most frequent types of injury — pinching and entanglement incidents — protective guards and barriers were installed on relevant equipment to prevent fingers from accidentally entering mechanical gaps and causing injury. For incidents of hazardous substance contact, falls, and cuts, which occur with high frequency, we will strengthen the inspection of incoming raw materials and review and improve the spacing of production lines to avoid the risk of collision and cuts caused by insufficient working space. At the same time, we strengthen chemical management, implement equipment inspection and protective measures, distribute appropriate personal protective equipment and strengthen training in its proper use, and improve emergency response measures such as eye wash to reduce the risk of accidental contact with chemicals. Additional safety measures included enhancing education and training initiatives, and increasing the frequency of onsite inspections to strengthen personnel's safety awareness and further reduce occupational injuries caused by negligence.



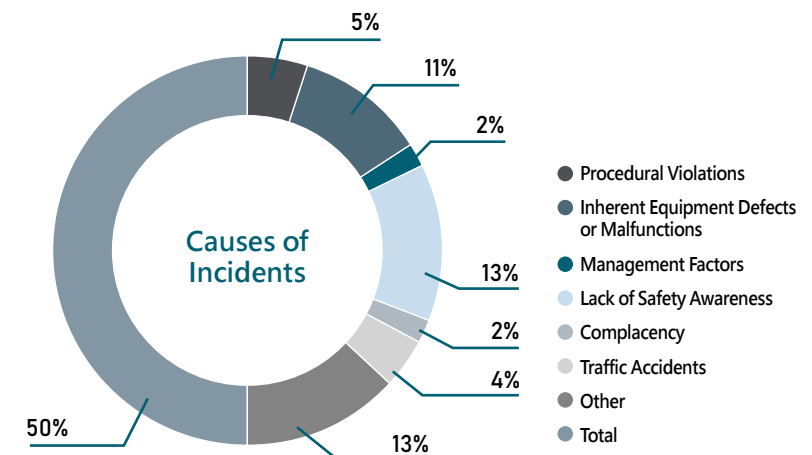
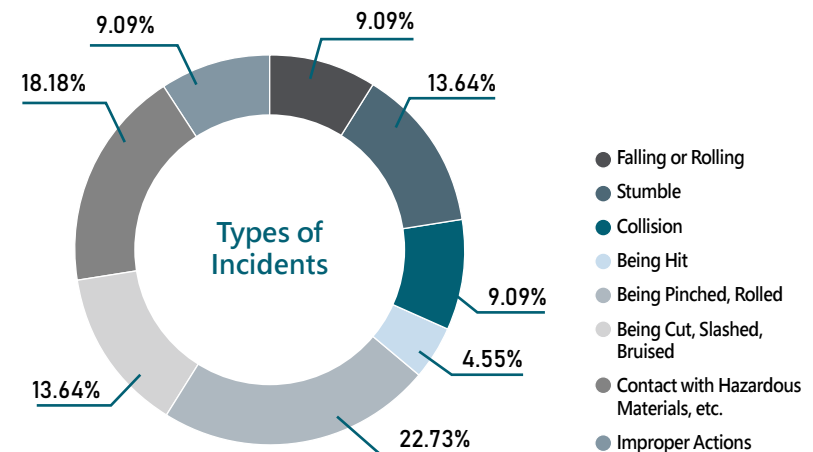


### Statistics on Work-Related Injuries and Occupational Diseases Among Primax Group Employees (2021–2024)

Year	2021	2022	2023	2024
Total Hours Worked	24,895,068	28,961,758	24,777,429	23,193,223
Number of Lost-Time Injuries	21	25	52	22
Number of Fatalities	0	0	0	0
Lost Workdays Due to Lost-Time Injuries	507.87	527.5	245	296.53
Number of Severe Lost-Time Injuries	0	0	0	0
Lost-Time Injury Frequency Rate (FR/LTIFR)	0.84	0.86	2.10	0.94
Lost-Time Injury Severity Rate (SR)	20.40	18.21	9.89	12.78
Lost Workday Rate (LWR)	0	0	0	2.55
High-Consequence Work-Related Injury Rate (Excluding Fatalities)	0	0	0	0
Occupational Disease Incidence Rate	0	0	0	0

Note:

- In 2024, to enhance the consistency and effectiveness of data management across multiple Primax Group operational sites, the definitions of work-related injury statistical indicators were revised. This includes the calculation method for total hours worked and the definition of high-consequence work-related injuries. The past four years of data have been retrospectively adjusted to reflect these unified definitions, as presented in the table.
- The total hours worked shown above are estimated figures calculated as the number of employees at each site multiplied by 8 hours and the number of working days per site, excluding overtime hours.
- The Lost-Time Injury Frequency Rate (LTIFR) is calculated as the number of recordable work-related injuries, including fatalities and high-consequence injuries, divided by the total hours worked and multiplied by 1,000,000.
- The Lost-Time Injury Severity Rate is calculated as the number of recordable lost workdays divided by the total hours worked and multiplied by 1,000,000.
- The Lost Workday Rate (LWR) is calculated as the number of recordable lost workdays divided by the total hours worked and multiplied by 200,000.
- The Occupational Disease Rate is calculated as the number of occupational disease cases multiplied by 1,000,000 and then divided by the total hours worked.
- A high-consequence work-related injury is defined as an injury that results in permanent disability or renders the employee unable to return to work within six months. In 2024, the Group recorded no high-consequence work-related injuries or fatalities.
- The number of recordable work-related injuries is based on the Group's internal consolidated incident records and does not include commuting accidents or falls occurring while not performing work duties.
- Occupational diseases are defined as cases diagnosed by occupational medicine specialists or determined by the local relevant competent authorities. In 2024, no such cases were confirmed among Group employees.
- In 2024, no fatalities, high-consequence work-related injuries, or occupational diseases were recorded among non-employee workers. This category includes dispatched personnel, regular on-site contractors such as security, cleaning, catering, and gardening staff, but does not include ad hoc contractors performing irregular work. One recordable work-related injury occurred, involving a minor cut caused by machine operation, with no lost workdays and an LTIFR of 0.11. The total hours worked were 8,789,063.6 hours. This figure was estimated as the number of employees at each site multiplied by 8 hours and the number of working days per site.





## • Employee Health and Comprehensive Care

Primax Group has always placed great importance on employee health. In addition to regularly organizing health promotion activities and educational campaigns, each operational site has established medical facilities to provide health consultations and health management services, with the goal of continuously building a healthy workplace. The Group conducts employee health examinations in compliance with local regulations. In addition to general health checks, specific screening items are provided in three stages — pre-employment, during employment, and upon departure — for high-risk positions such as dispensing, printing, soldering, forklift operation, electrical work, noise exposure, dust exposure, laser operation, and X-ray operation. These targeted examinations include ultrasound scans, lung function tests, bilirubin analysis, hearing assessments, trace element testing, and ophthalmologic evaluations. For employees working with X-ray equipment, additional comprehensive health screenings are conducted, including examinations of the skin, liver, kidneys, lymph nodes, and thyroid gland. Common abnormal risk factors include noise exposure, dust inhalation, and chemical handling. If any such abnormalities are detected, the Group promptly conducts re-examinations. Once an abnormal result is confirmed and the employee is deemed unfit to continue their current duties due to health reasons, a job reassignment or reduction in exposure to relevant risk factors will be considered. The Group also continues to track the employee's health condition over time. Since the establishment of the Group's HSE Office, achieving zero occupational disease cases has been set as a priority objective. In 2024, all major sites successfully met this goal.



Health Examinations at Primax  
(Dongguan)



Health Promotion Seminar at Primax  
(Dongguan)

Primax (Taipei) Headquarters and Tymphany (Taipei) are primarily office-based operations. Regular general health examinations are conducted, and employees identified as high-risk based on the results are closely monitored by nursing staff. A follow-up examination is provided free of charge six months later to enable early detection and early treatment of any health issues in a comprehensive manner. In 2024, a total of 405 employees at Primax (Taipei) Headquarters and Tymphany (Taipei) participated in health examinations.

### Primax (Taipei) Headquarters

#### 1 Health Examination Items Exceeding Regulatory Requirements:

- Metabolic syndrome screening
- Cancer screening
- Fundus photography examination
- Ultrasound examinations of the thyroid, pelvic cavity, and prostate
- Based on individual employee needs, additional options to select two out of four targeted ultrasound exams including abdominal, carotid artery, thyroid, pelvic cavity, or prostate screening
- In addition to the four government-subsidized cancer screenings, supplementary screenings for liver cancer, pancreatic cancer, prostate cancer, and ovarian cancer

#### 2 Recognized with the CommonWealth Magazine Corporate Citizen Award: Health 99 Award

### Tymphany (Taipei)

- 1 In 2024, a total of 308 employees completed health examinations, achieving a participation rate of 73.3%.
- 2 Annual health examinations are provided, and for employees over the age of 45, additional screening items are offered. Both the frequency and scope of these examinations exceed regulatory requirements.
- 3 Based on employee preferences, enhanced health check packages are available, such as cancer-focused screenings or gastrointestinal health packages. Example screening items include:
  - Liver, gallbladder, kidney, and pancreas function tests
  - Cancer screening
  - Ultrasound examinations
  - Cardiac function tests
  - Helicobacter pylori (H. pylori) screening

# Mitigating Employee Health Risks through Health Promotion Activities

In 2024, the Group's facilities in Mainland China and Thailand organized a wide variety of health promotion activities, including Sports Month, campus sports meets, basketball tournaments, and billiards competitions. Multiple themed health seminars were also held, covering topics such as annual health examination report interpretation, stroke prevention education, office health and wellness, managing chronic diseases, and general health knowledge. Every Friday during lunch, vegetarian options are offered through a dedicated counter to provide employees with healthy meal choices. Additionally, the cafeteria menu features health tips to encourage nutritious eating habits. This year, exercise programs were further integrated with an ecosystem rewards system that motivates employees to participate in activities such as spinning, yoga, and dance fitness. Employees can accumulate points to redeem ESG-themed merchandise, supporting the development of lasting exercise habits. In cooperation with the Shijie Government, Primax (Dongguan) and Tymphany (Dongguan) also hosted on-site cervical and breast cancer screenings to care for the health of female employees.



Basketball Tournament

At Primax (Taipei) Headquarters, the first quarter of each year is designated as Health Season. In addition to regular employee health management through routine health examinations, a variety of exercise and weight loss programs are implemented to further reduce employee health risks based on job characteristics and individual needs. In 2024, participation in various health promotion activities was recorded as follows:

Activity Name	Number of Participants
10,000 Steps a Day	196
Fitness Challenge	82
4th NeiHu Technology Park Earth-Loving Charity Run	226
Influenza Vaccination Subsidy	165
Health and Fitness Screening	97
Neihu Technology Park Blood Drive	50
Total Participation	816



Newly Formed Running Club



## Mental Health Promotion and Employee Cares

Primax places great importance on supporting employees' mental health and recognizes that providing a friendly, balanced work environment is one of the Company's most fundamental responsibilities. At the Taipei Headquarters, an Employee Assistance Program (EAP) hotline is available to ensure that employees' medical, legal, and psychological issues are effectively addressed. According to statistics, from 2020 to 2024, the number of employees using Phase I counseling services increased year by year, indicating that employees are increasingly willing to access these services and trust that the program can help them resolve their concerns.

### Five-Year Trend in Employee Utilization of EAP Services

Year	2020	2021	2022	2023	2024
Phase I Service Usage Analysis (Number of Cases)	185	217	278	380	990
Phase II Annual Records (Number of Cases)	18	22	29	44	68

In 2024, the primary topics of counseling were legal issues and family and parenting concerns. According to the satisfaction survey, employees rated their willingness to use counseling services again at 5.8 out of 6 points. Regarding whether the service helped reduce the negative impact of personal issues on work, the rating reached 5.3 out of 6 points. These results indicate that the EAP hotline provided positive support in helping employees balance their personal and professional lives.

Primax also considered employee needs when arranging themed educational seminars. These seminars were organized based on the EAP's areas of focus, which include work, family, mental and physical health, interpersonal relationships, financial matters, legal issues, workplace support, and management consultation. The sessions were designed to promote awareness and help employees better understand how to use EAP services. Anonymous feedback questionnaires collected from each seminar served as a reference for future health promotion initiatives.

In 2024, two EAP-themed seminars were conducted, covering topics such as personal relationships, family and parenting, and personality and interest development. These sessions helped employees address pressures related to achieving work-life balance. A total of 122 employees attended, and the satisfaction ratings for the seminars were all above 5.3 out of 6 points, reflecting their strong popularity among employees.



Primax (Taipei) Participation in NeiHu Technology Park Blood Drive



Primax (Taipei) Fitness Assessment Activity



EAP Promotional Poster



## 6.6 | Diverse and Vibrant Employee Engagement

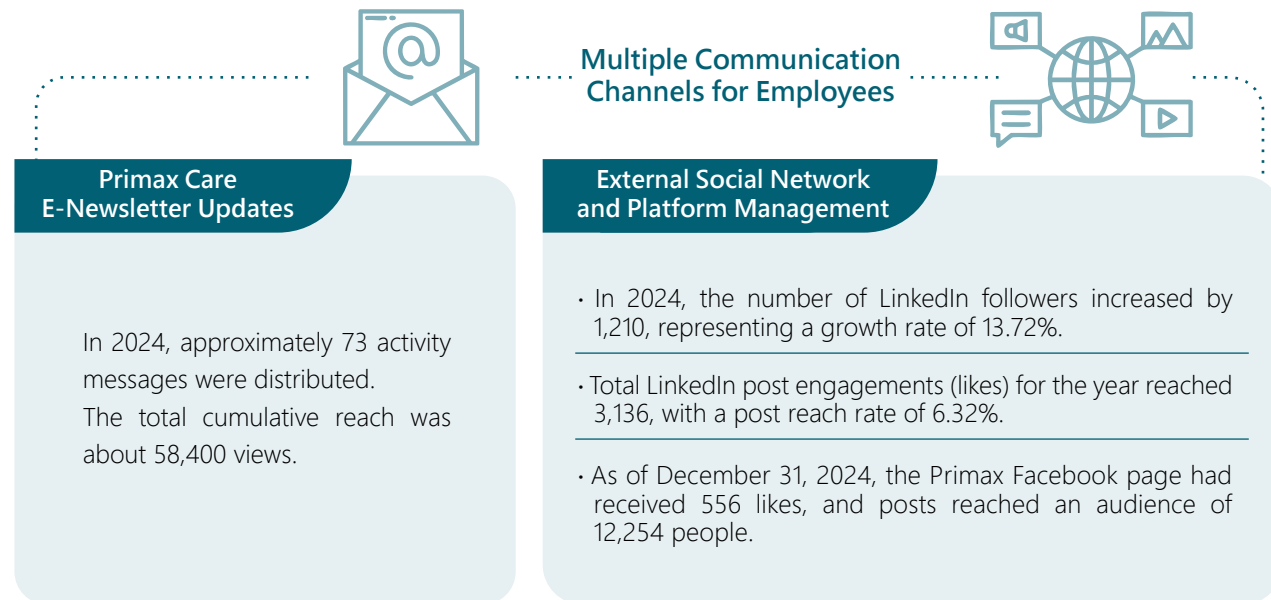
### • Employee Engagement Survey

In 2023, Primax (Taipei) conducted a company-wide engagement survey based on Willis Towers Watson's High Performing Employee Experience Model. The survey aimed to provide a comprehensive analysis of employees' workplace and job experiences to identify current strengths, weaknesses, risks, and opportunities. The survey results showed that Primax employees reported a sustainable engagement score of 76%. While the results indicate no immediate issues related to talent retention, there remains a need to continue strengthening sustainable engagement to build a workplace environment where employees enjoy their work and feel a strong sense of belonging to Primax, ultimately supporting talent sustainability. The initiative is currently implemented at the Taipei Headquarters, where surveys are conducted every two years. Moving forward, in line with the Group's sustainability strategy blueprint, the program will gradually expand to all major global operational sites. Based on defined targets, related measures and plans will be developed to maintain or improve employee engagement scores.

Additionally, since 2020, Primax (Taipei) has participated in the HR Asia Best Companies to Work for in Asia Award, which includes an annual anonymous employee survey conducted through random sampling. The survey covers three key dimensions: core values, employees' perceptions of the workplace, and employee behaviors. Primax is honored to have received this recognition for four consecutive years, with the average scores in all three areas consistently exceeding industry benchmarks.

### • Employee Communication and Engagement

Following the launch of the Primax Care internal communication brand by the HR team in 2021, which focuses on health and ESG themes, the Company continued to build on the spirit of "Enrich Your Life" in 2024 and further reinforced the values and brand identity of Primax Care. Externally, Primax has maintained an active presence across social networks and platforms. Internally, the Company has strengthened engagement by distributing the Primax Care e-newsletter and organizing a variety of online and offline activities related to health and ESG, bringing employees together to cultivate a collective positive momentum.







Primax continuously refines its brand identity, striving for excellence and sustained innovation. In 2024, the Company embarked on a new journey toward even greater achievements, guided by the core theme of "STAR." This new strategy integrates four key pillars: "S" representing Safety and Health, "T" for Talent Development, "A" for ESG Excellence reaching A+, and "R" for Recognition and Benefits. Together, these elements consolidate prior quarterly initiatives into a forward-looking workplace culture under the banner of the "Sustainable and Exceptional Workplace for Talent." This comprehensive approach aims to elevate the Company's value and influence both internally and externally.

Looking ahead, Primax firmly believes that each employee's dedication will advance in tandem with the Company's ambitious goals, enabling us to overcome challenges and achieve outstanding performance. We will continue to drive innovation, enhance professional capabilities, and focus on strengthening collaboration to lay a strong foundation for excellence. Most importantly, we are convinced that only by embedding a culture of Diversity, Equity, and Inclusion (DEI) into every aspect of work can we unlock each employee's full potential and build a diverse, harmonious work environment.

The future of Primax is not only about creating greater success for the Company but also about providing every employee with fair and inclusive opportunities for growth. Only through our collective efforts can we move toward a brighter and more sustainable future and create lasting value and impact along the way.

## 2024 Activity Overview

	Q1	Q2	Q3	Q4
<b>S</b> Safety and Health 	<ul style="list-style-type: none"> <li>Health Seminar</li> <li>10,000 Steps a Day</li> </ul>	<ul style="list-style-type: none"> <li>Neihu Technology Park Charity Run</li> <li>Health and Fitness</li> <li>Fire Safety Smart Star</li> </ul>	Fitness Challenge	Influenza Vaccination
<b>T</b> Talent Development 	Primax Makerthon Registration	<ul style="list-style-type: none"> <li>Creative Sky</li> <li>What the Plane?!</li> </ul>	Primax Makerthon Grand Finals	Code of Conduct Competition
<b>A</b> A to A+ ESG Excellence 	<ul style="list-style-type: none"> <li>Holiday Charity Procurement</li> <li>Public Welfare Seminar</li> <li>21-Day Green Action Campaign</li> </ul>	<ul style="list-style-type: none"> <li>Vegetarian Day</li> <li>Clean Plate Day</li> </ul>	<ul style="list-style-type: none"> <li>Secondhand Clothing Donation</li> <li>Charity Blood Donation</li> <li>Angel Sustainability Market</li> <li>Primax Green Action Proposal</li> </ul>	Christmas Wishes
<b>R</b> Recognition and Benefits 	<ul style="list-style-type: none"> <li>40th Anniversary Year-End Banquet</li> <li>Dragon Year Kick-Off Event</li> </ul>	Spring and Summer One-Day Outing	<ul style="list-style-type: none"> <li>40th Anniversary Commemoration</li> <li>T-Shirt Distribution</li> <li>Primax Book Fair</li> <li>40th Anniversary Family Day</li> </ul>	<ul style="list-style-type: none"> <li>Primax Love for You – Thanksgiving Celebration</li> <li>Primax Love for You – Christmas Market</li> </ul>



## Feature | Primax Care Quarterly Event Series

Primax has always embraced the core values of "inherent goodness, collective wisdom, and service to society." Since its founding, the Company has actively advanced ESG sustainability initiatives and taken steady steps toward the future. Every year, Primax (Taipei) Headquarters organizes themed activities guided by the STAR framework (Safety and Health, Talent Development, A to A+ ESG Excellence, and Rewards and Benefits). These initiatives transform key sustainability topics such as energy conservation, carbon reduction, social contribution, and employee engagement into diverse and engaging activities. While attracting broad participation, they have also begun to cultivate a culture of sustainability in employees' minds.

Entering 2024, a year of new opportunities, Primax continued its momentum by launching a variety of internal and external activities. For example, Primax Taipei has set "Creating a Sustainable Work Environment" as its development vision. Under a framework encompassing sustainability awareness, employee care, and social support, the HR team planned two special programs this year: the carbon reduction initiative "Primax Green Action" and the social contribution campaign "Primax Love for You."



Primax Love for You

### Primax Green Action



In 2024, Primax reinforced its commitment to sustainable development by deepening employee participation and further integrating sustainability into daily life. In addition to visible reminders such as "Turn Off the Lights" and "Save Energy," the Company organized the Green Living Proposals Initiative, which encouraged employees to submit innovative ideas for sustainability. Through a process of proposal submission, employee voting, and practical implementation, the initiative sparked creativity and a strong sense of engagement. Ultimately, 21 proposals were selected for further action and execution.

The Primax Green initiative was promoted internally via the Walkii platform and supported by incentives such as P-Coin rewards and attractive prizes to encourage participation. The high level of engagement not only drove carbon reduction efforts but also inspired employees to consider how they can incorporate sustainability into their everyday lives, planting environmental values firmly in the hearts of every employee.



Primax Green Action

A large background image showing the silhouettes of a family (two adults and two children) walking away from the camera through a field of tall grass towards a bright sunset. The sky is a warm orange and yellow. On the left side, there is a green vertical bar and a white semi-transparent box containing the chapter title and table of contents.

# 7 Chapter Shared Prosperity

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In response to the challenges of declining birth rates and an aging population, Primax has long been dedicated to supporting education in underserved areas and caring for the elderly. It is our vision to nurture every budding life and accompany each stage of life's journey. Guided by this vision, we have developed three strategic focus areas for shared prosperity:



Aligned with our 2030 Sustainability Strategy Blueprint, we have established three goals under the shared prosperity pillar, using 2022 as the baseline and structured around the three focus areas mentioned above. Initially, the scope of these targets was limited to Primax (Taipei) and Mainland China sites. However, starting in 2025, we will formally expand coverage to include all Group operations, including Tymphony. In doing so, we will set higher targets to maximize the Group's combined social impact, demonstrating that 1+1 can be greater than 2 and ensuring that our collective efforts create the greatest possible value for society.

## 2030 Sustainability Strategy Blueprint – Shared Prosperity Goals



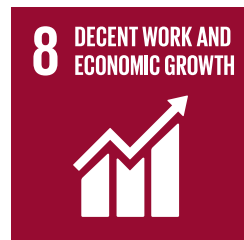
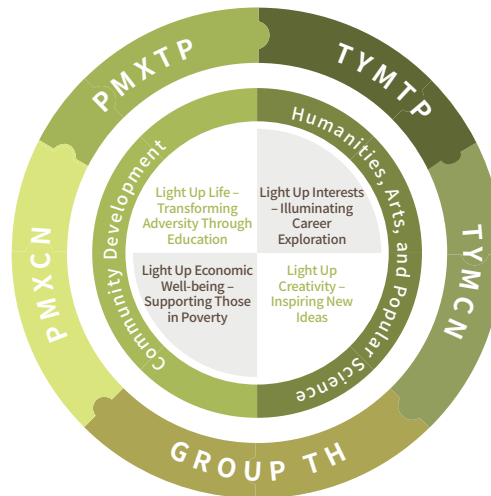
2024 Shared Prosperity Goals	Execution Results	Achievement Status
3000 volunteer service hours contributed by employees.	<b>11,225 volunteer service hours</b> contributed by employees.	Overachieved by 374%
Accumulate NT\$9 million in social assistance funding (including employee donations)	Accumulate <b>NT\$11.167 million</b> in social assistance funding (including employee donations)	Overachieved by 124%
Serve a total of 14,000 beneficiaries	Serve a total of <b>34,055</b> beneficiaries	Overachieved by 243%
Build partnerships with 10 social impact partners	Build partnerships with <b>18</b> social impact partners	Overachieved by 180%



## • Primax Group Light up Project

This program is designed to expand the Group's combined social impact under the principle that 1+1 is greater than 2. It focuses on Primax's key operational sites in Taiwan, Mainland China, and Thailand as the main drivers, starting by supporting impoverished or disadvantaged groups in neighboring communities. At the same time, the initiative collaborates with local schools by providing scholarships and sponsoring educational programs to promote local educational development. In recent years, the program has extended its reach beyond nearby communities to include rural areas, integrating internal and external resources across the Group. Through a wide range of charitable activities, it aims to create ripple effects of positive social change and maximize Primax's influence in advancing shared prosperity.

The initiative emphasizes two primary focus areas: Community Development and Humanities, Arts, and Popular Science. Around these, it has established four core "Light Up" themes that systematically address diverse social needs: Interests and Careers, Life and Education, Economic Hardship, and Creativity and Inspiration. This approach is closely aligned with four United Nations Sustainable Development Goals (SDGs), namely SDG 1 No Poverty, SDG 4 Quality Education, SDG 8 Decent Work and Economic Growth, and SDG 17 Partnerships for the Goals. Staying true to the spirit of these SDGs, the Group emphasizes long-term commitment and the diffusion of impact. By working collaboratively with partners, local communities, and non-profit organizations, Primax seeks to realize a dual vision of both global and local shared prosperity.



## • Igniting Creativity: A Fusion of Art, Humanities, and Science

### Light Up Interests – Illuminating Career Exploration

💰 Total Funds Utilized: **NT\$954,120**

😊 Total Participants: **1,150**

✅ These types of charitable initiatives are conducted in collaboration with external educational organizations. Leveraging the Company's multi-sensory technology strengths, Primax designs science education camps, courses, and on-site company visits to help instill scientific literacy at an early age. Additionally, the programs integrate humanities and arts to broaden students' diverse interests.



## Primax (Dongguan) Growth Classroom

In collaboration with Shijie Township Youth Center, free science education courses were offered to both employees' children and local youth. The curriculum covered four major themes: aerospace and aviation, health technology, agricultural technology, and industrial technology. The courses used engaging and entertaining methods to introduce young people to the world of science and inspire interest in technology industries and national scientific development.



## Collaborative Science Camps

- 01** Primax was invited to participate in Taiwan's National Science and Technology Council 6th KissScience event, opening the Neihu Headquarters to high school students to experience Primax's multi-sensory core technologies and interact with AI intelligent robots. Through interactive challenges, students learned about the science embedded in everyday life.



- 02** In partnership with the Seed Family in Taoyuan Community, Taitung, Primax organized a three-day summer science camp, where employee volunteers acted as mentors and instructors. They introduced the scientific principles behind Primax products and designed fun activities to help children explore science through play.





## Tymphany Family Open Day

Each year on the Company's anniversary, August 8th, Tymphany hosts an open house inviting senior engineers to share their expertise and play educational videos on the history of acoustics. Interactive science experiments and mini-classes were held to teach employees' children about acoustics in an engaging way.



## Industry-Academia Collaboration

Primax has established long-term partnerships with universities such as Xiamen University and Huizhou College. Sponsorships, often under naming arrangements, support programs themed around music and sports.



## Music and Science Education

- 01 Primax provided free access for employees and their families to a musical produced by visually impaired musicians from the Taipei Parents' Association for the Visually Impaired. The unique performances received enthusiastic acclaim, as the musicians shared their personal journeys while rehearsing, helping children appreciate the beauty of music and develop empathy for individuals who experience sensory limitations.
- 02 Primax offered free admission for employees and their families to a performance by EDU Musical Theatre, featuring the science musical Calling Darling. Set in 1960s America, the story follows Jessie, a telephone operator, and Benjamin, an engineer at Bell Labs, as they explain the acoustics principles behind telephone switchboards in an accessible and engaging way. The performance combined storytelling with science, covering topics such as statistics, graph theory, and calculus, as well as the acoustics that Tymphany specializes in. The musical vividly illustrated the invention of the telephone, enabling children to learn scientific concepts while enjoying the show.



## Light Up Creativity – Inspiring New Ideas

💰 Total Funds Utilized: **NT\$6,005,071**

😊 Total Beneficiaries: **100,176**

✓ By designing engaging activities and developing cultural and creative products, as well as sponsoring performing arts groups and supporting camps that promote arts education and cultural literacy, Primax seeks to increase awareness of sustainability and cultural development among employees and the public. These efforts also aim to spark creativity and inspiration while advancing SDG 17 (Partnerships for the Goals) and expanding the influence of collective participation across society.



### Sponsoring and Inviting Arts and Cultural Performances

- 01 Primax provides regular donations to Kids' Bookhouse in Taitung, contributing NT\$2 million annually to support after-school programs, music and talent development courses, and drumming practice and performances. The Company also periodically purchases concert tickets to offer employees opportunities to attend these events.
- 02 Primax has invited groups such as the Taipei Philharmonic Orchestra and professional magicians to perform at Family Day events. Using orchestral arrangements of popular songs suitable for all ages, these performances allow employees' families to experience the joy of music together.
- 03 Primax has a long-standing commitment to the Taoyuan Community in Taitung and maintains a close relationship with Dousi Multicultural Studio, which promotes Bunun traditional music and dance. The Company frequently invites the studio to perform at major events. In 2024, Primax supported the group in presenting a public performance at the renowned Vakangan Hot Spring Park, which was met with great acclaim.



## Sponsoring Arts and Humanities Camps

- 01** In partnership with the University of Taipei, Primax held two camps for high school students focused on arts and cultural heritage. Participants visited historic sites such as The Red House, Bopiliao Historic Block, and Xinzhuang Temple Street to learn about Taiwan's history and traditional culture. During the camps, students shared their ideas on promoting cultural development in Taiwan.
- 02** In addition to the summer science camp held in the Taoyuan Community, students from Taoyuan Elementary School visited the Primax headquarters in 2024 to engage in activities combining popular science and Bunun cultural exchange. These experiences broadened the children's horizons and inspired innovative thinking about culture.
- 03** Primax also organized a winter camp for employees' children on sustainability and arts topics. The program helped parents address childcare needs during the winter holiday while fostering understanding of sustainability and cultural literacy. Through enjoyable activities, the camp encouraged diverse interests, deepened knowledge of ESG topics, and strengthened employees' sense of belonging and identification with the Company.



## Creative ESG Promotion Activities

- 01** To continuously enhance employees' ESG awareness, Primax designed a dedicated ESG logo, the ESG Little Tree, along with the related mascot "Happy Trio." The Company has developed 16 themed merchandise items, integrating them into ESG activities to make the concept tangible and memorable.
- 02** At Primax's Mainland China sites, the team built the ESG Ecosystem platform on corporate WeChat to enable employees to participate in ESG initiatives online.
- 03** In 2024, Primax Mainland China sites organized an ESG Theme Month, during which 21 events were held, including volunteer service activities, fundraising for Pearl Classes, parent-child environmental campaigns, global ESG sharing sessions, Angel Craft workshops, and ESG charity fairs. These creative activities strengthened internal ESG culture and expanded external community impact.
- 04** In 2024, Tymphany's Mainland China sites launched their first ESG Knowledge Classroom, using new media platforms to communicate ESG knowledge to employees. Interactive competitions increased engagement, and the ESG Little Friends activity encouraged all children in the region to create artwork inspired by ESG themes, further promoting awareness.



## Corporate Anniversary Cultural Merchandise

- 01** Through a collaboration arranged by the Taiwan Creative Content Agency, Primax partnered with Story Wear, Taiwan's only zero-waste fashion brand, which has participated in the Taipei Fashion Week, hosted by the Ministry of Culture, for many years and is based at the House of Story Wear in Dadaocheng, one of the venues of the Taipei Fringe Festival. Combining fashion, sustainability, and social enterprise, the brand aims to mainstream sustainable fashion. To celebrate Primax's 40th anniversary, the Company worked with Story Wear to produce commemorative white T-shirts for employees. The design incorporated the 40th anniversary visual identity and the slogan "Reinventing for the Future," using surplus organic cotton fabric produced by local textile manufacturers, reinforcing the message of sustainable fashion.
- 02** In 2024, to mark Tymphany's 20th anniversary, the Company also designed custom commemorative merchandise and opened charity sales channels, with all proceeds donated to social welfare organizations.



## Inviting Underprivileged Arts Groups to Perform

Primax invited children supported by the Children's Hearing Foundation to perform songs and dances at the Family Day event, offering employees and their families an inspiring artistic experience.



## Screen Printing for You

The Company provided opportunities for employees to design and create their own screen-printed bags, encouraging the use of reusable bags instead of plastic to reduce plastic consumption, and supporting small farmers in Hualien through product purchases.



## 2024 Summer Good Sounds – Tymphany Music Festival

The festival combined creative ESG-themed games with community engagement. After completing ESG activity challenges, participants could redeem vouchers. The event was also open to local residents to join the music festival free of charge.





## • Long-Term Commitment to Education and Local Community Care

### Light Up Life – Transforming Adversity Through Education

💰 Total Funds Utilized: **NT\$8,598,950**

😊 Total Beneficiaries: **13,950**

✓ By donating to charitable organizations and promoting educational empowerment programs, Primax helps underprivileged children gain equal access to education. Through education, these initiatives aim to transform lives and break the cycle of intergenerational poverty. This approach aligns with SDG 1 (No Poverty) and SDG 4 (Quality Education), creating more hope and opportunities for society.



Taiwan



Mainland  
China

- 01 Primax regularly sponsors Junyi Academy, Kids' Bookhouse, the Chengzhi Education Foundation, and Grass Book House to support educational empowerment, digital learning platforms, and after-school tutoring and care services in rural communities.
- 02 Starting in 2025, Tymphany plans to collaborate with Learning in Science (LIS) to organize science education camps for children with hearing impairments.

- 01 Primax continues to provide scholarships and grants to outstanding students in surrounding communities and employees' families. These initiatives offer both material and emotional support, encouraging children to pursue their studies, realize their aspirations through knowledge, and give back to society.
- 02 In cooperation with the Yongchuan Charity Federation, Primax is supporting the establishment of the "Resource Classroom and Shengshui Library" at Shengshui Primary School in Wujian Township, Yongchuan District, Chongqing. This project enables rural children to access high-quality urban school teaching resources through online synchronized lessons. The facility is scheduled to open in September 2024.
- 03 Primax has also partnered with the Zhejiang Xin Hua Compassion Education Foundation to participate in the "Pearl Retrieval Project," which assists well-rounded students with both strong academic achievement and good character who face financial hardship by covering tuition and living expenses for up to three years, helping them complete their high school education.
- 04 Tymphany has established collaborations with leading universities in China, such as Xiamen University and the Ocean University of China. Through these partnerships, the Company has created the "New Voice Power" scholarship in fields such as ocean physics and offers summer internships to outstanding students to help them gain industry experience.



Thailand

Although Primax Group's facility in Thailand is newly established, it has actively begun collaborating with nearby schools. In addition to providing scholarships, the site has donated supplies and resources to rural schools to improve educational environments and facilities.



## Light Up Economic Well-being – Supporting Those in Poverty

💰 Total Funds Utilized: **NT\$562,068**

😊 Total Beneficiaries: **13,579**

✓ By providing donations and volunteer services, Primax helps support elderly individuals living alone and disadvantaged children, improving their economic and living conditions. Through direct financial assistance and emotional companionship, these efforts enhance their quality of life and contribute to achieving SDG 1 (No Poverty).



- 01 Each December during the season of gratitude, Primax partners with charitable organizations to organize the Christmas Wish program, which invites children to write down their wishes. These wishes are displayed as cards on the Primax Christmas Wall, where employees can select and fulfill them. Finally, the children send thank-you cards in return, creating a warm and meaningful exchange.
- 02 Since 2016, Primax has participated annually in the Hondao Senior Citizen's Welfare Foundation's year-end volunteer shopping event. In collaboration with Carrefour Neihu, the Company also provides delicious meals so that volunteers and elderly participants can dine together after shopping. Beyond providing material assistance, these activities promote intergenerational connection and understanding.
- 03 In addition, each year before the Chongyang Festival (also known as Senior's Day or the Double-Ninth Festival), Primax organizes day trips for low-income and elderly individuals living alone. The purpose is not only to give them opportunities to leave their homes and engage with the community but also to help volunteers appreciate the importance of social care and work together toward an age-friendly society.



- 01 In recent years, Primax Mainland China sites have continued to expand volunteer service initiatives, encouraging employees to participate in activities outside of work. Whether spending time with seniors, people with disabilities, and families in need, or supporting community cleaning and environmental protection, employees have gained a sense of fulfillment, gratitude, empathy, and personal value through helping others.
- 02 Tymphany has established a long-term partnership with the Danshui Social Welfare Center in Huiyang District, Huizhou. All proceeds from the sale of commemorative products for Tymphany's 20th anniversary were donated as supplies to the center. Employee clubs, such as the music club and dance club, actively participate in community charity performances, while the volunteer club has joined Huiyang District's public welfare teams to take part in community service initiatives.
- 03 In collaboration with the Step30 International Ministries (Old Shoes Save Lives), Primax organized a shoe donation campaign to support children and villagers in East Africa by protecting them from sand fleas and ensuring safe travel. A total of approximately 70 pairs of shoes were donated, providing resources while avoiding environmental harm.

## • Building an ESG Ecosystem Where Everyone Thrives in Shared Purpose

From production and operations to social care and community contributions, Primax has consistently spared no effort in supporting sustainable development in society. To enhance ESG visibility and integrate sustainability seamlessly into employees' daily lives, the Company created the exclusive PRIMAX ESG logo and its Happy Trio mascot as core design elements and independently developed the **PRIMAX ESG Ecosystem**, an online interactive platform where employees can participate in ESG initiatives. Through the platform, employees earn P-Coins for participating in ESG activities, which can be redeemed for limited-edition Happy Trio cultural and creative merchandise.

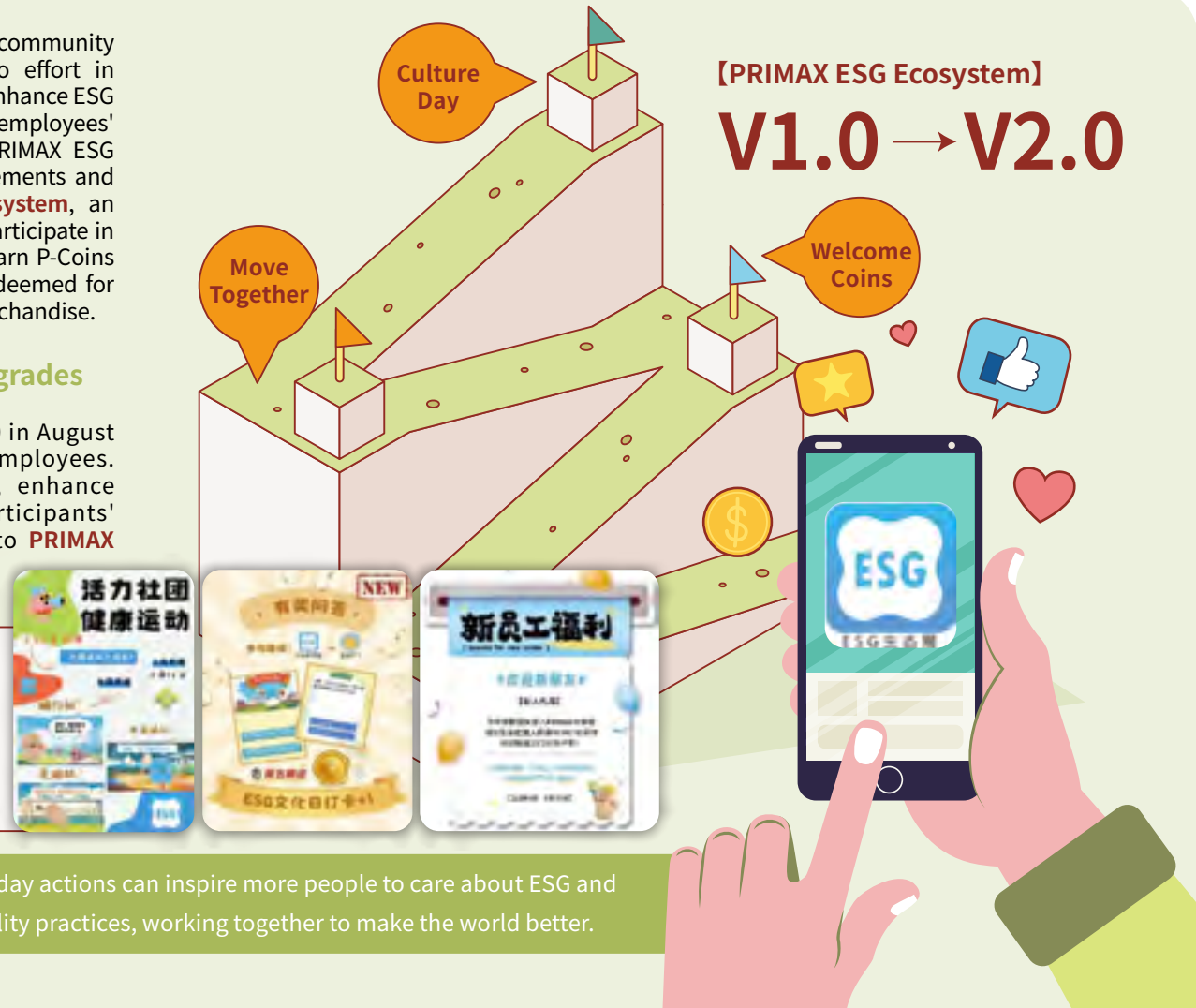
### PRIMAX ESG Ecosystem: Continuous Upgrades

Since the launch of **PRIMAX ESG Ecosystem** V1.0 in August 2023, the platform has been well received by employees. In 2024, to further diversify ESG activities, enhance inclusiveness in ESG practices, and enrich participants' experiences, Primax upgraded the platform to **PRIMAX ESG Ecosystem** V2.0. New features include:

**Move Together:** Six new options for participating in health and fitness activities

**Culture Day:** Friday Quiz – ESG Mini Dictionary

**Welcome Coins:** 50 P-Coins awarded to new employees upon completion of their probation period



Primax believes that starting with small, everyday actions can inspire more people to care about ESG and motivate them to take part in social responsibility practices, working together to make the world better.

# 8 Chapter Appendix

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## 8.1 | Primax Group ESG-related Certifications

System Name  Site	Environmental					Social				Governance				
	ISO14064-1 Greenhouse Gas Inventory	ISO 14001 Environmental Management System	ISO 50001 Energy Management System	ISO 14046 Organizational Life Cycle Water Footprint Standard	IECQ QC 080000 Hazardous Substance Process Management System	UL2799 Zero Waste to Landfill Certification	RBA VAP Responsible Business Alliance (RBA)	ISO 45001 Occupational Health and Safety Management System	C-TPAT Anti-Terrorism Verification	AEO Top Enterprise Certification	ISO 27001 Information Security Management System	ISO 9001 Quality Management System	ISO13485 Medical Device Quality Management System	IATF 16949 Automotive Quality Management System
Primax (Taipei)	● 2026/05/22	● 2025/10/26	● 2025/12/16	● 2027/05/04	● 2028/05/08	-	-	-	-	-	● 2026/11/16	● 2028/04/23	-	-
Primax (Dongguan)	● 2026/05/22	● 2025/12/18	● 2025/11/11	● 2027/05/04	● 2028/05/08	● 2026/05/30	● 2025/12/15	● 2025/12/18	● 2026/08/02	● (No validity period)	● 2026/11/16	● 2028/04/23	-	● 2028/06/22
Primax (Chongqing)	● 2026/05/22	● 2025/12/18	● 2025/11/19	● 2027/05/04	● 2028/05/08	● 2026/05/27	● 2027/04/11	● 2025/12/18	● 2028/03/07	● (No validity period)	● 2026/11/16	● 2028/04/23	-	-
Primax (Kunshan)	● 2026/05/22	● 2025/12/18	● 2025/11/12	● 2027/05/04	● 2028/05/08	-	● 2025/10/10	● 2025/12/18	-	-	● 2026/11/16	● 2028/04/23	-	-
Primax (Thailand)	● 2026/05/22	● 2028/05/19	● 2027/03/17	● 2027/05/04	● 2028/05/08	2025 Certification	● 2026/04/11	● 2028/05/19	● 2025/10/03	-	● 2026/11/16	● 2028/04/23	● 2027/10/08	● 2027/03/21
Tymphany (Taipei)	● 2026/05/22	-	-	-	-	-	-	-	-	-	● 2027/09/05	-	-	-
Tymphany (Dongguan)	● 2026/05/22	● 2026/01/13	● 2025/11/30	● 2027/05/04	● 2025/07/31	● 2026/01/08	● 2026/05/23	● 2026/01/13	● 2028/05/14	-	● 2027/09/05	● 2027/09/07	-	-
Tymphany (Huizhou)	● 2026/05/22	● 2027/05/18	● 2025/11/30	● 2027/05/04	● 2025/09/12	2026/02/26	● 2026/05/23	● 2027/05/18	● 2026/07/29	-	● 2027/09/05	● 2028/07/08	-	● 2028/07/08
Tymphany (Thailand)	● 2026/05/22	● 2025/11/17	● 2027/03/17	● 2027/05/04	● 2026/05/23	● 2026/09/30	● 2026/05/31	● 2025/11/17	● 2025/10/30	-	● 2027/09/05	● 2026/03/17	-	-
Tymphany (Czech Republic)	● 2026/05/22	● 2027/05/13	● 2027/01/04	● 2026/03/09	● 2027/04/23	-	-	● 2027/05/13	-	-	● 2027/09/05	● 2027/04/16	-	● 2028/04/07

## 8.2 | GRI Content Index

Statement of Use	Primax has reported the information for the period from January 1, 2024, to December 31, 2024, in accordance with the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	No applicable GRI Sector Standards

GRI Topic	Disclosure Item	Corresponding Section	Page Number	Omission Reason / Explanation
<b>GRI 2: General Disclosures 2021</b>				
<b>Organization and Reporting Practices</b>				
2-1	Organizational Details	1.4 Company Profile	09	
2-2	Entities Included in the Organization's Sustainability Reporting	1.1 About this Report	03	
2-3	Reporting Period, Frequency and Contact Point	1.1 About this Report	03	
2-4	Restatements of Information	1.1 About this Report	03	
2-5	External Assurance	1.1 About this Report 8.6 Independent Third-Party Assurance Statement	03 174	
<b>Activities and Workers</b>				
2-6	Activities, Value Chain and Other Business Relationships	1.4 Company Profile	09	
2-7	Employees	6.2 Diversity, Equity, and Inclusion (DEI)	114	
2-8	Non-Employee Workers	6.2 Diversity, Equity, and Inclusion (DEI)	114	
<b>Governance</b>				
2-9	Governance Structure and Composition	3.1 Governance Structure	37	
2-10	Nomination and Selection of the Highest Governance Body	3.1 Governance Structure	37	
2-11	Chair of the Highest Governance Body	3.1 Governance Structure	37	



GRI Topic	Disclosure Item	Corresponding Section	Page Number	Omission Reason / Explanation
2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	2.1 Sustainability Management and Practice	13	
2-13	Delegation of Responsibility for Managing Impacts	2.1 Sustainability Management and Practice	13	
2-14	Role of the Highest Governance Body in Sustainability Reporting	1.1 About this Report 2.1 Sustainability Management and Practice	03 13	
2-15	Conflicts of Interest	3.3 Ethics and Integrity	40	
2-16	Communication of Critical Concerns	2.1 Sustainability Management and Practice	13	
2-17	Collective Knowledge of the Highest Governance Body	3.2 Governance Practices	39	
2-18	Evaluation of the Performance of the Highest Governance Body	3.2 Governance Practices	39	
2-19	Remuneration Policies	3.2 Governance Practices	39	
2-20	Process for Determining Remuneration	3.2 Governance Practices	39	
2-21	Annual Total Compensation Ratio	6.3 Talent Attraction and Retention	118	
<b>Strategy, Policies and Practices</b>				
2-22	Statement on Sustainable Development Strategy	1.2 Message from the Chairman	05	
2-23	Policy Commitments	3.4 Business Performance 4.1 Environmental Sustainability Vision and Policies 4.7 Biodiversity 5 Responsible Supply Chain 6.1 Human Rights Management	44 62 92 94 110	
2-24	Embedding Policy Commitments	5 Responsible Supply Chain 6.1 Human Rights Management	94 110	
2-25	Processes to Remediate Negative Impacts	3.3 Ethics and Integrity Management Approaches in Various Sections	40 -	
2-26	Mechanisms for Seeking Advice and Raising Concerns	3.3 Ethics and Integrity	40	
2-27	Compliance with Laws and Regulations	3.3 Ethics and Integrity	40	
2-28	Membership Associations	4.1 Environmental Sustainability Vision and Policies	62	

GRI Topic	Disclosure Item	Corresponding Section	Page Number	Omission Reason / Explanation
<b>Stakeholder Engagement</b>				
2-29	Approach to Stakeholder Engagement	2.4 Stakeholder Engagement	32	
2-30	Collective Bargaining Agreements	6.3 Talent Attraction and Retention	118	
<b>Material Topics</b>				
<b>GRI 3: Material Topics 2021</b>				
3-1	Process to Determine Material Topics	2.3 Materiality Assessment and Management	20	
3-2	List of Material Topics	2.3 Materiality Assessment and Management	20	
<b>Material Topic: Climate Change Response</b>				
3-3	Material Topics Management	Climate Action	60	
GRI 201: Economic Performance 2016	201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change	4.2 Climate-related Financial Disclosures	65	
GRI 302: Energy 2016	302-1 Energy Consumption Within the Organization	4.3 Climate Mitigation Action	71	
	302-3 Energy Intensity	4.3 Climate Mitigation Action	71	
	302-4 Reduction of Energy Consumption	4.3 Climate Mitigation Action	71	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	4.3 Climate Mitigation Action	71	
	305-2 Energy Indirect (Scope 2) GHG Emissions	4.3 Climate Mitigation Action	71	
	305-3 Other Indirect (Scope 3) GHG Emissions	4.3 Climate Mitigation Action	71	
	305-4 GHG Emissions Intensity	4.3 Climate Mitigation Action	71	
	305-5 Reduction of GHG Emissions	4.3 Climate Mitigation Action	71	
	305-6 Emissions of Ozone-Depleting Substances (ODS)	4.6 Pollution Prevention and Control	90	Primax's manufacturing processes do not produce ozone-depleting substance (ODS) emissions.
	305-7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	4.6 Pollution Prevention and Control	90	

GRI Topic	Disclosure Item	Corresponding Section	Page Number	Omission Reason / Explanation
GRI 306: Waste 2016	306-3 Waste Generated	4.6 Pollution Prevention and Control	90	
	306-4 Waste Diverted from Disposal	4.6 Pollution Prevention and Control	90	
	306-5 Waste Directed to Disposal	4.6 Pollution Prevention and Control	90	
<b>Material Topic: Economic Performance</b>				
3-3	Material Topics Management	Operational Development Management	44	
GRI 201: Economic Performance 2016	201-1 Direct Economic Value Generated and Distributed	3.4 Business Performance	44	
	201-4 Financial Assistance Received from Government	3.4 Business Performance	44	
<b>Material Topic: Occupational Health and Safety</b>				
3-3	Material Topics Management	Safe and Healthy Workplace Management	136	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	6.5 Health and Safety	136	
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	6.5 Health and Safety	136	
	403-3 Occupational Health Services	6.5 Health and Safety	136	
GRI 403: Occupational Health and Safety 2018	403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety	6.5 Health and Safety	136	
	403-5 Worker Training on Occupational Health and Safety	6.5 Health and Safety	136	
	403-6 Promotion of Worker Health	6.5 Health and Safety	136	
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	6.5 Health and Safety	136	
	403-9 Work-Related Injuries	6.5 Health and Safety	136	
	403-10 Work-Related Ill Health	6.5 Health and Safety	136	
<b>Material Topic: Privacy and Information Security</b>				
3-3	Material Topics Management	Privacy and Cybersecurity Management	54	
GRI 418: Customer Privacy 2016	418-1 Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	3.7 Privacy and Cybersecurity	54	

GRI Topic	Disclosure Item	Corresponding Section	Page Number	Omission Reason / Explanation
<b>Material Topic: Product Innovation and Development</b>				
3-3	Material Topics Management	Operational Development Management	44	
<b>Material Topic: Talent Recruitment and Retention</b>				
3-3	Material Topics Management	Talent Management	118	
GRI 202: Market Presence 2016	202-1 Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage	6.3 Talent Attraction and Retention	118	
GRI 401: Employment 2016	401-1 New Employee Hires and Employee Turnover	6.3 Talent Attraction and Retention	118	
	401-2 Benefits Provided to Full-time Employees That Are Not Provided to Temporary or Part-time Employees	6.3 Talent Attraction and Retention	118	
	401-3 Parental Leave	6.3 Talent Attraction and Retention	118	
GRI 201: Economic Performance 2016	201-3 Defined Benefit Plan Obligations and Other Retirement Plans	6.3 Talent Attraction and Retention	118	
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of Basic Salary and Remuneration of Women to Men	6.3 Talent Attraction and Retention	118	
<b>Material Topic: Sustainable Supply Chain Management</b>				
3-3	Material Topics Management	Sustainable Supply Chain Management	95	
GRI 204: Procurement Practices 2016	204-1 Proportion of Spending on Local Suppliers	5.1 Responsible Procurement in Practice	97	
GRI 301: Materials 2016	301-1 Materials Used by Weight or Volume	5.1 Responsible Procurement in Practice	97	
	301-2 Recycled Input Materials Used	5.1 Responsible Procurement in Practice	97	
GRI 308: Supplier Environmental Assessment 2016	308-1 New Suppliers That Were Screened Using Environmental Criteria	5.2 Responsible Supply Chain	102	
	308-2 Negative Environmental Impacts in the Supply Chain and Actions Taken	5.2 Responsible Supply Chain	102	
GRI 408: Child Labor 2016	408-1 Operations and Suppliers at Significant Risk for Incidents of Child Labor	5.2 Responsible Supply Chain	102	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	5.2 Responsible Supply Chain	102	
GRI 414: Supplier Social Assessment 2016	414-1 New Suppliers That Were Screened Using Social Criteria	5.2 Responsible Supply Chain	102	
	414-2 Negative Social Impacts in the Supply Chain and Actions Taken	5.2 Responsible Supply Chain	102	

GRI Topic	Disclosure Item	Corresponding Section	Page Number	Omission Reason / Explanation
<b>Material Topic: Labor Relations</b>				
3-3	Material Topics Management	Talent Management	118	
GRI 402: Labor/Management Relations 2016	402-1 Minimum Notice Periods Regarding Operational Changes	6.3 Talent Attraction and Retention	118	
<b>Material Topic: Talent Development and Training</b>				
3-3	Material Topics Management	Talent Management	118	
GRI 404: Training and Education 2016	404-1 Average Hours of Training per Year per Employee	6.4 Talent Cultivation and Development	129	
	404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews	6.4 Talent Cultivation and Development	129	
<b>Material Topic: Ethical Business Practices</b>				
3-3	Material Topics Management	Ethics and Integrity Management	40	
GRI 205: Anti-corruption 2016	205-2 Communication and Training About Anti-corruption Policies and Procedures	3.2 Governance Practices 3.3 Ethics and Integrity	39 40	
	205-3 Confirmed Incidents of Corruption and Actions Taken	3.3 Ethics and Integrity	40	No such incidents
GRI 206: Anti-competitive Behavior 2016	206-1 Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices	5.1 Responsible Procurement in Practice	97	No such incidents
<b>Material Topic: Labor and Human Rights</b>				
3-3	Material Topics Management	Human Rights Management	110	
GRI 406: Non-Discrimination 2016	406-1 Incidents of Discrimination and Corrective Actions Taken	6.1 Human Rights Management	110	
GRI 408: Child Labor 2016	408-1 Operations and Suppliers at Significant Risk for Incidents of Child Labor	6.1 Human Rights Management	110	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	6.1 Human Rights Management	110	
<b>Material Topic: Diversity and Inclusion</b>				
3-3	Material Topics Management	Human Rights Management	110	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of Governance Bodies and Employees	3.1 Governance Structure	37	
		6.2 Diversity, Equity, and Inclusion (DEI)	114	



## Voluntary Disclosure Indicators

GRI Topic	Disclosure Item	Corresponding Section	Page Number	Omission Reason / Explanation
GRI 203: Indirect Economic Performance 2016	203-1 Infrastructure Investments and Services Supported	7 Shared Prosperity	149	
GRI 303: Water and Emissions 2018	303-3 Water Withdrawal	4.5 Water Stewardship	89	
	303-4 Water Discharge	4.5 Water Stewardship	89	
	303-5 Water Consumption	4.5 Water Stewardship	89	
GRI 415: Public Policy 2016	415-1 Political Contributions	-		No such incidents
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the Health and Safety Impacts of Product and Service Categories	4.4 Sustainable Product Design and Circular Innovation	83	
	416-2 Incidents of Non-compliance Concerning the Health and Safety Impacts of Products and Services	4.4 Sustainable Product Design and Circular Innovation	83	

## 8.3 | SASB Index

Sector: Technology and Communications / Hardware

Issue Date: December 2023

This disclosure scope is consistent with this report (including Primax and Tymphony) and is presented at the Primax Group level.

Disclosure Topic	Indicator Number	Disclosure Metric	Nature	Unit	Reported Content or Description
Product Security	TC-HW-230a.1	Description of approach to identifying and addressing product data security risks	Discussion and Analysis	n/a	Please refer to <a href="#">3.7 Privacy and Cybersecurity</a> .
Employee Diversity and Inclusion	TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (a) executive management, (b) non-executive management, (c) technical staff, and (d) all other employees	Quantitative	%	<p><b>Workforce Diversity (by Gender)</b></p> <p>(a) Executive Management (positions within two reporting levels below the CEO and at VP level or above): Male 87.5%, Female 12.5%</p> <p>(b) Non-Executive Management: Male 73.9%, Female 26.1%</p> <p>(c) Technical Staff: Male 85.6%, Female 14.4%</p> <p>(d) All Other Employees: Male 42.8%, Female 57.2%</p> <p><b>Workforce Diversity (by Ethnicity/Race)</b></p> <p>(a) Executive Management: Asian 100%, White 0%</p> <p>(b) Non-Executive Management: Asian 94.29%, White 5.71%</p> <p>(c) Technical Staff: Asian 96.64%, White 3.36%</p> <p>(d) All Other Employees: Asian 96.82%, White 3.18%</p> <p>Note: The Tymphony headcount covers all sites (including operating headquarters, manufacturing sites, R&amp;D centers, and overseas offices).</p>
Product Life Cycle Management	TC-HW-410a.1	Percentage of products, by revenue, that contain substances requiring declaration under IEC 62474	Quantitative	%	<p>Based on Primax's assessment, certain raw materials or components in some products may contain substances listed under IEC 62474 (e.g., lead, mercury, cadmium, hexavalent chromium). However, all content levels are compliant with applicable regulatory limits (e.g., RoHS, REACH). According to the IEC 62474 standard, no declaration is required when substance content is below these thresholds. Therefore, the proportion of products requiring declaration under IEC 62474 is 0%, both in terms of product count and revenue.</p> <p>Primax uses a Product Lifecycle Management (PLM) system, the Primax GP Portal®, and the SAP® information management system to verify whether all components contain declarable substances under IEC 62474. All parts undergo 100% health and safety assessments and have compliance documentation, hazardous substance test reports, MSDS, and safety/EMC compliance reports. Please refer to <a href="#">4.4 Sustainable Product Design and Circular Innovation</a>.</p>

Disclosure Topic	Indicator Number	Disclosure Metric	Nature	Unit	Reported Content or Description
Product Life Cycle Management	TC-HW-410a.2	Percentage of eligible products, by revenue, meeting EPEAT registration or equivalent criteria	Quantitative	%	Primax's products are B2B components. EPEAT registration is conducted by customers. When requested, Primax provides all necessary information for customers' EPEAT registration.
	TC-HW-410a.3	Percentage of products, by revenue, meeting energy efficiency certification requirements	Quantitative	%	Primax's products are B2B components. Energy efficiency certifications are handled by customers. When requested, Primax provides all necessary information for customers' certifications.
	TC-HW-410a.4	Weight percentage of end-of-life products and e-waste recycled	Quantitative	t, %	Not applicable. Primax's products are B2B components and not sold directly to end consumers. Therefore, product end-of-life disposal, recycling services, and reporting (including recycled weight) are planned and executed by customers.
Supply Chain Management	TC-HW-430a.1	Percentage of Tier 1 suppliers that (a) have undergone an RBA Validated Audit Process (VAP) or equivalent, and (b) are identified as high-risk (conflict minerals) suppliers that have undergone an RBA VAP or equivalent	Quantitative	%	(a) 4.30% (b) 95.56% VAP Equivalent Audits: Primax commissions qualified third-party organizations and internal qualified audit teams to conduct supplier audits. The audit tools reference local laws, the RBA Code of Conduct, customer requirements, Primax's CSR policies, and other applicable requirements, consolidated in the Primax Supplier SER Audit Checklist.
	TC-HW-430a.2	(1) Non-conformance rate of Tier 1 suppliers with RBA VAP or equivalent programs, and (2) corrective action implementation rate for (a) priority non-conformances and (b) other non-conformances	Quantitative	rate	(1) Non-Conformance Rates: (a) 1.07% (b) 17.6% (2) Corrective Action Rates: (a) 100% (b) 100%
Materials Sourcing	TC-HW-440a.1	Description of risk management related to the use of critical materials	Discussion and Analysis	n/a	Please refer to <a href="#">5 Responsible Supply Chain</a> . Primax Group promotes localized procurement and short-chain arrangements based on the locations of its manufacturing facilities. For each product line, the Company assesses whether to implement authorized stockpiling and safety stock strategies, taking into account the characteristics of critical components and the lead time required for material preparation. To manage critical materials, short-term measures include internal inventory reallocation mechanisms to address supply disruption risks caused by unforeseeable events. In the long term, Primax has established second-source procurement strategies to diversify the risks associated with reliance on a single supplier, thereby strengthening overall supply chain resilience.
Activity Metrics	TC-HW-000.A	Number of units produced, by product category	Quantitative	Number	PC Peripherals Business Units: 74,744 K Non-PC Peripherals Business Units: 31,940 K
	TC-HW-000.B	Area of manufacturing facilities	Quantitative	m <sup>2</sup>	Please refer to Section 1.4 Company Profile/ Global Major Sites of this Report. The total production area is not disclosed as a trade secret.
	TC-HW-000.C	Percentage of production volume from owned facilities	Quantitative	%	Not disclosed as a trade secret.

## 8.4 | Sustainability Disclosure Indicators — Electronic Components Industry

This disclosure scope is consistent with this report (including Primax and Tymphany) and is presented at the Primax Group level.

No.	Indicator	Indicator Type	Unit	Response
1	Total energy consumption, percentage of purchased electricity, and renewable energy usage rate	Quantitative	Gigajoules (GJ), percentage (%)	281,882.567 GJ, 80.82%, 54.79%
2	Total water withdrawal and total water consumption	Quantitative	1,000m <sup>3</sup>	771.15 thousand cubic meters, and 305.60 thousand cubic meters
3	Weight of hazardous waste generated and recycling percentage	Quantitative	Metric tons (t), percentage (%)	Weight: 127.31 t Recycling Rate: 24.07%
4	Description of types, number, and rate of occupational injuries	Quantitative	Number, rate (%)	Number of Cases: 22 employees (all general work-related injuries) Injury Rate: 0.23% (the number of cases divided by the total number of Group employees)
5	Disclosure of product lifecycle management, including weight of scrapped products and e-waste and percentage recycled	Quantitative	Metric tons (t), percentage (%)	Not applicable. Primax's products are B2B components and not sold directly to end consumers. Therefore, product end-of-life disposal, recycling services, and reporting (including recycled weight) are planned and executed by customers.
6	Description of risk management related to the use of critical materials	Qualitative Description	Not applicable	Please refer to <a href="#">5 Responsible Supply Chain</a> .
7	Total monetary losses resulting from legal proceedings associated with anti-competitive behavior regulations	Quantitative	NT\$0	
8	Primary production volume by product category	Quantitative	Thousand pieces	PC Peripherals Business Units: 74,744 K Non-PC Peripherals Business Units: 31,940 K

Note: If scrap materials were sold or otherwise recycled, relevant details should be provided.

## 8.5 | Climate-Related Information Disclosure for TWSE and TPEX-listed Companies

Item	Implementation Status
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	<a href="#">4.2 Climate-related Financial Disclosures</a>
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	
3. Describe the financial impact of extreme weather events and transformative actions.	
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	<a href="#">4.3 Climate Mitigation Action</a>
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan.	Primax's paid-in capital does not exceed NT\$5 billion. Accordingly, the Company will complete assurance of the standalone entity in 2028 and assurance of consolidated subsidiaries starting in 2029. For detailed greenhouse gas action plans, please refer to <a href="#">4.1 Environmental Sustainability Vision and Policies</a> .



Disclose greenhouse gas emissions for the past two years (metric tons CO<sub>2</sub>e), emissions intensity (metric tons CO<sub>2</sub>e/NT\$ million), and the scope of data coverage.

#### Company Profile

- ☐ Companies with paid-in capital of NT\$10 billion or more, copper industry, cement industry
- ☐ Companies with paid-in capital of NT\$5 billion or more but less than NT\$10 billion
- ☒ Companies with paid-in capital below NT\$5 billion

According to the Sustainable Development Roadmap for TWSE/TPEX-listed companies, disclosure shall include at least

- ☒ Parent company standalone inventory: 2023 and 2024
- ☒ Consolidated subsidiaries inventory: 2024
- ☒ Parent company standalone assurance: 2024
- ☐ Consolidated subsidiaries assurance

Year		2023		2024	
Inventory Status		Total Emissions (metric tons of CO <sub>2</sub> e)	Intensity (metric tons CO <sub>2</sub> e/NT\$ million)	Total Emissions (metric tons of CO <sub>2</sub> e)	Intensity (metric tons CO <sub>2</sub> e/NT\$ million)
Parent Company	Scope 1	3,270.475		3,768.985	
	Scope 2	15,255.400		11,034.825	
	Total	18,525.875		14,803.810	
Consolidated Subsidiaries	Scope 1	1,703.649		3,617.915	
	Scope 2	13,232.455		6,317.316	
	Total	14,936.104		9,935.231	
Total		33,461.979		24,739.041	
Scope of Assurance		Consolidated Accounting Group		Consolidated Accounting Group	
Assurance Provider		SGS		SGS	
Description of Assurance		Assurance conducted by SGS in accordance with ISO 14064-3:2019		Assurance conducted by SGS in accordance with ISO 14064-3:2019	
Opinion / Conclusion		Reasonable assurance, unqualified opinion		Reasonable assurance, unqualified opinion	

## 8.6 | Independent Third-Party Assurance Statement



### ASSURANCE STATEMENT

#### SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE PRIMAX ELECTRONICS LTD'S ESG REPORT FOR 2024

##### NATURE AND SCOPE OF THE ASSURANCE

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by PRIMAX Electronics Ltd. (hereinafter referred to as PRIMAX) to conduct an independent assurance of the ESG Report for 2024 (hereinafter referred to as the Report). The assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standard v3 Type 2 Moderate level during 2025/04/29 to 2025/05/26 in PRIMAX headquarter. The boundary of this report includes PRIMAX Taiwan and oversea operational and manufacturing sites' specific performance data included the sampled text, and data in accompanying tables, contained in the report presented. SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

##### INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all PRIMAX's Stakeholders.

##### RESPONSIBILITIES

The sustainability information in the Report of 2024 and its presentation are the responsibility of the directors or governing body and management of PRIMAX. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance based upon sufficient and appropriate objective evidence.

##### ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The assurance of this report has been conducted according to the AA1000 Assurance Standard (AA1000AS v3), a standard used globally to provide assurance on sustainability-related information across organizations of all types, including the evaluation of the nature and extent to which an organization adheres to the AccountAbility Principles (AA1000AP, 2018).

Assurance has been conducted at a type 2 moderate level of scrutiny.

##### SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

##### Reporting Criteria Options

1	AA1000 Accountability Principles (2018)
2	GRI (In Accordance with)
3	SASB Technology & Communications Sector-Hardware Industry Sustainability Accounting Standard (Version 2023-12.)

- The evaluation of the reliability and quality of specified sustainability performance information in PRIMAX's ESG Report is limited to determined material topics or those clearly marked in the report as conducted in accordance with type 2 of AA1000AS v3 sustainability assurance engagement at a moderate level of scrutiny for PRIMAX and moderate level of scrutiny for its subsidiaries.
- The evaluation of the report against the requirements of GRI Standards, includes GRI 1, GRI 2, GRI 3, 200, 300 and 400 series claimed in the GRI content index as material and is conducted in accordance with the standards.
- The evaluation of the report against the SASB Disclosures and Metrics included in the Hardware of ESG Accounting Standard (VERSION 2023-12) and conducted alongside an evaluation of accuracy assurance at moderate level of scrutiny.

##### SPECIFIED PERFORMANCE INFORMATION AND DISCLOSURES INCLUDED IN SCOPE

The assurance has verified the following indicators of S&P CSA which disclosed in the ESG report as below:

- 1.3.1 Materiality Analysis
- 1.7.5 KPIs for Supplier Screening
- 1.7.6 KPIs for Supplier Assessment and Development
- 2.2.2 Energy Consumption
- 2.3.2 Waste Disposal
- 2.3.3 Hazardous Waste
- 2.3.4 Volatile Organic Compounds Emissions
- 2.8.3 Plastic Raw Materials
- 2.8.4 Metal Raw Materials
- 3.4.3 Fatalities
- 3.4.4 Lost-Time injury Frequency Rate (LTIFR)-Employees
- 3.4.5 Lost-Time injury Frequency Rate (LTIFR)-Contractor

##### ASSURANCE METHODOLOGY

The assurance comprised a combination of desktop research, interviews with relevant employees, superintendents, ESG committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant.

##### LIMITATIONS

Financial data drawn directly from independently audited financial accounts, and Task Force on Climate-related Financial Disclosures (TCFD) has not been checked back to source as part of this assurance process.

**INDEPENDENCE AND COMPETENCE**

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from PRIMAX, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with professional qualifications such as ISO 26000, ISO 20121, ISO 50001, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

**FINDINGS AND CONCLUSIONS****ASSURANCE OPINION**

On the basis of the methodology described and the assurance work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the AA1000 Accountability Principles (2018).

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

**ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)****INCLUSIVITY**

PRIMAX has demonstrated a good commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, sustainability experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. For future reporting, PRIMAX may proactively consider having more direct two-ways involvement of stakeholders during future engagement.

**MATERIALITY**

PRIMAX has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders.

**RESPONSIVENESS**

PRIMAX has established policy and strategy statements in this report which respond to the material issues and to its stakeholders in a timely and transparent manner.

**IMPACT**

PRIMAX has demonstrated a process on identify and represented impacts that encompass a range of environmental, social and governance topics from wide range of sources, such as activities, policies, programs, decisions and products and services, as well as any related performance. Measurement and evaluation of its impacts related to material topic were in place at target setting with combination of qualitative and quantitative measurements.

**ADHERENCE TO GRI**

The report, PRIMAX's ESG Report of 2024, is adequately in accordance with the GRI Universal Standards 2021 and complies with the requirements set out in section 3 of GRI 1 Foundation 2021, where the significant impacts on the economy, environment, and people, including impacts on their human rights are assessed and disclosed following the guidance defined in GRI 3: Material Topic 2021, and the relevant 200/300/400 series Topic Standard related to Material Topic have been disclosed. The report has properly disclosed information related to PRIMAX's contributions to sustainability development. For future reporting, PRIMAX is encouraged to disclose how PRIMAX extend its management on human rights related issues with more comprehensive performance result.

**ADHERENCE TO SASB**

PRIMAX has referenced with SASB's Standard, Technology & Communications Sector-Hardware Industry Standard, VERSION 2023-12 to disclose information of material topics that are vital for enterprise value creation. The reporting boundary is the same as PRIMAX's ESG report. PRIMAX used SASB accounting and activity metrics to assess and manage the topic-related risks and opportunities, where relevant quantitative information was assessed for its accuracy and completeness to support the comparability of the data reported. PRIMAX has determined which disclosure topics and associated metrics are financially material to its business and has illustrated appropriately in the content index. By using both GRI and SASB standards together, the efficiency of communication and the identification of material issues are substantially increased during the whole reporting preparation process. Besides, it is best practice to implement a gap analysis and comparison of reported issues and benchmark within or across sectors in next reporting.

Signed:  
For and on behalf of SGS Taiwan Ltd.



Stephen Pao  
Business Assurance Director  
Taipei, Taiwan  
10 July, 2025  
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