



2025 ESG Report

CONTENTS

CONTENTS

1. Overview		02	3. Corporate Governance		33	6. Happy Workplace		124
1.1 About this Report	03	3.1 Governance Structure	34	6.1 Human Rights Management	125			
1.2 Message from the Chairman	05	3.2 Governance Practices	37	6.2 Diversity, Equity, and Inclusion (DEI)	130			
1.3 2025 Highlights and Sustainability Achievements	06	3.3 Ethics and Integrity	38	6.3 Talent Attraction and Retention	136			
1.4 Company Profile	09	3.4 Business Performance	42	6.4 Talent Cultivation and Development	148			
		3.5 Innovation and Services	44	6.5 Health and Safety	154			
		3.6 Customer Relationship Management	47	6.6 Diverse and Vibrant Employee Engagement	165			
		3.7 Enterprise Risk Management	49	Feature Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace	167			
		3.8 Privacy and Cybersecurity	57					
2. Sustainability Management		12	4. Environmental Sustainability and Net-Zero Transition		64	7. Shared Prosperity		168
2.1 Sustainability Management and Practice	13	4.1 Environmental Sustainability Vision and Policies	67	7.1 Light Up – Primax Group Illumination Initiative	170			
2.2 Primax SDGs Sustainability Blueprint	15	4.2 Climate-Related Financial Disclosures	70	7.2 Igniting Creativity: A Fusion of Art, Humanities, and Science	171			
2.3 Stakeholder Engagement	20	4.3 Climate Mitigation Action	77	7.3 Long-Term Commitment to Education and Local Community Care	176			
2.4 Management of Material Topic	25	4.4 Sustainable Product Design and Circular Innovation	89	Feature "Building a Better Future Together" — Deep Industry-Academia Collaboration for Lasting Social Impact	180			
		4.5 Water Stewardship	98					
		4.6 Pollution Prevention and Control	99					
		4.7 Natural Assets and Biodiversity	101					
		Feature Ecological Restoration Case Study	105					
				8. Appendix		182		
		5. Responsible Supply Chain						
		5.1 Responsible Procurement in Practice	111	8.1 Primax Group ESG-related Certifications	183			
		5.2 Supplier Due Diligence	116	8.2 GRI Content Index	184			
				8.3 SASB Index	190			
				8.4 Sustainability Disclosure Indicators — Electronic Components Industry	193			
				8.5 Climate-Related Information Disclosure for TWSE and TPEX-listed Companies	194			
				8.6 Independent Third-Party Assurance Statement	196			



1.1 About this Report	03
1.2 Message from the Chairman	05
1.3 2025 Highlights and Sustainability Achievements	06
1.4 Company Profile	09

1. Overview

1.1 About this Report

This report is Primax's 12th Sustainability Report, organized around six key pillars: Sustainability Management, Corporate Governance, Environmental Sustainability and Net-Zero Transition, Responsible Supply Chain, Happy Workplace, and Shared Prosperity. It systematically discloses the Group's management approaches, initiatives, achievements, and performance in 2025 across economic, governance, environmental, and social dimensions, including product responsibility.

Through this report, we seek to clearly communicate the Group's commitments, actions, and achievements in sustainable development to all stakeholders, while proactively responding to their concerns and expectations. Looking ahead, we will continue to foster deeper engagement through diverse communication and feedback mechanisms, continuously refining our sustainability strategies and management practices through a dynamic improvement process. By doing so, we strive to create long-term value and generate positive impacts for both society and the environment.

● Reporting Period and Scope

The information disclosed in this report covers the period from January 1, 2025, to December 31, 2025, corresponding to the Company's financial reporting period. The reporting scope encompasses the global operations of the Primax Group and includes all entities consolidated in the Group's financial statements. For detailed information on affiliated companies and revenue performance, please refer to the Market Observation Post System ([MOPS](#)) under stock code 4915. This report focuses primarily on the sustainability performance of the Group's major operational, manufacturing, and R&D sites in Taiwan, Mainland China, Thailand, and Europe. The operations covered by this report accounted for approximately 71% of the Group's total revenue in 2025.

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 provide a comprehensive overview of the Group's sustainability performance, certain sections of this report also include relevant case studies, management approaches, and targets from periods preceding and following 2025. 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 (Taipei)
Manufacturing Facility	Dongguan Primax Electronic and Telecommunication Products Ltd.	Primax (Dongguan)
	Primax Electronics (ChongQing) Co., Ltd.	Primax (Chongqing)
	Primax Electronics. (KunShan) Co., Ltd.	Primax (Kunshan)
	Primax Electronics (Thailand) Co., Ltd.	Primax (Thailand)
	Tymphany Acoustic Technology (Huizhou) Co., Ltd. (Subsidiary Operating Headquarters / R&D Center)	Tymphany (Huizhou)
	Dongguan Tymphany Acoustic Technology Co., Ltd.	Tymphany (Dongguan)
	Tymphany Acoustic Technology Europe, s.r.o.	Tymphany (Czech Republic)
	Tymphany Acoustic Technology (Thailand) Co., Ltd.	Tymphany (Thailand)
R&D Center	Beijing Destiny Electronic Technology Co.,Ltd.	Primax Beijing R&D Center
	Tymphany Acoustic Technology Limited	Tymphany (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 "Tymphany" encompass the Tymphany sites listed in the same table.
- For details on Primax's affiliated companies, please refer to the Market Observation Post System [MOPS](#) - 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 IFRS Sustainability Disclosure Standards issued by the International Sustainability Standards Board (ISSB), including IFRS S1 "General Requirements for Disclosure of Sustainability-related Financial Information" and IFRS S2 "Climate-related Disclosures", as well as the related guidance from the SASB standards. In addition, this report is prepared and filed in accordance with 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 Electronics Ltd. publishes its Sustainability Report annually in both Chinese and English on the Company's official website and uploads it to the Market Observation Post System (MOPS) of the Financial Supervisory Commission (FSC). Report Release Date: August 2026. 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:

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Corporate
Website



ESG
Website

● Report Preparation, Review, and Assurance

Data Sources for the Report

- Financial data disclosed in this report is extracted from the Group's consolidated financial statements, which have been audited by KPMG Taiwan in accordance with the International Financial Reporting Standards (IFRS) endorsed by the competent authorities. All financial information in this report is presented in New Taiwan Dollars (NTD). The exchange rates used for currency conversion are as follows: RMB 4.373, USD 31.26, THB 0.946, CZK 1.414, and EUR 34.885.
- The Primax Group has obtained independent third-party verification or certification for the following management systems and standards: ISO 14064-1:2018 Greenhouse Gas Quantification and Reporting, ISO 14046:2014 Water Footprint, ISO 45001:2018 Occupational Health and Safety Management System, ISO 14001:2015 Environmental Management System, ISO 50001:2018 Energy Management System, IECQ QC 080000 HSPM Hazardous Substance Process Management System, and ISO 27001:2022 Information Security Management System. For details of the Primax Group's ESG-related certifications, please refer to [Appendix 8.1](#).
- The statistical data disclosed in this report is primarily derived from the Primax Group's internal records, analyses, and surveys, and is presented using internationally recognized indicators. Where estimations have been applied, they are clearly indicated in the relevant 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 2026.

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 [8.3](#). 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 2025, amidst persistent high uncertainty and rapid changes in the global economy, factors such as adjustments in international trade policies, geopolitical tensions, and exchange rate fluctuations interactively impact the stability of global supply chains and market confidence. Major economies' continual adjustments in tariffs and industry policies have led multinational corporations to face a more complex operating environment, prompting the need for enhanced risk management capabilities and operational flexibility to address challenges brought by the external environment.

Deepen operational adjustments and collaboration with customers to accumulate long-term growth momentum.

Faced with multiple changes, Primax continues to deepen its existing strategies by closely collaborating with core customers and flexibly adjusting production and shipment strategies in response to supply chain shifts and market demand changes. At the same time, the Company is steadily advancing product portfolio optimization and deepening key technologies, continually expanding new projects and application scenarios in the fields of visual applications, human-machine interfaces, and acoustics, gradually accumulating momentum for long-term growth. This development direction not only helps enhance overall operational stability but also lays the foundation for subsequent product line extensions and market deployment.

Deepen climate and nature governance, systematically promote Low carbon transition.

Amid the trend of increasing global attention on climate change and natural environmental issues, Primax is gradually elevating environmental topics to encompass climate and natural risks as part of an overall sustainability governance agenda. Following the spirit of international standards, we incorporate climate change and nature-related risks and opportunities into our Enterprise Risk Management framework, enhancing the integrity and forward-looking nature of our Sustainability Governance. Meanwhile, in response to the advancement of domestic and international net-zero policies, carbon fees, and disclosure requirements, Primax continues to deepen its carbon management measures. By institutionalizing and digitizing our carbon value management system, and promoting internal carbon pricing at the Board of Directors level, we use this as an important tool to strengthen strategic adaptability. In the future, Primax will continue to steadily advance net-zero and natural risk management while balancing operational stability and environmental responsibility, laying a more solid sustainable foundation for the company's long-term development.

People-centered, shaping a resilient talent ecosystem.

Primax continues to uphold a people-centric philosophy, deepening its focus on the diverse needs of employees at different life stages and is committed to creating a workplace environment that is inclusive, healthy, and conducive to growth. We promote an inclusive, family-friendly workplace by supporting employees to continuously utilize their strengths at different stages through flexible work hours, job design, on-the-job training, knowledge transfer, and a comprehensive occupational health and safety care mechanism. At the same time, Primax integrates digital tools and systematic cultivation to enhance the momentum of talent development, promoting the parallel growth of the organization and individuals. These efforts have been recognized externally for workplace culture, talent development, and family friendliness, prompting us to reconsider how we can collaboratively shape a resilient talent ecosystem with employees, partners, and the community in a more open manner, fulfilling our long-term commitments to sustainable talent development.

Deepening biodiversity actions: Implementing ecological restoration and fostering community prosperity.

Primax continues to focus on the connection between business operations and the natural environment, taking concrete actions in response to biodiversity conservation and the issue of local prosperity. Through a long-term investment in the butterfly conservation program, we are gradually restoring habitat conditions suitable for butterfly survival, allowing the local community to genuinely perceive and witness the changes in nature. More importantly, starting with education and deep collaboration with the Taoyuan Community, residents have developed consensus and confidence through participation, making ecological conservation a shared commitment. This project not only showcases the phased outcomes of ecological restoration but also helps Primax accumulate practical experience in natural capital management, exploring possible paths for human-nature symbiosis in sustainability governance.

While focusing on operational adjustments and product refinement, Primax also continuously integrates the concept of Sustainability Governance into daily decision-making and operational management, balancing economic outcomes, environmental responsibility, and social care. Through systematic management and continuous improvement, Primax aims to gradually enhance long-term corporate value on the basis of stable operations, responding to stakeholders' expectations for corporate sustainability and steadily moving towards a more resilient and responsible future.

Chairman and President Pan, Yung-Chung



1.3 2025 Highlights and Sustainability Achievements



E (environment)

Published the first TCFD and nature-related financial disclosure report	SBTi target submission approved; Group-wide net-zero targets validated	Primax Group Scope 1 + 2 GHG emissions (market-based), compared to the 2023 baseline ↓ 44.25%	Primax Group water intensity, compared to 2020 baseline ↓ 20.18%
Primax Group energy consumption intensity decreased by 9.20% compared to 2024	3,563 metric tons CO ₂ e of carbon reduction achieved through energy-saving initiatives in 2025	In 2025, renewable energy usage accounted for 63.69% of total electricity consumption	Primax Group waste generation, compared to 2024 baseline ↓ 11.86%
Maintained A List Leadership Level in Supply Chain Collaboration Assessment in 2025		Assessed the carbon footprints of 18 major product categories in 2025, representing approximately 70% of revenue	Primax Group air pollution emissions 100% compliant with regulatory standards
Primax (Kunshan) awarded EcoVadis Bronze Medal	Primax (Dongguan) awarded 21st Century Vitality · ESG Environmentally Friendly Case	Tymphany (Huizhou) recognized as a Green Supply Chain Management Enterprise in Guangdong Province and Huizhou City in 2025	Primax (Chongqing) recognized as a district-level Water-Saving Enterprise in Yongchuan, Chongqing
			Smart Camera low-carbon design cuts carbon emissions by almost 60% per unit versus the older model



S (social)

Primax (Taipei) named HR Asia **Best Company to Work for in Asia** for five consecutive years

Primax (Taipei) received the Taipei City **Family-Friendly Award** in 2025

Primax (Taipei) and Tymphany (Taipei) in 2025 Received Taipei City **Medium-High and Senior Age-Friendly Enterprise Certification**

In 2025, Primax (Dongguan), Primax (Chongqing), and Primax (Kunshan) named **RBA Factory of Choice**

None occurred.
No incidents of human rights violations or discrimination occurred at Primax Group in 2025

Employee compensation and benefits expenses accounted for approximately **15.5%** of operating revenue

In 2025, the Primax Operating Headquarters won the DBTA Diversity for Better Tomorrow Vision Award "**Gold Award**" and "**Special Award**"

NT\$15.287 million in social welfare contributions by Primax in 2025

111,700.28 hours of employee training delivered by Primax Group in 2025

12,584 hours of volunteer work by Primax Group in 2025

Tymphany (Taipei) received the 2025 Ministry of Labor's Friendly Employment Excellence Award - Workplace Navigation Category in 2025

Tymphany (Taipei) received the Outstanding Workplace Group Health Guardian Award in 2025

Primax (Dongguan) received multiple recognitions including the HR Value Network's Most Innovative Employer of the Year, Human Resources Value Award, Most Attractive Employer, and Best Employer Going Abroad

In 2025, Primax (Dongguan), Primax (Chongqing), Primax (Kunshan), Primax (Thailand), and Tymphany (Thailand) received RBA Silver **Status Certification**

Tymphany (Huizhou) awarded the **Best Human Resources Management Team** in 2025



G(Corporate Governance)

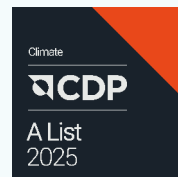
Ranked among the Top 7 Large Enterprises in the **CommonWealth Corporate Citizenship Award** in 2025

Awarded the TCSA in 2025
Taiwan Top 100 Sustainability Model Enterprise Award

Awarded the TCSA Corporate Sustainability Report in 2025
Gold Award

Selected for the 2025 S&P Global Sustainability Yearbook

Maintained CDP Climate Change Questionnaire Leadership Level (A List) in 2025



Tymphony (Huizhou) recognized by the Huizhou City Industrial Technology and High Technology Association in 2025
Top 20 High-tech Enterprises with Strong R&D Capabilities

Earnings per share (EPS) for 2025 was **5.71**

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

Achieve **22%** female or foreign directors by 2025

Primax Group's R&D expenses accounted for **5.97%** of revenue in 2025

2,956 invention awards received as of end 2025

968 patents granted as of end 2025

Zero Breaches
No complaints on customer confidential data violations in 2025

Zero Complaints
No complaints on cybersecurity from external and regulatory bodies in 2025

Zero Violations
No economic regulatory violations and fines in 2025

89.2% of suppliers signed the Supplier Code of Conduct Commitment Letter in 2025

91 supplier on-site audits completed in 2025
100% corrective action plan completion

2025 Critical raw material suppliers achieved a **100%** annual ESG development training rate

1.4 Company Profile

Founded in 1984, Primax has grown into a leading solutions provider in the fields of information technology, smart lifestyle, automotive, and smart IoT products. The Group is headquartered in Taipei's Neihsu Technology Park and operates large-scale manufacturing facilities in China and Thailand. As the Thailand Plant enters a stable phase of operations, its production efficiency and cost structure have shown a level of maturity comparable to the facilities in China, effectively leveraging the strategic advantages of a diversified global supply chain.

Primax specializes in visual imaging, human-machine interfaces, and connectivity technologies, while Tymphany possesses world-class expertise in advanced acoustic engineering. 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. Based on the excellent ODM+ service model, the Group provides a complete value chain service from key components and intelligent modules to system terminal products. 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	991 employees
Major Production Sites	Dongguan	2,851 employees
	Chongqing	1,503 employees
	Kunshan	193 employees
	Thailand	1,957 employees
R&D Center	Beijing	39 employees
Logistics and Sales Centers	USA	10 employees
	Japan	3 employees

TYMPHANY		
Operating Headquarters	Operating Headquarters Huizhou Operating Headquarters/ Manufacturing Facility	1,567 employees
Major Production Sites	Dongguan	447 employees
	Czech Republic	259 employees
	Thailand	637 employees
R&D Center	Taipei	417 employees
	Shenzhen	256 employees
Overseas Business	Europe	9 employees
	UK	22 employees
	USA	18 employees

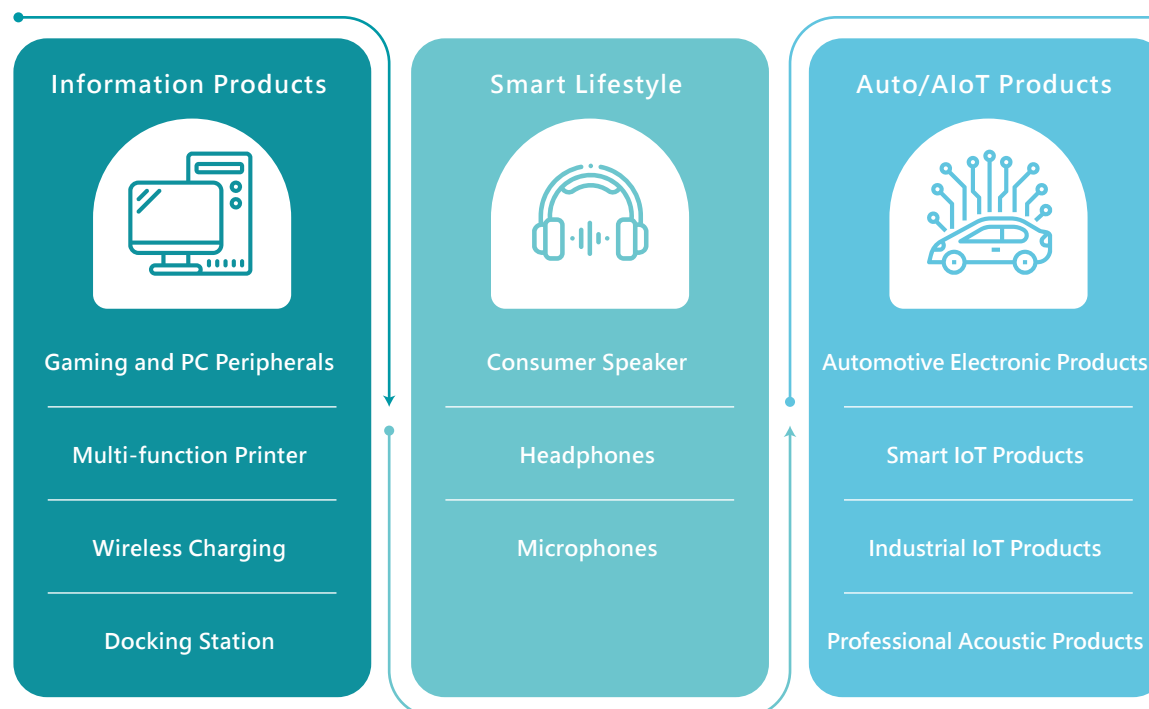
Company Profile



Company name	Primax Electronics Ltd.
Company Ownership Type	Publicly Listed Company (TWSE: 4915)
Paid-in Capital	NT\$4,711,428 thousand
Establishment Date	2006 (originally founded in 1984)
Chairman and President	Pan, Yuan-Chung
Operating Headquarters	No. 669, Ruiguang Rd., Neihu Dist., Taipei City
2025 Consolidated Revenue	NT\$60,181,706 thousand
Total Group Headcount	11,179 employees (Global locations); 11,117 employees (Scope of this report)
2025 Production Volume	114,238 thousand units

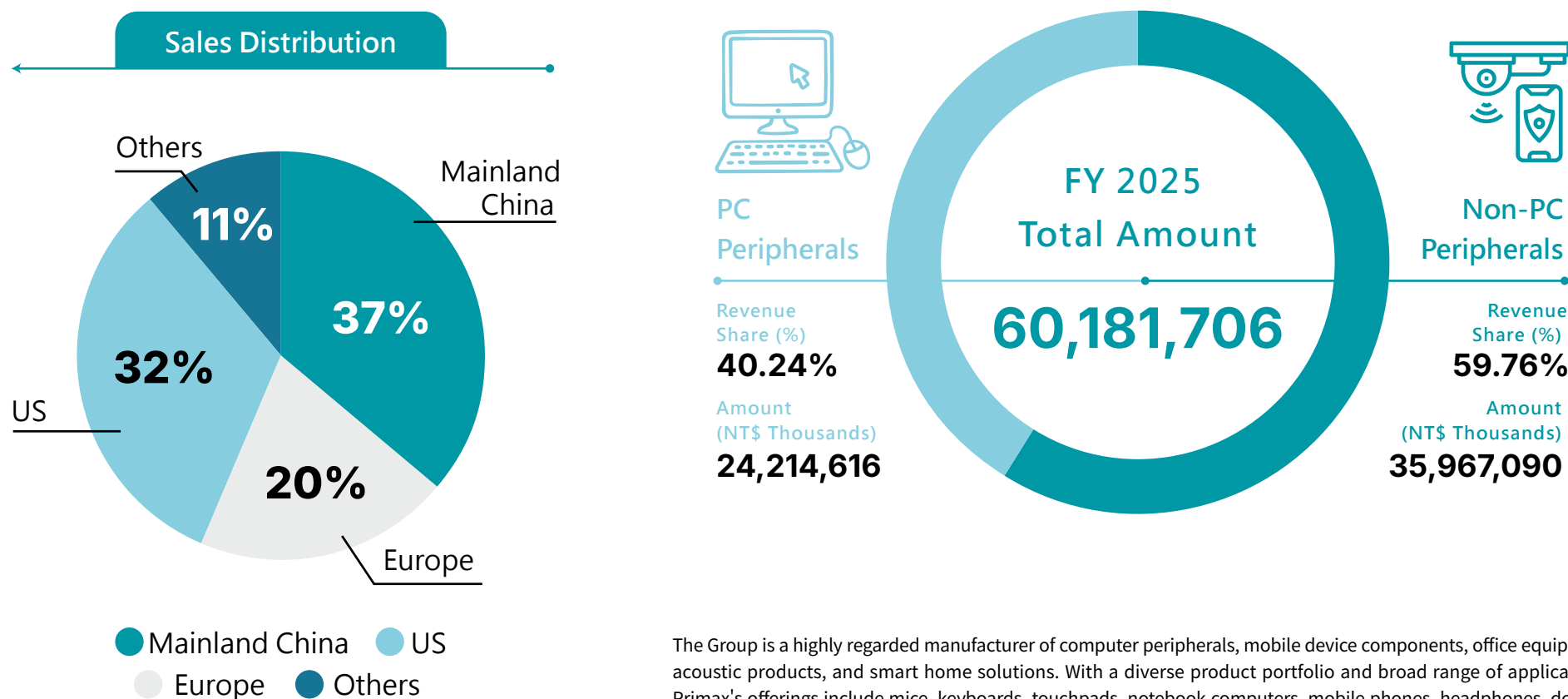
Reporting Principles

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 60–62 of the 2025 Shareholders' Meeting Annual Report.)



Primary Product Sales Overview

Primax Group serves many internationally renowned customers and has cultivated strong partnerships across the industry value chain. As a trusted strategic partner to leading global brands, the Group collaborates closely with customers on the research and development, design, and manufacturing of products, peripherals, and components. By sales region, Mainland China accounted for approximately 36.85% of total revenue in 2025, while the United States represented approximately 32.2%.



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 56-77 of the 2025 Shareholders' Meeting Annual Report for the details.



2. Sustainability Management

2.1 Sustainability Management and Practice	13
2.2 Primax SDGs Sustainability Blueprint	15
2.3 Stakeholder Engagement	20
2.4 Management of Material Topic	25

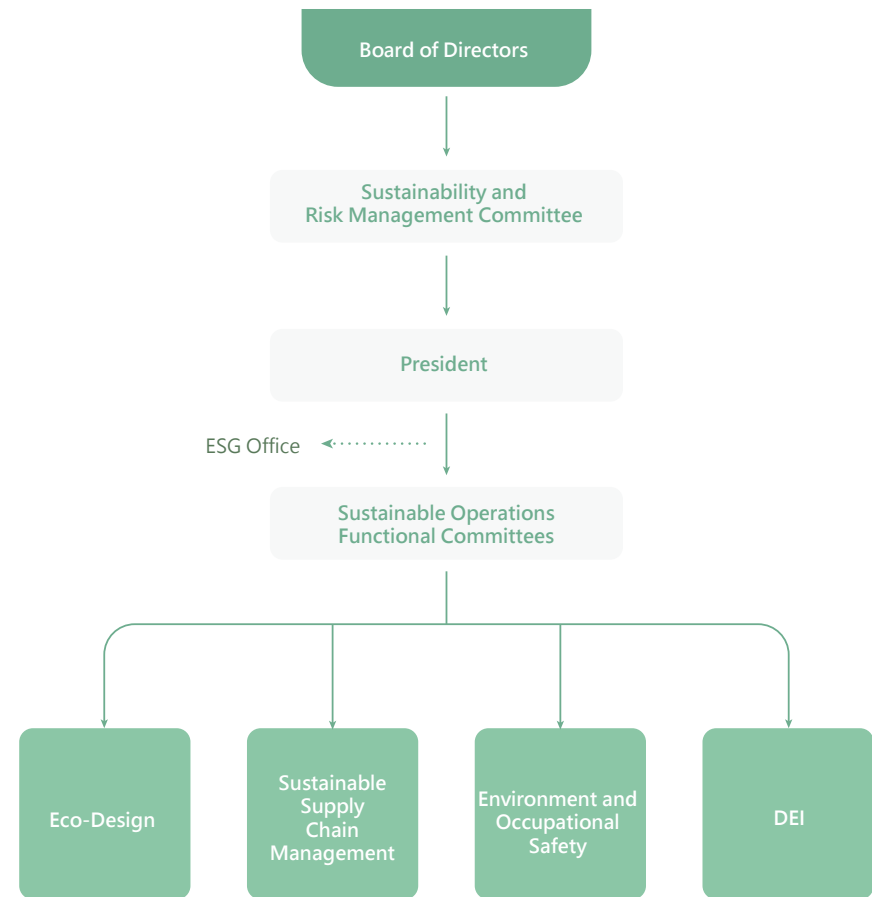
2.1 Sustainability Management and Practice

To advance sustainable development, Primax Group has established the Board of Directors as its highest governance body and formed the Sustainability Development and Risk Management Committee under the Board. By integrating sustainability strategy with risk management, the Committee conducts comprehensive evaluations of organizational operations, material risks, and stakeholder concerns to support effective and holistic sustainability governance. 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



2.1 Sustainability Management and Practice 2.2 Primax SDGs Sustainability Blueprint 2.3 Stakeholder Engagement 2.4 Management of Material Topic

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 2025, the Board of Directors convened a total of 3 meetings. The sustainability-related agenda items are summarized in the table below.

Agenda Items

Meeting Date 2025/01/20

The report on the execution outcomes of the company's 2024 sustainability targets and the execution plan for the 2025 sustainability targets.

Agenda Items

Meeting Date 2025/05/08

- 2025 Group Greenhouse Gas Inventory (Carbon Inventory) and Performance Report
- Climate-Related Financial Disclosures Report

Agenda Items

Meeting Date 2025/08/07

- Reviewed the 2024 Sustainability Report and the results of stakeholder engagement and material issues assessment.
- 2025 Operational Risks and Response Strategies Plan

In 2022, the Board of Directors approved the Primax Group's sustainability strategy blueprint. Under this blueprint, the Chairman was authorized to approve 29 execution targets across business and staff units. Starting in 2023, a plan was formulated to link 10–15% of the variable compensation for senior teams at the Vice President level and above to sustainability performance. Performance metrics include Corporate Performance Indicators, Strategic Priorities, and ESG Metrics, incentivizing and enhancing operational efficiency and sustainability competitiveness, contributing to the long-term value creation of the enterprise and the achievement of sustainable development goals. For further details on Primax's SDGs Sustainability Strategy Blueprint, please refer to [Section 2.2](#) of this report.

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 and CDP, etc; 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

2.2 Primax SDGs Sustainability Blueprint

2.3 Stakeholder Engagement

2.4 Management of Material Topic

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 inclusion. 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.

Amplifying Primax's Influence through ESG



2.1 Sustainability Management and Practice **2.2 Primax SDGs Sustainability Blueprint** 2.3 Stakeholder Engagement 2.4 Management of Material Topic

6 Areas Areas for Maximizing Environmental Protection

1. Broadest management scope
2. Extends across Primax Group worldwide, including Primax, Tymphany, and subsidiaries within the consolidated reporting boundary

Reducing Environmental Carbon Footprint

Focus Areas	2030 Goals	2025 Work Plans and Targets	2025 Achievements	Status
Global GHG Reduction (entire Group and major global operating sites)	Achieve a 42% reduction in Scope 1 and Scope 2 greenhouse gas emissions across the Group in 2030 compared to 2023 (metric tons of CO ₂ e)	Reduce energy intensity by 3% in 2025 compared to 2024.	44.25% reduction in Scope 1 and Scope 2 greenhouse gas emissions (metric tons of CO ₂ e) in 2025 compared to 2023.	😊
	Green Products: Low-carbon design reduction targets can meet Scope 3 emissions reduction and align with SBT short-term targets (2030).	- Implement internal carbon pricing Management Systems - The Ecodesign Committee plans the implementation of the technical solutions.	- Completed revisions to the group system, with official implementation of the Carbon Value Management System scheduled for 2026. - Low-Carbon Design: The Ecodesign Committee plans the implementation of the technical solutions for reducing material and energy consumption emissions.	😊
	Reach 75% renewable energy usage	Continue implementing renewable energy expansion initiatives and conduct tracking according to budget planning to achieve the RE60 target by 2025.	The group's renewable energy usage exceeded 63.69% in 2025.	😊
Value Chain Emissions Reduction	Achieve an annual 5% reduction in greenhouse gas emissions among significant suppliers	Redefine supplier segmentation based on CSA questionnaires, and from 2024, use the new segmentation criteria to reset carbon reduction targets and calculation methods.	- Completed communication with new critical suppliers and established a roster in 2025. - Completed supplier communication and training, and developed an inventory system implementation plan. Begin the investigation of carbon emissions for critical suppliers (already audited) or have an audit plan in place.	😊
	Establish a supply chain carbon emissions and carbon footprint information management platform.	- Phase-based establishment plan: Suppliers' product carbon footprint collection platform - Establish the 2025 Plan: - Communication and integration of basic information and concept communication - Phase-based system-wide information system promotion plan	2025 reference to Customers, industry trends, and the development status of technical standards - Actively evaluate the Suppliers' carbon footprint system, aiming for completion by 2027, with official launch and use in 2028.	😊

Strengthening Climate Resilience

Focus Areas	2030 Goals	2025 Work Plans and Targets	2025 Achievements	Status
Strengthening Climate Resilience in Operations	Complete implementation of TCFD-aligned climate adaptation plans across the Group by 2030	- Continuously disclose the annual report's sustainability section in accordance with IFRS S2 requirements. - Conduct annual gap analysis mapping operations and continuously develop improvement plans accordingly.	- Gradually disclose TCFD execution outcomes in the annual report's sustainability section according to IFRS S2 requirements in 2025 Q1 using Disclosure Metrics. - According to the current status of Primax's sustainability information disclosure, complete the annual gap analysis mapping operations in 2025 Q4, and continuously enhance evaluation methodologies and improvement plans.	😊

5 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	2025 Work Plans and Targets	2025 Achievements	Status
Smart Manufacturing	Using 2024 as the baseline, achieve an automation rate of 50% by 2030.	Optimize production processes through automated devices and intelligent systems to reduce labor consumption with human-machine collaboration. The automation rate target for Y2025 CN will be increased by 2%.	The actual automation rate for Y2025 CN increased by 2% (46%->48%).	😊
	Improve overall workforce productivity by 30% through digitalization at major global operating sites by 2030	Based on the benefits of individual items in 2024, consolidate the AMS module/OCT to calculate the 2025 target.	- Improve efficiency at the OCT and SMT1 factory by 7% - Improvement of inspection efficiency in QIS-OBA F12 by 5% - Efficiency platform F12/F22 saves a total of 821 hours per month. - Intelligent logistics SMT1 saves 528 hours per month. - The OCT and SMT2 OTD Ratio improved by 44.6%.	😊
	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	- Save 3 million sheets of A4 paper through smart systems and process integration. - Cumulatively save 9.7 million sheets of A4 paper.	- Approximately save 3.7 million sheets by 2025. - Cumulatively save approximately 10.37 million sheets of A4 paper by 2025.	😊

Responsible Business

Focus Areas	2030 Goals	2025 Work Plans and Targets	2025 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	- In response to automotive cybersecurity requirements, the 2025 cybersecurity strategy targets are being adjusted on a rolling basis. - Evaluate the initiation of TISAX standard implementation.	- Due to business needs, the Tymphany Czech Republic facility initiated the TISAX implementation plan in February and passed the audit to receive customer certification in June. - Upgrade ISO 27001 certification from the 2013 version to the 2022 version to comply with information management governance standards, and integrate the different certification bodies of Primax and Tiffany under BSI, unifying the group's information security management system and certification body.	😊
Sustainability Performance Linkage	Link 10–15% of variable compensation for Vice President-level executives and above to ESG performance by 2030	Clearly stipulated in the managerial salary and remuneration measures, the same applies to Tymphany's Vice President and above.	The proposal was approved at the 3rd meeting of the 6th Remuneration Committee on January 20, 2025, and was submitted to the Board of Directors for approval on the same day.	😊

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	2025 Work Plans and Targets	2025 Achievements	Status
Supplier Human Rights Risk Management	Ensure that 100% of significant suppliers at global operating sites complete annual social responsibility training	Achieve a 100% supplier development completion rate for all critical suppliers	Achieve a 100% supplier development completion rate for all critical suppliers	😊
	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	- In 2025, complete ESG risk assessments for all critical suppliers. 100% completion of on-site audits for high-risk critical suppliers - Attain a 100% improvement rate for identified non-conformities	- In 2025, complete ESG risk assessments for all critical suppliers. 100% completion of on-site audits for high-risk critical suppliers - Attain a 100% improvement rate for identified non-conformities with high-risk critical suppliers.	😊
	Achieve 95% enrollment of Tier 1 suppliers in the supply chain ESG risk management platform by 2030	2025 Goals 90%	93% completed in 2025	😊
Shared Prosperity	Reach 20,000 cumulative employee volunteer service hours by 2030, using 2022 as the baseline year	Employees of Primax Group achieved 5,400 hours of volunteer service.	Total of 12,584 hours of public service, achieving a rate of 233%.	😊
	Accumulate NT\$70 million in social assistance funding (including employee donations)	NT\$10.3 million in social assistance funding (including employee donations) by Primax Group.	Total social assistance funding amounted to NT\$15.287 million, achieving a rate of 148%.	😊
	Reach 100,000 total beneficiaries through shared prosperity initiatives	The Shared Prosperity initiatives by the Primax Group reached 17,000 beneficiaries.	Total of 37,201 service beneficiaries, achieving a rate of 219%.	😊
	Build partnerships with 60 social impact partners	Establish 15 new partnerships for social good initiatives	A total of 21 new social impact partners were established, achieving a rate of 140%.	😊
Inequality and Social Risk Management	Establish inequality and social risk management systems at global operational sites, and regularly track adaptation and mitigation plans and indicators.	Review and modify documents related to Primax's Risk Management and procedures.	- TISFD issuance has been postponed. Conduct a current SWOT analysis of Primax based on the information and related data obtained so far. - Confirmation of the current practices at Primax sites in Mainland China.	😊

Sustainable Innovation Workplace

Focus Areas		2030 Goals	2025 Work Plans and Targets	2025 Achievements	Status
Decent Working Conditions		Maintain an annual retention rate of at least 95% for high-performing employees at major global operating sites	- The IDP program continues to be implemented. - Set incentive remuneration for PRD1 and PRD2 employees.	- PRIMAX: 97.9% - Tymphany: 95.94%	😊
		Achieve a score of 80 in the IDL Engagement Surveys at major global operating sites.	Schedule to initiate the engagement surveys process in 2025.	In response to the operational needs and organizational adjustments in 2024, to ensure the representativeness of the survey data, the originally scheduled engagement survey planned for 2025 will be postponed to 2026.	—
Equal Workplace		Achieve 21% female representation among key management positions at major global operating sites.	- Maternity Leave Days: Considerate of Pregnant Female Colleagues, adjusted from the legally required 7 days to 8 days, supporting the health needs of mothers and infants. - Paternity Leave and Accompanying Pregnant Partner Leave: Provide more support to Male colleagues, adjusted from the legally required 7 days to 8 days, to accompany family during important moments. - Introduce Artificial Insemination Leave: Supporting diverse fertility choices, particularly by adding 1 day of artificial insemination leave annually for colleagues to use as needed.	- The number of people benefiting from the group's maternity leave in 2025 was 7. - The number of people benefiting from the group's paternity leave in 2025 was 17. - The number of people benefiting from the group's artificial fertility leave in 2025 was 4 (with one successfully conceiving).	😊
ESG Culture Development		Deliver cumulative ESG training to at least 20,000 participants at global operating sites	ESG training participants at global operational sites reached 3,000.	ESG training participants at global operational sites totaled 903, achieving a rate of 30%.	—
		Ensure 100% ESG onboarding training completion rate for new employees at global operating sites	New employees are continuously required to complete DEI courses.	By the end of 2025, the ESG Office has completed digital courses, ESG introductions, and other mandatory courses, continuously building a sustainable empowerment program for all employees.	😊
Industry-Academia Collaboration		Provide more than 800 internship placements at global operating sites	- Linking campus relationships: Collaborated with KPMG on a major survey of Generation Z. - Continue to maintain connections with local campuses in Thailand and establish effective recruitment channels.	Conducted the first Generation Z major survey and proposed a POW collaboration-oriented workplace framework. In 2025, a total of 171 intern participations were completed within the group, bringing the cumulative total to 311.	😊
Smart Innovation Applications		Maintain annual R&D spending at 4% of company revenue	Maintain annual R&D spending at 4% of company revenue in 2025.	R&D spending reached 5.98% of total revenue	😊
		Revenue generated by new products in the Year accounts for 40% of the total revenue.	Revenue from the group's new products in 2025 accounted for 25% of the Consolidated Revenue.	Revenue from the group's new products in 2025 accounted for 28% of the Consolidated Revenue.	😊

Note:

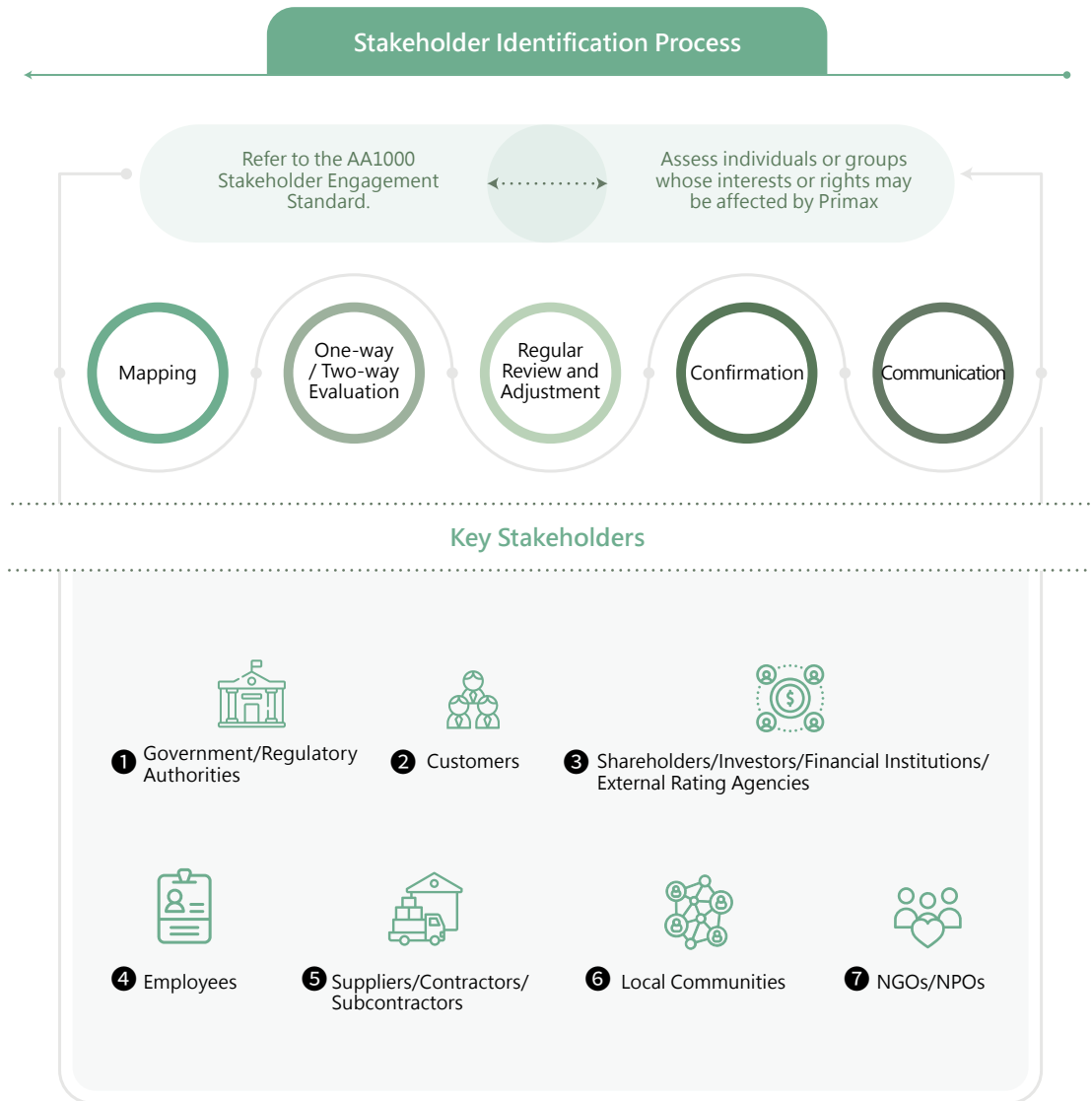
1. Critical Suppliers Definition: suppliers that pose significant ESG-related risks or whose goods, materials (including raw materials), or services have a substantial impact on the Company's competitive advantage, market success, or viability. This includes, but is not limited to, the top 80% of the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

2.3 Stakeholder Engagement

● Stakeholder Identification

For the definition and selection of stakeholders, Primax has established a systematic identification mechanism. This process takes into account the relevance across the value chain, both upstream and downstream, as well as the extent of business interactions to map the major groups related to the Group's operational activities. In addition to following the five principles of dependency, responsibility, influence, diverse perspectives, and tension outlined in the AA1000 Stakeholder Engagement Standards (SES), the identification process also refers to the GRI Standards (2021) definition of stakeholders, assessing from the perspective of individuals or groups whose interests are or could be affected by the organization's economic activities. Through the aforementioned method, we can more effectively identify the individuals or groups who are actually or potentially affected in the Sustainability Management process. This analysis is reviewed and adjusted on a rolling basis annually to ensure alignment with operational development and changes in the external environment.

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 Communication and Response

Primax Group values communication and engagement with stakeholders. Through diverse dialogue mechanisms, the Company gains a deep understanding of issues and expectations related to its business activities, using this insight to plan relevant sustainability strategies and action plans, continuously improving corporate sustainability performance. We are committed to building long-term, stable interactive relationships with all stakeholders by incorporating their concerns into the sustainability management framework and demonstrating accountability and commitments through transparent disclosure mechanisms.

Primax adopts diverse engagement approaches, including one-way information dissemination, two-way communication, one-to-many, and many-to-one interaction models, to ensure the comprehensive collection of and response to stakeholder opinions. 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. After integrating and analyzing relevant information, it serves as an important basis for identifying Material Topics and conducting Risk Assessments, and is reported regularly to the Board of Directors to strengthen the governance oversight mechanism, ensuring alignment between corporate decisions and sustainability objectives.



Government and Regulatory Authorities		
 Importance to Primax	The government and regulatory authorities are crucial regulators and policymakers for the Company's operations. Their regulatory requirements, industry policies, and sustainable development directions directly influence the Company's compliance management, operational model, and long-term development strategy. Primax continuously monitors domestic and international regulatory trends and policy developments to ensure compliance in all its operations. It actively supports government initiatives for industry upgrades and measures related to the transition to net zero.	
	Key Areas of Concern	Engagement Outcomes
Governance and Integrity Water Resources Air Emissions Social Participation Lifecycle Management Waste Management Occupational Health and Safety Product Health and Safety	1. 28 official letters were received from government and regulatory authorities. 2. 54 announcements were published on the Market Observation Post System (MOPS).	3 Corporate Governance 4 Environmental Sustainability and Net-Zero Transition 6.5 Health and Safety 7 Shared Prosperity
Communication Methods and Channels		
Frequency of Communication		Related Records
Official Correspondence	Real-time	Official Paper
MOPS	Real-time	http://mops.twse.com.tw/mops/web/index
Company Website	Real-time	https://www.primax.com.tw/en
ESG Awareness Survey	Ad Hoc	Questionnaires

2.1 Sustainability Management and Practice 2.2 Primax SDGs Sustainability Blueprint 2.3 Stakeholder Engagement 2.4 Management of Material Topic



Customers

Importance to Primax

Customers are the core source of the Company's revenue and growth. Their demands for product quality, technological innovation, information security, and sustainability performance directly influence the Company's product R&D direction and Supply Chain Management standards. Primax has earned customer trust through innovative technologies, high-quality products, and reliable services. A systematic customer feedback and communication mechanism allows the Company to incorporate customer opinions into ongoing improvements and strategy planning, strengthening long-term partnerships and market competitiveness.

Key Areas of Concern	Engagement Outcomes	Report Response Section
Climate Action	1. A total of 8 DRI visits were completed.	3.5 Innovation and Services
Air Emissions		3.8 Privacy and Cybersecurity
Product Health and Safety	2. A total of 310 online customer audits were completed (including conference calls, questionnaires, reports, and virtual meetings).	3.6 Customer Relationship Management
Privacy and Cybersecurity		4.4 Sustainable Product Design and Circular Innovation
Customer Management		4.6 Pollution Prevention and Control
Sustainable Supply Chain Management	3. 17 on-site customer audits were completed.	5 Responsible Supply Chain
		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	RFQ
ESG Awareness Survey	Ad Hoc	Questionnaires

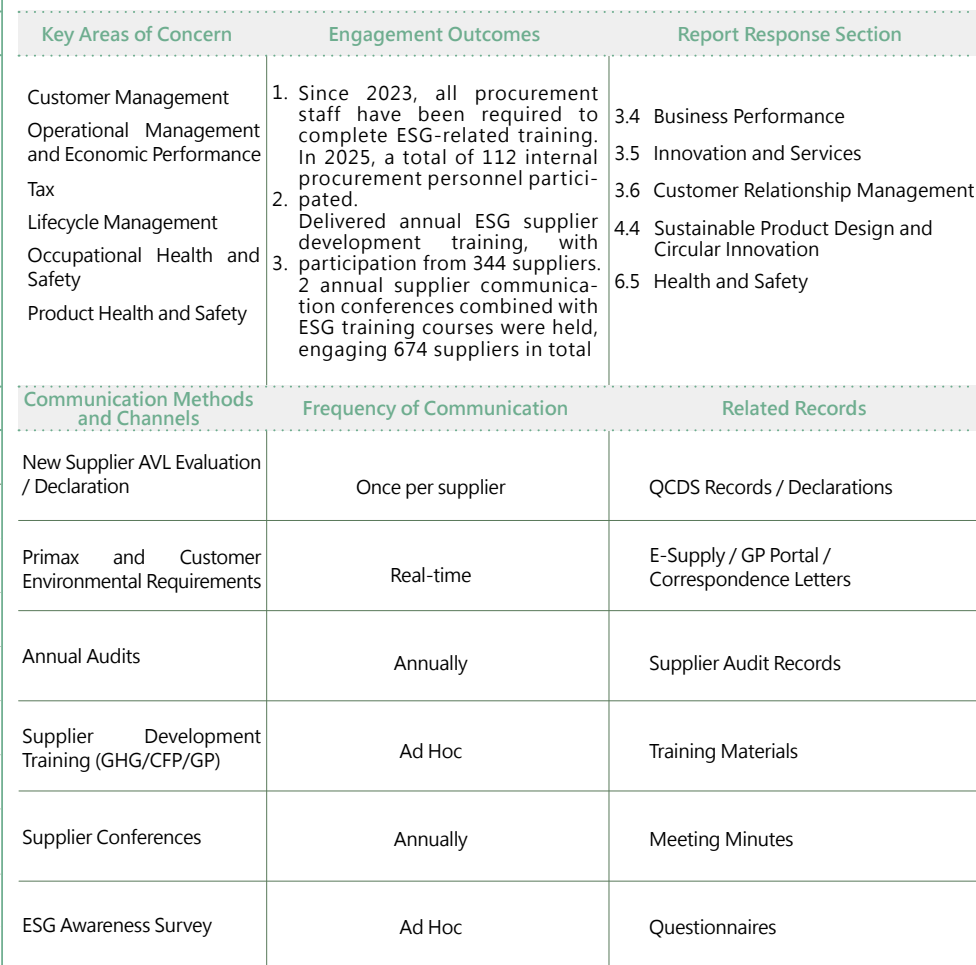


Shareholders/Investors/Financial Institutions/External Rating Agencies

Importance to Primax

Shareholders and investors focus on corporate governance performance, financial stability, and sustainable development capabilities, while financial institutions and external rating agencies emphasize the company's risk management and information disclosure transparency. Primax maintains strong interactions and sound oversight mechanisms through a comprehensive corporate governance structure and regular information disclosure, reinforcing the foundation of market trust and enhancing capital market recognition of the company's long-term value.

Key Areas of Concern	Engagement Outcomes	Report Response Section
Operational Management and Economic Performance	1. 4 quarterly investor conferences were held.	3 Corporate Governance
Tax	2. 1 annual shareholders' meeting was convened.	4.5 Water Stewardship
Governance and Integrity	3. 47 investment forums and investor meetings were attended.	4.6 Pollution Prevention and Control
Privacy and Cybersecurity	4. 46 bilingual (Chinese/English) operational press releases were published.	5 Responsible Supply Chain
Product Innovation	5. Annual reports were continuously issued in Chinese and English.	6.5 Health and Safety
Water Resources	6. Sustainability reports were continuously issued in Chinese and English.	7 Shared Prosperity
Air Emissions	7. Climate-related financial disclosure reports (or dedicated sections) were continuously published in Chinese and English.	
Occupational Health and Safety	8. Publish the 2025 TNCFD Report.	
Social Participation		
Sustainable Supply Chain Management		
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
Sustainability Information Disclosure Report	Annually	Sustainability Report, annual report's sustainability section, TNCFD Report



2.1 Sustainability Management and Practice 2.2 Primax SDGs Sustainability Blueprint 2.3 Stakeholder Engagement 2.4 Management of Material Topic



Local Communities

Importance to Primax

The community where the Operational Site is located is an important partner for the Company's long-term development, and community relations will affect the stability of the enterprise's operations. Primax values positive interaction with communities, reducing operational impact on the surrounding environment and promoting local shared development through local care, public welfare participation, and Environmental Management Measures.

Key Areas of Concern	Engagement Outcomes	Report Response Section
Occupational Health and Safety Talent Attraction and Retention and Diversity and Equity Product Health and Safety Tax Waste Management Labor and Human Rights Social Participation	1. 12,584 volunteer service hours contributed by employees. 2. NT\$15.287 million in cumulative social assistance contributions by the Group, including employee donations.	3.4 Business Performance 4.4 Sustainable Product Design and Circular Innovation 4.6 Pollution Prevention and Control 6.1 Human Rights Management 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	Climate-Related Financial Disclosures Report
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 advocacy and oversight role in environmental protection, human rights, and social issues. Their perspectives help the company identify potential risks and areas for improvement. Through open dialogue and information disclosure, Primax responds to external concerns and continuously refines its sustainability management measures by considering professional advice.

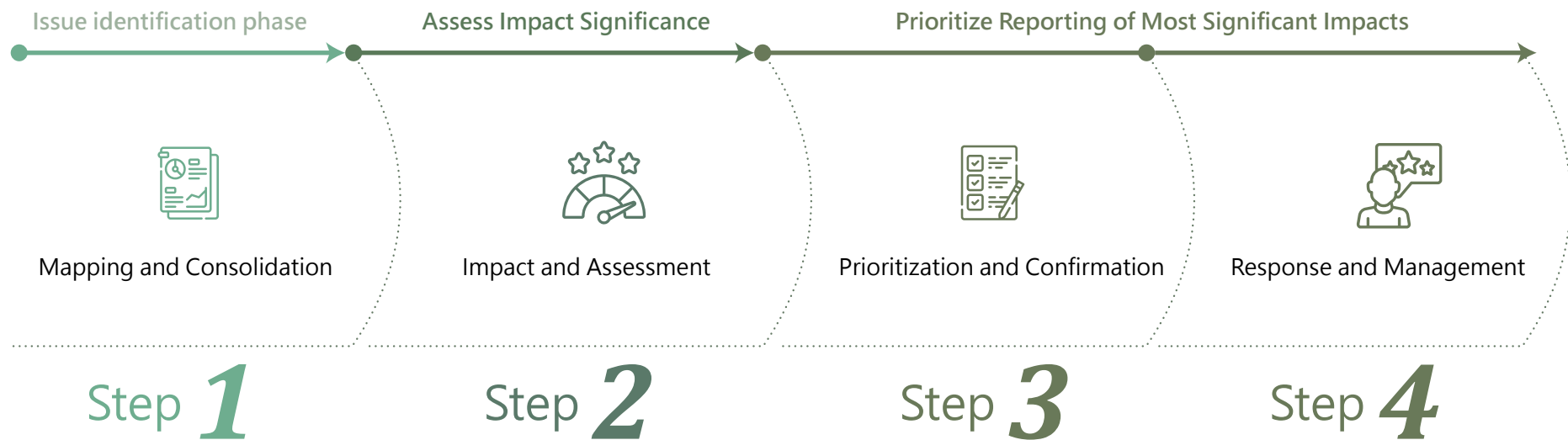
Key Areas of Concern	Engagement Outcomes	Report Response Section
Social Participation Local Communities Operational Management and Economic Performance Talent Attraction and Retention and Diversity and Equity Labor and Human Rights	1. A total of 204 official letters received from NGOs/NPOs. 2. A total of 50 communications with NGOs/NPOs.	3.4 Economic Performance 6.1 Human Rights Management 6.3 Talent Attraction and Retention 6.5 Health and Safety 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

2.4 Management of Material Topic

To enhance the consistency of sustainability topics management and risk assessments, Primax will integrate the process of identifying Material Topics into the Enterprise Risk Management evaluation mechanism in 2025. Through expanded mapping and integration of sustainability, climate, and nature-related issues associated with business activities, a comprehensive list of risk factors has been established. A scenario analysis framework and assessment logic are adopted to conduct the risk and opportunity analysis. Subsequently, major determinations and analyses are conducted according to the normative requirements of each disclosure guideline, ensuring consistency and comparability in the sources of factors, scenario settings, and assessment basis, while also considering the disclosure priorities of different guidelines. For a detailed description of the risk integration process, please refer to Section 3.7 Enterprise Risk Management.

Through the integrated assessment process, the group's control over risks and opportunities is enhanced, which in turn supports the development of management approaches for material topics to effectively prevent or mitigate negative impacts and proactively create positive value. On this integrated basis, the process for identifying Material Topics for this Year is described as follows.

● Materiality Identification Process



Step 1

Mapping and Consolidation

Firstly, in the issue identification phase, based on the mapped list of risk factors, after alignment and consolidation, 20 sustainability topics were ultimately identified, which serve as the basis for subsequent materiality determination and analysis.



Step 2

Impact and Assessment

During the stage of assessing the significance of impacts, the process follows the materiality disclosure principles set forth in the latest version of "GRI 3: Material Topics 2021." The ESG Office and senior management from various departments evaluate the "actual and potential impacts" of operational activities on different risk factors, considering their severity and likelihood within the actual management context of Primax Group. The evaluation also incorporates the concept of Double Materiality from the EU and the spirit of IFRS Sustainability Disclosure Standards issued by the IFRS Foundation. It conducts a comprehensive assessment and ranking based on the impacts of the company's operations on economic, environmental, and social dimensions, as well as the potential impacts of related issues on the company's financial performance and corporate value, ensuring objectivity and comparability of the assessment results.



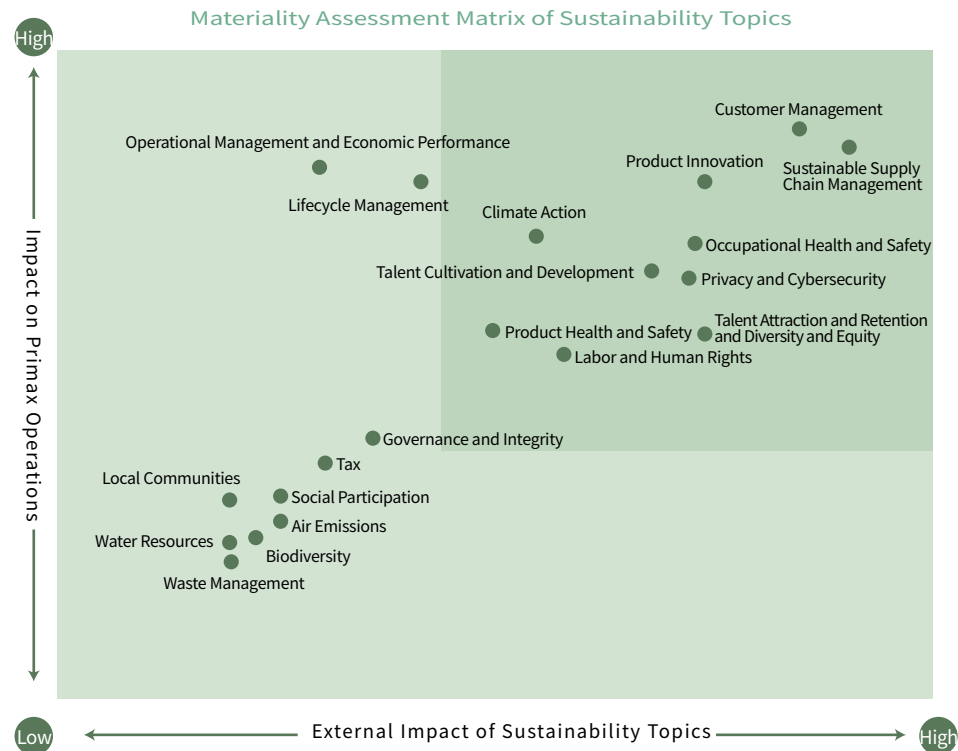
Step 3

Prioritization and Confirmation

Based on the assessment results of risk factors, further calculate the extent of positive and negative impacts of each sustainability topic. Based on the materiality threshold, stakeholder priorities, and recommendations from external experts and consultants, the ESG Office ultimately selected 10 sustainability topics as the material topics for the year. These are: Privacy and Cybersecurity, Occupational Health and Safety, Customer Management, Product Innovation, Product Health and Safety, Labor Rights, Talent Attraction and Retention and Diversity and Equity, Talent Cultivation and Development, Sustainable Supply Chain Management, and Climate Action.

Compared to the Previous Year, the changes in Material Topics for this Year are explained as follows:

- 1 "Customer Management" and "Product Health and Safety" have been included as Material Topics because their evaluation scores exceeded the threshold.
- 2 "Operational Management and Economic Performance" and "Governance and Integrity" were not included as Material Topics because their evaluation scores did not reach the threshold.
- 3 The original "Talent Attraction and Retention" has been adjusted to "Talent Attraction and Retention and Diversity and Equity," and includes the topics of "Diversity and Equity" and "Labor Relations".



Step 4

Response and Management

The 10 selected material topics 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 2026. The confirmed Material Topics will serve as the core disclosures and management focus of this report, and will be incorporated into the company's sustainability goal setting, performance management, and information disclosure planning to strengthen the implementation of strategy linkage and management. 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 2025 Risk Factor Correspondence	Management Approach / Response Section	
		Internal		External							
		③	④	①	②	③	⑤	⑥			⑦
Privacy and Cybersecurity	Positive Impact									GRI: Customer Privacy (418-1) S&P CSA: Privacy Management SASB: Product Security [Primax Risk Factors] IT Security (incl. Privacy and Data Protection), the impact of AI technology, Misinformation and Disinformation, Key Information System Failures	Privacy and Cybersecurity Management Approach 3.8 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. As part of its strategic expansion into the automotive industry, Tymphany's Czech facility obtained TISAX certification in 2025. The facility continues to advance the implementation of automotive-related information security standards, reinforcing its cybersecurity management mechanisms and enhancing both cyber resilience and competitive advantage.	●	●	●	●	●	●				
	Negative Impact										
	In 2025, there were no incidents of external cyberattacks, data breaches, or privacy violations, including any complaints.										
Occupational Health and Safety	Positive Impact									GRI: Occupational Health and Safety (403-1~403-10) S&P CSA: Occupational Health and Safety Management [Primax Risk Factors] Occupational Health and Safety	Safe and Healthy Workplace Management Approach 6.5 Health and Safety
	Occupational health and safety are fundamental to employee care. Primax has implemented ISO 45001, strengthened risk mitigation, and promoted health initiatives to build a safe and sustainable workplace, ensuring that all workers' health and safety are fully protected. These efforts enhance ESG ratings and strengthen trust among customers and suppliers.	●	●	●	●	●					
	Negative Impact										
	In 2025, there were no major occupational accidents or diseases, but 28 recordable incidents occurred. In addition to providing necessary support to injured employees, efforts have also been made to simultaneously strengthen risk prevention measures at each site, aiming to minimize the impact of occupational injuries on colleagues.										

2.1 Sustainability Management and Practice 2.2 Primax SDGs Sustainability Blueprint 2.3 Stakeholder Engagement 2.4 Management of Material Topic

[illegible]

2.1 Sustainability Management and Practice 2.2 Primax SDGs Sustainability Blueprint 2.3 Stakeholder Engagement 2.4 Management of Material Topic

Material Topics	Impact Assessment Description	Potentially Affected Stakeholders								Corresponding Sustainability Standards(Topics) / Primax 2025 Risk Factor Correspondence	Management Approach / Response Section
		Internal		External							
		③	④	①	②	③	⑤	⑥	⑦		
Product Health and Safety	Positive Impact									GRI: Customer Health and Safety (416-1~416-2) SASB: Product Life Cycle Management S&P CSA: Product Management Responsibility	Sustainable Product Design and Circular Innovation Management Approach 4.4 Sustainable Product Design and Circular Innovation
	Primax follows international quality management systems and material control regulations, implementing systematic control from design, material selection, and processing to the finished product, ensuring compliance with safety, reliability, and regulatory requirements. Through rigorous testing and validation, anomaly prevention measures, and supplier management, health and safety risks can be reduced before product launch. This enhances customer trust in product quality and compliance, helping to strengthen the company's market competitiveness and brand image.	●	●	●	●		●				
	Negative Impact										
	If product design does not adequately assess risks, or if there is insufficient material information and process control, it may lead to non-compliance with regulatory requirements or quality defects, resulting in customer complaints, returns, or recalls. Electronic components are commonly used in diverse application environments, and any safety issues can have amplified external impacts. Therefore, if control measures fail, it could not only affect customer relationships but also lead to reputational damage and additional operational costs.										
Labor and Human Rights	Positive Impact									GRI: Non-discrimination (406-1) GRI: Child Labor (408-1) GRI: Forced or Compulsory Labor (409-1) [Primax Risk Factors] Human Rights Management	Human Rights Value Practice Management Approach 6.1 Human Rights Management
	Primax treats all employees equally, maintains a Human Rights Policy, and regularly conducts risk assessments with follow-up measures. The Group is committed to preventing debt bondage, child labor, and excessive overtime, ensuring a fair and safe work environment.										
	Negative Impact										
	There is a risk of excessive overtime during peak periods at Mainland China sites, which could affect orders and deliveries. To mitigate this, additional staffing and stricter scheduling controls have been implemented with a zero-tolerance target. In 2025, Tymphany processed and closed one sexual harassment complaint. Investigation procedures and violation penalties are carried out in accordance with relevant laws and regulations, while psychological counseling services are simultaneously provided to victims. Additionally, efforts to strengthen sexual harassment prevention awareness among all employees are intensified, implementing preventive measures to actively reduce potential negative impact injuries and maintain workplace harmony.	●	●	●	●	●	●		●		

2.1 Sustainability Management and Practice 2.2 Primax SDGs Sustainability Blueprint 2.3 Stakeholder Engagement 2.4 Management of Material Topic

Material Topics	Impact Assessment Description	Potentially Affected Stakeholders								Corresponding Sustainability Standards(Topics) / Primax 2025 Risk Factor Correspondence	Management Approach / Response Section
		Internal		External							
		③	④	①	②	③	⑤	⑥	⑦		
Talent Attraction and Retention and Diversity and Equity	Positive Impact									GRI: Labor/Management Relations (402-1) GRI: Market Presence (202-1) GRI: Employment (401-1~401-3) GRI: Economic Performance (201-3) GRI: Diversity and Equal Opportunity (405-1~405-2) SASB: Employee Diversity and Inclusion [Primax Risk Factors] Talent Attraction and Retention and Diversity and Equity	Talent Value and Inclusion Management Approach 6.1 Human Rights Management 6.2 Workforce Overview 6.3 Talent Attraction and Retention
	The company promotes equal and fair employment principles with a people-centered approach and upholds commitments to respect employees through a comprehensive performance system and effective communication. A multicultural environment is primarily reflected in a gender and disability-friendly workplace, continuously creating an attractive and inclusive work setting that helps employees realize their potential through a fair remuneration system, flexible working hours, family support measures, and health promotion plans. In 2025, the Group was recognized with multiple awards including the "Best Company to Work for in Asia Award," "Workplace Leadership Award," "Best Human Resources Management Team," and "Most Innovative Employer."	●	●	●	●	●	●				
	Negative Impact										
	When adjusting workforce allocation in response to operational changes, if Communication is not conducted thoroughly, it can easily lead to labor-management concerns. In addition, due to the trends of declining birth rates and aging populations, key positions face structural pressure in terms of Talent Attraction and Retention. In promoting Diversity and Equity policies, if education and advocacy are insufficient, implementation resistance may arise due to cultural awareness gaps. In 2025, the Group processed a total of four labor-related complaints. All cases were successfully resolved through transparent and equitable communication and coordination procedures. In the future, we will continue to optimize communication methods between labor and management to reduce the risk of labor disputes and build a harmonious workplace environment.										
Talent Cultivation and Development	Positive Impact									GRI: Training and Education (404-1, 404-3) S&P CSA: Human Capital Management [Primax Risk Factors] Talent Cultivation and Development	Talent Value and Inclusion Management Approach 6.4 Talent Cultivation and Development
	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.	●	●		●	●					
	Negative Impact										
	If the Company does not provide continuous training, employees may lose competitiveness, which could weaken the Company's advantages.										

2.1 Sustainability Management and Practice 2.2 Primax SDGs Sustainability Blueprint 2.3 Stakeholder Engagement 2.4 Management of Material Topic

Material Topics		Impact Assessment Description		Potentially Affected Stakeholders							Corresponding Sustainability Standards(Topics) / Primax 2025 Risk Factor Correspondence	Management Approach / Response Section
				Internal		External						
				③	④	①	②	③	⑤	⑥		
←												
	Sustainable Supply Chain Management	Positive Impact									GRI: Procurement Practices (204-1) GRI: Materials (301-1~301-2) GRI: Supplier Environmental Assessment (308-1~308-2) GRI: Child Labor (408-1) GRI: Forced or Compulsory Labor (409-1) GRI: Supplier Social Assessment (414-1~414-2) TWSE: Sustainability Reporting Indicator No. 6 S&P CSA: Supply Chain Management SASB: Supply Chain Management, Raw Materials Sourcing [Primax Risk Factors] Supply Chain Risk Management	Sustainable Supply Chain Management Approach 5 Responsible Supply Chain
		Primax requires all new suppliers to sign the Supplier Declaration, committing to comply with the latest Responsible Business Alliance (RBA) Code of Conduct. This ensures safe working environments, respect for employees, environmental protection, and ethical business practices. The Group continuously formulates additional supply chain due diligence policies and sets clear decarbonization targets for suppliers to build a low-carbon ecosystem with partners across the value chain, working together towards the net-zero goal.	●		●	●	●	●				
		Negative Impact										
		Primax has a responsibility to manage supply chain ESG risks. If suppliers engage in negative ESG practices, this could impact operational resilience and harm the Company's reputation.										
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 S&P CSA: Climate Strategy [Primax Risk Factors] Water usage fees, carbon fees and carbon taxes in Taiwan and other countries, extreme weather events, and a total of 10 natural environmental risks.	Climate Change Management Approach 4.2 Climate-related Financial Disclosures 4.3 Climate Mitigation Action 4.6 Pollution Prevention and Control
		Primax is committed to RE100, 2040 carbon neutrality, and 2050 net-zero goals. The Group continues to advance decarbonization and renewable energy programs and actively responds to international initiatives such as RE100, SBTi, and TCFD, taking concrete actions to minimize the negative impacts of climate change and enhance operational resilience. These efforts help reduce climate risks, strengthen operational resilience, optimize costs, and capture market opportunities.	●		●	●	●	●	●	●		
		Negative Impact										
		Although the Group's annual GHG emissions are not high compared to other industries, failure to implement measures and meet reduction commitments could lead to customer loss and reputational risks internally, and contribute negatively to global warming externally.										

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 S&P CSA - Electronic Equipment, Instruments & Components Industry, 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.



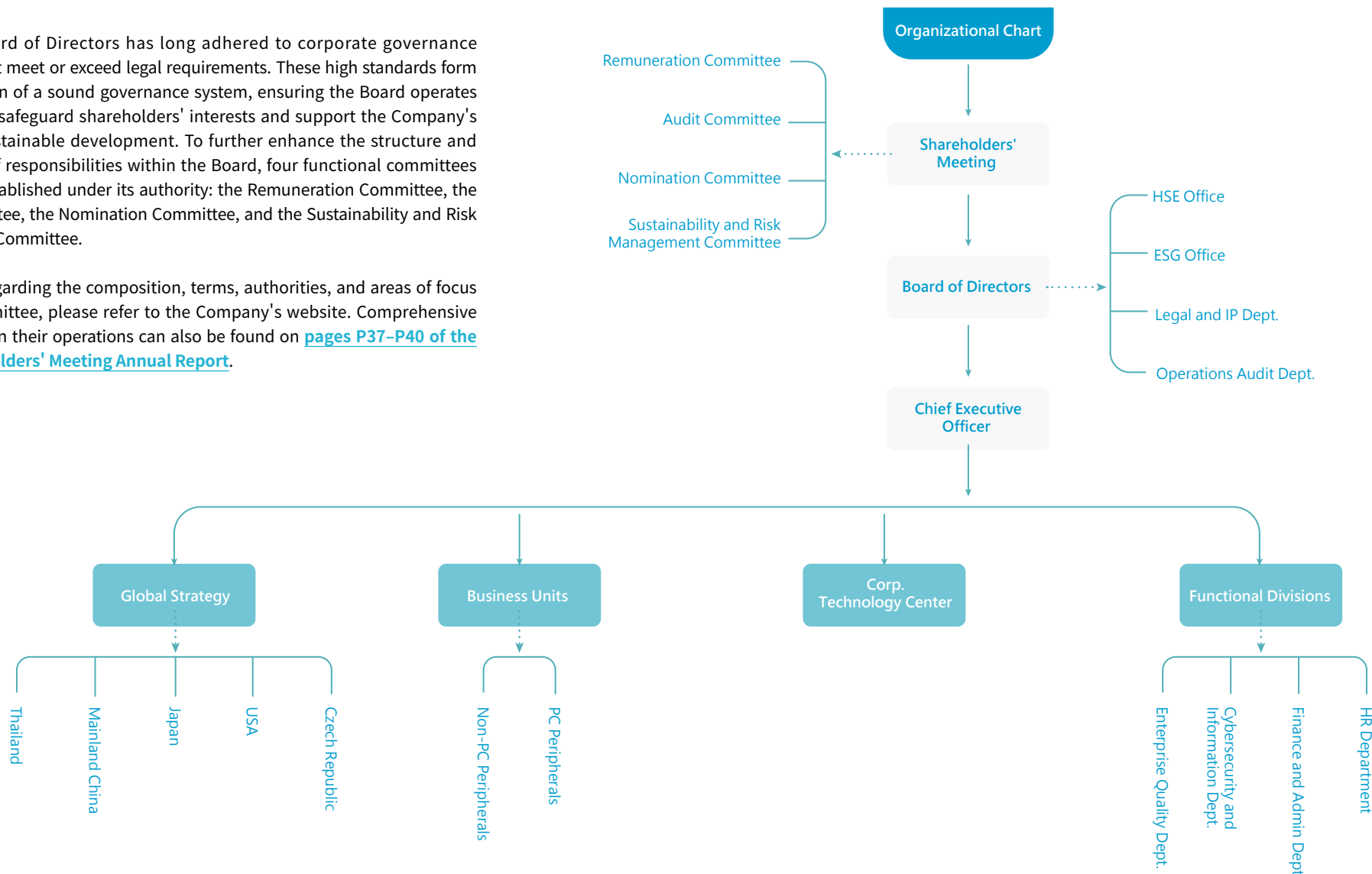
3. Corporate Governance

3.1 Governance Structure	34
3.2 Governance Practices	37
3.3 Ethics and Integrity	38
3.4 Business Performance	42
3.5 Innovation and Services	44
3.6 Customer Relationship Management	47
3.7 Enterprise Risk Management	49
3.8 Privacy and Cybersecurity	57

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 P37–P40 of the 2025 Shareholders' Meeting Annual Report](#).



● 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 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.

Board members should generally possess the knowledge, skills, and qualities necessary to execute their duties. To achieve the ideal objectives of corporate governance, the Board of Directors as a whole should possess the following capabilities:



Operational judgment ability.

Accounting and financial analysis ability.

Business Management ability.

Crisis management ability.

Industry knowledge.

International market outlook.

Leadership ability.

Decision-making ability.

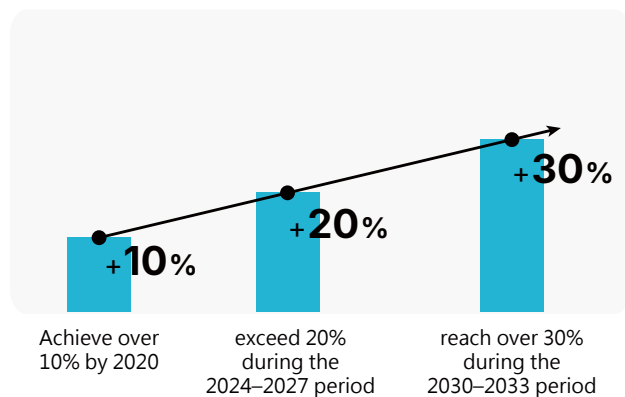
The company values diversity among the Board of Directors and has set specific phased objectives: the proportion of female or foreign directors was to exceed 10% by 2020 (achieved) and to increase to over 20% during the 2024–2027 period (achieved). The company has recruited an additional female director in 2023, bringing the proportion of female directors to 22%, achieving its board diversity target.

During the comprehensive re-election of the Board of Directors in 2024, the Nomination Committee, in the process of selecting board candidates, considers not only professional qualifications and legal requirements but also comprehensively evaluates the Company's future development needs and management objectives. This includes assessing whether candidates have diverse professional backgrounds and experiences to provide strategic advice from different perspectives, among other factors. Among the nine directors selected according to this principle, there are two female directors (22%). Although this has not yet achieved the target of one-third female directors, the company will continue to actively seek qualified female director candidates. The goal is to reach a female director proportion of over 30% by the board re-election in 2027, further enhancing gender diversity and strengthening the decision-making quality and communication effectiveness of the Board of Directors.

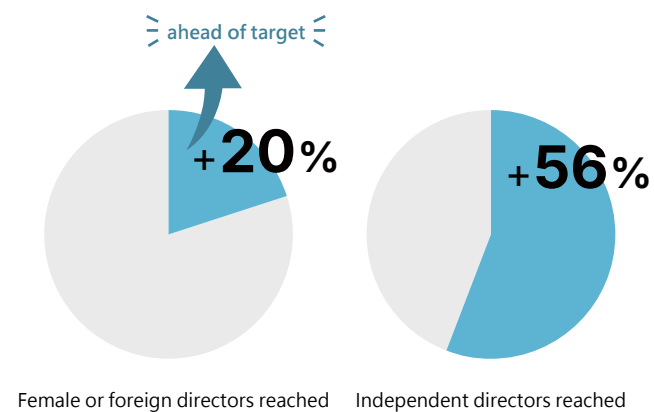
The current board term runs from May 24, 2024 to May 23, 2027. Board meetings are convened at least once each quarter, and in 2025, a total of three board meetings were held. The average attendance rate of all directors was 96%. The Board comprises nine directors, including five independent directors (56%). Among them, three independent directors have a tenure of less than three years, while two independent directors have a tenure of six to nine years. In terms of gender composition, there are seven male directors (78%) and two female directors (22%). By age structure, there are two directors (22%) between 71 and 80 years old, six directors (67%) between 61 and 70, and one director (11%) between 51 and 60. Overall, the Board of Directors covers a range of age groups, progressively advancing generational succession and diverse development.

In terms of professional backgrounds, all nine directors (100%) have management experience, seven directors (78%) have industry backgrounds, four directors (44%) have R&D backgrounds, six directors (67%) have marketing backgrounds, and two directors (22%) have finance backgrounds. Regarding professional knowledge and skills, all nine directors (100%) possess expertise in strategic leadership, eight directors (89%) have business management skills, seven directors (78%) have experience in risk management, five directors (56%) have backgrounds in information technology and financial accounting, and one director (11%) has legal expertise. For biographies of the Board members, please refer to the [Company's website under Board of Directors](#).

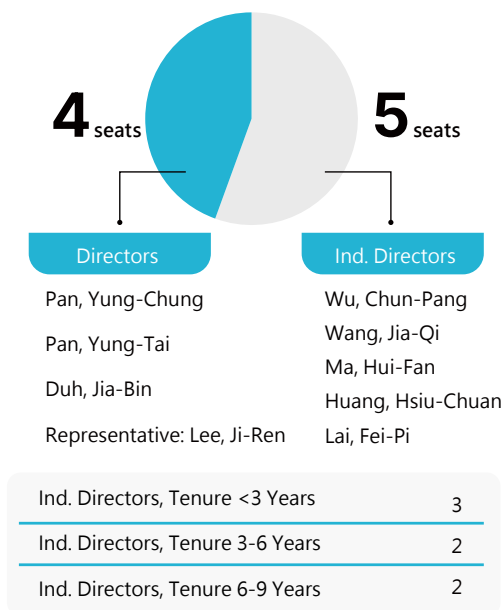
Targets for the Proportion of Female or Foreign Directors



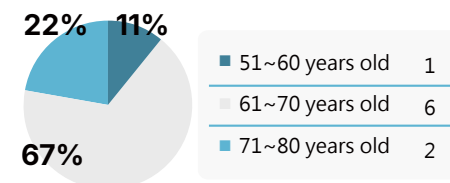
Board Diversity



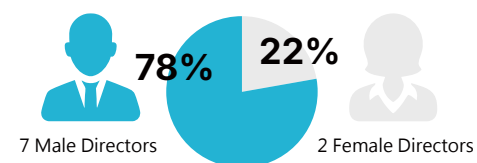
Board Gender and Age Composition



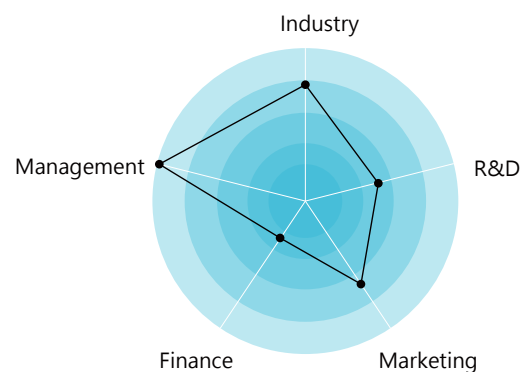
Board Age Distribution



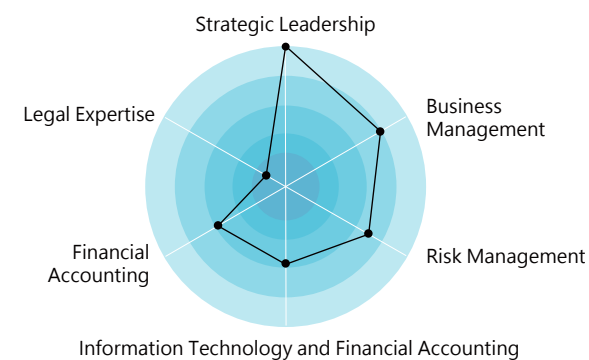
Board Gender Ratio



Board Professional Background



Board Expertise and Skills



3.2 Governance Practices

● Remuneration Policies

According to the Primax Remuneration Committee Organizational Charter, the Board has established a Remuneration Committee whose members 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, 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.

The remuneration policy for the Company's President and Vice Presidents is based on their positions, the scale of operations, competitive environment, industry salary standards, overall company performance, and individual performance achievement rates. The HR Department evaluates and proposes the remuneration in accordance with the Company's management guidelines and bonus plans for manager salaries and remuneration. The proposal is reviewed and approved by the Remuneration Committee and submitted to the Board of Directors for resolution. The remuneration consists of fixed salaries and variable incentives. Fixed salaries are the employee's basic salary, while variable incentives are primarily linked to the Company's (or individual business unit's) business performance and the achievement of strategic objectives. There are mechanisms for both short- and long-term incentives, deferred payments, and peer benchmarking to mitigate the risks of managers excessively pursuing short-term gains. This effectively guides long-term business performance and enhances company value. For a connection between senior management remuneration and sustainability performance linkage, please refer to Section [2.1 Sustainability Management and Practice](#) of this report; for detailed remuneration policies information, please refer to [page 22 of the 2025 Shareholders' Meeting Annual Report](#).

● Director Training and Development

To enhance the competencies of Board of Directors members, the company arranges Ad Hoc training programs based on 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 regulatory guidelines. These programs encourage members to stay informed about the developments in economic, environmental, and social regulations, both domestically and internationally. This includes training in areas such as finance, Risk Management, business operations, commerce, accounting, Legal, corporate governance, ethics, and corporate social responsibility, to maintain their core values, professional advantages, and capabilities. In 2025, all directors participated in training, accumulating a total of 90 hours, all in compliance with the "Directions for the Implementation of Continuing Education for Directors and Supervisors." The details of director training for the year 2025 are shown in the table below. For comprehensive information on director training, please refer to the [Corporate Website under Board of Directors](#).

● Board and Functional Committee Performance Evaluation

The company has established the "Rules for Performance Evaluation of the Board of Directors" and conducts an annual Board performance evaluation every December. Additionally, it commissions an external organization to conduct the Board performance evaluation at least every 3 years. The assessment covered overall Board performance, individual director performance, and the operations of the four functional committees, including the Audit Committee, the Remuneration Committee, the Nomination Committee, and the Sustainability and Risk Management Committee. The performance evaluation methods include internal self-evaluation by the Board, self-evaluation by individual Directors, and commissioning external professional organizations, experts, or adopting other appropriate methods. The most recent external Board performance evaluation was conducted in 2023 by the "Taiwan Investor Relations Institute" (abbreviated as TIRI) and the next external evaluation is scheduled to be completed in 2026.

The internal performance evaluation of the Board of Directors for the year 2025 was conducted in accordance with the aforementioned rules and was completed by the end of 2025. The evaluation was conducted by the Finance and Admin Dept. using questionnaires, and the results were reported to the Board of Directors on January 20, 2026. 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.

After evaluation, it was determined that the overall Board of Directors of Primax and individual director members possess objective independence and are gradually implementing gender equality policies. In addition, to maintain the Board of Directors' members and senior management's professionalism and experience, a succession plan for the Board members and key management positions has been established. The evaluated company has established an Audit Committee, Remuneration Committee, Nomination Committee, and Risk Management Committee to enhance supervisory functions and strengthen management capabilities. Overall evaluation results ranged from Agree to Strongly Agree (with evaluations divided into 5 levels, where a score of 1 means Strongly Disagree and a score of 5 means Strongly Agree). For detailed internal and external performance evaluation results, please refer to the [Corporate Website under Board of Directors](#).

3.3 Ethics and Integrity

The Company ensures operational transparency and fairness through comprehensive internal regulations. To continuously align with international governance trends and comply with domestic regulatory requirements, in 2025, Primax made critical revisions and additions to core governance standards to strengthen the supervisory effectiveness of the Board of Directors and prevent stakeholder transaction risks.

1

Revision of the "Board of Directors Meeting Rules"

To ensure sound development in corporate governance, Primax, in accordance with the Taiwan Stock Exchange letter No. 11300156521 dated August 23, 2024, aligned with the amendments to the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies" and officially completed the revision of the "Board of Directors Meeting Rules" in 2025. This revision was unanimously approved by all Directors present at the Board of Directors meeting, ensuring seamless alignment of meeting operations with regulations and enhancing decision-making quality.

2

Addition of the "Operational Procedures for Financial and Business Transactions among Related Parties":

The company upholds the principle of Business Integrity and, in accordance with Article 17 of the Corporate Governance Best Practices for TWSE listed and TPEx listed Companies and the example set by the Taiwan Stock Exchange's "Operational Procedures for Financial and Business Transactions among Related Parties," has established its own "Operational Procedures for Financial and Business Transactions among Related Parties". The regulation was unanimously approved by the Board of Directors, and through the establishment of standardized procedures for financial transactions, it safeguards shareholders' interests and company asset security.

● Business Integrity and Business Ethics Management

PRIMAX conducts business activities based on the principles of fairness, honesty, integrity, and transparency, while adhering to the principle of political neutrality. It does not engage in political activities, nor does it provide direct or indirect donations to political parties or individuals involved in political activities. We have established the "Operational Procedures for Ethical Management and Guidelines of Conduct," which have been approved by the Board of Directors. The HR Department serves as the primary responsible unit for implementation and reports on the annual execution status to the Board at least once per year. The execution status of promoting business integrity in the Year 2025 was reported to the Board of Directors on January 20, 2026. If any unethical conduct occurs, the responsible unit will report the handling procedures and subsequent review 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.

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.

Primax's Important Internal Regulations

Articles of Incorporation	Procedures for Acquisition or Disposal of Assets
Rules for Performance Evaluation of Board of Directors	Operational Procedures for Lending to Other Parties
Board of Directors Meeting Rules	Operating Procedures for Endorsements and Guarantees
Remuneration Committee Organizational Charter	Corporate Governance Best Practices
Audit Committee Charter	Sustainable Development Best Practice Principles
Nomination Committee Charter	Operational Procedures for Ethical Management and Guidelines of Conduct
Sustainability and Risk Management Committee Charter	Procedures for Handling Material Inside Information and Prevention of Insider Trading
Corporate Risk Management Policies and Procedures	Operational Procedures for Financial and Business Transactions among Related Parties

● Employee Code of Conduct

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. Honest, trustworthy, and law-abiding employees become important foundations. 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.

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.
 A Safe and Healthy Work Environment	When performing duties, be sure to comply with the safety and health-related legal requirements and regulations of the workplace. When working at customer or supplier premises, we must also comply with the safety and health regulations of the customer or others.

● Ethical Business Conduct Training

Primax Group organizes annual communication sessions, awareness videos, and engaging activities to effectively promote integrity. It also arranges training for employees on anti-corruption, compliance with laws and regulations, and other related topics. At the same time, every new employee is required to attend an 8-hour onboarding training course within their first month, which includes a 1-hour introduction and explanation of the Employee Code of Conduct and ethics. The participation rate for new employee training is 100%. Additionally, ongoing Ethical Business Conduct Training is provided for existing employees. In 2025, the Group delivered a total of 58,178 training hours related to business integrity, with 35,894 participants. A statistical table of training data by region is provided below:

Mainland China	Taipei	Thailand	Czech Republic
 Participant No. 21,086	 Participant No. 2,040	 Participant No. 12,599	 Participant No. 169
 Training Hours 23,209	 Training Hours 3,309	 Training Hours 22,361	 Training Hours 337

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 Section [5.2 Supplier Due Diligence](#).)

● Implementation of Conflict of Interest Avoidance

The Company 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.

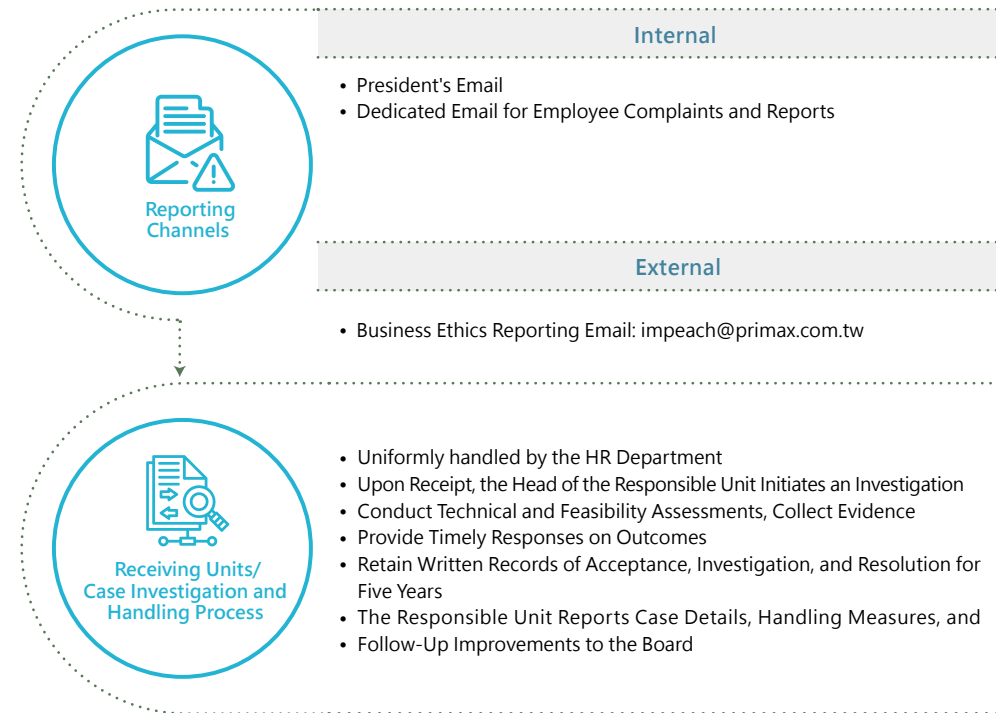
By December each year, the internal audit department develops the annual audit plan for the following year based on risk assessments and carries out audit procedures accordingly. During the audit process, identified issues are consolidated, improvement recommendations are formulated, and an Internal 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 2025, 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 Grievance and Whistleblowing Channels

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." If colleagues have concerns regarding laws or company regulations, they are encouraged to proactively consult with their immediate supervisors, the Human Resources, or the Legal Department to seek professional advice and assistance. Meanwhile, the Company has established comprehensive internal and external channels for complaints and reports. Any appeals or illegal reports related to rights or ethics and integrity can be submitted through the internal dedicated mailbox or the Business Ethics Reporting Email. Upon receiving complaint letters, the Company uniformly handles them through the HR Department, which conducts investigations and processing according to established procedures. In 2025, no verified cases of employee breaches of ethics and integrity occurred at Primax Group.

In terms of Stakeholder Engagement, the Company has established a dedicated ESG mailbox, managed by the ESG Office, to address inquiries and suggestions related to relevant topics. These are assigned to internal units for evaluation and response. All valid messages received through the ESG mailbox in 2025 have been fully processed and responded to. Among them are two special cases: one involving a concern about image infringement on the official website, which after investigation and response, has been referred to the relevant unit for follow-up actions; the other pertains to a complaint regarding business practices between suppliers. Since the letter was not submitted following the official complaint procedure, the Company has proactively provided guidance on the correct channels, hence an investigation process was not initiated through this medium.



● 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. Communication and coordination in labor relations have been strengthened to mitigate compliance risks. In 2025, no penalties occurred at Primax Group.

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

● Economic Performance

In 2025, the global economic situation continues to exhibit characteristics of high uncertainty and rapid changes. On one hand, the USA continues to promote adjustments to tariff policies with major trading partners, highlighting volatility in the global trade environment and the pressure of supply chain reorganization. On the other hand, global geopolitical tensions have not seen significant relief, with challenges such as US-China relations and security issues in the Euro-Asia Region having direct and indirect impacts on the supply chain layouts and market confidence of multinational corporations. In addition, the New Taiwan Dollar is expected to appreciate in 2025, imposing certain pressures on revenue performance for export-oriented enterprises, requiring companies to have stronger operational flexibility and risk control capabilities.

Facing these challenges, PRIMAX has demonstrated strong operational resilience and flexible responsiveness through its years of stable planning and rapid market strategy adjustments. Through close collaboration with key customers, the company preemptively adjusts its production and shipment strategies to effectively respond to tariff changes and align with customer supply chain shifts, mitigating the potential impact injuries of the external environment on business performance. Meanwhile, the Company accelerated product portfolio optimization. In visual-related products, core customer momentum remained strong, securing new customer projects in conferencing systems and security surveillance. For human-machine interface products, benefiting from the continuous increase in market share of major customers, the Company achieved double-digit year-over-year revenue growth. At the same time, it deepened the manufacturing process of key materials to extend and expand product line momentum. In 2025, the subsidiary Tymphony Acoustic secured multiple new business orders, with customers including internationally renowned brands, gradually making a significant contribution to the group's revenue.

Net operating revenue in 2025 increased by approximately 3.3%

Earnings per share (EPS) for 2025 was 5.71

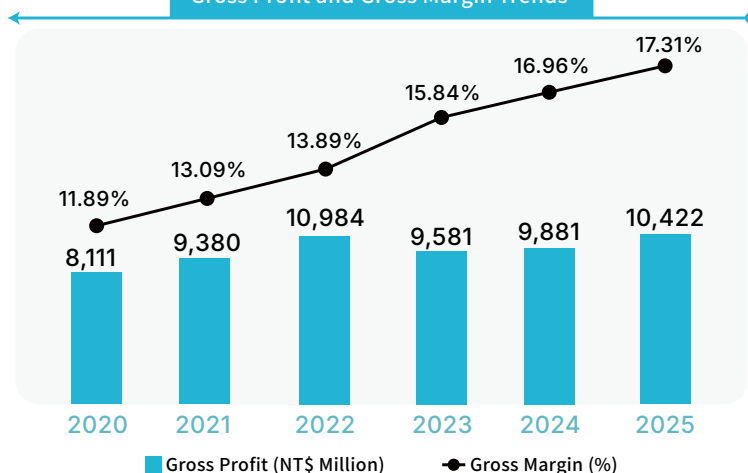
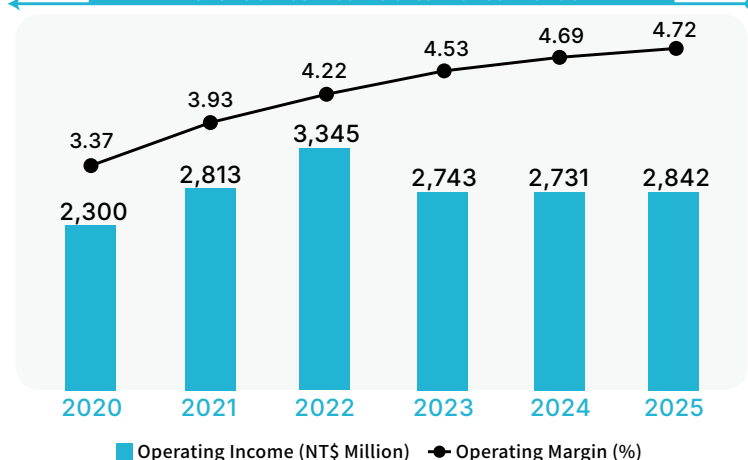
In 2025, Primax showed steady growth in major operational indicators, with consolidated revenue, gross margin, and earnings per share all increasing compared to 2024. This demonstrates the company's high adaptability and sustained profitability in the face of market demand fluctuations, exchange rate impacts, and trade policy challenges. Apart from Financial performance, Primax has also been repeatedly recognized for its excellence in corporate sustainability governance and social responsibility practices, winning the "CommonWealth Sustainable Citizen Award," further highlighting the company's long-term commitments to sustainable development and corporate governance.

In summary, the Group's consolidated net operating revenue amounted to NT\$60,181,706 thousand in 2025, representing an increase of approximately 3.3% compared to NT\$58,243,661 thousand in 2024. Consolidated net income after tax in 2025 was NT\$2,626,722 thousand, representing a decrease of approximately 3.7% compared to NT\$2,727,124 thousand in 2024.

2025 Consolidated Revenue of Primax Group		Unit: NT\$ thousand
Net Operating Revenue		60,181,706
Operating Costs		49,760,110
Gross Profit		10,421,596
Operating Expenses		7,579,593
Operating Income		2,842,003
Non-operating Income and Expenses		464,425
Net Income for the Period (including Post-tax Profit and Loss of Discontinued Units)		2,626,722
Employee Salaries and Benefits		9,319,638
Payments to Capital Providers (Dividends)		1,963,008
Payments to Government (Income Tax, Business Tax, VAT, and Other Taxes)		1,352,792
Community Investments (e.g., Donations to Charitable Organizations)		10,176
Retained Earnings		9,833,308
Government Grants		10,100

Note: Retained Economic Value = Net Operating Revenue - Distributed Economic Value (Operating Costs, Operating Expenses, Employee Salaries and Benefits, Payments to Capital Providers, Payments to Government by Country, Community Investments).

Gross Profit and Gross Margin Trends

Consolidated Operating Income and Net Operating
Revenue 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



Product Innovation and Customer Service Management Approach

Material Topics: Product Innovation and Development, Customer Management

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.

Prevention/Remediation Mechanisms

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

[Primax Risk Factors] Product Innovation Capability, IP Management, Excessive Customer Concentration, Customer Relationships

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

- Enhance market share of core products and improve cost structure
- Increase funding for product research and development
- Continually increase the percentage of exceeding Customer Satisfaction levels.
- Passing the customer product quality audit without significant deficiencies

Performance in 2025



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
- Entering the top 30 of domestic legal entities in patent applications by 2030 and continuously optimizing the product portfolio to enhance customer value.
- Working alongside customers, integrating the Group's strengths to jointly create a smarter, more intuitive, and human-centric technology experience.

Specific Actions in 2025

- Maintained R&D capacity by investing NT\$3,590,188 thousand in R&D expenses, representing 5.97% of operating revenue.
- With X-IN-1 Sensory Fusion as the core technology, expand the scale of growth in the vision and acoustic businesses.
- Promote the group's "1+1" key industry strategy by achieving vertical integration from modules to systems, deepening collaboration with key customers, and expanding the market presence in automotive electronics and video conferencing.
- Upgrade global manufacturing layout, promote the "region for region" localized production strategy, introduce automation and process optimization, and accelerate strategic investment to foster new growth momentum.
- Continuously collect customer opinions through "Quarterly Business Reviews (QBR)" and "Annual Questionnaires," and proactively communicate to ensure customer feedback is accurately incorporated into management decision-making and service optimization processes.

2025 Performance Management Outcomes

- A total of 968 patents had been granted as of the end of 2025.
- A total of 490 individual awards were received for related inventions as of the end of 2025.
- A total of 2,956 invention awards received as of end 2025.
- R&D expenditure increased by 7.89% compared to the previous year
- The Customer Satisfaction Surveys results show that 77% are at satisfaction levels or above.

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
- Revenue Performance: In 2025, Primax showed steady growth in major operational indicators, with consolidated revenue, gross margin, and earnings per share all increasing compared to 2024. This demonstrates the company's high adaptability and sustained profitability.

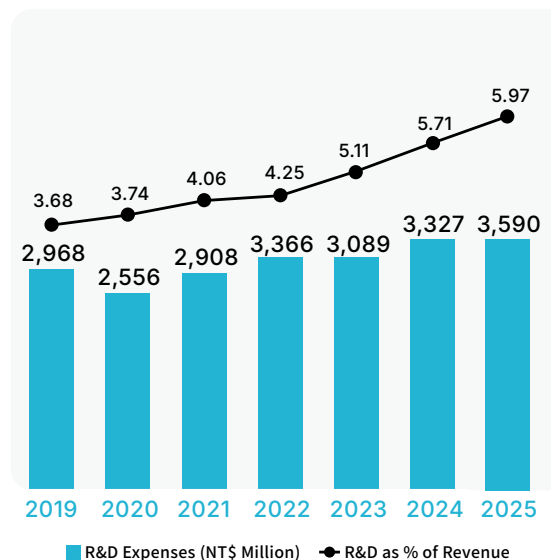
Note: ✓ Target Achieved ➡ Progressing Toward Target ✗ Target Not Achieved

● Technology and Manufacturing Development

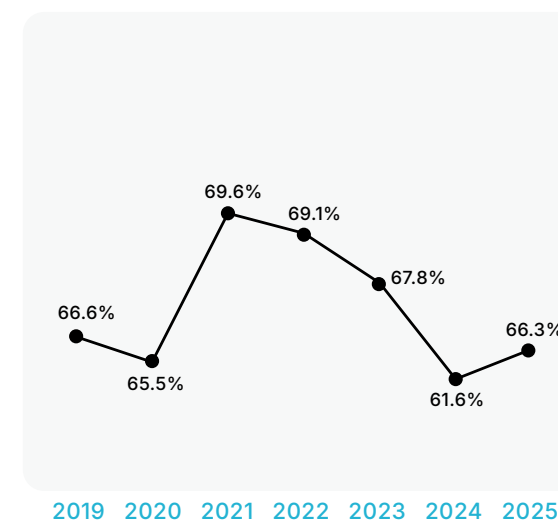
The primary driver of PRIMAX's sustained profitability and growth is its commitment to embracing innovation. Primax's technology development is centered on integrating three core elements—acoustics, visual technologies, and human-machine interfaces—into cohesive product applications. In an era of rapid 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 2025 the Company invested NT\$3,590,188 thousand in research and development expenditures, representing 5.97% 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 outcomes are presented on [pages 69–70 of the 2025 Shareholders' Meeting Annual Report](#).

Overall, this year's R&D outcomes have established platform and modular capabilities across Information Products, human-machine interfaces, imaging, security, automotive, acoustics, and AIoT, laying a solid foundation for the Group's future business expansion and long-term competitiveness.

R&D Expenses and Revenue Ratio Trend



Proportion of R&D Personnel

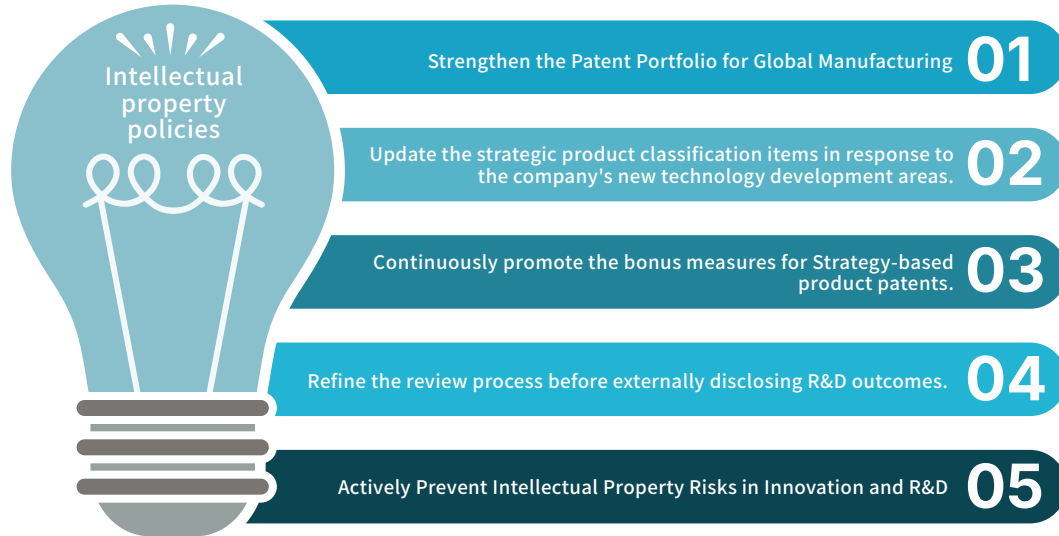


Note: Proportion of R&D Personnel = the total number of R&D personnel at the end of 2025 divided by the total number of indirect employees of the Group at the end of 2025.

● 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 continuously enhances its patent capabilities and maintains competitiveness across observable market indicators. In addition to improving the quality of patent management, in 2023, the Company integrated and refined its existing internal intellectual property management policies and continued to strengthen their implementation, 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.

To this end, Primax has established the following intellectual property policies as guidelines for promoting intellectual property development and management in 2025:



In addition, our company obtained the Taiwan Intellectual Property Management System (TIPS) Grade A 2016 version certification in 2024, and was recertified in 2025. We will continue to obtain certification to strengthen the intellectual property management concepts and capabilities throughout the company.

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.

As of the end of 2025, the company had been granted **968 patents**, with **526 patent applications pending**, and a total of **490 invention awards** had been received.

Intellectual Property Management Plan

1 Patent Management

To protect the Company's R&D achievements and maintain its technological leadership, Primax promotes innovation through a tiered innovation incentive program., complemented by an evaluation process to continuously encourage employees to submit invention applications. Simultaneously, the Company has established patent management and risk control policies and mechanisms. By utilizing 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 customer markets to improve examination efficiency and secure high-quality patent protection. Various effective measures are also implemented to mitigate patent-related risks. The Company 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

The Company has established a copyright management plan to govern the acquisition, retention, and maintenance of copyrighted works. And encourage R&D personnel to utilize registration channels in Mainland China, the USA, etc., to obtain copyright certificates.

3 Trade Secret Protection

Trade secrets/confidential data are crucial to the company's operations and technological core. Our company has established confidential document management guidelines for the administration of trade secrets/confidential data. Relevant rules are also specified in the Employee Code of Conduct and employment contracts. Additionally, the company conducts employee training to promote the importance of trade secret and confidential control measures and protection.

3.6 Customer Relationship Management

Vision

To become a world-class supplier in the field of products we engage in. Uphold commitments to customers, suppliers, employees, shareholders, and society, striving to care for the rights and interests of all stakeholders in alignment with the vision. Continuously give back to society to the best of our ability and be a good corporate citizen.

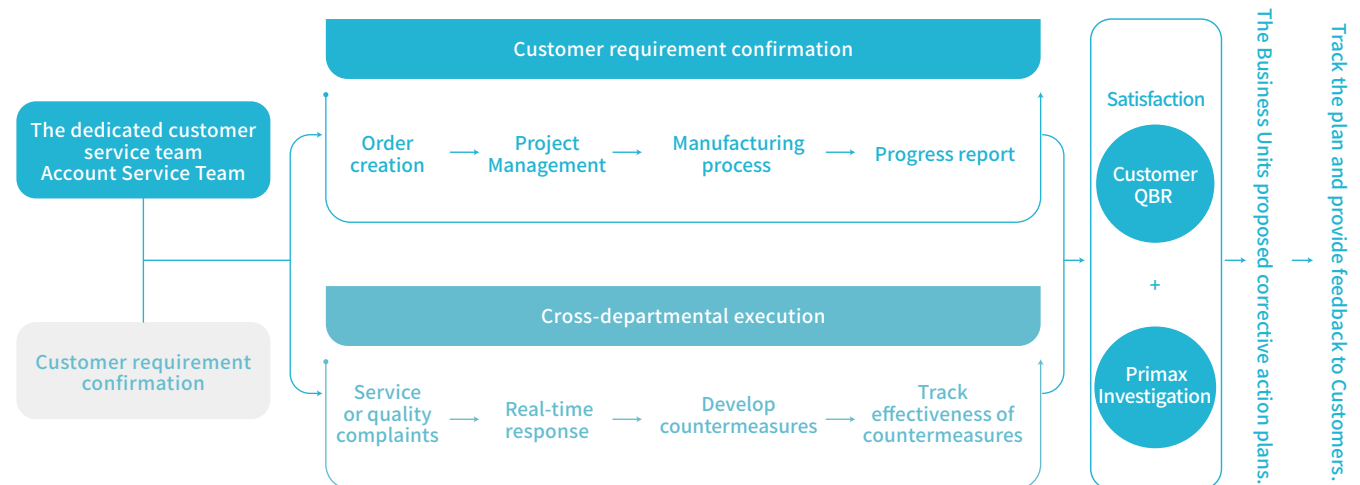
Primax understands that building long-term partnerships with customers is crucial for sustainable corporate operations. The Company is committed to delivering high-quality products and services and strives for comprehensive customer satisfaction through quality management. Primax ensures that its technology, manufacturing capabilities, and services meet customer requirements. To achieve this, every employee is encouraged to cultivate a proactive spirit and teamwork mindset, embedding quality awareness into their work, consistently doing the right things and forming good habits, while continuously improving internal processes. In recent years, we have been committed to digital transformation and transparent management, aiming to more accurately grasp customer needs and provide an excellent service experience.

● Digital Transformation and Online Operations Platform

To improve business efficiency and real-time communication, Primax plans to transition from internal operations digitization to establishing a customer-centric online platform. The dedicated customer service team receives notifications about project and manufacturing progress through an automated system and provides this information to customers, allowing them to have real-time insight into order and shipping status. In the future, it is planned to further develop the customer portal, providing real-time project progress inquiries and technical document download functions, strengthening the depth of digital collaboration.

● Complaint Handling Process and Service Commitments

Primax's complaint handling mechanism is deeply integrated into the ISO 9001 certified Quality Management System, ensuring that the process has credibility verified by external third parties. To build trust with customers, upon receiving a customer complaint, we promptly acknowledge and respond, providing a preliminary investigation report. The responsible management initiates PDCA corrective and preventive actions.



Quantitative Measurement and Targets of Customer Satisfaction

Regarding customer feedback and complaints, our company adheres to the principles of transparency and responsibility, accurately identifying core issues and clarifying responsibility to ensure problems are eradicated. In addition, we employ a dual-track communication mechanism consisting of "Quarterly Business Review (QBR)" and "Annual Satisfaction Questionnaires." Through short-term business alignment and long-term systematic measurement, we extensively collect and analyze customer needs, transforming them into drivers for service optimization and technological innovation.

- **Measurement Method and Weighting:** To ensure that the opinions of core customers are given due attention, we have divided the satisfaction questionnaire items into six major aspects: Service, Quality, Value, Delivery, Technology, and ESG. In 2025, the customer satisfaction rate reached 77%, while the customers who responded to the survey represented 85% of the Group's total revenue.
- **Quantitative Enhancement Goals:** Primax has incorporated Customer Satisfaction into medium- and long-term performance indicators, setting a target for the percentage of satisfied customers to increase annually. The company will continue to optimize the product development cycle, transforming customer feedback into technical R&D momentum.

Customer Satisfaction Survey Items



Customer Satisfaction Rate

	2021	2022	2023	2024	2025
Satisfaction	73	68	82	88	77
Coverage rate	84	89	88	82	85



3.7 Enterprise Risk Management

● Risk Management Framework and Governance

In 2024, Primax, upon approval by the Board of Directors, renamed the "Risk Management Committee" to the "Sustainability and Risk Management Committee," serving as the dedicated body responsible for overall risk management at Primax. In August of the same year, the "Sustainability and Risk Management Committee" revised the "Risk Management Policy and Procedures" and added the "Enterprise Risk Management Implementation Guidelines," which were approved by the Board of Directors and implemented. 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, thereby constructing a resilient corporate governance system.

The Sustainable Development and Risk Management Committee is chaired by the Chairman of the Board and regularly reports its progress to the Board of Directors, ensuring that the board members are informed about the potential impacts of business risks on the Company's operations and the current strategies in place to address them. To enhance governance effectiveness and ensure timely oversight, the Group optimized its risk management organizational structure in 2025 by establishing the position of "Chief Risk Officer," to be held by the General Manager of Finance and Investment. This role is responsible for validating risk assessment results, regularly monitoring the effectiveness of risk mitigation policies, and reporting to the Sustainability Development and Risk Management Committee, thereby ensuring that risk management is closely aligned with the Group's strategic objectives.

- **Organizational Upgrade and Clear Responsibilities:** Authorized by the Board of Directors, the ESG Office serves as the driving core, integrating ten functional areas including environment, human resources, and information security. It establishes a bottom-up risk identification mechanism and regularly reports execution results to the Board to enhance the risk supervision capabilities of the management.
- **Comprehensive Risk Identification:** The Risk Assessment Teams convene regular meetings to assess operational, strategy, natural environmental, and emerging risks and align with IFRS S1/S2 and the spirit of double materiality, building a more comprehensive and forward-looking risk identification system.
- **Implement the PDCA Management Cycle:** Ensure real-time monitoring and effective handling of various risk factors through regular dynamic reviews and cross-departmental feedback mechanisms, thereby enhancing the organization's resilience and management efficiency in responding to environmental changes.

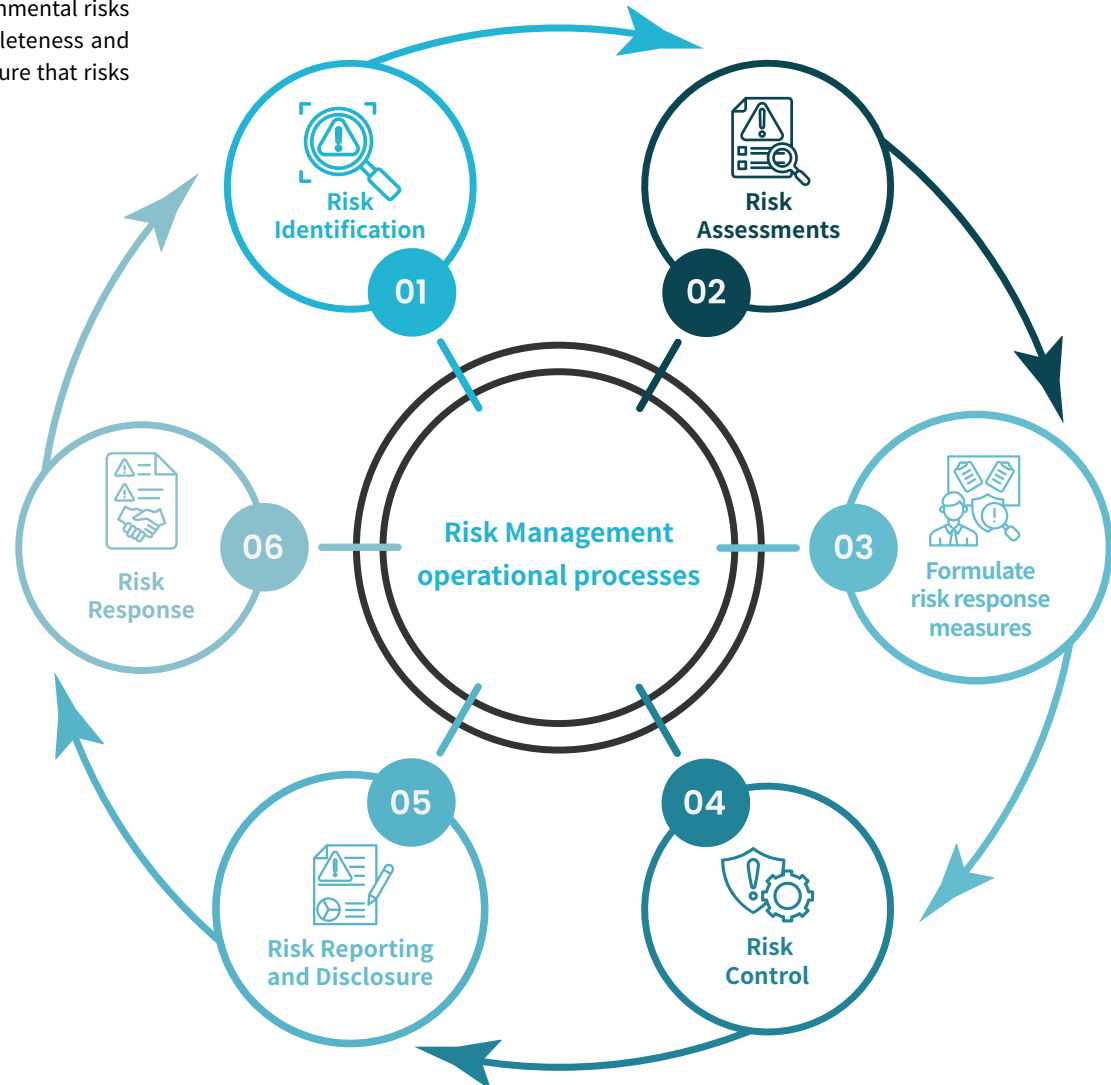
Risk Assessment Organizational Chart



● Risk Management Operational Mechanisms

To comprehensively identify the various risks faced by the Company's operations, Primax integrated risk identification methodologies in 2025, incorporating natural environmental risks into the existing Enterprise Risk Management framework to enhance the completeness and consistency of the overall risk mapping. Through the following 6 major steps, ensure that risks are effectively controlled and continuously optimized:

- **Risk Identification:** Comprehensive mapping of operational activities to confirm various risk sources and risk factors.
- **Risk Assessments:** Evaluate the likelihood of risk factors occurring and their positive and negative impact on operations.
- **Formulate risk response measures:** Develop mitigation strategies for significant risks and set clear management objectives.
- **Risk Control:** Implement response measures and regularly confirm whether each control measure effectively reduces risks.
- **Risk Reporting and Disclosure:** Compile Risk Management outcomes to deliver a final report to the Board of Directors and implement External information disclosure.
- **Risk Response and Tracking:** Starting from 2025, regularly review the current status of risks in "Business Management Meetings" and track related risk mitigation or adaptation projects to ensure that these projects are effectively executed.

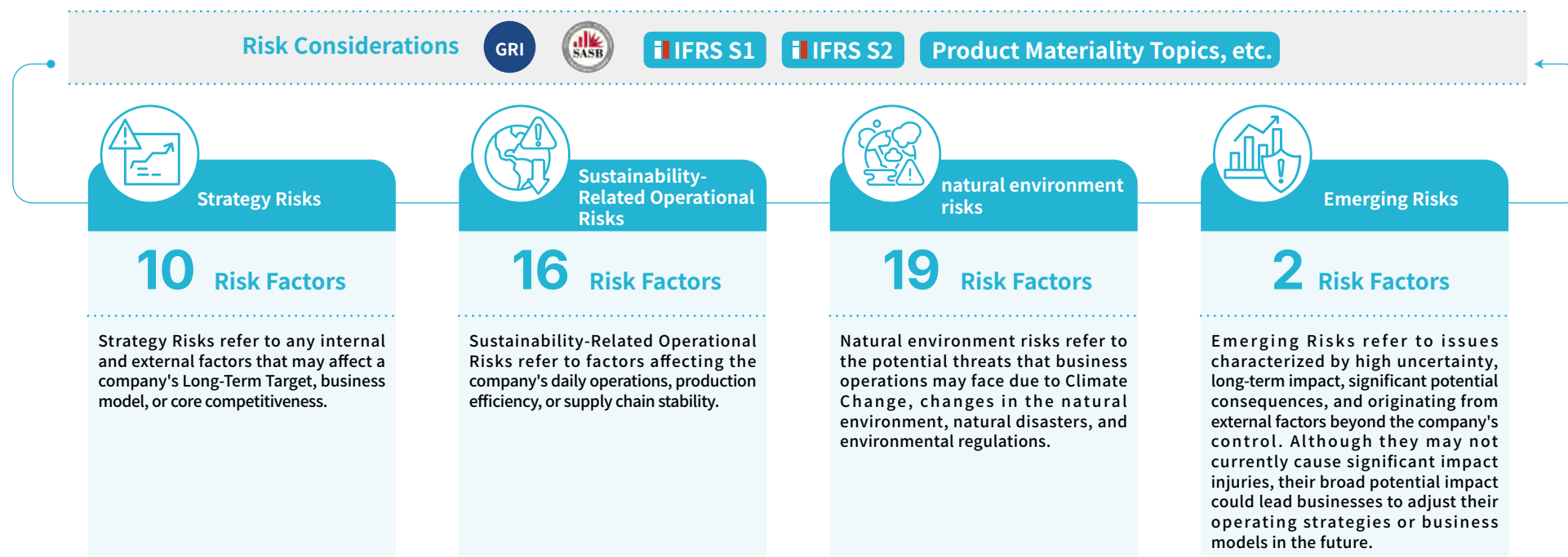


● Risk issue management scope

To enhance the comprehensiveness and objectivity of Risk Assessments, Primax further deepened risk identification methodologies in 2025, aligning with the risk disclosure logic of ISO 31000 and IFRS S1, IFRS S2. During the risk identification phase, a "neutral factor-oriented" approach is employed to describe risks, allowing the risk definition to extend beyond traditional negative impact assessments. This approach enables a more comprehensive identification of potential risks and business opportunities inherent in uncertainties, thereby strengthening a balanced approach to risk and opportunity management.

Based on the aforementioned methodology, the Company further established a systematic risk categorization and mapping mechanism. This year, the Risk Sources are categorized into four major categories: Sustainable Operations, natural environment, Strategy, and Emerging Risks. Definitions of risk categories and mapping of risk factors take into consideration stakeholder concerns, the Company's medium- and long-term development strategies, as well as domestic and international regulations and disclosure standards (such as GRI, SASB, IFRS S1, IFRS S2). They also incorporate significant industry topics highlighted by sustainability rating initiatives, TCFD physical risk analysis, and TNFD-LEAP analysis outcomes to ensure alignment with relevant sustainability trends globally and domestically.

Risk issue management scope



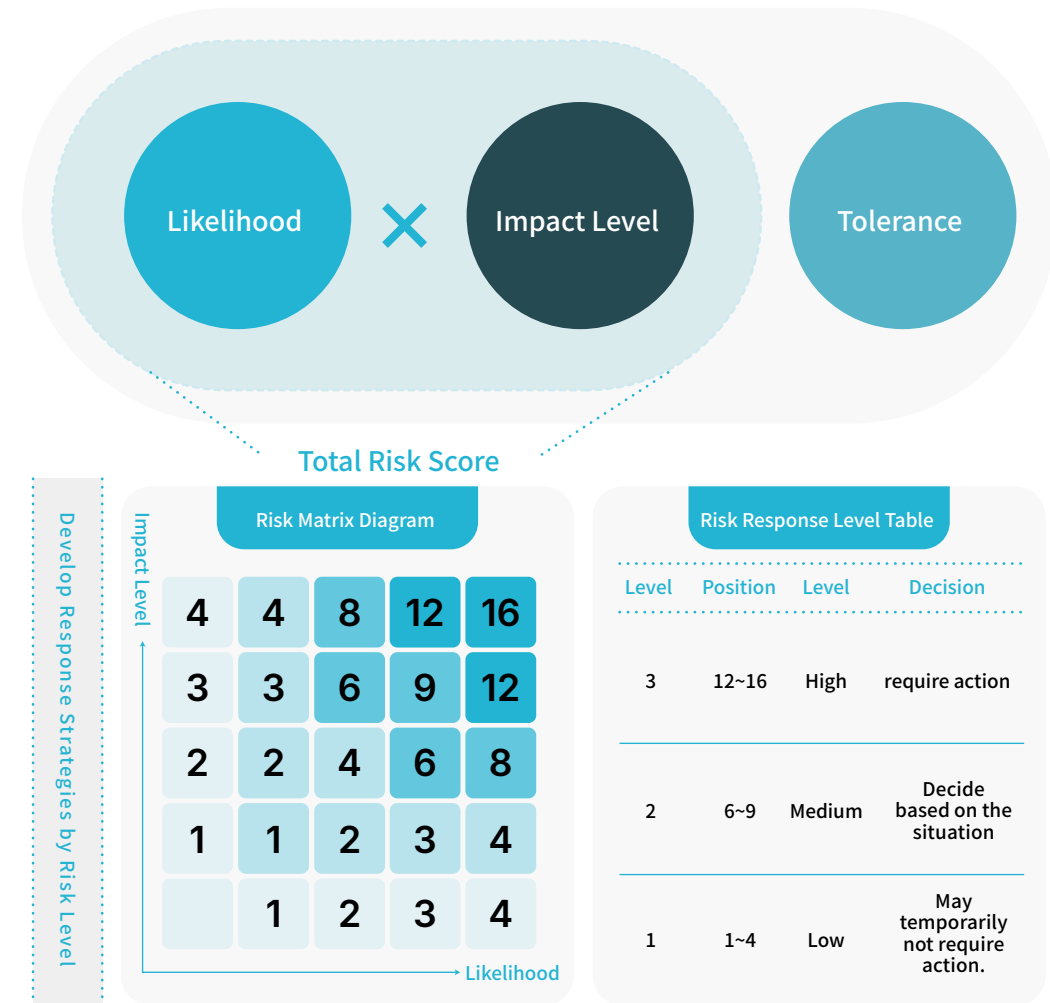
● Risk Assessment Criteria

The Primax Risk Assessment Methodology is conducted in accordance with established risk management procedures and incorporates the aforementioned "neutral factor-oriented" principles. During the risk assessment phase, three core evaluation criteria are employed: "likelihood," "impact level," and "tolerance level." This approach simultaneously assesses risks and potential opportunities to ensure the results are consistent and comparable. "Likelihood" assesses the probability or frequency of the occurrence of relevant uncertain events; "Impact Level" measures the extent of the event's influence on the company's operations, financial performance, strategic development, and reputation, considering both the potential negative risks and positive opportunities it may bring; "Tolerance" evaluates the degree of risk impact the organization can accept, along with its resilience and adaptability in recovering from such impacts, thereby demonstrating organizational resilience.

To enhance the objectivity and operability of the assessment, Primax, based on past management experience, historical records, and relevant indicator data, categorizes each of the above three evaluation criteria into 1 to 4 levels as the basis for quantitative assessment. In the determination of risk levels, the risk value is primarily calculated by multiplying the scores of "likelihood" and "impact level," and based on the results, it is categorized into high, medium, and low risk levels. "Tolerance level" serves as a critical reference for management decisions and risk response strategies, helping to decide whether it is necessary to strengthen control measures, adjust strategic layouts, or further develop potential opportunities.

Through the aforementioned assessment mechanism, the Company is able to systematically identify key risk issues and simultaneously uncover strategically significant opportunities from uncertainties. This serves as a basis for prioritizing issues and allocating resources, thereby strengthening the effectiveness and foresight of overall Risk Management.

Risk Assessment Criteria



Note: Potential opportunities are also analyzed and managed according to the same assessment framework.

● Risk Identification and Response Strategies

According to the 2025 Risk Assessment Results, there are four high-risk items with risk matrix scores exceeding 12 points: Sustainability-Related Operational Risks—"IT Security (incl. Privacy and Data Protection)" and Strategy Risks—"Geopolitical Risk," "Trade Policy Changes," and "Financial Market and Capital Risks." For the high-risk items identified above, the ESG Office has convened risk assessment task force meetings to review relevant response strategies and resource allocation, while continuously monitoring changes in annual assessment results. In addition, management regularly convenes operational management meetings to review the current status of risks and track the progress of risk mitigation or adaptation project implementations, ensuring that the risk management mechanism remains aligned with the Company's strategic direction and sustainability goals.

In terms of natural environmental risks, although no high risk items were identified in this year's assessment, it is important to consider that natural environmental issues continue to be influenced by international policies, industry trends, and changes in customer demands, which hold certain importance to the Company's operations and stakeholders. Therefore, this year, the main natural environment risks—"Transition Risk: Increased Customer Requirements for Climate Change Response" and "Transition Risk: Climate Information Disclosure and Reporting Requirements"—are still included in key management, with regular reviews of their potential impact.

Furthermore, the assessment process also identified that some response measures, beyond reducing the impact of potential transition risks, may generate positive benefits and create potential opportunities, such as "Product and Service Opportunity—Meeting Customers' Decarbonization Requirements Driving Demand Growth" and "Market Opportunity—Entering New Markets." Based on the aforementioned assessment results of risks and opportunities, this report will prioritize the disclosure of issues related to the natural environment, revealing their current and anticipated impacts on cash flows, financial performance, and financial position, along with management strategies, to enhance the completeness of IFRS S2 sustainability information disclosures.

Risk Reporting Status

1. On May 19, 2025, the ESG Office reported the risk assessment results and risk response strategies to the Chief Risk Officer.
2. On August 7, 2025, the Chief Risk Officer and the ESG Office reported the risk assessment results, risk response strategies, and the implementation outcomes from the previous year to the Sustainable Development and Risk Management Committee.
3. On August 7, 2025, the Sustainable Development and Risk Management Committee reported the risk assessment results, risk response strategies, and the implementation outcomes from the previous year to the Board of Directors.

Key Risks / Opportunities

Risk Categories	No.	Risk / Opportunity Item	Risk / Opportunity Level			Financial material impact		
			Short-term	Medium-term	Long-term	Short-term	Medium-term	Long-term
natural environment	R01	Climate Information Disclosure and Reporting Requirements	Low	Low	Low	Low	Low	Low
	R02	Increased Customer Requirements for Climate Change Response	Low	Low	Low	Low	Low	Low
	O01	Meeting Customers' Decarbonization Requirements Driving Demand Growth	Medium	Medium	Medium	Medium	Medium	Medium
	O02	Entering New Markets	Low	Medium	Medium	Low	Medium	Medium
Sustainable Operations	R03	IT Security (incl. Privacy and Data Protection)	High	High	High	Medium	High	High
Strategy	R04	Geopolitical Risk	High	High	High	High	Medium	Medium
	R05	Trade Policy Changes	High	Medium	Low	Medium	Medium	Low
	R06	Financial Market and Capital Risks	High	High	High	High	High	High

Note: Short term (2026–2028), medium term (2029–2031), and long term (2032–2035).

Key Risk Themes and Response Strategies

Risk Categories	No.	Risk / Opportunity Item	Response strategies and management measures
natural environment	R01	Climate Information Disclosure and Reporting Requirements	- Continue budgeting for annual verification and consulting fees to address the continuously evolving related disclosure standards. - Establish a "Carbon Value Management Information System" to digitize carbon emission data, enhancing real-time monitoring of climate risks and decision-support capabilities. - Through the setting of Science-Based Targets under the Science Based Targets initiative (SBTi), the initiative's contents are transformed into the company's internal long-term blueprint for carbon reduction and resource allocation.
	R02	Increased Customer Requirements for Climate Change Response	- Establish an "Eco-Design Information System" and conduct "relevant training" to institutionalize green design, quickly addressing the gap in customer demand for green products. - Continuously budget for "Eco-Design Project Expenses" to proactively address the more stringent international sustainability regulations. - Through the integration of "carbon credit investments" and the "Carbon Value Management Information System," advance the operational carbon neutrality goal to meet customer requirements for a net-zero supply chain. - Through continuous energy conservation investments, enhance resource utilization to alleviate transformation cost pressures. - Establish a "Carbon Value Management Information System" to enhance data traceability and management precision, serving as the basis for response to customer audits.
	O01	Meeting Customers' Decarbonization Requirements Driving Demand Growth	- Continuously support "Contributions and fees for supporting environmental initiatives," and work together with international benchmarks to focus on and promote net-zero. - Promote "Supply Chain Low-Carbon Design Collaborative Projects" to co-develop low-carbon products that meet customers' green specifications with suppliers. - Implement internal carbon pricing system (including Scope 1 to Scope 3) to encourage the organization to promote various proactive carbon reduction activities.
	O02	Entering New Markets	- Continuously expand the breadth of the electric vehicle market and establish long-term, stable strategic partnerships. - Regularly review investment status in the electric vehicle market and dynamically optimize resource allocation according to market trends. - Continue to promote "Smart Manufacturing" by optimizing data to improve production efficiency, quality stability, and operational resilience. - Achieve a competitive position in the low-carbon transition market through the development of technology solutions that are high performance, low energy consumption, and use low-carbon emission materials. - Continuously meet electric vehicle market standards: Anticipate ensuring processes comply with the latest international regulations, establish standardized rapid response mechanisms, and maintain a long-term market entry advantage.
Sustainable Operations	R03	IT Security (incl. Privacy and Data Protection)	- Activated remote cloud backup mechanism (system offsite backup) to ensure information integrity, availability, and recoverability - Continuously strengthen the Information Security Management System (certification, framework, and management standards) and implement IT governance. - Strengthening cybersecurity detection and employee awareness of cybersecurity risks For detailed information on security management, please refer to section 3.8 Privacy and Cybersecurity of this report.

Risk Categories	No.	Risk / Opportunity Item	Response strategies and management measures
Strategy	R04	Geopolitical Risk	- Diversify production concentration in a single region and optimize global capacity allocation. - Promote localized supply chain and diversified procurement Strategy. - Establish safety stock and material preparation mechanisms for critical materials. - Optimize capital allocation and financial independence of global sites.
	R05	Trade Policy Changes	- Construct a diversified production system and integrate external strategic partner resources to enhance the flexibility of global capacity allocation. - Introduce Smart Manufacturing systems to alleviate labor shortage risks and reduce labor cost pressure through automation technology. - Continue to enhance the technological sophistication and uniqueness of products, creating a high value-added product portfolio to strengthen market bargaining power and cost transfer flexibility. - Deepen collaboration with customers to enhance the closeness and resilience of supply chain relationships. - Coordinate with external professional consulting agencies to regularly review and optimize the global tax governance structure, reducing cross-border trade costs with a compliance strategy.
	R06	Financial Market and Capital Risks	- Optimize the financing structure and cash cost management to mitigate the impact of market interest rate fluctuations on operational profitability. - Adopt effective hedging strategies and the optimal combination of financial instruments to decrease the impact of exchange rate fluctuations on corporate operations. - Strengthen the cash cycle and cash flow scheduling to reduce reliance on external financing, thereby mitigating the risks of interest and exchange rate fluctuations. - Through the adjustment of procurement currencies, decrease the impact of exchange rate trends on operating costs.

Note: This year, with natural environment risks at its core, discloses their impact on the operational value chain, adaptation strategies, and financial assessment results. For more information on Primax's Climate-related Financial Disclosures concerning the natural environment, please refer to the section "[4.2 Climate-related Financial Disclosures](#)" in this report and "Primax 2025 Climate and Nature-Related Financial Disclosures Report."

● Emerging Risk Management

Emerging Risks refer to issues characterized by high uncertainty, long-term impact, and originating from the external environment. Although it may not currently cause real-time impact injuries, its broad potential impact could lead businesses to adjust their operating strategies or business models in the future. To proactively manage potential threats, Primax aligns with international trends from the World Economic Forum's (WEF) "Global Risks Report," incorporating global technological advancements, geopolitical changes, and extreme climate events into its monitoring scope. Through the standardized risk management process, combined with the professional guidance of the management team and internal analysis, emerging key risk items were identified in 2025, including: (1) Misinformation and Disinformation, and (2) the impact of AI technology. The company will continuously monitor its development trends to enhance organizational resilience in response to future challenges.

Emerging Risk Management and Response Strategies

Emerging Risk Factor	Description of Risk Factor	Primax Risk Context Description	Response strategies and management measures
Misinformation and Disinformation	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.	Although the company has robust information disclosure and audit mechanisms, the probability of direct impact injuries is low; however, if the industry as a whole lacks information governance, the spread of false information will lead to inaccurate decisions and the collapse of industry trust. In this context, the company's ability to verify information and transparency management will become its core competitiveness. Those with a robust response mechanism can effectively maintain stakeholder trust and enhance organizational resilience.	- Establish cross-departmental information review processes and real-time public opinion monitoring to ensure the accuracy and consistency of external information releases, strengthening risk warning capabilities. - Implement the process of verifying and clarifying suspected misinformation, and utilize the management team's collective decision-making mechanism to avoid misjudgments caused by isolated misinformation, thereby reducing reputational risk. - Continuously strengthen internal information quality management and compliance awareness, and build stakeholder trust through a robust governance mechanism to consolidate the company's long-term competitive advantage.
the impact of AI technology	The potential intended or unintended negative impacts on individuals, businesses, ecosystems, and economies arising from advances in artificial intelligence (AI) and related technological capabilities.	With the rapid development of artificial intelligence (AI) technologies, industry competition models and operational efficiency are continually evolving. If the Company fails to timely integrate AI technologies into its operations management, product R&D, or manufacturing processes, it may affect production efficiency, cost structure, and innovation capabilities, thereby weakening market competitiveness and business development momentum. In addition, AI technology heavily relies on the collection and analysis of large volumes of data. If data governance mechanisms are not simultaneously strengthened, risks such as data breaches, misuse of personal information, or algorithmic biases may arise, further affecting corporate reputation, customer trust, and compliance with laws and regulations.	- Continue to assess the potential of AI technologies for operational optimization, smart manufacturing, and product innovation. Through pilot projects and cross-departmental collaboration, gradually advance digital transformation and technology upgrades. Establish a comprehensive security classification and access control mechanism to ensure that the AI application process strictly complies with data security and personal data protection regulations. - Continuously monitor trends in AI-related regulations both domestically and internationally, and gradually establish AI application risk assessments and internal guidelines to minimize compliance and reputational risks while seizing innovative opportunities.

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. Through educational training, Primax plans an online sustainability course series for all employees, integrating the concept of risk management into ethical business practices, labor rights, and IT security. By the end of 2025, Primax (Taipei) Operating Headquarters completed the training for 345 employees, who passed the examination. In 2026, the online courses are expected to gradually expand to the Entire Group. Simultaneously, new employees at the Taipei headquarters who have been employed for three months will be required to take mandatory courses on climate change and risk management for the first time. These courses will be supplemented with innovative board games to allow employees to understand concepts such as enterprise risk, climate change, and the SDGs through an engaging experience, thereby deepening their sense of identification with sustainability.

In addition, we regularly recommend courses on enterprise risk and sustainable development as prioritized references for directors planning their continuing education. Through a multi-tiered training strategy, Primax comprehensively builds a culture of risk management and sustainable development from top to bottom. (For a detailed list of director training programs, please refer to [page 31 of the 2025 Shareholders' Meeting Annual Report](#).)

3.8 Privacy and Cybersecurity



Privacy and Information Security Management

Material Topic: Privacy and Information Security



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.

Prevention/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)
S&P CSA: Privacy Management
SASB: Product Security
Primax Risk Factors: IT Security (incl. Privacy and Data Protection), the impact of AI technology, Misinformation and Disinformation, Key Information System Failures

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

Performance in 2025

Medium- and Long-term Indicators/Goals (Over 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



- 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 2025

- Obtained ISO 27001 certification through verification. 2022 upgraded certificate
- Verification through international automotive cybersecurity standard TISAX "Trusted Information Security Assessment Exchange" mechanism, with certification valid until May 2028.
- Completed cybersecurity assessments and audits in April and October 2025, with the evaluation results and all audit reports submitted to the Audit Committee and the Board of Directors.
- Performed monthly system and network vulnerability scans, with remediation completed for all critical and medium to 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
- 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
- Conducted 6 employee social engineering email drills over the year
- Held two cybersecurity training sessions for employees, with a total of 3,284 participants.

Note: Target Achieved Progressing Toward Target Target Not Achieved

2025 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

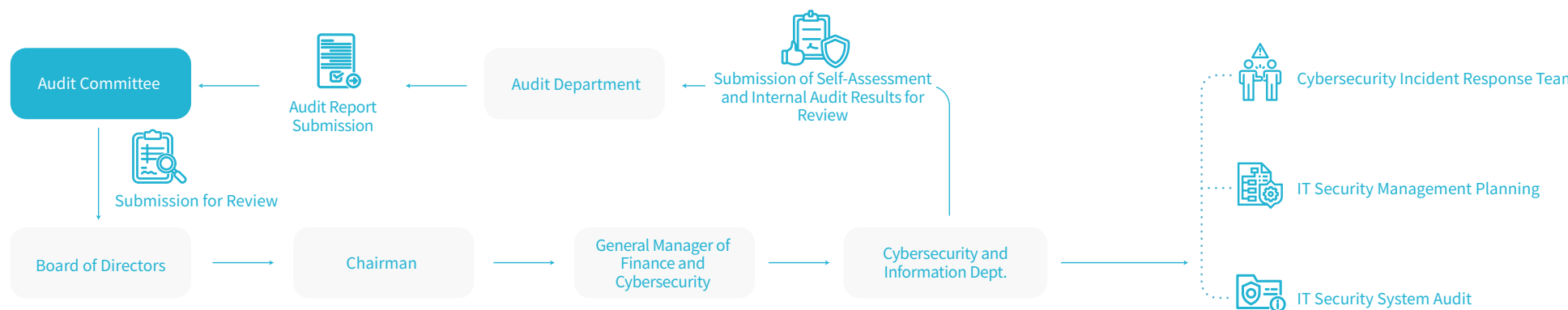
Explanation of Quantitative Impact Measurement Methods

- 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

● Cybersecurity Organizational Structure

Based on the emphasis on cybersecurity risks and the planning of resource allocation for cybersecurity management, the Chief Executive Officer has directed the establishment of a dedicated Information Security Unit responsible for promoting cybersecurity policies and resource coordination, with annual reports to the Board of Directors. The dedicated 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 Policy and objectives

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, the Company's trade secrets, and to provide secure, stable, and reliable information services. The policy focuses on five key goals:

1  Protecting the confidentiality, integrity, availability, and compliance of the Company's critical information systems and data

2  Ensuring that Primax Group's digital assets are safeguarded against theft, intrusion, damage, or attack that could result in loss

3  Maintaining the validity of the Information Security Management System through ISO 27001 certification and periodic audits

4  Continuously enhancing employee awareness of information security and enforcing mechanisms to protect sensitive information and personal data

5  Ensure that confidential data is not used or uploaded to unauthorized AI applications, systems, or cloud services.

To meet internal security standards and the requirements of external regulatory bodies, the Group has established cybersecurity management procedures and set ten cybersecurity objectives, with results tallied each month and relevant records maintained.



● Cybersecurity Management Practices and Resource Allocation

The Group has established an Information Security Management System (ISMS) and maintains the validity of its ISO 27001 certification through annual recertification audits. To continuously enhance system security and reduce risks, the Group has formulated a future roadmap execution plan for the communication security management system, which is reviewed and updated annually. Additionally, the Group strengthens security controls, oversight mechanisms, and the maintenance of security measures.

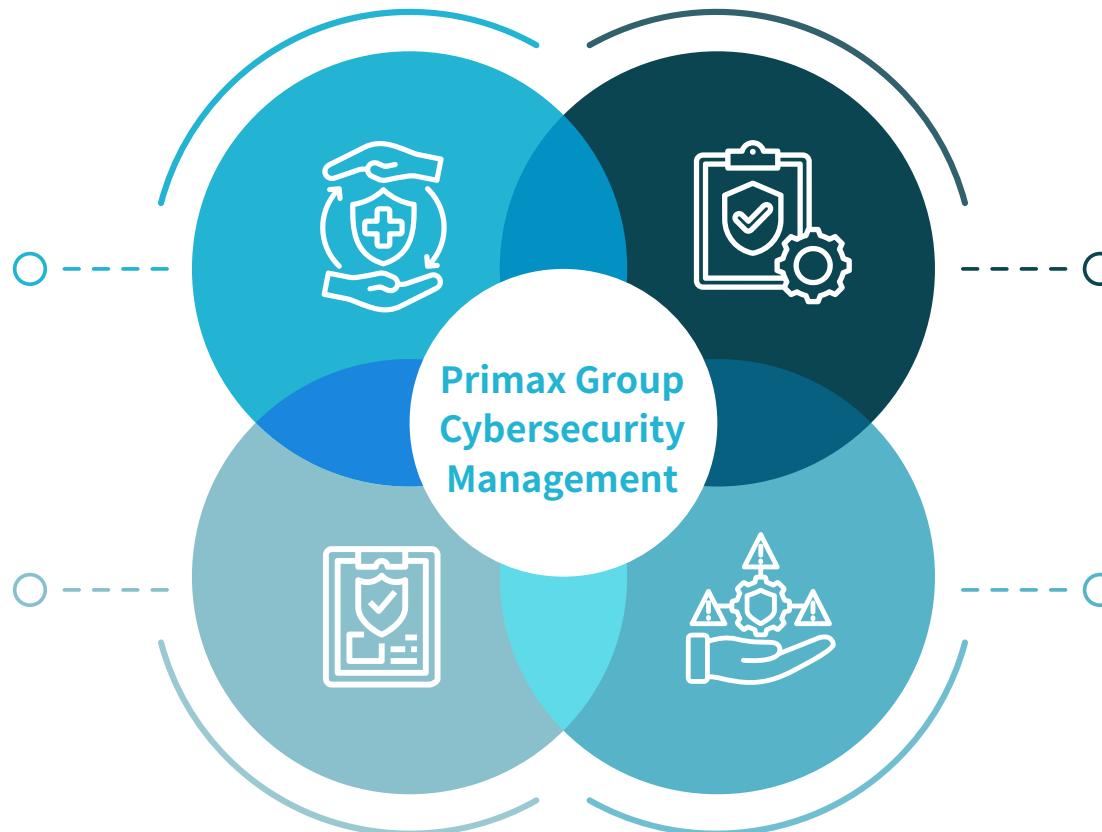
In accordance with the Cybersecurity Policy and objectives, the Group has developed its Information Security Management System and related information management procedural standards, which are verified annually by independent third parties to ensure the system remains effective. Following the PDCA (Plan-Do-Check-Act) principles of continuous improvement under the Information Security Management System, the Group has established the cybersecurity risk management and continuous improvement framework and the related specific resource allocation and management measures as follows:

Cybersecurity Continuous Improvement

- Review and improve security controls
- Research threats and emerging technologies
- Plan and execute social engineering drills
- Regular security training and awareness programs
- Complete the cybersecurity video courses for personnel of TWSE and TPEx-listed companies

Cybersecurity Internal Evaluation

- Self-assessment and evaluation
- Establishing and regular review of security configuration baselines
- Internal audit plans and scope
- Regular audits and remediation
- Completion of TISAX automotive information security assessment exchange mechanism management system certification



Cybersecurity Management System

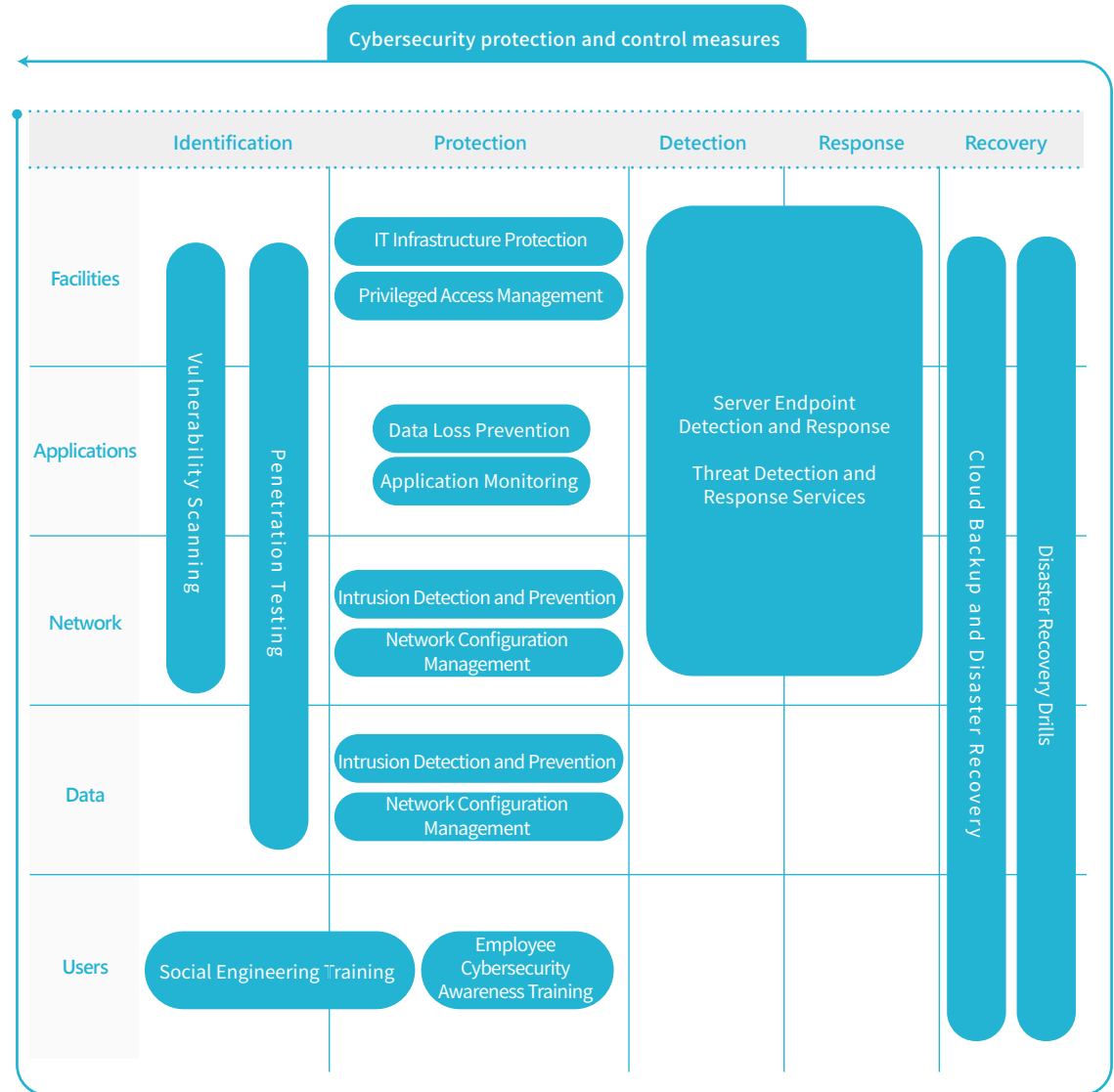
- Align with international standards (ISO 27001)
- Establish ISMS framework
- Plan and purchase cybersecurity insurance
- Periodically review and update procedures
- Undergo regular external audits and recertification

Cybersecurity Enhancement Strategies and Controls

- External penetration testing
- System vulnerability scanning
- Server endpoint detection and response
- Threat Detection and Response Services
- Network device configuration management
- Two-factor authentication reinforcement
- Endpoint privileged account management & USB Management mechanisms
- Privileged Access Management
- Data loss prevention system
- Cloud backup and disaster recovery
- Security event log monitoring

The specific information security protection and control measures are as follows:

- 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 management, computer hard drive encryption, 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 management mechanisms.
- The Group schedules at least two cybersecurity awareness training sessions each year, offering online E-learning courses and post-training assessments in Chinese, English, and Thai. Additionally, at least six social engineering drills are conducted annually. Awareness initiatives are promoted via email, instant messaging, and digital bulletin boards to strengthen employees' understanding of cybersecurity and share recent incidents and examples to raise awareness. Employees encountering any issues or concerns related to information security incidents, vulnerabilities, or suspicious activities can report them through the internal IT Helpdesk, enabling the Information Security Department to promptly initiate incident investigation and response mechanisms. In the event of any impact, the Company maintains Cyber Risk Insurance / Fraud Protection Insurance to reduce or transfer potential losses related to cybersecurity events.
- The Group plans to conduct annual renewal certification of the Information Security Management System and continuously expand the scope of certification to include engineering and manufacturing processes. In November 2025, the upgraded "ISO 27001:2022" certificate was obtained, with the certificate valid from December 22, 2024, to November 16, 2026. During this period, annual recertification audits by independent verification bodies are conducted to ensure the continued effectiveness of the Information Security Management System. In addition, to comply with automotive cybersecurity regulatory requirements, the Group has adopted the international automotive cybersecurity standard TISAX (Trusted Information Security Assessment Exchange), and obtained certification on August 19, 2025, valid until May 19, 2028. Subsequent regular evaluations by third-party organizations will also be conducted to ensure its continued validity.



● Internal Cybersecurity Audits

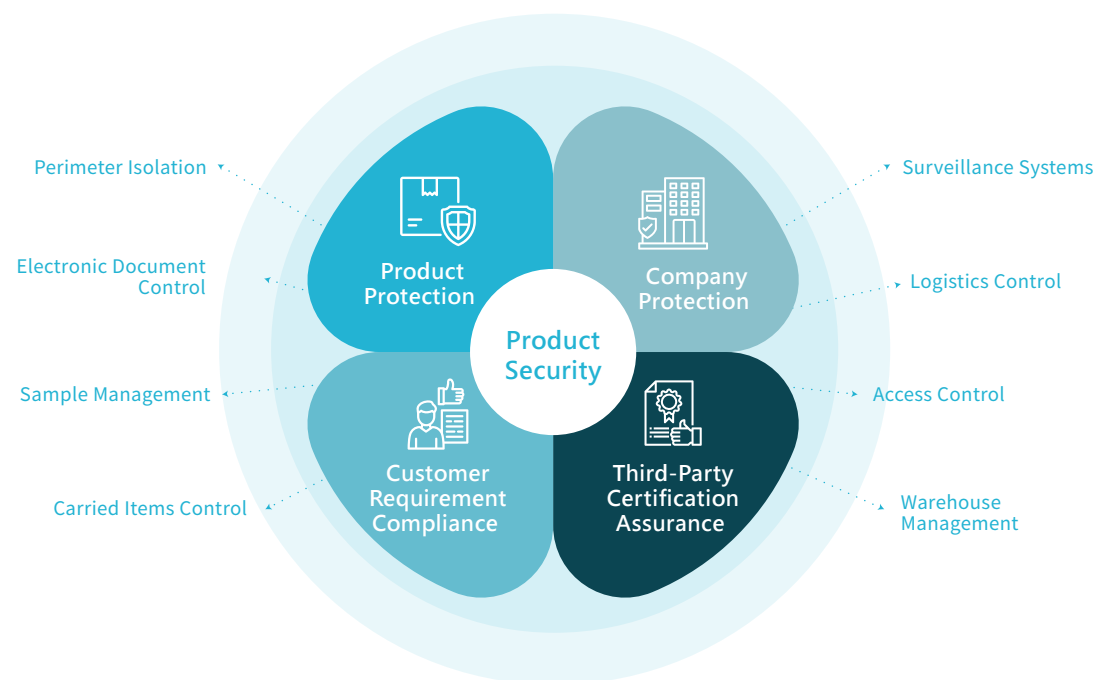
The Audit Department defines assessment items based on cybersecurity risks, completed cybersecurity assessments and audits in April and October 2025, and completed follow-up and review of improvement items. The results and all audit reports have been submitted to the Audit Committee and the Board of Directors. In addition, the annual third-party cybersecurity certification audits and external network security computer audits were completed in September and October 2025, respectively.

● Product Development and Manufacturing Security

Primax's R&D and manufacturing units strictly adhere to the Group's Cybersecurity Policy and customer expectations, integrating international cybersecurity regulatory trends into core operational processes. For the Group's diverse lines of PC Peripherals and Non-PC Peripherals, the Company implements tiered management based on their information security risk characteristics. For electroacoustic products, OEM brand customer products, and wireless connector products, mandatory code reviews and source code scanning (SAST) are enforced before software or firmware updates go live. This is to proactively identify and reduce information security risks at the source, ensuring Customer Requirement Compliance and relevant third-party certifications.

Throughout the R&D, manufacturing, and final product shipment phases, the Group adheres entirely to the cybersecurity principles required by customers, rigorously safeguarding product confidential information and manufacturing technologies. If any security concerns are identified, corrective and preventive mechanisms are immediately activated, with remediation and optimization conducted while maintaining smooth manufacturing and subsequent processes, to ensure product information security. 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.

In aligning with international standards and forward-looking regulations, the Company's wireless products are rigorously designed and verified in accordance with the EU Radio Equipment Directive (RED EN-18031) to ensure compliance with cybersecurity requirements. Subsequently, the Cyber Resilience Act (CRA) of the European Union will be followed to implement "secure design and Production and Manufacturing," providing continuous vulnerability patches and security updates throughout the Product Life Cycle (IEC-62443).



● Customer Privacy and Personal Data Protection

Scope of Privacy Policy

01

Customers, suppliers,
and contractors.Website visitors and
onsite guests

02

03

Job applicants



Primax Group complies with applicable domestic and international personal data protection laws and regulations and has established a Privacy Policy. This policy applies to: 1. Customers, suppliers, and contractors, 2. Visitors browsing the official website or visiting in person, and 3. Job applicants. 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 following principles.

- **Least privilege:** Access to sensitive information relevant to customer projects is granted only through internal application, and the Group's Cybersecurity Department periodically reviews information security-related procedural documents to ensure timely updates that meet the required security management strength according to customer needs and requirements.
- **Transparency:** We have detailed the nature, purpose, and retention period of data collection in our Personal Privacy Protection Policy. In 2025, the usage percentage of customer personal data by Primax for non-contractual purposes is 0%.
- **Customer Autonomy:** Customer representatives have clear rights to opt in or opt out of data. We have established a dedicated platform on our official website where customers can exercise their rights to inquire, correct, or request the deletion of their personal data at any time, ensuring data management autonomy and transparency.

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. Additionally, personal data protection-related training is planned, and every employee is required to complete an online general course. In 2025, general and cybersecurity-related training sessions included a total of 4,985 participants, and there were zero incidents of personal data violations or customer privacy breaches, including complaints.

A photograph of a forest floor with a crystal ball in the foreground. The crystal ball reflects the surrounding forest scene, including tall trees and green foliage. The background is a soft-focus forest with sunlight filtering through the trees. On the right side, there are several overlapping, semi-transparent green and yellow geometric shapes.

4. Environmental Sustainability and Net-Zero Transition

4.1 Environmental Sustainability Vision and Policies	67
4.2 Climate-Related Financial Disclosures	70
4.3 Climate Mitigation Action	77
4.4 Sustainable Product Design and Circular Innovation	89
4.5 Water Stewardship	98
4.6 Pollution Prevention and Control	99
4.7 Natural Assets and Biodiversity	101
Feature Ecological Restoration Case Study	105

4.1 Environmental Sustainability Vision and Policies 4.2 Climate-Related Financial Disclosures 4.3 Climate Mitigation Action 4.4 Sustainable Product Design and Circular Innovation 4.5 Water Stewardship 4.6 Pollution Prevention and Control
4.7 Natural Assets and Biodiversity | Feature | Ecological Restoration Case Study



Climate Action

Material Topic: Climate Change Response



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.

Prevention/Remediation Mechanisms

Setting emission reduction targets, continuing reduction programs, renewable energy usage plans, etc., and committing to RE100 and the SBT 2050 net-zero goals, 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
S&P CSA: Climate Strategy, Operational Eco-efficiency

Short-term Indicators/Goals (1–3 years)	Performance in 2025	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 (CO₂e) 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 Climate and Nature-Related Financial Disclosures Report	✓	

Note: ✓ Target Achieved 🔄 Progressing Toward Target ✗ Target Not Achieved

4.1 Environmental Sustainability Vision and Policies 4.2 Climate-Related Financial Disclosures 4.3 Climate Mitigation Action 4.4 Sustainable Product Design and Circular Innovation 4.5 Water Stewardship 4.6 Pollution Prevention and Control
4.7 Natural Assets and Biodiversity | Feature | Ecological Restoration Case Study

Specific Actions in 2025

- 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 1,248,316 kWh
- Executed renewable energy power purchase agreements, with an annual procurement volume of 6,781,436 kWh
- Purchased 37,400,000 kWh of renewable energy certificates during the year, bringing the cumulative total to 164,740,000 kWh
- Continued implementing energy-saving measures at key manufacturing sites, carrying out 21 energy-saving projects during the year.
- Completed the Internal Carbon Pricing Implementation Plan and information system.
- Invested NT\$69.46 million in green product design during the year
- Developed and optimized a sustainable product carbon footprint management system, and completed life cycle assessments (LCA) of the carbon footprint for 18 major products

2025 Performance Management Outcomes

- Waste generation decreased by 11.86% compared to the 2024 baseline year
- Total energy consumption decreased by 6.17% compared to the 2024 baseline year.
- Energy consumption intensity decreased by 9.20% compared to the 2024 baseline year.
- Renewable energy accounted for 63.69% of total electricity consumption
- Renewable energy accounted for 61.84% of total energy consumption
- Water consumption decreased by 13.92% compared to the 2024 baseline year
- Water intensity decreased by 20.18% compared to the 2020 baseline year.
- Scope 1 and Scope 2 greenhouse gas emissions decreased by 44.25% compared to the 2023 baseline year
- The carbon reduction from energy-saving projects amounted to approximately 3,563 metric tons CO₂e.
- Received CDP Climate Change Leadership Level A List
- Received CDP Supplier Engagement Rating Leadership Level A List
- Publish Climate and Nature-Related Financial Disclosures Report

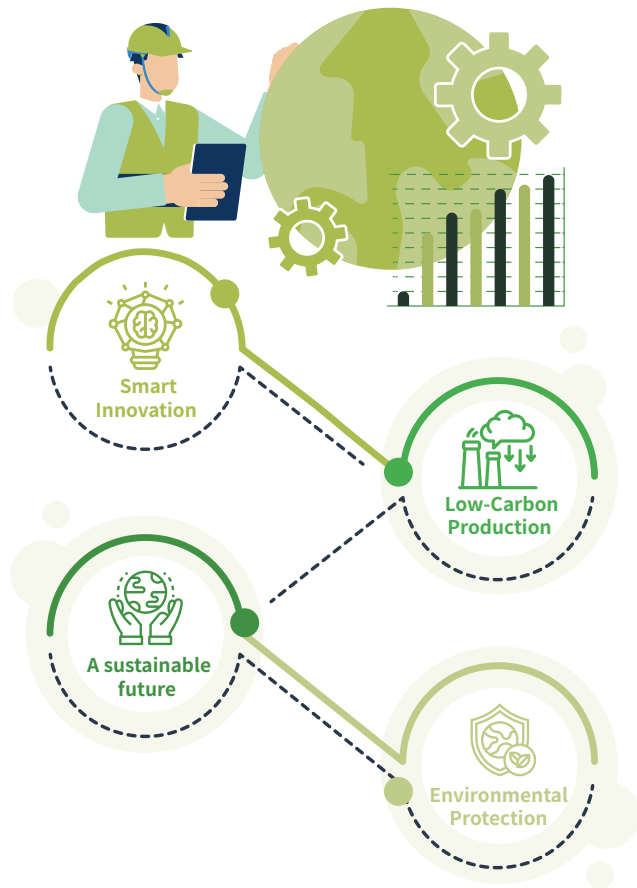
Explanation of Quantitative Impact Measurement Methods

- Affected External Stakeholders: Local communities, upstream and downstream supply chain
- 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 44.25% compared to the 2023 baseline year and received the CDP Climate Change Leadership Level

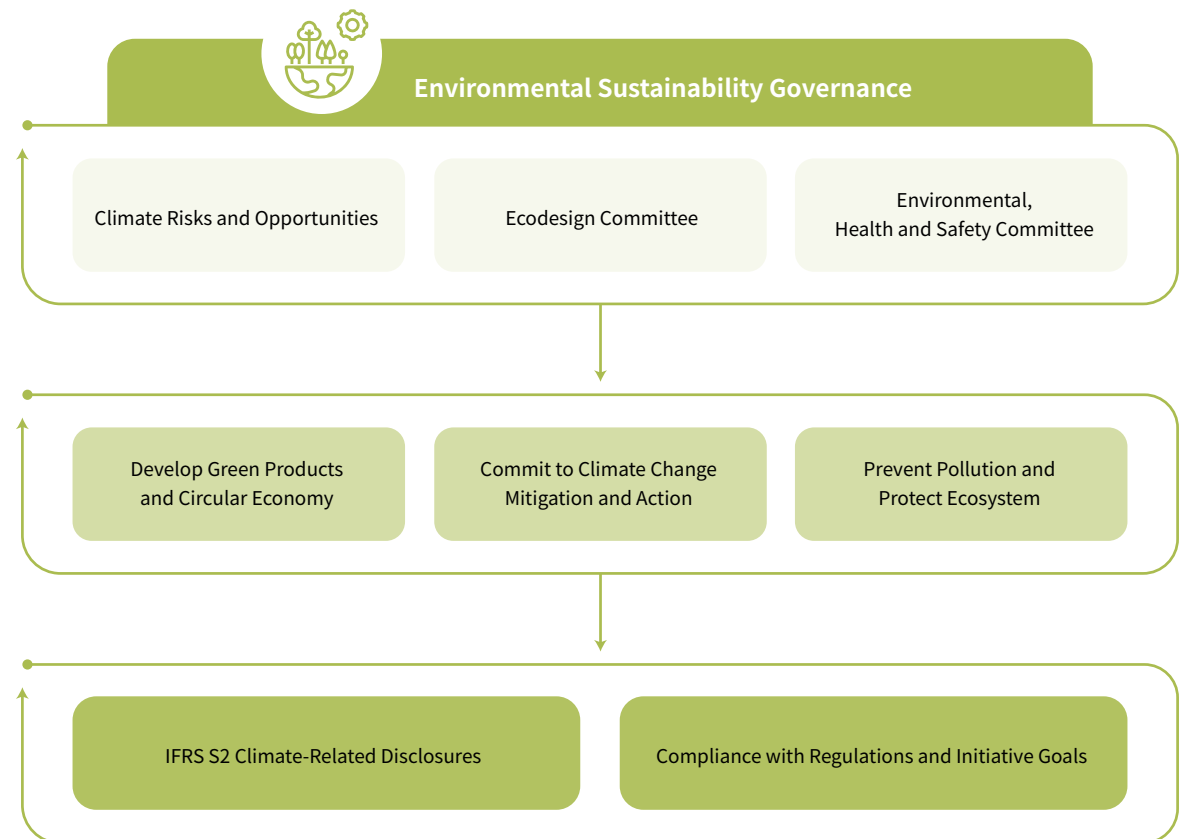


4.1 Environmental Sustainability Vision and Policies

Primax Environmental Sustainability Vision



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 has been approved by the Chairman and published in both [Chinese](#) and [English](#) 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
- Incorporate physical risk assessment and dependency risk assessment of water resources in the supply chain into environmental risk management

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

4.1 Environmental Sustainability Vision and Policies 4.2 Climate-Related Financial Disclosures 4.3 Climate Mitigation Action 4.4 Sustainable Product Design and Circular Innovation 4.5 Water Stewardship 4.6 Pollution Prevention and Control 4.7 Natural Assets and Biodiversity | Feature | Ecological Restoration Case Study

● Compliance with Regulations and Initiatives

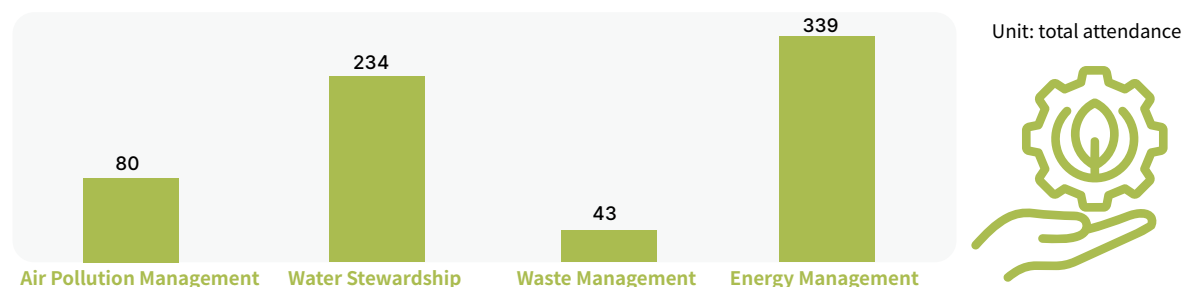
Primax Group follows the ISO 14001 Environmental Management System, ISO 14064-1 Greenhouse Gas Inventory Standard, ISO 14046 Water Footprint Standard, and ISO 50001 Energy Management System to establish management processes for environmental-related statistical data such as the Group's Greenhouse Gas Emissions, Water Resources usage, and Energy Management. The Group conducts regular reviews of environmental information at each of its locations through third-party audits conducted by external organizations, ensuring the effective implementation of its Environmental Management Policy. In 2025, Primax Group reported no violations or penalties related to environmental and environmental protection regulations, nor any losses or penalties due to 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 the professional knowledge of personnel executing environmental sustainability initiatives. In 2025, Primax Group conducted environmental courses for employees on topics such as energy, waste, water resources, and air pollution, with a total of 696 participants. Additionally, there were 38 sessions of product hazardous substances training, with a total of 7,460 participants.



4.2 Climate-Related Financial Disclosures

Facing the operational challenges posed by climate change and biodiversity loss, Primax incorporates climate and nature topics into the core strategy of its corporate sustainable development. Since the first publication of the TCFD Report in 2022, the company has continuously enhanced the quality of information disclosure. In 2025, we proactively aligned with IFRS S1 and S2 standards issued by the International Sustainability Standards Board (ISSB) and expanded the integration of the TNFD framework, extending the scope of risk identification from a single climate dimension to include dependencies and impacts on natural ecosystems.

Through integration with the Enterprise Risk Assessment framework, the Company has achieved the inclusion of climate and nature-related risks into a unified control process. The financial-related disclosures for this Year align comprehensively with the consolidated financial statements entity in the annual report, ensuring consistency and decision-usefulness of the disclosed Contents. For the complete disclosure of climate and nature-related financial information, please refer to the "Primax 2025 Climate and Nature-Related Financial Disclosures Report (TNCFD)" published this year or this report's sections [2.1 Sustainability Management and Practice](#), [3.7 Enterprise Risk Management](#), and [4.7 Natural Assets and Biodiversity](#). A summary of selected content is provided below:

● Climate-Related Governance

Primax is committed to constructing a resilient governance system, and in 2024, upon approval by the Board of Directors, the "Risk Management Committee" was renamed the "Sustainability and Risk Management Committee." Additionally, a "Risk Management Officer" position, held by the President, was established to ensure that risk control is deeply integrated with Company strategy. In 2025, the Committee convened three meetings to review and report on climate risks, greenhouse gas inventory, and the execution plans for sustainability goals to the Board of Directors. The IFRS sustainability information presented in this report was reported on May 7, 2026, by the convener of the ESG Office to the Sustainability and Risk Management Committee. On the same day, the Committee Chair, Chairman Pan, Yuan-Chung, reported to the Board of Directors, and the disclosures were approved. In addition, the Board of Directors also strengthens sustainability and climate expertise through Ad Hoc training courses, implementing top-down risk supervision and management responsibilities.

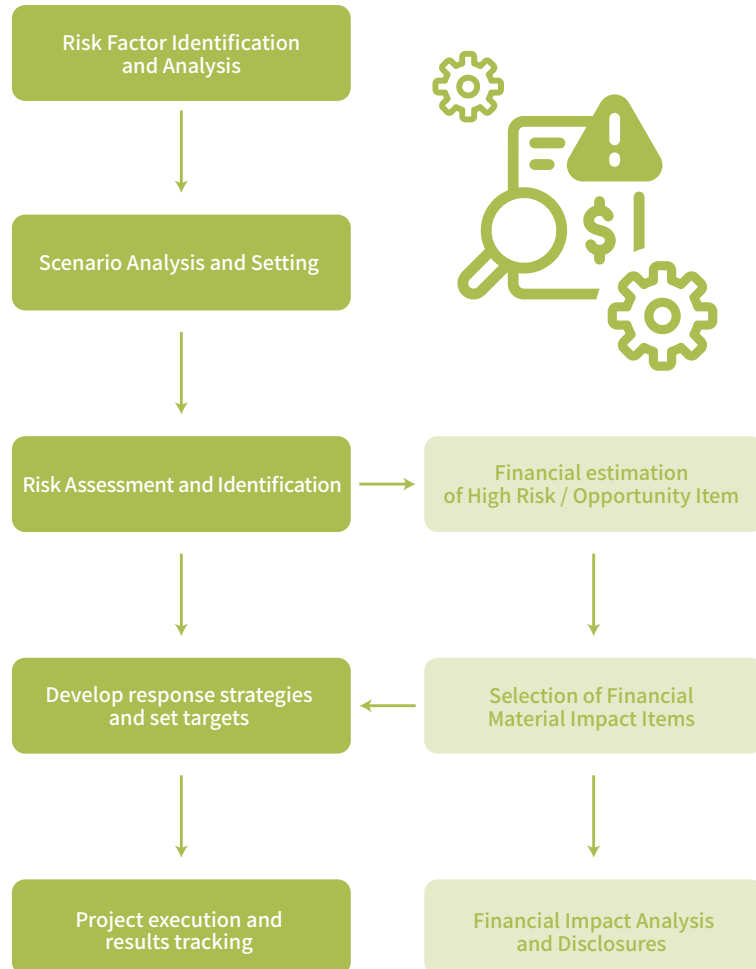
To drive transformative momentum, Primax ties ESG metrics to the remuneration of the senior team, linking the annual performance and variable compensation of Vice President-level and above, as well as key business, R&D, and manufacturing management, to sustainability indicators by 5% to 15%. Simultaneously, the Company has established an institutionalized incentive mechanism through the "Energy Conservation and Waste Reduction Management Control Measures," encouraging all employees to participate in energy conservation proposals and incorporating these efforts into the Performance Review to ensure the effective implementation of sustainability measures.

● Risk and Opportunity Assessment and Management

In compliance with the IFRS S2 standards and the TNFD framework, Primax Group conducts in-depth assessments of regulations and initiatives related to global climate change and natural ecosystem issues. The Company identifies potential climate (transition and physical) and natural (dependence and impact) risk factors within its operational sites and value chain. Risk assessment teams analyze impact scenarios specific to different regions in accordance with the "Corporate Risk Management Implementation Rules" and an integrated methodology, evaluating their potential impacts on the company's operations, finances, and ecosystems.

For each topic, the Company calculates expected risk exposure values over the short, medium, and long term through scenario analysis and setting key assumptions, and combines these with risk response measures to perform cost-benefit analyses and quantitative assessments of financial impacts. The risk rating of all topics is uniformly identified based on "likelihood × impact level," considering the organization's resilience and adaptability, to establish the key climate and nature-related risks and opportunities. Based on this, dynamic management strategies and transition plans are formulated.

Climate Risk and Opportunity Assessment Process



Climate Scenario Analysis

In view of the high uncertainty of risk issues arising from sustainable development and natural environment-related topics, Primax in 2025 referred to assumptions proposed by internationally credible research institutions and related assessment tools as the basis for risk reference during the Risk Assessments process. Through these assumptions, scenario analysis was conducted to comprehensively identify potential risks and opportunities, strengthen the grasp of future uncertainties, and incorporate the results of the scenario analysis into overall Risk Assessments for decision-making reference, thereby enhancing the completeness and foresight of Risk Management.

Description of Climate Scenario Selection

Risk Categories	Scenario Sources	Select Scenarios	Scenario Usage Explanation
Sustainability-Related Operational Risks, natural environment risks	IPCC AR6	SSP1-1.9 Very Low Emissions Scenario	Through the use of assessment tools, combined with simulated scenarios, physical risk and TNFD-LEAP analyses are conducted for Primax Group and suppliers. By referencing the latest developments in domestic and international regulations, the results are consolidated and incorporated as a reference basis for Risk Assessments.
		SSP5-8.5 Very High Emissions Scenario	
	IEA WEO 2025	NZE Net Zero Emissions Scenario	
		STEPS Stated Policies Scenario	
	Domestic and international regulations	-	
Strategy Risks	Domestic and international regulations	-	Reference the latest developments in domestic and international regulations, and incorporate them as considerations in Risk Management decisions.
Emerging Risks	WEF 2025	-	Refer to the medium- and long-term risk trends revealed in the WEF 2025 report as a reference basis for evaluating risk factors.

Transition Risk Scenario Analysis

The scope of Primax 2025's transition risk scenario simulation assessment covers all Operational Sites in the Group's consolidated financial statements. The transition risks were developed with the reference to the latest World Energy Outlook report published by the IEA, the main assumptions, and Primax's 2050 net-zero pathway. However, the government policies and regulations direction of the countries where different production and Operational Sites are located will be adjusted on a rolling basis over time and are highly uncertain. Primax will closely monitor regulatory changes in the locations of its various sites. The significant areas of uncertainty in the Transition Risk Scenario Analysis include policy changes, technological advancements, shifts in market demand, environmental changes, and economic factors.

Physical Risk Scenario Analysis

To further understand the impact of physical risks on Primax Group's operations, Primax referred to greenhouse gas emission scenarios presented in the Sixth Assessment Report (AR6) issued by the Intergovernmental Panel on Climate Change (IPCC), as well as national or regional level variables and relevant domestic and international assessment tools, prior to the assessment of natural environment risks. This evaluation covers potential or actual disasters induced by risks such as sea-level rise, water resource stress, drought, high temperatures, floods, and natural resource dependency. The Risk Assessment Teams considered past actual events, scenario analysis simulation results, potential financial impacts, and, based on the simulation assessment timelines of different physical risks, further comprehensively evaluated the impact and likelihood of each risk occurrence.

● Key Risks and Opportunities

In 2025, after evaluation through the risk matrix, although there were no high risk items concerning natural environment risks this year, Primax proactively incorporated "Customer Climate Change Response Requirements" and "Natural Information Disclosure Requirements" into key monitoring in response to international regulations and customer demand trends. In addition, through the concurrent assessment of risks and opportunities, potential opportunities such as "Meeting Customers' Decarbonization Requirements" and "Entering New Markets" were identified, and their impacts on cash flows and financial performance were further analyzed, implementing IFRS S2 disclosure requirements and strengthening the company's long-term resilience.

Risk Categories	No.	Risk / Opportunity Item	Risk / Opportunity Level			Financial material impact		
			Short-term	Medium-term	Long-term	Short-term	Medium-term	Long-term
natural environment	R01	Climate Information Disclosure and Reporting Requirements	Low	Low	Low	Low	Low	Low
	R02	Increased Customer Requirements for Climate Change Response	Low	Low	Low	Low	Low	Low
	O01	Meeting Customers' Decarbonization Requirements Driving Demand Growth	Medium	Medium	Medium	Medium	Medium	Medium
	O02	Entering New Markets	Low	Medium	Medium	Low	Medium	Medium

4.1 Environmental Sustainability Vision and Policies 4.2 Climate-Related Financial Disclosures 4.3 Climate Mitigation Action 4.4 Sustainable Product Design and Circular Innovation 4.5 Water Stewardship 4.6 Pollution Prevention and Control
4.7 Natural Assets and Biodiversity | Feature | Ecological Restoration Case Study

● Climate Risk and Opportunity Financial Impact Assessment

Mitigation and adaptation actions for Key Risks / Opportunities and financial impact assessment

Risk / Opportunity Item	Mitigation and adaptation efforts		Impact on Financial Position, Financial Performance, and Cash Flows	
	At present	Expected	Financial Impact During the Reporting Period ^{Note 1}	Expected Financial Impact ^{Note 2}
R01 Climate Information Disclosure and Reporting Requirements	■ Compliance Disclosure and Assurance: Engage in the preparation of sustainability reports (including verification and translation expenses), and commission consultants for IFRS S1 and S2 compliance consulting to ensure the disclosed contents meet international standards and regulatory requirements. ■ Management System Verification: Pay for verification fees for various environmental, climate, and energy management systems to ensure the effectiveness of management processes through external verification. ■ Participate in Climate Action: Pay annual fees for international initiatives such as CDP, RE100, and SBT, and industry associations to strengthen the company's brand reputation in the low-carbon transition.	■ Compliance with Laws and Regulations: Expected to continue budgeting for annual verification and consulting fees to address the continuously evolving related disclosure standards (such as the TNFD framework for nature-related financial disclosures). ■ Carbon Value Management System Establishment: Expected to establish an "Environmental Management Information System" to digitize carbon emission data, enhancing real-time monitoring of climate risks and decision-support capabilities. ■ Strategy alignment: Expected through the setting of Science-Based Targets under the Science Based Targets initiative (SBTi), the initiative's contents are transformed into the company's internal long-term blueprint for carbon reduction and resource allocation.	Increase in costs or cash outflows. ■ This period, approximately NT\$12,910 thousand was allocated as operating expenditures to support climate information disclosure and regulatory alignment, primarily including assurance fees for sustainability reports, consulting fees for IFRS S1 & S2, and Environmental Management System verification fees. This led to an increase in operating costs and expenses, resulting in cash outflows from operating activities. ■ In this period, there were no lost customer orders due to poor disclosure performance, indicating that the current investment in Green Operations has effectively reduced the impact of potential transition risks.	Increase in costs or cash outflows. ■ To address customer climate requirements and compliance disclosure, operating expenditures are expected to continue increasing, leading to cash outflows from operating activities. Overall financial risk remains within a manageable range. ■ Net profit impact: The aforementioned expenditures will be recorded as current period expenses, having a slight impact on short-term net profit, but are aimed at ensuring order stability.

4.1 Environmental Sustainability Vision and Policies 4.2 Climate-Related Financial Disclosures 4.3 Climate Mitigation Action 4.4 Sustainable Product Design and Circular Innovation 4.5 Water Stewardship 4.6 Pollution Prevention and Control
4.7 Natural Assets and Biodiversity | Feature | Ecological Restoration Case Study

Risk / Opportunity Item	Mitigation and adaptation efforts		Impact on Financial Position, Financial Performance, and Cash Flows	
	At present	Expected	Financial Impact During the Reporting Period ^{Note 1}	Expected Financial Impact ^{Note 2}
R02 Increasing Customer Requirements for Climate Change Response	■ Low-carbon design R&D investment: At present, investments have already been made in "Eco-Design R&D personnel and equipment" and "project expenses," focusing on carbon reduction optimization throughout the Product Life Cycle. ■ Low-Carbon Supply collaboration: Promote "Supply Chain Low-Carbon Design Investment Expenses" to co-develop components that meet customers' green specifications with suppliers. ■ Clean Energy Usage: Sign "Long-term PPA Photovoltaic Power Purchase Agreement" and pay related costs to reduce Scope 2 emissions at the product production end.	■ Systematic Eco-Design: Expected to establish an "Eco-Design Information System" and conduct "relevant training" to institutionalize green design, quickly addressing the gap in customer demand for green products. ■ Low-carbon technology upgrade: Expected to continuously budget for "Eco-Design Project Expenses" to proactively address the more stringent international sustainability regulations. ■ Carbon Asset Management: Expected to achieve the operational carbon neutrality goal through the integration of "carbon credit investments" and the "Environmental Management Information System," meeting customer requirements for a net-zero supply chain.	Increase in costs and expenses or cash outflows. ■ This period, to enhance the capability to meet Increased Customer Requirements for Climate Change Response, a total of approximately NT\$102,241 thousand was invested in related operating expenses, with specific impacts as follows: ■ Management and compliance costs increased: Approximately NT\$39,591 thousand was invested in sustainability report preparation, Environmental Management system verification, and consulting services, categorized as Green Operations expenses. This led to an increase in operating costs and expenses, resulting in cash outflows from operating activities. ■ R&D and marketing costs increased: Approximately NT\$46,895 thousand was invested in Eco-Design related R&D personnel, projects, and supplier training, along with NT\$15,755 thousand in green product development (including low-carbon materials and green packaging design). This led to an increase in operating costs and expenses, resulting in cash outflows from operating activities. ■ This period, due to the purchase of R&D equipment (non-current assets), increased by approximately NT\$2,239 thousand, resulting in cash outflows from investing activities, with depreciation expenses allocated annually over the useful life. ■ In this period, there was no loss of orders or revenue impairment due to not meeting Increased Customer Requirements for Climate Change Response.	Increase in costs or cash outflows. ■ To enhance the capability to meet Increased Customer Requirements for Climate Change Response, operating expenditures are expected to continue increasing, leading to cash outflows from operating activities. Overall financial risk remains within a manageable range. ■ Due to the continuous purchase of R&D equipment (increase in non-current assets), it is estimated that there will be cash outflows from investing activities, with depreciation expenses allocated annually over the useful life. ■ By investing in carbon reduction measures and establishing a climate management system, we have enhanced customer trust and order stability. It is expected to reduce the risk of order loss due to not meeting customers' climate transition requirements, thereby maintaining profit and the stability of operating cash flows.
O01 Growing Demand Driven by Customer Decarbonization Requirements	■ Energy Conservation and Waste Management: Implement "S1/S2 Energy Conservation Investments" and "Environmental Waste Reduction and Compliance Processing" to optimize operational costs and reduce environmental impact injuries. ■ Sustainability Reporting and Environmental Consulting: Conduct "Sustainability Report Preparation and Verification" and "Environmental Project Consulting" to establish a transparent channel for climate information communication. ■ Environmental System Verification and Training: Complete the "Environmental Management System Verification" and "Capacity Training" to ensure internal management aligns with international standards.	■ Maximizing Resource Circulation: Through continuous energy conservation investments, enhance resource utilization to alleviate transformation cost pressures. ■ Digital Environmental Governance: Expected to establish an "Environmental Management Information System" to enhance data traceability and management precision, serving as the basis for response to customer audits. ■ Advocacy and Leadership: Continuously support "Contributions and fees for supporting environmental initiatives," establishing the company's benchmark position in the green market. ■ Pilot Implementation of Internal Carbon Pricing Management System: By 2026, implement internal carbon pricing system (including Scope 1 to Scope 3) to encourage the organization to promote various proactive carbon reduction activities.	Increase in profits or cash inflows. ■ By investing in carbon reduction measures and establishing a climate management system, we have enhanced customer trust and order stability. This period sees increased operating cash inflows driven by the increase in orders, positively contributing to profit and cash flows.	Increase in profits or cash inflows. ■ By investing in carbon reduction measures and establishing a climate management system, the increase in expected order revenue from meeting customers' climate transition requirements drives operating cash inflows.

4.1 Environmental Sustainability Vision and Policies **4.2 Climate-Related Financial Disclosures** 4.3 Climate Mitigation Action 4.4 Sustainable Product Design and Circular Innovation 4.5 Water Stewardship 4.6 Pollution Prevention and Control
4.7 Natural Assets and Biodiversity | Feature | Ecological Restoration Case Study

Risk / Opportunity Item	Mitigation and adaptation efforts		Impact on Financial Position, Financial Performance, and Cash Flows	
	At present	Expected	Financial Impact During the Reporting Period ^{Note 1}	Expected Financial Impact ^{Note 2}
O02 Entering New Markets	Supply Chain Partner Development: Establish connections in the automotive market supply chain with partners that possess climate resilience. Resource Allocation Preparation: Initial investments in R&D funding and personnel are made to conduct preliminary technical assessments for entering new markets. Investment in R&D Technology: Invest in R&D related to "new product transformation technology" to enhance product energy efficiency and intelligence. Automated Production Line Development: Initiate the planning of automated production lines to reduce carbon emissions and human variables during the production process. Alignment with International Standards: Ensure products and manufacturing processes initially comply with international standards and Industry regulations (such as automotive standards IATF 16949). Product Qualification and Verification: Actively apply and verify products to meet automotive market standards to reduce operational constraints risks posed by policies and legal requirements.	Strengthening Supply Chain Cooperation: Expected to continuously expand the breadth of the automotive market and establish long-term, stable strategic partnerships. Dynamic Operational Planning: Expected to regularly review investment status in the automotive market and dynamically optimize resource allocation according to market trends. Smart Manufacturing Upgrade: Expected to continue to promote "Smart Manufacturing" by leveraging data analytics to improve production efficiency, quality stability, and operational resilience. Product differentiation strategy: Achieve a competitive position in the low-carbon transition market through the development of technology solutions that are high performance, low energy consumption, and use low-carbon emission materials. Continuously meet automotive market standards: Anticipate ensuring processes comply with the latest international regulations, establish standardized rapid response mechanisms, and maintain a long-term market entry advantage.	Increase in costs or cash outflows. - This period, to enhance the capability for Entering New Markets and Market Opportunity, a total of approximately NT\$6,987 thousand was invested in R&D and related management expenses, resulting in cash outflows from operating activities. - This period, due to the establishment of automated production lines, investments in fixed assets, and molds (non-current assets), resulted in cash outflows from investing activities of approximately NT\$2,044 thousand, with depreciation expenses allocated annually over the useful life. Increase in profits or cash inflows. - This period's results in the automotive market have led to an increase in operating cash inflows, positively contributing to profit and cash flows.	Increase in costs or cash outflows. - To enhance the capability for Entering New Markets and Market Opportunity, operating expenditures are expected to continue increasing, leading to cash outflows from operating activities. Overall financial risk remains within a manageable range. - Due to the continuous purchase of automated production line establishment, investments in fixed assets, and molds (increase in non-current assets), it is estimated that there will be cash outflows from investing activities, with depreciation expenses allocated annually over the useful life. Increase in profits or cash inflows. - Through the investment of R&D expenses, automated production line establishment, and investment in fixed assets and molds, it is expected that revenue growth from the automotive market will drive cash inflows from operating activities.

Note:

- For information on Primax and the value chain's mitigation measures and management concerning sustainability and natural environment-related risks, please refer to the "Primax 2025 Climate and Nature-Related Financial Disclosures Report" and this report's sections "**4 Environmental Sustainability and Net-Zero Transition**," and "**5 Responsible Supply Chain**."
- In 2025, the Group's net cash flows from operating activities were NT\$3,222,633 thousand, providing sufficient liquidity. It is expected that internal funds will be adequate to meet the needs for Green Operations expenses and capital expenditures without requiring additional financing, having no significant impact on the company's overall liquidity.
- 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.

4.1 Environmental Sustainability Vision and Policies **4.2 Climate-Related Financial Disclosures** 4.3 Climate Mitigation Action 4.4 Sustainable Product Design and Circular Innovation 4.5 Water Stewardship 4.6 Pollution Prevention and Control
4.7 Natural Assets and Biodiversity | Feature | Ecological Restoration Case Study

Overall, Primax's management measures for the key risks/opportunities related to the natural environment can be categorized into four main areas: Green Operations, Green Products, Eco-Design, and R&D-Driven Transformation. These initiatives have had no significant impact on Primax 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.

In 2025, the Group's total investment in four major management strategies was approximately NT\$113,511 thousand, representing about 3.99% of the net profit for the year, and has not yet had a significant impact on core operational performance. Besides affecting the operating expenses in the income statement and future depreciation costs, it also increased the carrying amount of non-current assets and caused changes in cash flows from operating and investing activities. The related investments are as follows:



Green Operations

including regulatory disclosure, climate management system setup, consultant/certification fees, Environmental Management system expenses, and PPA photovoltaic power purchase agreements. In 2025, the Group allocated approximately NT\$39,591 thousand as operating expenditures, primarily affecting the operating expenses item on the income statement and resulting in an increase in cash outflows from operating activities.



Green product

includes customers' green product demands (such as low-carbon materials, green packaging design, etc.) and the investment of related R&D expenses. In 2025, the Group allocated approximately NT\$15,755 thousand as operating expenditures, primarily affecting the operating expenses item on the income statement and resulting in an increase in cash outflows from operating activities.



Ecodesign

includes R&D personnel expenses, eco-design R&D expenses, and related training and project investments. In 2025, the Group allocated approximately NT\$46,895 thousand as operating expenditures, and additionally, due to the purchase of R&D equipment (non-current assets), capital expenditures increased by approximately NT\$2,239 thousand, reported under properties, plants, and equipment.

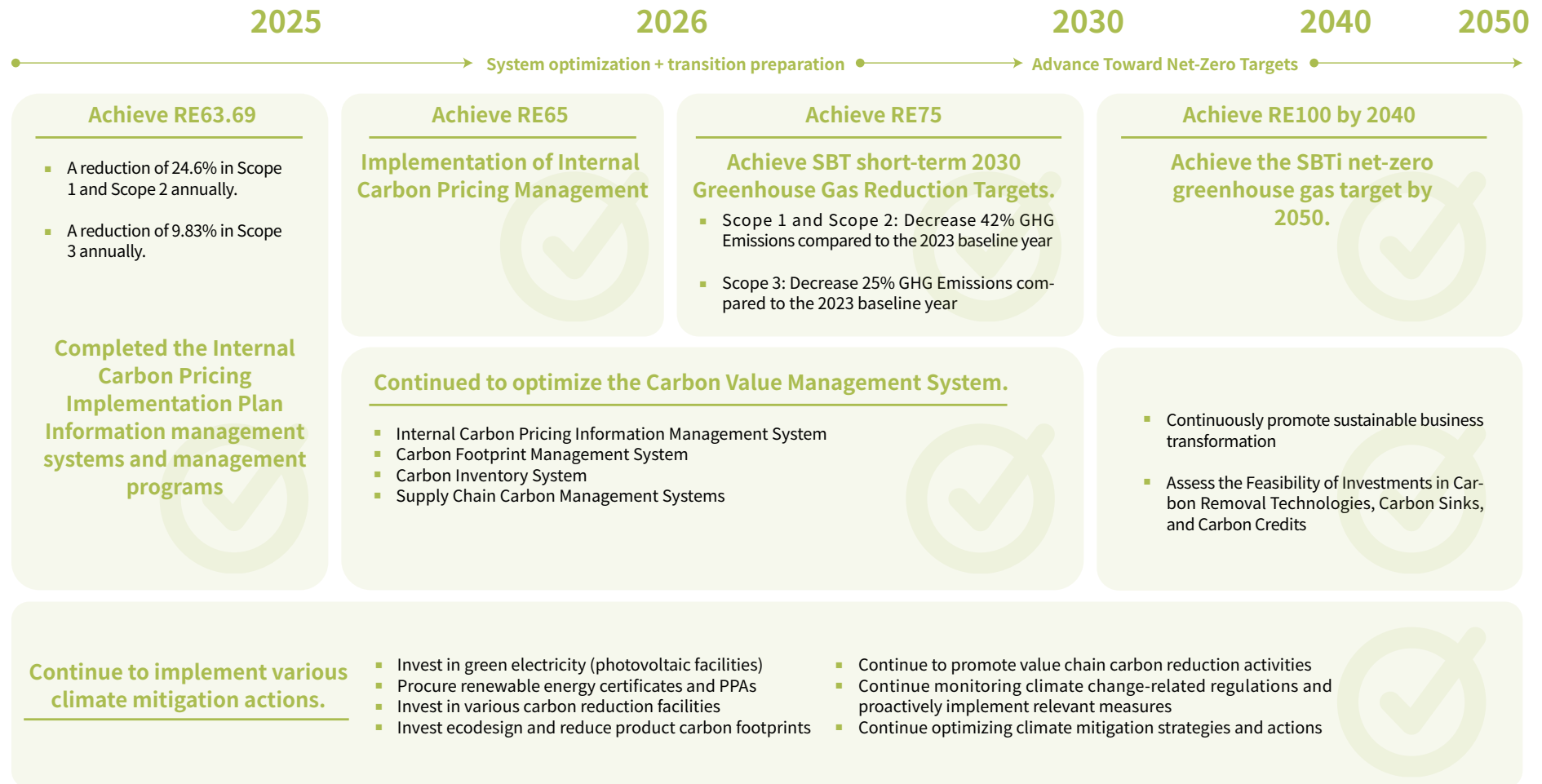


R&D-driven transformation

primarily for responding to new markets and automotive-related R&D inputs, the establishment of automated production lines, and tooling development expenses. In 2025, the Group allocated approximately NT\$6,987 thousand as operating expenditures, and additionally, due to the establishment of automated production lines, investments in fixed assets, and molds (non-current assets), capital expenditures increased by approximately NT\$2,044 thousand, reported under properties, plants, and equipment.

4.3 Climate Mitigation Action

● Achieving Net-Zero Commitments: Primax Group's SBT Net-Zero Roadmap



4.1 Environmental Sustainability Vision and Policies 4.2 Climate-Related Financial Disclosures **4.3 Climate Mitigation Action** 4.4 Sustainable Product Design and Circular Innovation 4.5 Water Stewardship 4.6 Pollution Prevention and Control 4.7 Natural Assets and Biodiversity | Feature | Ecological Restoration Case Study

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. For the residual carbon emissions outside the target, at present, we are in the planning stage. Below are potential development directions:

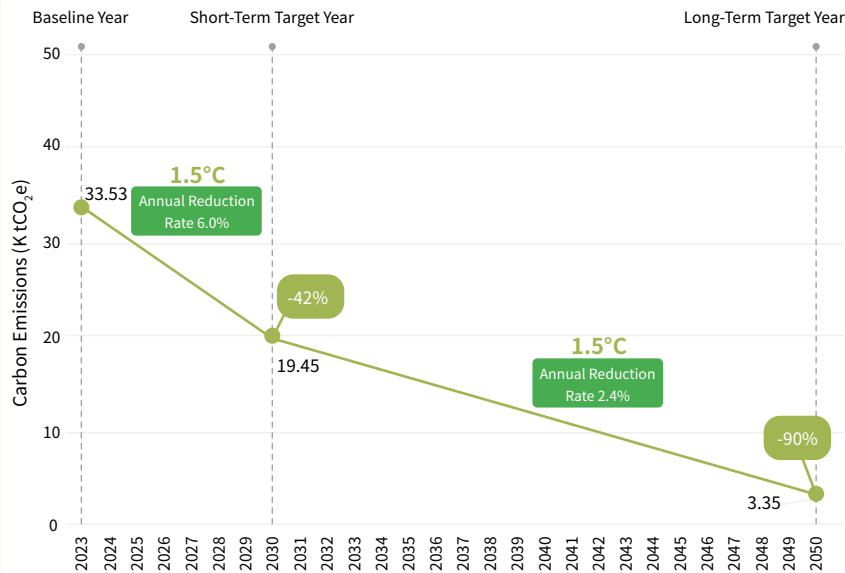
1 Invest in renewable energy devices from 2030 to 2040, and promote the implementation of natural carbon sinks within the supply chain.

2 Invest in carbon capture facilities from 2035 to 2045.

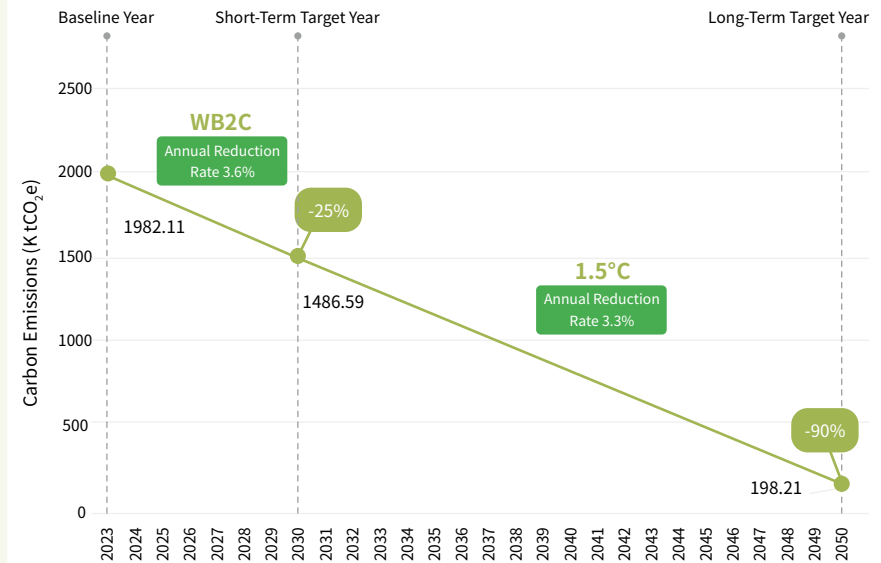
3 Begin purchasing carbon credits in 2045.

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 verification and ISO/TS 14067 product carbon footprint declaration.
- 2019**
 - Primax obtained its first ISO 14046 water footprint verification statement and ISO 50001 energy management system certification.
 - 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).
 - 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.
 - Primax Group was recognized as Leadership Level in the CDP Climate Change Questionnaire and Supplier Engagement Rating.
 - Primax submitted the SBT net-zero commitment letter.
- 2025**
 - Primax Group's net-zero target was approved by the SBTi.
 - Primax was named Leadership Level in the CDP Climate Change Questionnaire for the 3 consecutive years.
 - Primax Group was recognized as Leadership Level in the CDP Supplier Engagement Rating.
 - Continue publishing Primax Group's TCFD report.



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 this goal 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 in 2025, further developed the Group Carbon Value Management System and Product Carbon Footprint Management System to ensure the accuracy of organizational and product emissions data. In the same year, the Product Carbon Footprint System and Internal Carbon Pricing Management Information System were also completed. These systems ensure the accuracy of organizational and product emissions data, laying a critical foundation for the Group's ongoing carbon reduction initiatives.

Primax Group has formally launched Internal Carbon Pricing (ICP) management on January 1, 2026, as one of its core climate adaptation strategies, approved by the Board of Directors. Primax will continue to deepen its carbon management strategies, leveraging digital tools and data-driven approaches to implement internal carbon pricing management 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:**

1. Direct Emissions + Indirect Emissions: Scope 1 & Scope 2 (location-based)
2. Other Indirect Emissions: Scope 3, Category 1 Purchased Goods (Raw Materials) + Category 11 Use of Sold Products (>95% of indirect emissions based on 2024 ISO 14064 inventory data)

- **Basis for internal carbon pricing calculation :** Absolute carbon emissions

- **Internal carbon pricing rate :** Referencing the organization's external climate-related risks, differentiated pricing is established based on operational strategies, emission sources, and the degree of organizational controllability. The maximum internal carbon fee is approximately NT\$1,100 per metric ton of CO₂ (subject to adjustments based on carbon reduction and operational strategy needs).

- **Scope of implementation :** All business units and production sites across the Group

- **Carbon fund application plans :**

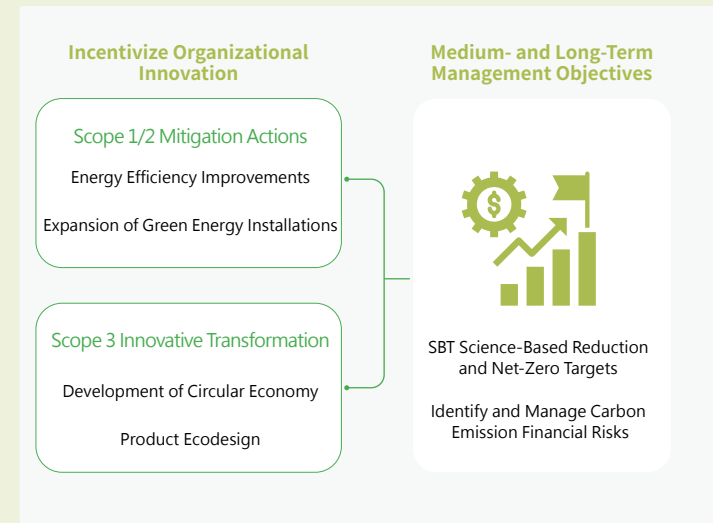
1. Investments in climate mitigation initiatives for green operations: Aimed at reducing the risk of exposure to external carbon pricing across different regions. This includes investments in green energy installations, low-carbon facilities, clean energy certificates, and low-carbon production technologies.
2. 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.

- **Internal carbon pricing implementation plan:**

3. Carbon pricing strategy and management framework confirmation: 2025
4. Information system adjustments: 2025
5. Internal carbon fee simulation and preparation: 2025
6. Full implementation of the internal carbon pricing system: 2026

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	2025 Performance	Short-Term Target	Medium-Term Target	Long-Term Target
Net-Zero Emissions	Scope 1+2(Market Base) Reduction percentage of emissions compared to the baseline year	33,462.0 metric tons CO ₂ e in 2023	18,653.6 metric tons CO ₂ e, reduced by 44.25%	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 ₂ e in 2023	1,902,527.6 metric tons CO ₂ e, decreased by 4.02%	7.1% reduction by 2025	25% reduction by 2030	90% reduction by 2050
Energy Conservation	Reduction of energy intensity	4.8397 GJ per million revenue ^{Note}	4.3947 GJ per million revenue, reduced by 9.20%	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	Not applicable ^{Note}	63.69%	Achieve 60% by 2025	Achieve 75% by 2030	Achieve 100% by 2040
Water Conservation	Reduction of water consumption	771.15 million liters ^{Note}	663.84 million liters, decreased by 13.92%	2% reduction	2% reduction	2% reduction
	Reduction of water intensity	2020 13.82 m ³ per million revenue	11.03 m ³ per million revenue, decreased by 20.18%	-	40% reduction by 2030	-
Waste	Reduction of waste generation	2,430.243 metric tons ^{Note}	2,142.003 metric tons, decreased by 11.86%	2% reduction	2% reduction	2% reduction

Note:

1. Energy intensity, water withdrawal, and waste generation are compared using a Rolling Base Year method, where the current year's figures are compared against the previous year to ensure the real-time nature and consistency of data comparison. The proportion of renewable energy usage refers to the percentage of renewable energy in total electricity consumption for that year, and therefore, a specific baseline year is not set for comparison.
2. Primax's net-zero targets follow the SBTi, so there are no separate greenhouse gas reduction targets set for Scope 2 (including location-based and market-based).

4.1 Environmental Sustainability Vision and Policies 4.2 Climate-Related Financial Disclosures **4.3 Climate Mitigation Action** 4.4 Sustainable Product Design and Circular Innovation 4.5 Water Stewardship 4.6 Pollution Prevention and Control
4.7 Natural Assets and Biodiversity | Feature | Ecological Restoration Case Study

● 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 2025, total renewable energy usage reached 45,429,752 kWh, accounting for 63.69% of total electricity consumption and 61.84% 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:

2021–2025 Primax Group Energy Consumption Statistics

Unit: GJ

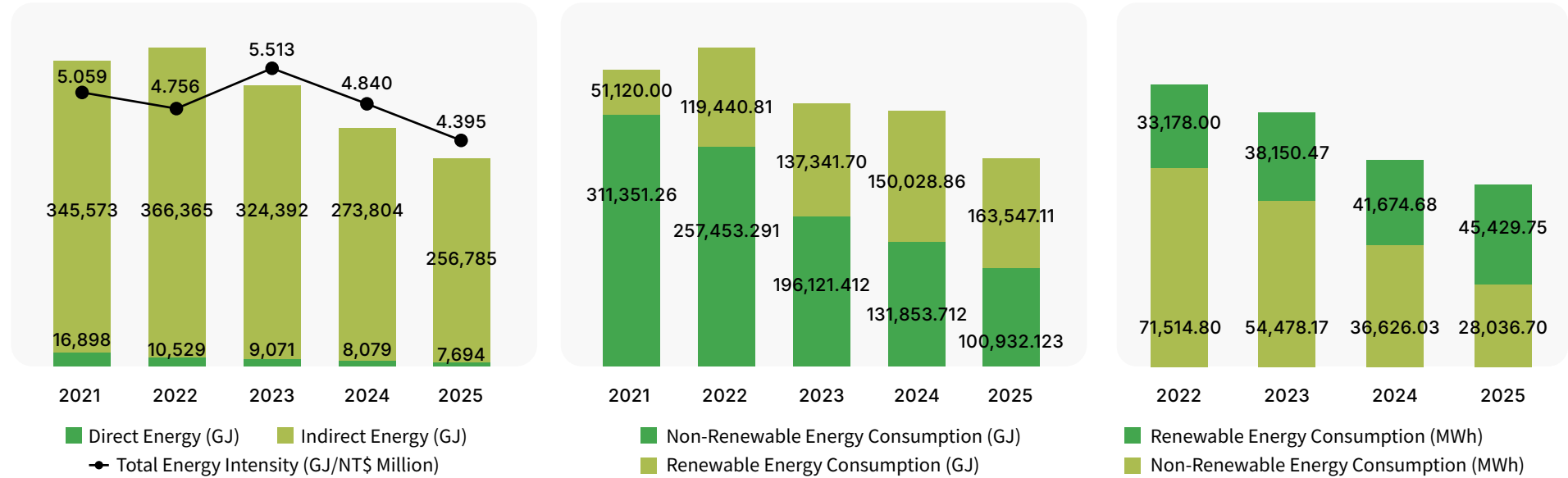
Energy Item		2021	2022	2023	2024	2025	Compared to Previous Year
Non-Renewable Energy Source	Liquefied Petroleum Gas	2.912	1.456	0	0	0	-
	Natural Gas	9,715.255	7,945.680	8,185.299	7,482.655	7,162.137	-4.28%
	Diesel	6,459.917	1,940.968	326.842	319.852	355.020	11.00%
	Gasoline	719.842	641.038	558.747	276.277	177.221	-35.85%
	Electricity	294,453.334	246,924.149	187,050.524	123,774.928	93,237.745	-24.67%
Renewable Energy Source	Electricity – I-REC / GEC / GO	51,120.000	117,396.000	130,716.000	126,954.000	134,640	6.05%
	Electricity – Self-Generated Solar	0	1,305.710	4,556.322	4,284.770	4,493.938	4.88%
	Electricity – Solar PPA	0	739.102	2,069.374	18,790.085	24,413.170	29.93%
Total Energy Consumption		362,471.261	376,894.102	333,463.108	281,882.567	264,479.230	-6.17%
Energy consumption intensity (Unit: GJ/NT\$ Million)		5.059	4.756	5.513	4.840	4.395	-9.20%

Note:

- Information Sources: Electricity and natural gas data are based on the monthly utility bills of each facility; natural gas, diesel, and gasoline are primarily based on actual consumption records.
- 2025 Calorific Value Coefficient References: Taiwan – Energy Administration "2025 Revised Lower Heating Values of Vehicle Gasoline/Diesel"; 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.
- 2025 Calorific Values: Electricity: 1 kWh = 3,600 kJ. Natural Gas: Mainland China = 9,310 kcal/M³. Diesel: Taiwan = 8,629 kcal/L; Mainland China = 10,200 kcal/kg; Thailand = 8,710 kcal/L; Czech Republic = 8,147.9 kJ. Gasoline: Taiwan = 7,520 kcal/L; Mainland China = 10,300 kcal/kg; Czech Republic = 7,403.36 kJ.

4.1 Environmental Sustainability Vision and Policies 4.2 Climate-Related Financial Disclosures 4.3 Climate Mitigation Action 4.4 Sustainable Product Design and Circular Innovation 4.5 Water Stewardship 4.6 Pollution Prevention and Control
4.7 Natural Assets and Biodiversity | Feature | Ecological Restoration Case Study

Primax Group Energy Consumption Statistics



Energy consumption in 2025 decreased by **6.17%** 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.

4.1 Environmental Sustainability Vision and Policies 4.2 Climate-Related Financial Disclosures **4.3 Climate Mitigation Action** 4.4 Sustainable Product Design and Circular Innovation 4.5 Water Stewardship 4.6 Pollution Prevention and Control
4.7 Natural Assets and Biodiversity | Feature | Ecological Restoration Case Study

In 2025, Primax Group's Scope 1 and 2 greenhouse gas emissions amounted to 18,653.6 metric tons CO₂e per year (market-based), representing a reduction of approximately 44.25% compared to the 2023 baseline year of 33,462 metric tons CO₂e per year. In 2025, Primax Group passed the review of its SBT net-zero targets, resetting the Group's greenhouse gas reduction targets and continuing to challenge and set higher standards for itself on the path to net-zero. 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.

2025 Primax Group Greenhouse Gas Emissions by Category

Unit: metric tons CO ₂ e/year							
	CO ₂	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃
Scope 1+2 (Market Base)	14,707.4794	534.2256	0.6365	3,411.2545	0	0	0
							18,653.596

2021–2025 Primax Group Greenhouse Gas Emissions Statistics

Unit: metric tons CO ₂ e/year						
GHG Category	2021	2022	2023	2024	2025	Compared to Previous Year
Scope 1	4,900.119	4,646.228	4,974.124	7,386.900	4,386.996	-40.61%
Scope 2 (Market Base)	65,289.212	37,789.468	28,487.855	17,352.141	14,266.601	-17.78%
Scope 1+2 (Market Base)	70,189.331	42,435.696	33,461.979	24,739.041	18,653.596	-24.60%
Scope 2 (Location Base)	76,816.651	56,236.548	48,273.440	35,237.796	32,123.173	-8.84%
Scope 1+2 (Location Base)	81,716.771	60,882.776	53,247.564	42,624.696	36,510.168	-14.35%
Scope 1+2 Emissions Intensity (Market Base) (Unit: metric tons CO ₂ e / NT\$ million)	0.980	0.536	0.553	0.425	0.310	-27.03%

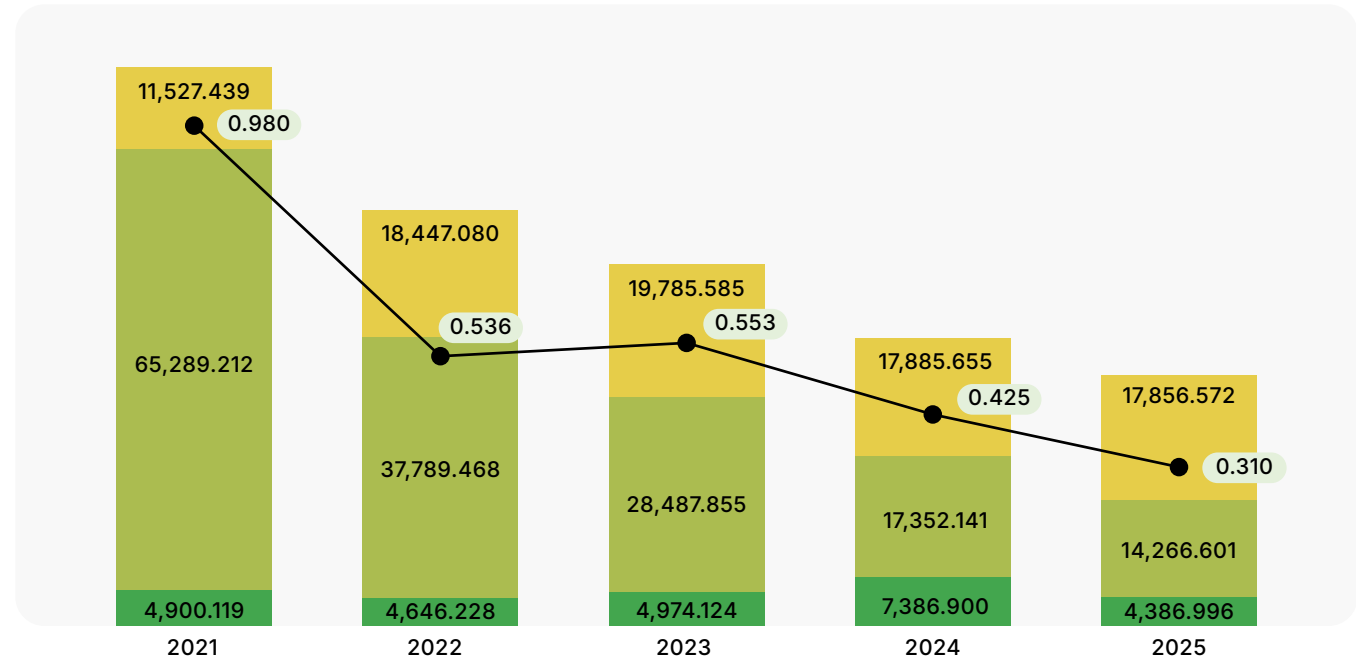
Note:

- 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 2025, the sources for Taiwan's greenhouse gas emissions conversion factors and electricity emission factor include the Ministry of Environment's announcement on the "114th Year Lower Heating Values for Vehicle Gasoline, Diesel, Liquefied Petroleum Gas, and Natural Gas" and the "113th Year Greenhouse Gas Emission Factors." The purchased electricity emission factor followed the latest factor announced by the Ministry of Economic Affairs for the 113th year (Taiwan = 0.474 kg CO₂e/kWh).
- In 2025, 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 31, 2025, regarding the 2023 electricity CO₂ emission factor (China = 0.5306 kg CO₂e/kWh (Location base), 0.6096 kg CO₂e/kWh (Market base)); the Thailand Greenhouse Gas Management Organization, 2025 announcement (Thailand = 0.475 kg CO₂e/kWh); and the Ministry of Industry and Trade of the Czech Republic, 2024 announcement (Czech Republic = 0.340 kg CO₂e/kWh).
- There will be no biogenic carbon dioxide emissions in 2025.

4.1 Environmental Sustainability Vision and Policies 4.2 Climate-Related Financial Disclosures 4.3 Climate Mitigation Action 4.4 Sustainable Product Design and Circular Innovation 4.5 Water Stewardship 4.6 Pollution Prevention and Control 4.7 Natural Assets and Biodiversity | Feature | Ecological Restoration Case Study

2021–2025 Primax Group Greenhouse Gas Emissions Statistics

Scope 1 ■
 Scope 2 (Market Base) ■
 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 covered all production sites, and the categories included employee commuting, capital goods, and end-of-life treatment of sold products.

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, according to the 2023 Scope 3 inventory data, where Categories 1, 3, and 11 account for 95.6% of the total Scope 3 emissions. 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.

4.1 Environmental Sustainability Vision and Policies 4.2 Climate-Related Financial Disclosures **4.3 Climate Mitigation Action** 4.4 Sustainable Product Design and Circular Innovation 4.5 Water Stewardship 4.6 Pollution Prevention and Control
4.7 Natural Assets and Biodiversity | Feature | Ecological Restoration Case Study

2023~2025 Primax Group Other Indirect Greenhouse Gas Emissions Statistics

			Unit: metric tons CO ₂ e/year		
Category / GHG Protocol	Category Description	Covered Sites	2023 GHG Emissions	2024 GHG Emissions	2025 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	1,513.1690
Category 3 / C9	Downstream Transportation and Distribution	Primax (Dongguan, Chongqing, Thailand); Tymphany (Huizhou, Dongguan, Dongcheng, Thailand, Czech Republic)	1,461.7402	833.0021	1,028.2544
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	1,888.6831
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	5,315.5154
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	894,026.2715
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	629.9205
Category 4 / C2	Capital Goods	Tymphany (Czech Republic)	29.1246	321.5668	123.4274
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	7,377.1651
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	1,001,124.1404
Category 5 / C12	End-of-Life Treatment of Sold Products	Tymphany (Czech Republic)	502.3027	587.2986	15.5513
Scope 3 (C1+C3+C11) GHG Emissions			1,982,111.274	2,109,981.715	1,902,527.577

Note: In the Greenhouse Gas Inventory for Scope 3 items, considering the principle of material emission identification, emissions from Categories 8, 10, 13, 14, and 15 were not significant and therefore not disclosed.

● Green Energy Transition and Decarbonization Actions

In 2025, total renewable energy usage reached **45,429,752 kWh**, accounting for **63.69%** of total electricity consumption and **61.84%** of total energy consumption.



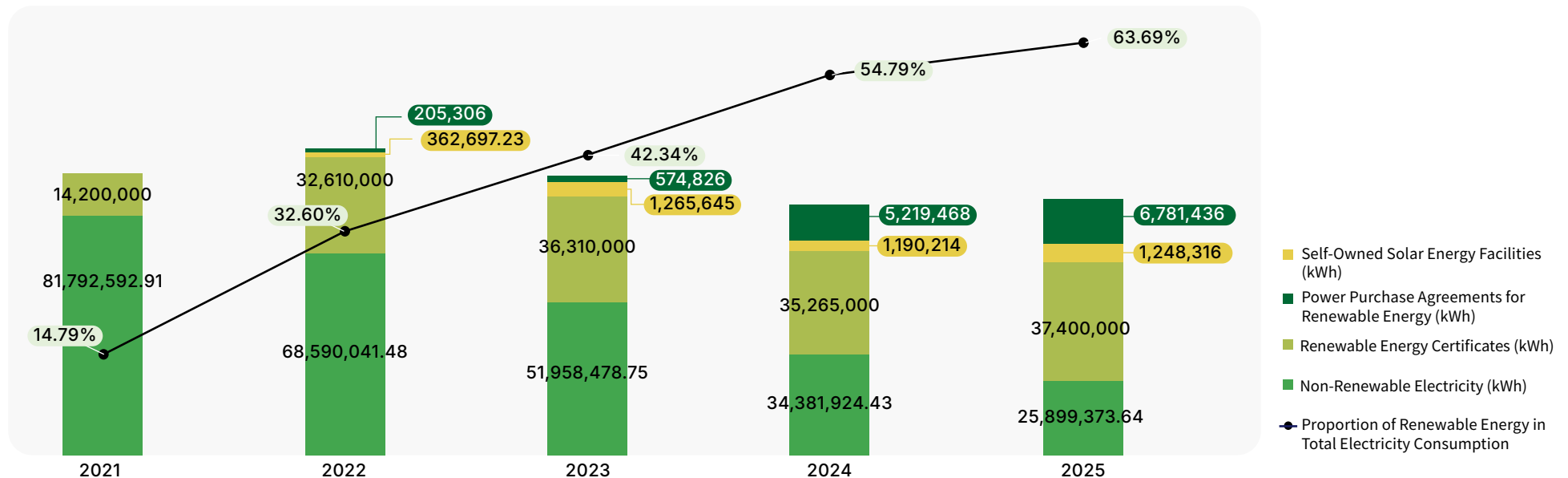
Renewable Energy Usage

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 2025, Primax (Dongguan), Primax (Chongqing), Primax (Kunshan), Tymphany (Dongguan), Tymphany (Huizhou), Primax (Thailand), Tymphany (Thailand), and Tymphany (Czech Republic) will purchase renewable energy certificates (GECs, I-RECs, and EECS GOs). Additionally, Primax (Dongguan), Primax (Chongqing), Primax (Thailand), Tymphany (Huizhou), and Tymphany (Thailand) will directly utilize electricity generated from solar energy systems.

- **Renewable Energy Certificates** : Since 2019, Primax has purchased renewable energy certificates. In 2025 alone, 37,400,000 kWh were purchased, bringing the cumulative total to 164,740,000 kWh.
- **Power Purchase Agreements for Renewable Energy** : In 2025, 6,781,436 kWh of renewable electricity were procured through power purchase agreements.
- **Self-used solar energy** : In 2025, self-owned solar energy facilities produced 1,248,316 kWh for internal use.

Primax Group Renewable Energy Usage Statistics



Energy Conservation Action Plan

To enable all operational sites to use energy more efficiently, we explore a variety of energy conservation technologies and management 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 2025, specific measures included installing self-owned solar energy facilities, replacing air conditioning and lighting devices with energy-efficient models, adopting behavioral changes, replacing air compressors with variable-frequency models, and replacing water pumps with permanent magnet variable-frequency versions. In 2025, these actions resulted in electricity savings of 1,702,788 kWh, energy savings equivalent to approximately 6,130 GJ, and an estimated reduction of about 3,563 metric tons CO₂e.

Note: 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.



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 ₂ 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
2025	21	2.61	1,702,788	6,130	3,563
2022 ~ 2025 Cumulative Performance		49.46	12,842,886	46,234	14,945

Note:

1. Purchased electricity emission factors: Taiwan = 0.474 kg CO₂e/kWh; China = 0.5306 kg CO₂e/kWh; Thailand = 0.475 kg CO₂e/kWh; Czech Republic = 0.340 kg CO₂e/kWh
2. 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 2025, the procurement value of eco-labeled products reached NT\$47,141 thousand, accounting for 45.55% of total procurement.

4.4 Sustainable Product Design and Circular Innovation



Sustainable Product Design and Circular Innovation

Material Topic: Product Health and Safety



Purpose and Importance of Management

Product design is a key driver in creating long-term value and enhancing brand image. Primax follows international quality management systems and strict material specifications to ensure that 100% of its products comply with regulatory and safety standards. As the market's emphasis on environmental protection and corporate responsibility continues to grow, we incorporate "Sustainable Product Design and Circular Innovation" into our core management principles to deepen customer trust and enhance competitiveness.

During the R&D process, in addition to considering functionality, cost, and sales, we comprehensively focus on managing hazardous substances throughout the product life cycle, environmental impact, and resource efficiency, while actively enhancing the value of product recycling and reuse. This is not just an environmental commitment; it is an important management strategy for reducing costs, stabilizing the supply chain, and creating competitive advantages.

Prevention/Remediation Mechanisms

Primax understands that Sustainable Product Design and Circular Innovation have transcended traditional compliance and entered the competitive core of industry innovation. To achieve this goal, we have established a comprehensive management mechanism covering product development, validation, supplier integration, and production, ensuring compliance with Product Health and Safety requirements. Primax has established an "Ecodesign Committee" comprising senior management to promote comprehensive ecodesign capabilities from three major aspects: strategy planning, technology development, and standards establishment. This includes implementing "Product Life Cycle Environmental and Carbon Footprint Analysis," "Product Ecodesign Technology Development Pathways," "Value Chain Low-Carbon Innovative Materials Collaboration Projects," "Ecodesign-Related Patent and Innovation Awards," and "Ecodesign-Related Information Management Systems." At the same time, we have established a professional organization to monitor regulations and international initiative trends over the long term. Through cross-unit collaboration and Internal education and training, we internalize sustainable concepts into the organizational culture, ensuring that Sustainable Product Design and Circular Innovation become Primax's long-term core competitive advantage.

GRI: Customer Health and Safety (416-1~416-2)
SASB: Product Life Cycle Management
S&P CSA: Product Management Responsibility

Short-term Indicators/Goals (1–3 years)	Performance in 2025	Medium- and Long-term Indicators/Goals (Over 3 years)
Expand the coverage of Product Life Cycle Assessment (LCA) inventory and improve the environmental impact database.	☑	- Achieve automated LCA assessment for the entire product line and utilize the data for product competitiveness analysis. - Establish a stable green supply chain and develop a circular business model for product recycling and regeneration. - Fully implement Low carbon design principles to achieve a significant Product Life Cycle carbon neutral contribution. - Establish internal health and safety standards that exceed regulatory requirements to enhance brand trust value.
Increase the proportion of recycled plastics in the group, promoting the material recycling of key components.	☑	
Implement low-carbon design for key product lines to reduce product carbon footprints.	☑	
Enhance the professional capability of the R&D system in green design and implement eco-design standards.	☑	
Continue to inject resources into Green Product Design, accelerating the market introduction of sustainable products.	☑	
Maintain the highest compliance standards with Product Health and Safety regulations to ensure zero incidents of non-compliance.	☑	

Note: ☑ Target Achieved ⚡ Progressing Toward Target ☒ Target Not Achieved

Specific Actions in 2025

- Completed life cycle assessments (LCA) for 18 core products, expanding the coverage of product carbon footprint assessment.
- Strengthen foundational capabilities in low-carbon design by allocating dedicated resources to implement product carbon reduction projects, ensuring the integration of environmentally friendly solutions during the R&D phase to achieve the annual low-carbon product design targets.
- Continuously increase the proportion of Post-Consumer Recycled (PCR) plastics used in products, and strictly implement Full Material Disclosure (FMD) management to ensure the safety and compliance of materials from the source.
- Through product design optimization and improvements in production technology, we streamlined the process time investment to maximize production and manufacturing efficiency while ensuring product security and health.

2025 Performance Management Outcomes

- Continued to optimize the product carbon footprint management information system and completed life cycle assessments (LCA) of the carbon footprint for 18 major products.
- Primax Group's use of Post-Consumer Resin (PCR) increased by 139.63% compared to the previous year.
- Primax Group's Post-Consumer Resin (PCR) accounted for 16.46% of all plastics used by weight.
- Invested NT\$69.46 million in green product design during the year.
- Primax Group had no incidents of non-compliance with health and safety regulations or voluntary codes related to its products and services.

Explanation of Quantitative Impact Measurement Methods

- Affected External Stakeholders: End users, brand customers, environmental ecosystem
- Impact Description: If the product contains hazardous substances or design defects, it may lead to health damage to users and environmental pollution, triggering product recall risks.
- Quantitative method for measuring impact: The company uses the rate of compliance for hazardous substance testing (RoHS/REACH) and the number of product recalls as the foundation for quantitative measurement. Through implementing full life cycle management from R&D material selection, introduction of PCR recycled materials, to halogen-free processes, we ensure that products are 100% compliant with international safety standards. This action not only effectively decreases the exposure risks of chemicals to the environment and public health, reducing the potential burden on the healthcare system, but also extends the product use cycle through high quality and high reliability, thereby reducing the generation of electronic waste from the source and consequently lowering the overall environmental management costs for society.

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 2025, the Group will further integrate 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

- Continued to optimize the product carbon footprint management information system in 2025 and completed life cycle assessments (LCA) of the carbon footprint for **18** 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.

The Group continues to deepen the application of the Carbon Value Management System, using product carbon footprint assessments as the core foundation for promoting low-carbon design. In 2025, we continued to expand the assessment scope and completed life cycle assessments (LCA) for 18 major products. The scope covered a diverse range of items including mice and keyboards (wired, wireless, and gaming), keyboard modules, wireless charging products, game controllers, docking stations, surveillance cameras, body-worn cameras, multifunction printers, thermal printers, Bluetooth speakers, soundbars, and professional audio equipment. The assessment scope's revenue coverage significantly increased from 51% last year to 70%.

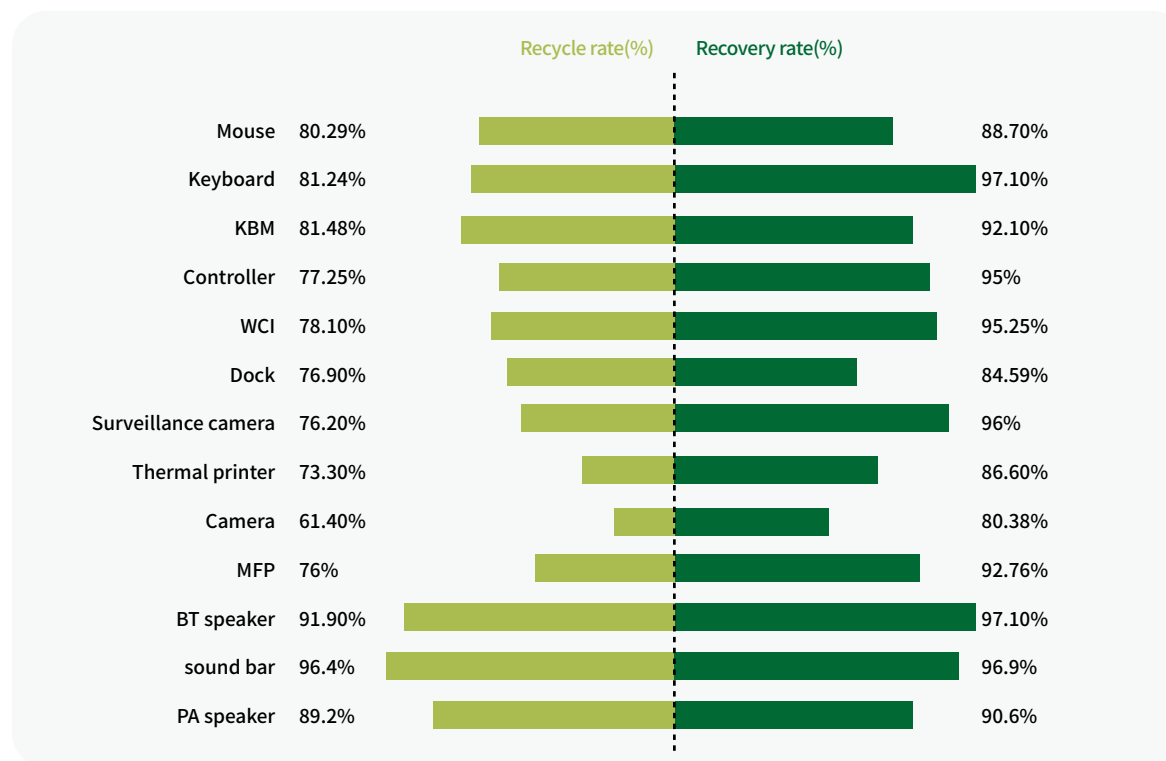
Through detailed data analysis of stages including raw materials, manufacturing, product energy consumption, transportation, and waste treatment, we can more accurately identify carbon reduction hotspots. To further enhance decision-making efficiency at the R&D end, the company plans to complete the development of a real-time carbon footprint reporting system for all mass-produced products by 2026. Through automated data integration, this will provide real-time support for the design units in the analysis and optimization during the ecodesign and low-carbon design phases, fulfilling the commitments to reduce carbon emissions throughout the product's entire life cycle.

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 2025, 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.

4.1 Environmental Sustainability Vision and Policies 4.2 Climate-Related Financial Disclosures 4.3 Climate Mitigation Action **4.4 Sustainable Product Design and Circular Innovation** 4.5 Water Stewardship 4.6 Pollution Prevention and Control 4.7 Natural Assets and Biodiversity | Feature | Ecological Restoration Case Study

Product Life Cycle Stages	Green Design Achievements
Raw Materials	Primax Group used Post-Consumer Resin (PCR) plastics, with 3,540.676 metric tons of recycled plastics and 17,964.998 metric tons of non-recycled plastics consumed in 2025. Recycled plastics accounted for 16.46% of all plastics used by weight, approximately decreasing CO ₂ e emissions by 11,514.943 metric tons.
Production and Manufacturing	Through product design improvements and advances in manufacturing technologies, production hours for keyboard modules and audio systems products were reduced compared with 2024, resulting in approximately 755,700 hours saved and a total of approximately 1,311 metric tons CO ₂ e emissions were reduced.
End-of-Life Recovery	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%. As shown in the disassembly analysis report to the right, this can reduce waste generated after disposal.



Note: The values in the table are based on the test results of sampled representative models in each Product Category, showing the maximum and minimum range of their recycle rate and recovery rate, respectively.

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 carbon emission factor 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.

4.1 Environmental Sustainability Vision and Policies 4.2 Climate-Related Financial Disclosures 4.3 Climate Mitigation Action 4.4 Sustainable Product Design and Circular Innovation 4.5 Water Stewardship 4.6 Pollution Prevention and Control 4.7 Natural Assets and Biodiversity | Feature | Ecological Restoration Case Study

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. Through regular discussions led by the Ecodesign Committee, Primax Group's Chief Technology Officer and the ESG Office guided R&D leaders from various business units to explore green product design trends and opportunities to launch internal eco-design projects. They continuously promote the development of various low-carbon product projects for Primax Group to meet customer expectations and the organization's long-term net-zero goals.

Green Product Design

Primax Group continues to strengthen its foundational capabilities in ecodesign and low-carbon design and has 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, incorporating this into the performance management and reward mechanisms for R&D leadership, thereby enhancing the effectiveness of promoting low-carbon product design projects and reducing the carbon emission impact over the Product Life Cycle.

In 2025, 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.

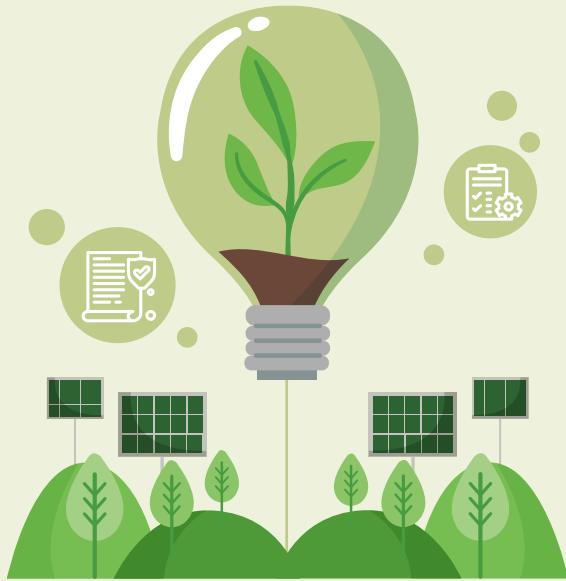
Low-Carbon Design Projects

Carbon Reduction Benefits Statistics

Product Image	Project Name	Original Carbon Footprint (KgCO ₂)	Summary of Key Carbon Reduction	New Design Carbon Footprint (KgCO ₂)	Carbon ReductionRate
	Wireless Mouse	2.0996	Low-carbon material substitution and improve power consumption	1.6317	22.29%
	Keyboard Module	0.4588	Use of recycled materials and low-carbon material substitution	0.3638	20.71%
	Haptic trackpad	2.7759	Light Weight Design , Optimize the integrated solutions , reduce component quantity and processing time	2.0231	27.12%
	Intelligent scanning module	202.189	Use of recycled materials and low-carbon material substitution Energy-efficient design reduces energy consumption. Weight reduction of materials	172.445	14.71%
	Smart Camera	721.0937	Implement IR strobe mode for power saving	293.7697	59.26%

● 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 environmental protection 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. At present, there are a total of 69 prohibited substances and 19 restricted substances. Through coordinated oversight by multiple departments, including Environmental Health and Safety, Production, Green Product, and Product R&D, the use of products is managed at different stages.



Level I – Prohibited Substances

Substances prohibited by law



Level II – Restricted Substances

Substances restricted by
Primax and Primax customers



Level III – Controlled Substances

Substances that are likely to be
banned in the future or designated
for investigation and research
purposes only

Hazardous Substance Phase-Out Achievements and Plans

In 2023, Primax included the nine chemical substances identified as priority chemicals under the RBA Industry Focus Process Chemicals Policy in its chemical inventory management program and fully prohibited their use by the end of 2023. Currently, all raw materials and auxiliary materials used by the Group comply with the relevant requirements.

In 2024, the Group will initiate an investigation into per- and polyfluoroalkyl substances (PFAS) and progressively reduce the use of non-polymeric PFAS, aiming for completion by 2026. By the end of 2025, the proportion of item numbers containing PFAS accounted for 1.95%, all in compliance with legal requirements. Additionally, to reduce VOCs emissions, for processes where the use of adhesives is unavoidable, Primax will continuously implement design optimization solutions to proactively reduce the use of high-volatility adhesives.

VOCs Source Reduction Plan and Performance

Due to the requirement of using adhesives containing VOC components in the production process of certain audio products, Primax has formulated a "Glue Source Reduction Management Plan" for high-consumption products to align with international trends and decrease environmental impact injuries. Led by the product R&D unit, green design guidelines are established to control and decrease usage from the source. Through annual reviews of the types and amounts of adhesives used, the goal of VOC reduction driven by the "design end" is implemented.

Analysis Item	2022	2023	2024	2025	2025 vs 2022
Number of Types of Glue (Number of Part Numbers)	47	20	20	19	-60%
Total Glue Usage Weight (Kg)	18,487	10,587	12,692	12,010	-35%

Primax Group Green Product Management Platform

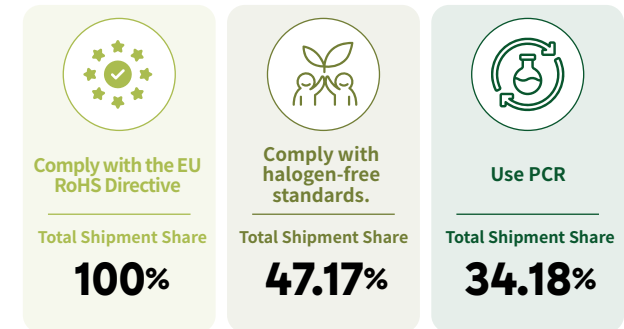
To implement effective source control, Primax utilizes a Product Data Management (PDM) system as its core platform, integrating GP Portal®, SAP®, and other information systems to build a comprehensive management infrastructure. This approach effectively reduces operational costs and improves processing 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 2025, 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. Revenue generated from products subject to regulations governing hazardous substances accounted for 0% of the Primax Group's total revenue.

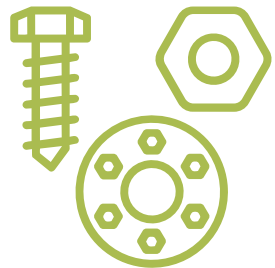
Primax Group's hazardous substance management system is divided into two major categories: primarily to fully comply with the EU RoHS Directive; secondly, to further align with international low chemical impact trends and achieve halogen-free standards. In addition, to implement the vision of a circular economy, we actively increase the percentage of recycled materials (PCR) used in products.



Note:

1. Total Shipment Share = (Shipment volume of each product category meeting RoHS/halogen-free requirements/Use PCR) ÷ Total Shipment Volume.
2. Halogen-free: Cl < 900 ppm, Br < 900 ppm, Cl+Br < 1,500 ppm.

Primary Composition of Primax Products

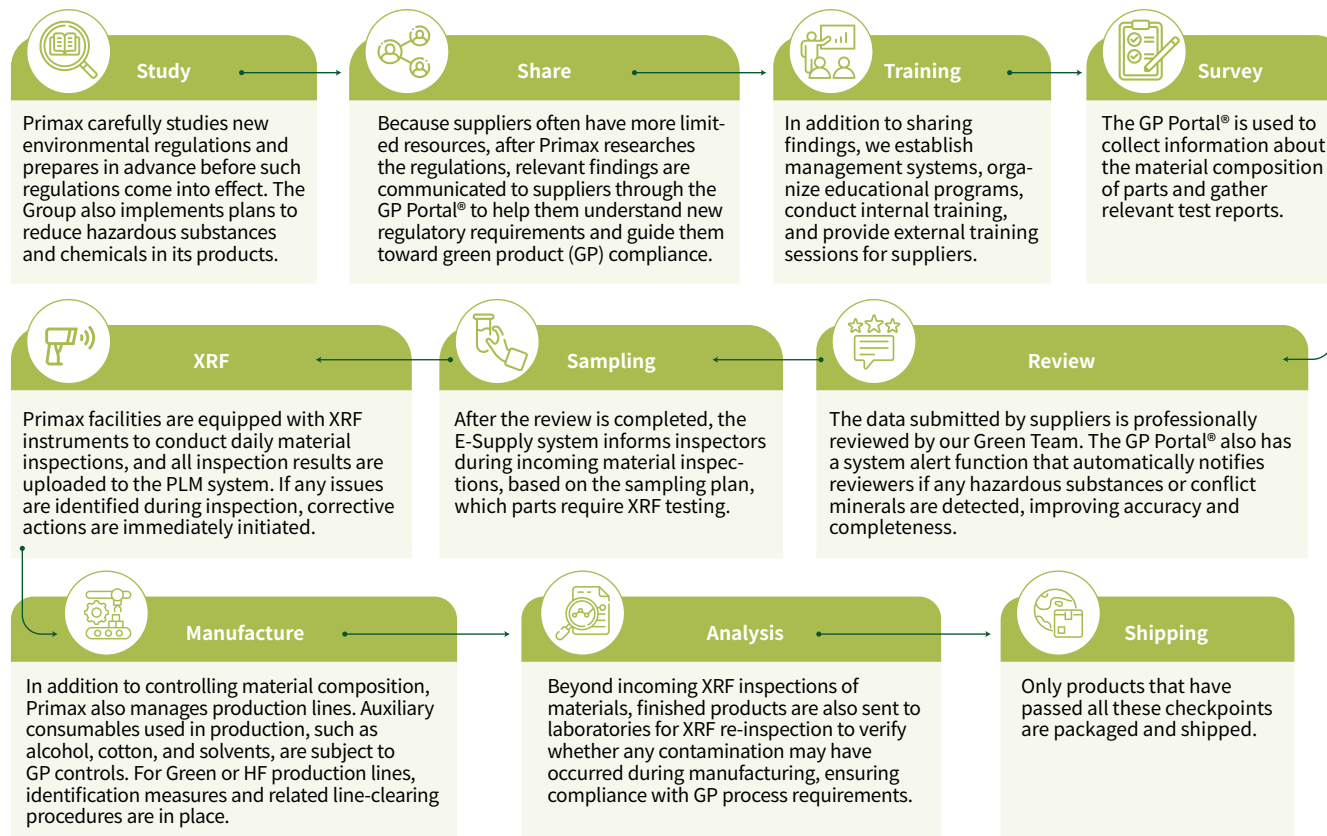


Component	Main Material	Remarks
Electronic Components	epoxy 、PCB 、bond wire 、resin 、Silicone compound 、Sn 、Cu 、Au	Conflict minerals contained
Mechanical Parts	PC, ABS, PP, iron alloys, aluminum alloys, copper alloys, PE, rubber	Conflict minerals contained
Cables	PVC, copper wire, PS	Conflict minerals 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 ten major operational 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 2025, the Group conducted water stress risk assessments for 22 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 Primax 2025 Climate and Nature-related Financial Disclosures Report.

In 2025, the Primax Group's total water consumption was 663,843 m³, and its water intensity was 11.03 m³ per million NTD of revenue. This represented a 13.92% decrease compared with 2024 and a 20.18% reduction from the 2020 baseline year. 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 2025, the total volume of reclaimed tap water reached 52.04 million liters, accounting for 7.84% of the Group's water consumption. This approach reduces raw water withdrawals and wastewater generation, thereby lowering environmental impacts.

2021–2025 Primax Group Water Consumption Statistics

Site		2021	2022	2023	2024	2025	Compared to Previous Year
Water Withdrawal		916.32	871.67	780.60	771.15	663.84	-13.92%
Water Discharge	Domestic Wastewater	495.48	515.25	424.23	447.80	385.28	-13.96%
	Industrial Wastewater	56.05	53.67	28.73	17.76	6.13	-65.48%
Water Consumption		364.79	302.75	327.64	305.60	272.43	-10.85%
Reclaimed Water Volume		16.73	35.88	39.42	57.35	52.04	-9.26%
Water Recycling Rate (%)		1.83%	4.12%	5.05%	7.44%	7.84%	5.38%
Water Intensity		12.79	11.00	12.90	13.24	11.03	-16.69%

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) and Tymphany (Shenzhen) Office, only water withdrawal data is collected.
3. Water Consumption = Water Withdrawal - Water Discharge.
4. Water intensity unit: M³ per million NT\$
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. The refrigerants used in newly purchased computer room air-conditioning systems and utilities have been replaced with environmentally friendly alternatives. Replace old devices with environmentally friendly refrigerants before 2030.
- 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 2025, 100% of all gaseous emissions from Primax Group complied with regulatory standards. To further control VOCs emissions, in addition to ensuring the effectiveness of exhaust treatment equipment, Primax plans to address emissions at the source by developing additional VOCs reduction programs at major sites. For production sites subject to VOCs regulatory requirements, VOCs emissions in 2025 amounted to 1,488 kg^{Note}.

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

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 2025, Primax Group effectively managed all categories of waste, with no significant waste leakage incidents. All disposal methods fully complied with applicable local regulations.

2025 Primax Group Waste Consumption Statistics Table

Unit: metric tons

		Direct Disposal				Transferred for Treatment			
	On-Site Temporary Storage	Incineration (Including Energy Recovery)	Incineration (Excluding Energy Recovery)	Landfilling	Other Disposal	Recycling	Other Recovery Operations (Physicochemical Treatment)	Other Recovery Operations	Total
Hazardous Waste	0.213	23.629	14.182	3.086	0	26.587	0	0	67.697
Non-Hazard- ous Waste	0	104.183	624.212	271.473	0	1,048.517	0	25.921	2,074.306
Total	0.213	1,040.765				1,101.025			2,142.003
Waste Intensity									0.0356

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.

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 2025, the total waste amounted to 2,142.003 metric tons, decreased by 11.86% compared to the previous year. Waste intensity decreased by 14.70% compared to 2024. By disposal method, 1,040.765 metric tons were directly disposed of (comprising 40.897 metric tons of hazardous waste and 999.869 metric tons of non-hazardous waste). An additional 1,101.025 metric tons were transferred for treatment (comprising 26.587 metric tons of hazardous waste and 1,074.438 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 2025, Primax Group effectively managed all categories of waste, with no significant waste leakage incidents. All disposal methods fully complied with applicable local regulations. In 2025, all major manufacturing sites successfully achieved UL 2799 **Zero Waste to Landfill** validation.

● 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 2025, the Group's environmental protection expenditures included pollution prevention, resource conservation, waste treatment, and environment-related management costs, totaling NT\$159,898,538.

4.7 Natural Assets and Biodiversity

Biodiversity Policy

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

1

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

2

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

3

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

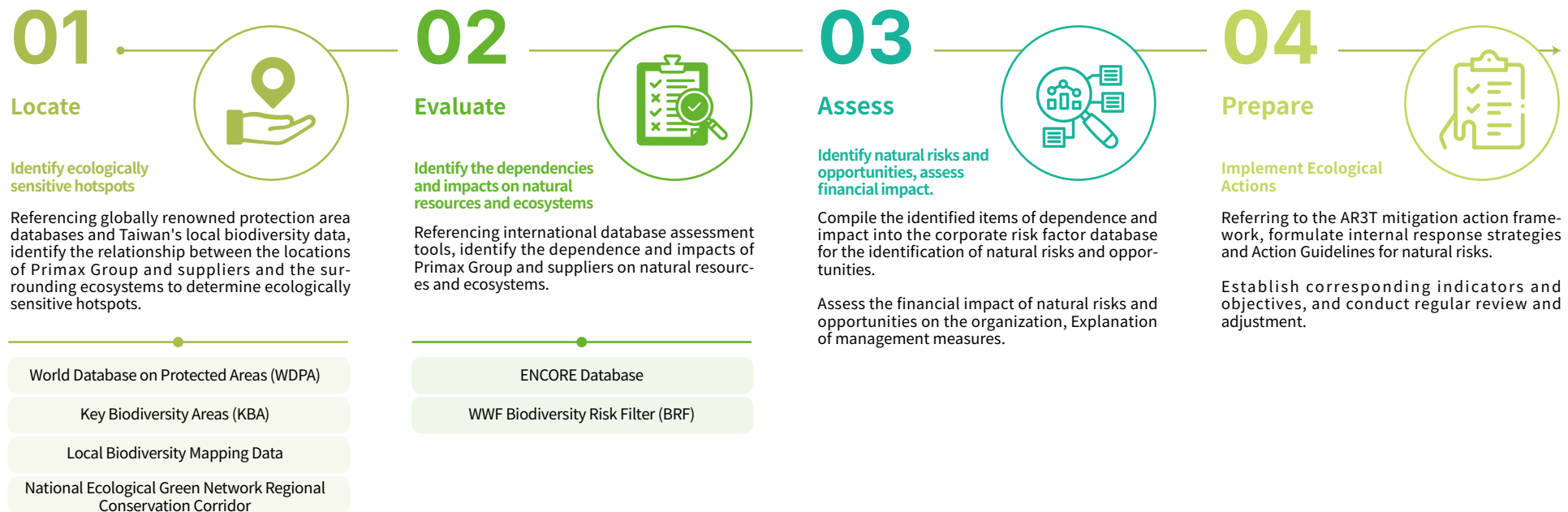


● Natural Risk Management and Action

Natural resources and biodiversity are the foundation for maintaining a company's sustainable operations. Facing the dual challenges of climate change and ecosystem degradation, the company proactively integrates natural asset management into its core strategy. In 2025, Primax officially introduced the TNFD v1.0 framework, utilizing the LEAP methodology to systematically identify key areas of Natural Assets and Biodiversity within the value chain. Based on the assessment results, AR3T mitigation actions were implemented to strengthen environmental resilience and reduce the potential impact of value chain operations on the natural environment.

As a member of the electronic information industry, Primax, despite not having high-pollution processes, closely monitors the indirect impact of the upstream and downstream supply chain on ecosystems. We collaborate with upstream suppliers and partners to align with international conventions such as the Kunming-Montreal Global Biodiversity Framework, and we regard maximizing environmental protection as a core element of our sustainability strategy blueprint. In addition to implementing pathways to net zero, starting in 2024, the Company is extending its conservation efforts locally by collaborating with the Taoyuan Community in Taitung. Together, they are launching the Butterfly Valley restoration and local revitalization project, taking concrete actions to protect ecological values. For the complete information, please refer to the Primax 2025 Climate and Nature-Related Financial Disclosures Report.

LEAP process diagram



Locate | Identify ecologically sensitive hotspots

To accurately identify the potential impact of the operational value chain on the natural environment, Primax adopted the TNFD LEAP methodology in 2025, incorporating 22 Operational Sites included in the Group's consolidated statements, as well as the top 80% of key Suppliers by transaction volume (a total of 44 locations) as analysis subjects. The company integrates internationally renowned map data (such as WDPA, KBA) with domestic regulatory map data for cross-verification to ensure that the assessment results are locally relevant and scientifically validated.

Through overlay analysis and geospatial recognition, neither the operational sites of Primax Group nor key suppliers are located within ecologically sensitive hotspots under regulatory or non-regulatory jurisdiction. For certain sites located near protected areas (mostly within a radius of 2 to 5 kilometers), it has been assessed that their attributes are mostly office nature, resulting in a lower level of direct impact injuries and disturbance to the surrounding ecosystems. Although the current risk assessment is low, Primax continues to monitor the environmental actions of suppliers through surveys to ensure the resilience of the value chain.

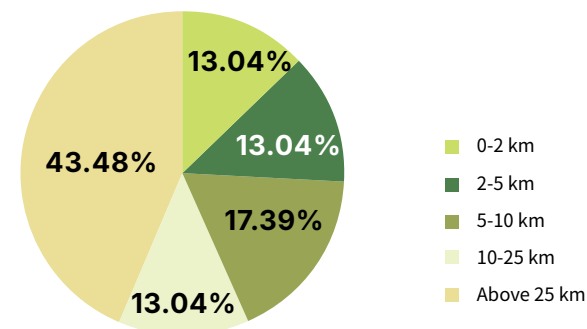
Results of Identifying Ecologically Sensitive Hotspots

Category	Regulatory Jurisdiction Operational Site	Operational Site Outside Regulatory Jurisdiction	Eco-Design Impact Assessment
Primax Domestic Sites	0	0	Nearby sites are mostly offices, with extremely low impact injuries.
Primax International Sites	0	0	There is a certain buffer from sensitive areas, and the impact is controllable.
Significant suppliers	0	0	All are not within the sensitive area, and the ecological disturbance risk is low.

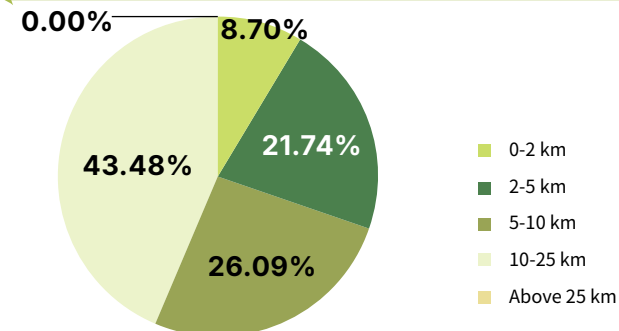
Evaluate | Evaluate nature-related dependencies and impacts

Primax employs two authoritative tools, the Exploring Natural Capital Opportunities, Risks and Exposure (ENCORE) and the World Wide Fund for Nature Biodiversity Risk Filter (WWF BRF), to conduct analyses of dependence on and impacts to natural resources. The assessment scope covers nature dependency factors such as "Provisioning Services," "Regulating and Maintenance Services," and "Cultural Services," as well as impact factors such as "Climate Change," "Resource Use," "Land Use," and "Pollution," to understand the interaction between corporate operations and ecosystems.

Analysis Results of Primax Group's Regulatory Jurisdictions



Analysis Results of Primax Group's Non-regulatory Jurisdictions



4.1 Environmental Sustainability Vision and Policies 4.2 Climate-Related Financial Disclosures 4.3 Climate Mitigation Action 4.4 Sustainable Product Design and Circular Innovation 4.5 Water Stewardship 4.6 Pollution Prevention and Control

4.7 Natural Assets and Biodiversity | Feature | Ecological Restoration Case Study

According to assessments, the main natural impact factors and dependencies between Primax Group and its suppliers are summarized as follows:

Classification	Item / Level	Management response summary
Impact factors	- Solid Waste (Low to High) - Greenhouse Gas Emissions (Low to High) - Land/Freshwater/Marine Use Change (Medium to High) - Non-Greenhouse Gas Air Pollutant Emissions (Low to High) - Release of Toxic Pollutants to Water Bodies and Soil (Medium to High) - Release of Nutrient Pollutants to Water Bodies and Soil (Medium to High)	Due to industry characteristics, the "non-metallic mineral products manufacturing industry" within the supply chain has a higher impact on greenhouse gas emissions and the release of toxic pollutants. Primax has fully implemented FMD (Full Material Disclosure) management, promoted a net-zero pathway, and the resource recovery of waste. Through process optimization and stringent materials management, environmental burdens are decreased.
Dependency factors	- Water Quality Regulation (Medium to High) - Air Filtration (Medium to High) - Soil and Sediment Retention Services (Low to High) - Wildfire Risk (Medium to High) - Storm Mitigation (Low to High)	Primax and significant suppliers have a medium to high dependence on the natural environment, particularly in regulating services such as "water quality regulation," "air filtration," and "soil and sediment retention services." Therefore, Primax strengthens operational resilience by continuously improving the Water Resources recovery rate and enhancing air pollution control mechanisms.

Access | Identify nature-related risks and opportunities

Based on the results of Locate and Evaluate, Primax further identifies natural risks and opportunities in the value chain. The results of this year indicate that the major impacts are primarily focused on climate change aspects. For purely natural topics, such as biodiversity and water resources, although no immediate high-risk items have been identified at this stage, Primax remains cautious and includes factors with medium impact in its monitoring. We have systematically mapped the existing response measures and linked them to the Enterprise Risk Management (ERM) framework to serve as a basis for subsequent strategy planning and enhancing long-term environmental resilience.

Prepare | Implement ecological actions

For systematically addressing natural risks, Primax refers to the TNFD guidelines to introduce the AR3T mitigation action framework, establishing a management mechanism with prioritized sequence. We map various natural issues within the value chain from the four dimensions of Avoid, Reduce, Restore & Regenerate, and Transform, integrating natural management into operational decision-making and resource allocation.

Primax translates the "Nature Positive" vision into specific indicators, with key actions for 2025 as follows:

- **Avoid/Reduce:** Release the Biodiversity and No Deforestation Policy, and through the SBTi net-zero target review and ISO 14046 Water Footprint verification, optimize resource efficiency in processes to minimize disruption to ecosystems.
- **Transform:** Organize supplier communication conferences and initiate climate and environmental surveys to build a resilient and responsible supply chain management system.
- **Restore & Regenerate:** Primax deepens its philanthropic collaboration with the "Taoyuan Community" in Taitung, promoting the "Honey Plant Restoration and Community Seed Preservation Project" in 2025. This project aims to protect pollinator biodiversity through habitat restoration and native species preservation, while realizing the mutual benefits of ecological and regional revitalization through community involvement.

Feature**Examples of Acting for
Ecological Restoration
Practices****From Butterfly Valley to the Path of Species Conservation: Primax Teams
Up with Tribes to Weave a Sustainable Corridor of Ecology and Culture**

Building on the restoration foundation of the "Butterfly Conservation and Regional Revitalization Project" in Yanping Township, Primax Group, in collaboration with the Taitung District Agricultural Research and Extension Station and with the professional guidance of three Taiwanese experts in butterflies, insects, and plants—Jian-Zhi Chen, Jing-Sheng Dong, and Rui-Bin Chen—will promote the "Honey Plant Restoration and Community Seed Preservation Project" in 2025 at the Basiguo community and Taoyuan Elementary School campus in Yanping Township, Taitung County. By planting nectar and host plants, the initiative aims to construct continuous ecological corridors, effectively optimizing pollinator habitats and facilitating gene flow among species. This project is not only a scientific practice of ecological restoration but also deeply integrates the Bunun people's traditional botanical knowledge with modern conservation technologies, transforming it into resilient community environmental education. As a paradigm of indigenous participation and corporate sustainability responsibility, we aspire to use this model to establish a demonstration site with the potential to be replicated across indigenous areas in Taiwan. By advancing habitat preservation in tandem with the transmission of local culture, we aim to create opportunities for sustainable development while safeguarding biodiversity.

Ecological Restoration: Building a Green Highway for Insects

Building upon the solid foundation of the Butterfly Valley Ecological Restoration, in 2025, Primax Group will deepen its local engagement in collaboration with the Taitung District Agricultural Research and Extension Station, the Basiguo community in Yanping Township, and Taoyuan Elementary School to jointly initiate the "Honey Plant Restoration and Community Seed Preservation Project." Through systematic planting of nectar and host plants, we create "ecological corridors" for butterflies and various pollinators, promoting gene flow among species. This is not only an improvement in habitat quality but also a stitching together of fragmented greenbelts, restoring the resilience of nature.

Mutual Benefit Model: A Multi-party Participatory Demonstration of Regional Revitalization

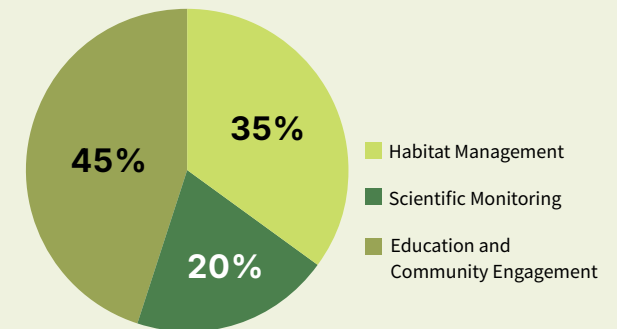
Primax leverages butterfly conservation as a medium to connect schools, residents, businesses, experts, and the government, driving local development together. This is a demonstration case that integrates indigenous traditions, corporate responsibility, and professional guidance. We anticipate that through ongoing habitat conservation and educational enhancement, we will establish a comprehensive ecotourism model that not only achieves "Nature Positive" but also brings sustainable economic opportunities to indigenous communities.

**Cultural Heritage: The Intersection of Bunun
Wisdom and Agri-Food Education**

The core of Ecological Restoration lies not only in the biological aspects but also in people. This project combines the Bunun people's traditional botanical knowledge with modern conservation techniques, integrating the concept of food and agricultural education into community and school education. Through community promotion, traditional ecological wisdom is passed down and transformed into modern conservation awareness, allowing environmental education to take root in the hearts of the next generation.

Resource Input Transparency

**Every single resource is precisely allocated to
habitat protection and tribal empowerment.**



The annual total budget is NT\$1.2 million

focusing on

Education and Community Engagement
Habitat Management
Scientific Monitoring

reflecting a people-centered core of
ecological conservation

Field-Tested Achievements

Scientific Restoration Witness the Ecological Rebirth of Butterfly Valley

According to the latest field survey data on July 18, 2025, the revitalization area has shown an exciting trend in biodiversity:

Species diversity reaches a new high:

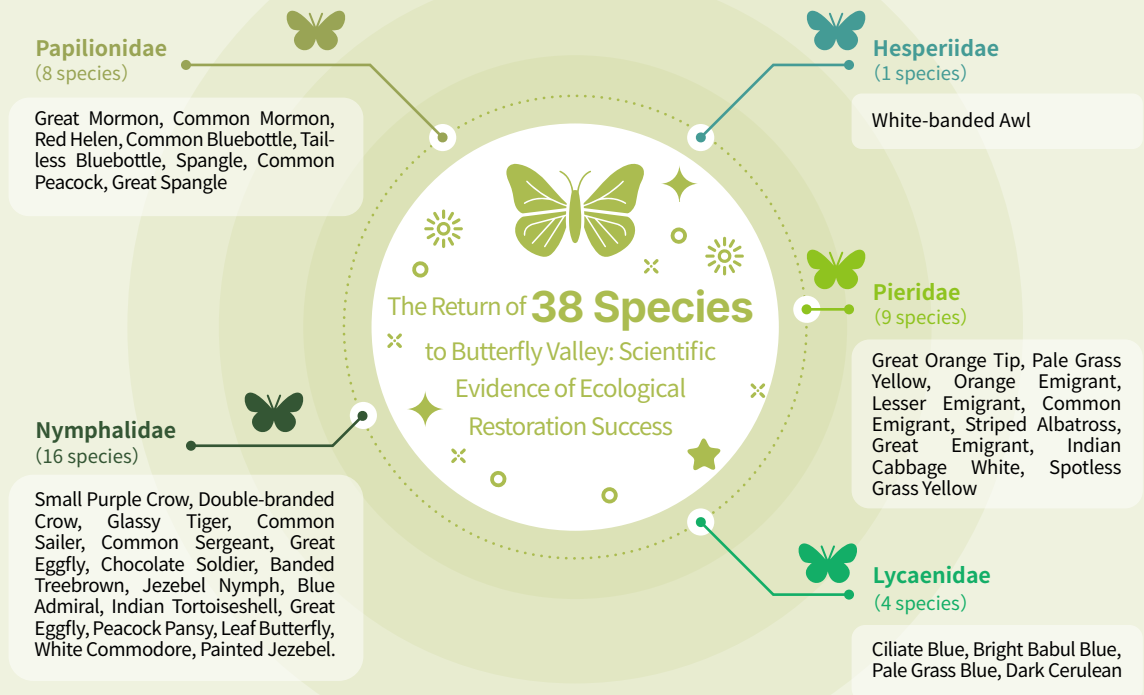
A phase survey recorded a total of 38 butterfly species, including previously rare or newly appearing species (actual data requires expert monitoring confirmation), demonstrating a significant improvement in habitat quality.

5 major butterfly families congregated:

The observation range included Papilionidae, Pieridae, Nymphalidae, Lycaenidae, and Hesperidae, indicating that the ecosystem service functions are tending towards balance.

Expectations for the Return of Rare Species:

With the improvement of nectar and host plant corridors, experts anticipate recording more species that were once rare or long absent, continuously advancing towards the goal of "Nature Positive."



※Recorded by Researcher Ji-Jun Yao and the team from the Taitung Agricultural Research and Extension Station at the Butterfly Valley in Yanping Township, Taitung County, on the morning of July 18, 2025.

4.1 Environmental Sustainability Vision and Policies 4.2 Climate-Related Financial Disclosures 4.3 Climate Mitigation Action 4.4 Sustainable Product Design and Circular Innovation 4.5 Water Stewardship 4.6 Pollution Prevention and Control
4.7 Natural Assets and Biodiversity | **Feature** | **Ecological Restoration Case Study**



Correspondence with International Initiatives

TNFD (Taskforce on Nature-related Financial Disclosures) :

This initiative adopts the TNFD LEAP approach, covering ecological risk identification, impact analysis, dependency evaluation, and Management planning, becoming a case study of co-creating positive natural outcomes between businesses and communities.

SDGs (United Nations Sustainable Development Goals):

Corresponding to SDG 15 (Life on Land), SDG 12 (Responsible Consumption and Production), SDG 4 (Quality Education), and SDG 17 (Partnerships for the Goals).

GBF (Kunming-Montreal Global Biodiversity Framework):

Echoing Target 2 (Restoration of at least 30% of terrestrial and marine ecosystems), Target 7 (Decrease the extinction risk of threatened species), and Target 23 (Ensure the participation and rights protection of Indigenous peoples).



5. Responsible Supply Chain

5.1 Responsible Procurement in Practice	111
5.2 Supplier Due Diligence	116

5.1 Responsible Procurement in Practice 5.2 Supplier Due Diligence



Sustainable Supply Chain Management

Material 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.

Prevention/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
S&P CSA: Supply Chain Management
SASB: Supply Chain Management, Raw Materials Sourcing
[Primax Risk Factors] Supply Chain Risk Management

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

Performance in 2025

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

- Supplier Code of Conduct Commitment Letter signing rate:
 - 85% of all active suppliers
 - 99% of Tier 1 suppliers
 - 100% of critical suppliers (including raw materials and designated services)
 - 90% of new suppliers
- 100% completion rate of annual ESG risk assessments for Tier 1 and critical suppliers (including raw materials and designated services)
- 95% annual on-site ESG audit coverage for suppliers
- 95% on-site ESG audit coverage for critical raw material suppliers
- 100% submission and completion rate of corrective action plans (CAPs) by high-risk suppliers
- 100% completion rate of CAPs by high-risk suppliers
- 100% participation rate in quarterly ESG scoring for critical raw material suppliers
- 65% local procurement ratio at major production sites
- 100% completion rate of annual ESG development training for critical raw material suppliers and procurement personnel
- 95% participation rate in annual communication conferences and ESG development training for critical raw material suppliers



- Supplier Code of Conduct Commitment Letter signing rate:
 - 95% of all active suppliers
 - 100% of Tier 1 suppliers
 - 100% of critical suppliers (including materials and designated services)
 - 95% of new suppliers
- 100% annual on-site ESG audit coverage for suppliers
- 100% on-site ESG audit coverage for critical material suppliers
- Gradually increase the proportion of local sourcing

Note: Target Achieved Progressing Toward Target Target Not Achieved

5.1 Responsible Procurement in Practice 5.2 Supplier Due Diligence

Specific Actions in 2025

- Require procurement staff to undergo ESG-related training. In 2025, 112 internal procurement personnel participated, achieving a 100% participation rate.
- 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 234 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.
- Senior executives conducted on-site visits to key suppliers to engage in direct communication and strengthen supplier empowerment initiatives.
- Delivered annual ESG supplier development training, with participation from 354 suppliers.
- 2 annual supplier communication conferences combined with ESG training courses were held, engaging 674 suppliers in total.
- Expanded the scope of the Supplier Climate Action Questionnaires to progressively include selected Tier 2 raw material suppliers.

2025 Performance Management Outcomes

- The Company achieved a 100% completion rate of ESG-related training for internal procurement personnel.
- Major production sites in China reached a 74.0% local procurement rate
- All suppliers complied with Responsible Minerals Initiative (RMI) requirements and did not use conflict minerals
- New suppliers achieved a 91.6% signing rate of the Supplier Code of Conduct Commitment Letter
- All active suppliers attained an 89.2% 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 100% of the annual on-site ESG audit plans for suppliers
- High-risk suppliers achieved a 100% CAP submission rate and a 100% actual improvement completion rate
- Critical raw material suppliers achieved a 100% annual ESG development training rate
- Critical raw material suppliers reached a 100% participation rate in ESG development training
- A total of 380 suppliers completed the Supplier Climate Action Questionnaires, including 68 Tier 2 raw material suppliers.
- No suppliers had their relationships terminated due to significant negative ESG impacts
- Tymphony (Huizhou) recognized as a Green Supply Chain Management Enterprise in Guangdong Province and Huizhou City in 2025

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: Promoting the scorecard mechanism for critical suppliers and enhancing visibility into suppliers obtaining third-party verification of their social and environmental systems.
- This indicates that their employees benefit from protections related to human rights, working conditions, and environmental responsibility. It is estimated that a total of 26,030 supplier employees were positively impacted.

5.1 Responsible Procurement in Practice

● Sustainable Supply Chain Management Goal

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. Primax places strong emphasis on building procurement personnel's capacity to practice responsible sourcing. Starting in 2023, ESG-related training has been required for procurement and supplier ESG management personnel.

In 2025, all **112** internal procurement employees achieved a **100%** completion rate for both internal and external ESG training.

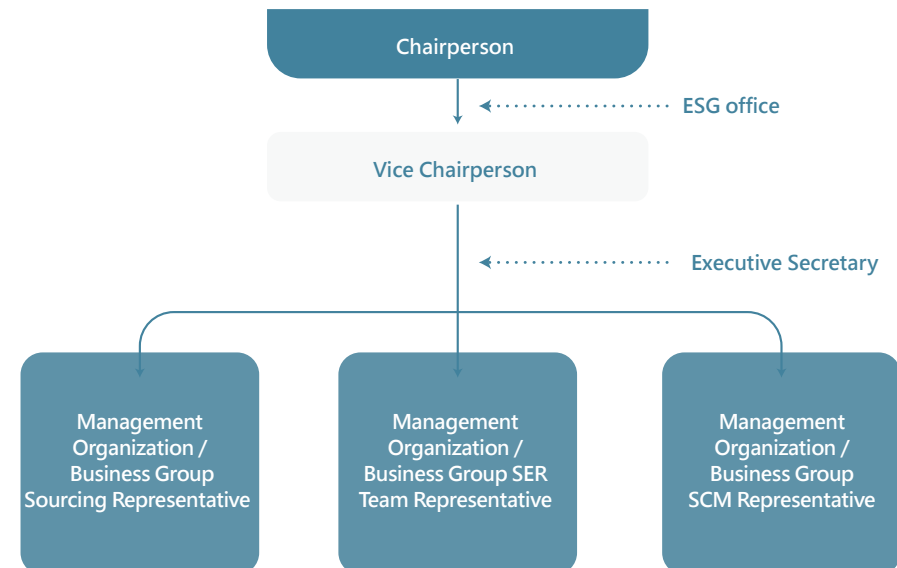


● Sustainable Supply Chain Management Committee

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 Goal

Primax values the corporate social responsibility of suppliers and focuses on Sustainable Supply Chain Management as its core direction. After completing a comprehensive review of the supplier management and procurement systems from a sustainability perspective in 2024, further deepen related management mechanisms in 2025. In addition to continuously enhancing the existing management programs for commercial and technological collaboration, a more comprehensive supplier ESG management plan will also be integrated into various supplier management and procurement processes. This will systematically progress from compliance management to the promotion of climate change action and the establishment of in-depth collaborative projects, working hand-in-hand with supplier partners towards sustainable development.

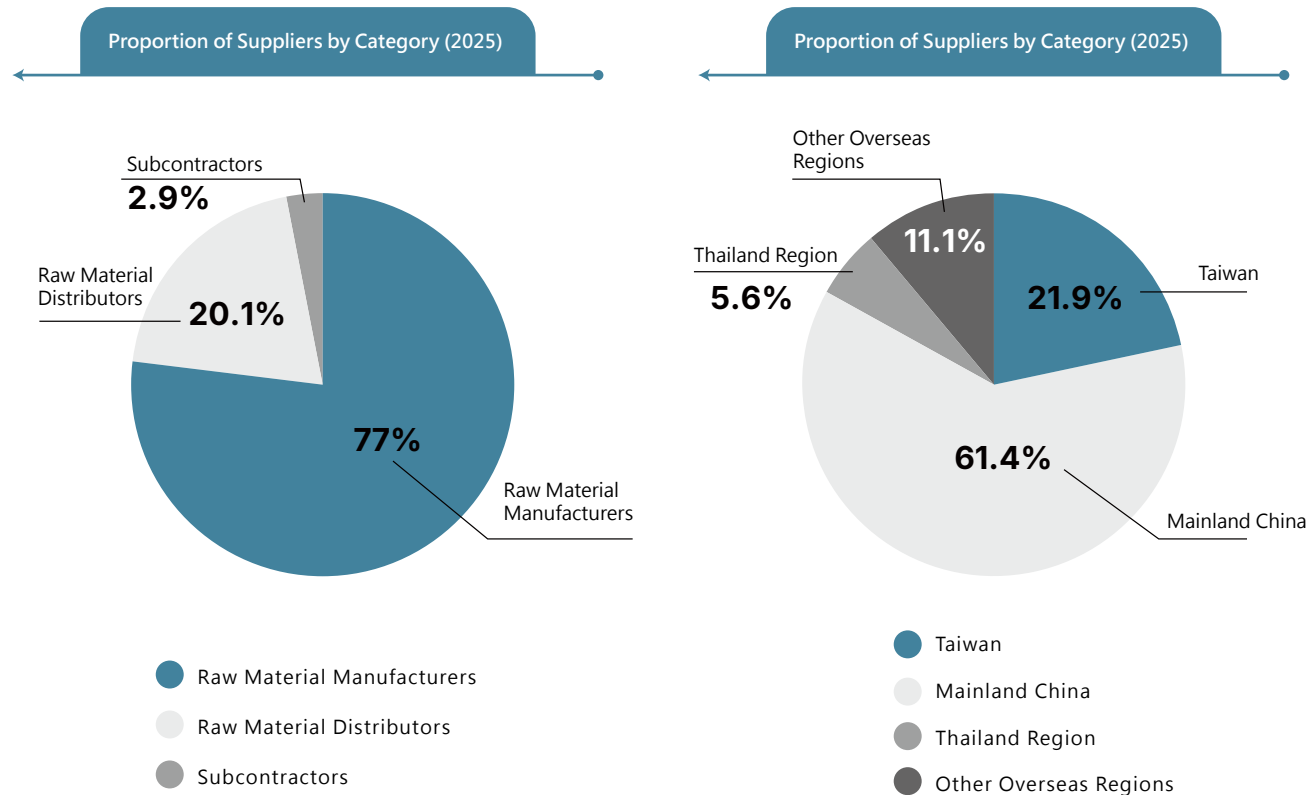
Supplier partnerships are an essential key for Primax to achieve sustainable development. In alignment with the spirit of the United Nations Sustainable Development Goals, specifically SDG 17 (Partnerships for the Goals) and SDG 12 (Responsible Consumption and Production), Primax continues to strengthen the resilience and sustainability of its supply chain. While reducing internal operational risks, the Company is also committed to mitigating impacts on society and the environment and actively capturing the market opportunities brought by sustainable transformation.

● Sustainable Supply Chain Management Policy and Action Guidelines

	Management Policy	Action Guidelines
 01	Establish a governance organization to fulfill management commitments	- Appoint senior executives to establish the Sustainable Supply Chain Management Committee reporting directly to the Board of Directors - Prepare the Sustainable Supply Chain Management Report to disclose key indicators and progress
 02	Uphold supply chain responsibility procurement practices that comply with ethical standards and legal requirements	- Continuously enhance suppliers' adherence to the Supplier Code of Conduct - Conduct ongoing due diligence and management of conflict minerals
 03	Conduct comprehensive ESG-oriented supplier selection	- Incorporate sustainability and environmental compliance capabilities into the evaluation criteria for new supplier selection - Establish supplier classification and screening standards to deepen the impact of sustainable management
 04	Implement transparent supplier risk assessments and continuous improvement programs	- Promote systematic sustainability risk assessment and audit processes within the supply chain to identify sustainability risks - Integrate procurement management processes to strengthen and enhance suppliers' operational resilience in sustainability
 05	Supplier engagement and empowerment through collaboration and dialogue	- Continuously improve suppliers' awareness and understanding of sustainability and environmental issues through engagement and training - Promote collaborative initiatives such as advisory and capacity-building programs to advance suppliers' sustainability management and technical capabilities.

● 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 2,052 raw material suppliers worldwide, comprising 1,633 raw material manufacturers, 380 electronic component and raw material distributors, and 39 subcontractors. From a regional perspective, there are 281 suppliers in Taiwan, 1,365 in Mainland China and Hong Kong, 89 in Thailand, and 317 in other overseas locations. In 2025, the total transaction value amounted to approximately NT\$42,462 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 significant materials^{Note}, 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 74%, 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.

Note: Significant materials are defined as items that require dynamic management by business-unit procurement personnel based on factors such as market supply and demand conditions, lead times, and price fluctuation risks, and for which corresponding mitigation or management measures must be implemented as necessary.

● 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.

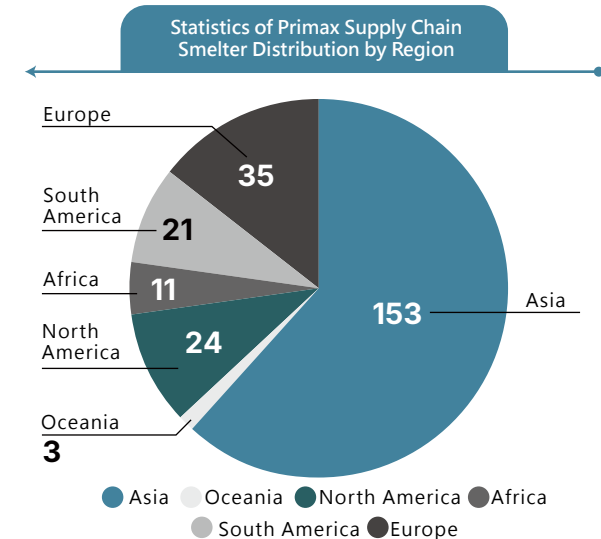
Primax commits to

- 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 information disclosure within our supply chain in 2025, suppliers declared a total of 247 smelters. Among them, gold accounted for the largest number, with 88 smelters, followed by tin (54), cobalt (39), tantalum (32), tungsten (30), and mica (4). All smelter sources and their countries of distribution, as shown below, are traceable.

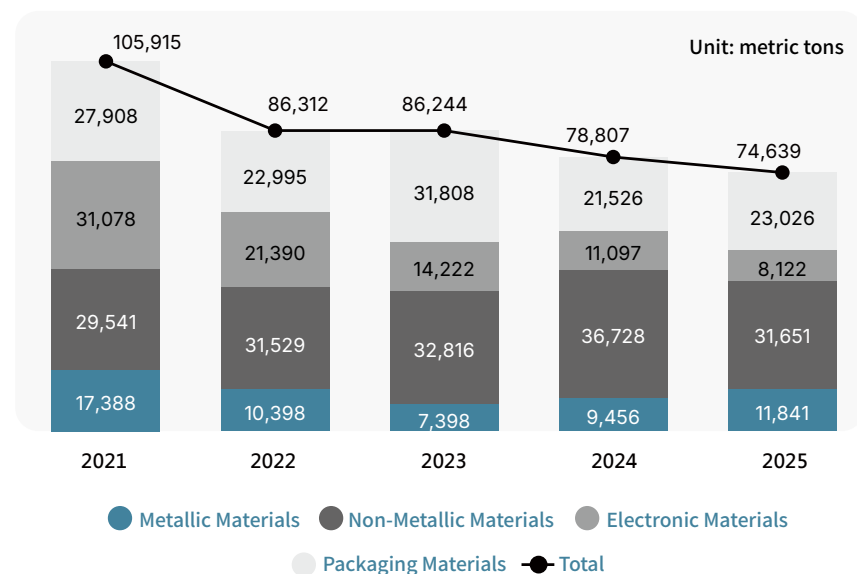


5.1 Responsible Procurement in Practice 5.2 Supplier Due Diligence

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 2025, among the smelters utilized by Primax, 28 were removed from the qualified list due to failing to pass the RMI's audit. In response to this situation, we immediately launched a supply chain investigation and required suppliers to trace the sources of their upstream materials and verify smelter usage status to ensure that no smelters not listed on the qualified list are inadvertently used. In addition, Primax also adheres to the Organisation for Economic Co-operation and Development's Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, identifying potential risks in the supply chain and conducting risk assessments based on the supply chain policy and due diligence recommendations listed in Annex II. In 2025, a total of 234 suppliers underwent conflict minerals management and due diligence risk identification and assessment, and the investigation results met the qualification standards.

● Raw Material Consumption Statistics

The raw materials primarily used by Primax Group encompass categories such as metallic materials, non-metallic materials, electronic materials, and packaging materials. Metallic materials include iron, aluminum, copper, and other metals. In 2025, Primax Group's total raw material consumption amounted to 74,639 metric tons, representing an 5.29% decrease compared to 2024.



Statistics of Key Metal Consumption in Raw Materials		Unit: kg
Aluminium	1,184,117	
Cobalt	5,936	
Copper	1,215,435.9	
Iron/steel	8,523,904.5	
Nickel	171,943.8	
Lithium	1,136.4	
Titanium	10,173.5	



Primax Group's total raw material consumption amounted to

74,639 metric tons

representing an

5.29%

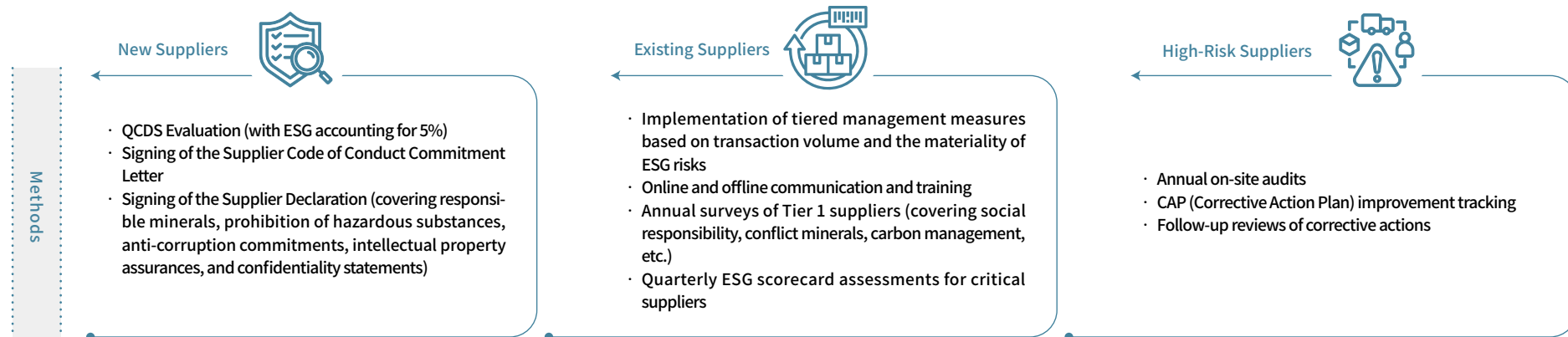
decrease compared to 2024.

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. Building on the comprehensive implementation of tiered management measures in 2024, further optimize related operations in 2025 by systematically promoting differentiated ESG management programs across supplier selection, investigation and assessment, communication enhancement, to collaboration management aspects. At the same time, Primax continues to promote sustainable development initiatives within the supply chain, ensuring that key issues are effectively embedded in supply chain management and gradually strengthening the resilience of the supply chain towards establishing a sustainable supply chain system.



● 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)

At the end of 2023, Primax issued the first edition of the Supplier Code of Conduct and initiated the supplier signing process. Existing suppliers with transactions in that year and expected to continue cooperation, as well as new suppliers, were required to sign a commitment letter to declare their adherence to the RBA (Responsible Business Alliance) Code of Conduct and related standards. In 2025, Trading Suppliers achieved an 89.2% signing rate of the Supplier Code of Conduct Commitment Letter. In the future, we will continue to enhance the coverage rate of suppliers required to sign through communication and guidance mechanisms, to strengthen the overall sustainability management performance of the supply chain.

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. In 2025, a total of 335 new suppliers were onboarded, all of whom completed the supplier assessment process. Among them, 307 completed the signing of the Supplier Code of Conduct, representing a signing rate of 91.6%. 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).

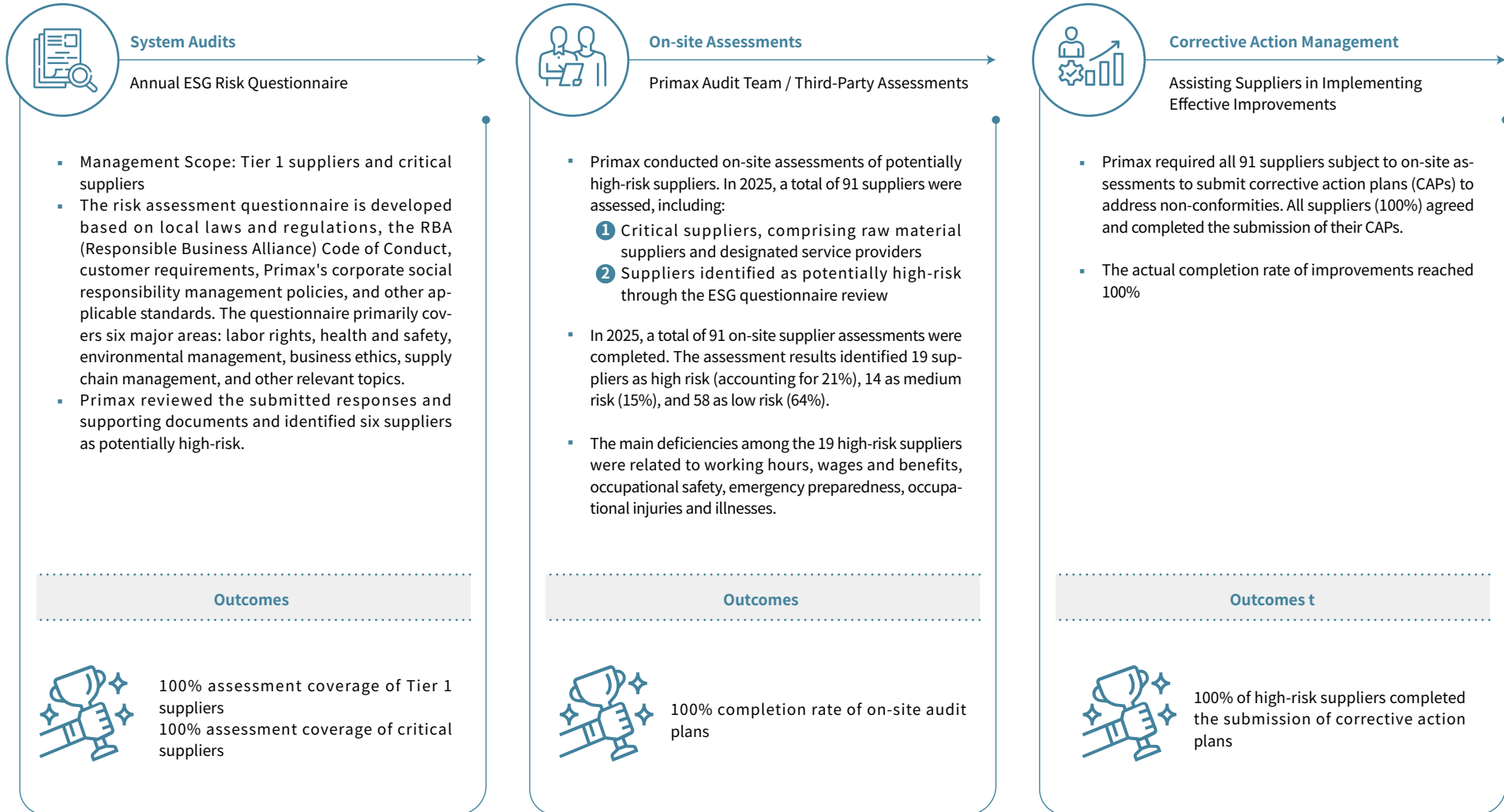


● Supplier Selection and Tiered Management

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 "Empowered 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 2025	ESG Assessment and Management Activities
Trading Suppliers	Qualified raw material (Tier 1) suppliers with transaction records in the year (excluding internal transactions and customer transactions)	2,052 suppliers	- Signing of the Supplier Code of Conduct Commitment Letter - Participation in annual supplier communication conferences
Tier 1 Suppliers	Based on materiality principles, raw material suppliers with a high proportion of transaction value are selected for necessary ESG risk assessment and management activities.	328 suppliers	- Completion of annual targeted surveys - Participation in the annual ESG risk assessment questionnaire (excluding dominant suppliers) - On-site evaluations and improvement management for suppliers identified as high ESG risk
Critical Suppliers	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: - 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. - 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. - Suppliers subject to customer-designated management requirements.	92 (including 48 designated service providers)	- For critical raw material suppliers: quarterly monitoring of supplier performance improvements through sustainability scorecards - Participation in the annual ESG risk assessment questionnaire
Empowered Project Partners	Project partners organized around specific ESG topics, such as SER demonstration factories or carbon reduction partners.	19 suppliers	- Participation in thematic technical sharing sessions - Engagement in consultation and coaching on technical and management topics

● Supplier Assessment and Management Program



● ESG Sustainability Scorecard and Supplier Disqualification Mechanism

Primax evaluates the ESG performance of critical raw material suppliers quarterly through a sustainability scorecard and adjusts their current quarterly QCDS comprehensive performance by up to a positive or negative 10% weighting based on their score results. If a supplier's final comprehensive performance rating remains at Grade C (below 60 points) for two consecutive quarters, a process is initiated to suspend new project applications to strengthen supplier management and continuously enhance the overall level of sustainable development in the supply chain.

In addition, Primax also enhances transparency of supplier scoring results and rankings to foster healthy competition and experience exchange among suppliers. If a related risk event occurs within the supply chain, communication and management mechanisms will be initiated with the procurement team to require improvements within a specified time frame. Depending on the situation, measures such as eliminating suppliers, adjusting order percentages, or reducing the scope of cooperation may be taken to ensure supply chain stability and risk control. The focus areas and weighting of the sustainability scorecard are as follows:



● Communication and Incentive Program for Sustainability Scorecards of Critical Suppliers

Through cross-functional collaboration mechanisms, Primax completes quarterly sustainability scorecard assessments for critical raw material suppliers. By combining these assessments with regular communication with high-level supplier executives, such as Quarterly Business Review (QBR) meetings and other mechanisms, the Company continuously strengthens suppliers' commitment to and engagement with sustainability topics.

According to observations of the 2024 evaluation results, the sustainability scorecard has demonstrated significant effectiveness in enhancing the sustainability management capabilities of critical suppliers. Based on this, Primax will continue to optimize the evaluation mechanism in 2025, and gradually raise the scoring standards annually according to industry development trends and management strategies, to drive suppliers towards higher levels of sustainable performance. In addition, for suppliers with outstanding performance or exemplary practices, Primax establishes ESG-related awards at the annual Supplier Conferences to publicly recognize and promote experience sharing, thereby fostering positive developments across the entire supply chain.

● Supplier Engagement and Empowerment

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.



Supplier Empowerment Program

Primax Group actively promotes sustainable development in the supply chain. In addition to continuously strengthening Internal training in areas such as technology, regulations, and Management Systems, the group extends relevant experience and technology to the supply chain through the Supplier Empowerment Program, assisting specific suppliers in accelerating their capabilities in areas such as environmental/climate and compliance management.

The implementation methods of the Supplier Empowerment Program are as follows



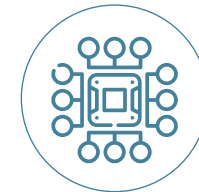
Empowering Supplier Selection

Through questionnaires and communication mechanisms, select suppliers with a high willingness for management-level improvements to be included in the Supplier Empowerment Program.



Goals and Plans Communication

Through management meetings and on-site visits, collaborate with suppliers to establish phased improvement goals, such as the implementation of solar photovoltaic systems and the promotion of energy conservation technologies.



Empowerment and Technical Support

Provide customized guidance through technical training, experience sharing, and operational implementation to help suppliers gradually achieve various improvement goals.

Supplier Empowerment Performance (2025)

- 1 In 2025, we collaborated on EHS and SER empowerment with 19 suppliers, including 12 in energy conservation and environmental protection and 7 in compliance management.
- 2 In terms of energy conservation and carbon reduction, six suppliers have completed the installation of solar photovoltaic systems, and another three are planning installations, achieving an overall implementation rate of 75%. The annual power generation is approximately 7,720,160 kWh, with an annual carbon reduction of about 4,143 metric tons CO₂e.
- 3 In terms of compliance management, we have successfully assisted 2 medium risk suppliers to improve to low risk, while the remaining 5 suppliers have all maintained at a low risk level.

● Enhance supplier sustainability development events

1 Empowerment for 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 terms of promoting mechanisms, Primax continuously develops its internal audit teams responsible for on-site supplier audits and commissions professional third-party organizations to provide professional training and compliance verification. Since 2023, the Empowerment Partner Program has been planned. Annually, on-site visits to senior management of critical raw material suppliers are conducted for regular communication and empowerment, continuously strengthening the effectiveness of sustainable supply chain management.

2 Annual Supplier ESG Development Training

In 2025, a total of 354 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 Training

In August 2025, Primax organized one online supplier communication conference and one online social responsibility standards training session, with participation from a total of 674 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 and ISO 14067 product carbon footprint inventory operations. Among critical raw material suppliers, the participation rate was 100%.

● Supplier Environmental and Climate Action Questionnaires

In response to global climate change and sustainable development trends, Primax continues to strengthen the resilience and sustainability of the supply chain to address increasing challenges such as escalating climate risks, regulatory requirements, and the concerns of customers and stakeholders. Primax continues to conduct the "Supplier Environmental and Climate Action Questionnaires" for Tier 1 suppliers and critical suppliers, and extends the approach started in 2024 to include some Tier 2 suppliers in the survey scope, adding natural topics to increase the depth of supply chain management.

The primary objectives of this survey include two main aspects: first, to assess the overall climate risks and vulnerabilities of the supply chain by understanding whether suppliers have addressed and prepared for risks such as extreme weather and energy transition to reduce supply chain disruption risks; second, to strengthen communication with suppliers and enhance their climate adaptation capabilities by conveying Primax and its group's key directions in climate governance through the content of the questionnaires. This assists suppliers in planning energy-saving and carbon-reduction strategies and related response measures, thereby enhancing the overall resilience of the supply chain. In addition, to achieve Scope 3 carbon reduction targets, Primax continues to monitor suppliers' carbon emissions and their management measures, serving as an important foundation for advancing the path toward net-zero emissions.

Primax distributes the "Supplier Environmental and Climate Action Questionnaires" via the online Supplier ESG Communication Platform, completes data collection, review, and statistical analysis within the system, ensuring the integrity and validity of survey results.

Outcomes of the 2025 Supplier Environmental and Climate Action Questionnaires:

- A total of **268** Tier 1 Suppliers responded.
- All **44** critical raw material suppliers responded, achieving a **100%** response rate.
- A total of **68** Tier 2 raw material suppliers responded.

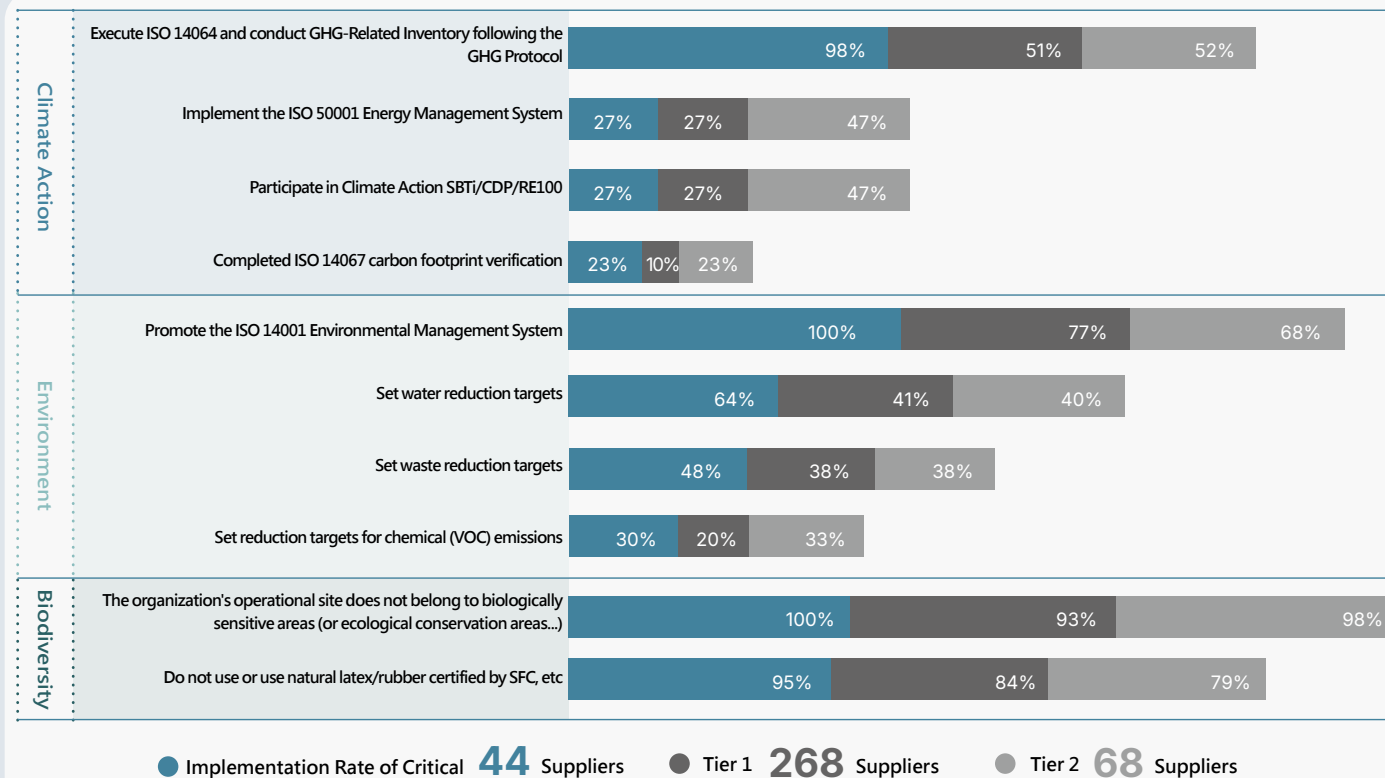
Supplier Environmental and Climate Action Questionnaires Item

The 2025 Supplier Climate Action Questionnaire covered aspects such as environmental management, climate action, and biodiversity. The overall observation indicates that in terms of climate action, most critical suppliers and Tier 1 suppliers that are larger in scale have shown a high level of recognition of climate change issues. They are actively promoting related management measures, including completing greenhouse gas inventories and ISO 14064 verification, conducting self-assessments, setting reduction targets, and implementing renewable energy measures.

In terms of Environmental Management, apart from the high implementation rate of ISO 14001 Environmental Management System and Compliance with Laws and Regulations, there is still room for improvement in Water Stewardship, Waste Management, volatile organic compounds (VOC), and Biodiversity issues. Except for a few larger suppliers, the overall performance can be enhanced, and we will continue to strengthen these areas through communication and technical guidance in the future.

The response status and implementation rate of various indicators from the Supplier Environmental and Climate Action questionnaires are shown in the following table:

Implementation Rate of Key Items in the Supplier Environmental and Climate Action Questionnaire



Remarks: Implementation Rate = (Completed + Committed) / Responses.



6. Happy Workplace

6.1 Human Rights Management	125
6.2 Diversity, Equity, and Inclusion (DEI)	130
6.3 Talent Attraction and Retention	136
6.4 Talent Cultivation and Development	148
6.5 Health and Safety	154
6.6 Diverse and Vibrant Employee Engagement	165
Feature Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace	167

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

6.1 Human Rights Management



Practice of Human Rights Values

Material Topic: Labor and Human Rights

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.

Prevention/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)
[Primax Risk Factors] Human Rights Management

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 2025



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 2025

- 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 10,550 participants
- Performed regular human rights risk assessments at each site, and tracked and verified mitigation measures for identified risks
- Covered employees, non-employee workers, significant suppliers, and new suppliers within the scope of human rights risk assessments
- Employed a total of 781 migrant workers, 110 employees with disabilities, and 287 indigenous peoples and ethnic minorities across the Group.

Note: ✓ Target Achieved ⚙️ Progressing Toward Target ✗ Target Not Achieved

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement

| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

2025 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
- 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), Primax (Kunshan), Primax (Thailand), and Tymphony (Thailand) achieved RBA Silver Status certification.

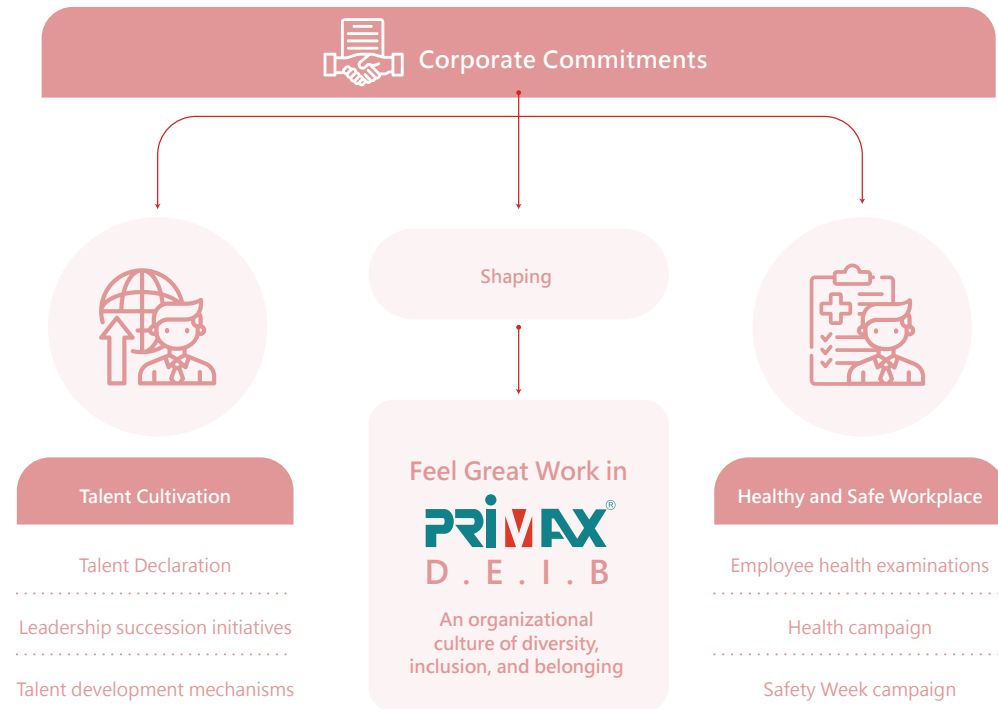
Explanation of Quantitative Impact Measurement Methods

- 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 2025, the completion rate of the on-site audit plan reached 100%. Among the identified non-conformities, 20% 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 100%.
- Impact Performance: In 2025, approximately 19 critical suppliers of Primax Group improved and safeguarded their employees' labor rights as a result of on-site audits.

● 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.



6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

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

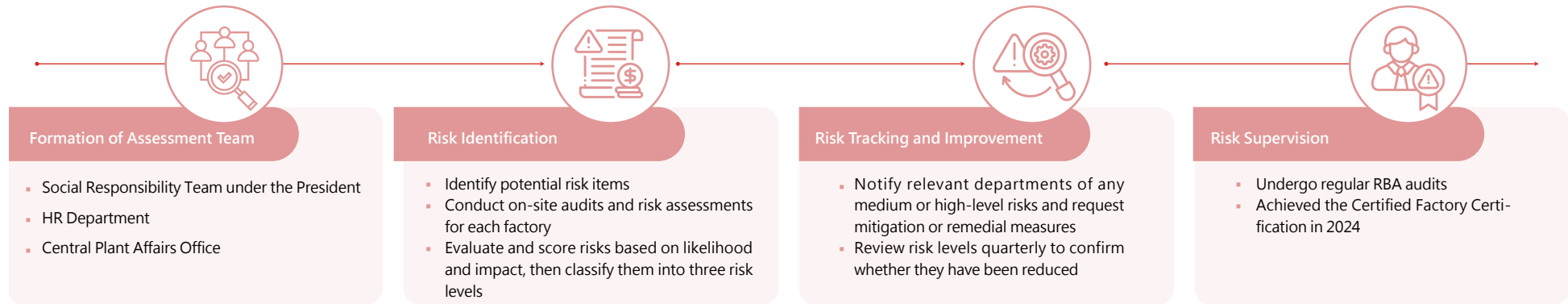
Primax Group not only treats every employee equally but has also established its Human Rights Policy by referencing international standards, including the Responsible Business Alliance (RBA) Code of Conduct, the Universal Declaration of Human Rights, and the conventions of the International Labour Organization. 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 2025, 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.

To further extend the impact of human rights protection, we are concurrently applying these requirements across the global supply chain, practicing responsible procurement management, and requiring suppliers to commit to compliance with applicable local laws and industry standards. We have also established the Supplier Code of Conduct as a cornerstone for collaboration. For detailed Supplier Human Rights Management contents, please refer to section [5.2 Supplier Due Diligence](#) of this report.

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
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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	- Prohibiting all forms of forced, bonded, indentured, or involuntary prison labor - Banning labor enslavement or trafficking for exploitative purposes - Establishing an abnormal working hours alert system - Implementing flexible work arrangements - Promoting a culture of reasonable working hours - Limiting monthly overtime hours	General	- Verifying workers' free will during the recruitment process in accordance with recruitment and employment procedures - Developing effective recruitment plans to replenish manpower in a timely manner and enhance efficiency to meet production needs	Workers Suppliers
Prohibiting Child Labor	- Strict compliance with different national laws, industry standards, and customer requirements prohibiting child labor - Verifying identity authenticity using identification equipment - Setting up an automatic age verification function in HR systems that prompts if an employee does not meet the legal age requirement - Verifying eligibility in the social insurance system, which automatically prevents enrollment for individuals under 16 years old	General	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	Child labor Suppliers Workers

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
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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	- 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 - Posting "No Sexual Harassment" posters, establishing procedures for handling workplace sexual harassment cases, setting up dedicated reporting channels, ensuring confidentiality, and preventing retaliation - Implementing policies and procedures related to employee work rules, anti-discrimination, anti-harassment, anti-abuse, and workplace violence prevention declarations - Providing basic wage protection according to local laws and applying salary and bonus policies without discrimination based on gender, age, or race	Medium	- Building non-discriminatory awareness among supervisors through recruitment interviews and personnel management training - Organizing EAP seminars and various activities to promote gender equality awareness - Conducting annual training for each department on the prevention of unlawful conduct in the workplace - Strengthening the management and supervision of maternity protection measures	Female employees Employees with disabilities Migrant workers
Positive Labor Relations Freedom of Association and Collective Bargaining	- 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 - Maintaining open channels for employee communication and grievances, regularly collecting and addressing feedback	Medium	- Holding regular labor-management meetings and Employee Welfare Committee meetings to discuss labor relations issues and welfare measures - Providing diverse activities to help employees achieve work-life balance - Establishing social club management guidelines to encourage employees to join interest groups	Employees
Occupational Health and Safety	- Implementing ISO 45001 management systems at major global manufacturing sites - Regularly planning and conducting health examinations, health promotion initiatives, and related activities - Providing comprehensive maternity care and family-friendly measures that support diverse family needs	General	- Tracking health management and providing employees with health check-up information to enhance knowledge of health management - Offering monitoring, prevention, and subsidy measures for high-risk health groups	Workers Suppliers Female employees

Note: For detailed Supplier Human Rights Management contents, please refer to section [5.2 Supplier Due Diligence](#) of this report.

In 2025, 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 10,550 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.

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement | Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

6.2 Diversity, Equity, and Inclusion (DEI)



Talent Value and Inclusion

Material Topic: Talent Attraction and Retention and Diversity and Equity

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.

Prevention/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), Economic Performance (201-3), Employment (401-1~401-3), Labor Relations (402-1), Training and Education (404-1, 404-3), and Diversity and Equal Opportunity (405-2)

[S&P CSA] Employee Diversity and Inclusion, and Human Capital Management

[Primax Risk Factors] Talent Attraction and Retention and Diversity and Equity, Talent Cultivation and Development

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

- Continue to comply with labor laws and gradually optimize employee benefits and care measures.
- Establishing a friendly, diverse, and inclusive workplace environment enhances employees' sense of belonging.
- Receive recognition continually through certifications related to Employee Care, a healthy workplace, or being a happy enterprise.
- Providing work systems and support measures that promote work-life balance to enhance employees' physical and mental well-being.
- Strengthen Training and Related Mechanisms and Talent Cultivation to Enhance Colleagues' Professional Abilities

Performance in 2025



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

- Create the best returns for shareholders and customers while ensuring employees enjoy their work
- Deepen the Diversity, Equity, and Inclusion (DEI) friendly workplace, maintain high salary competitiveness, and reduce the voluntary turnover rate.
- Construct a comprehensive talent cultivation and succession system to support the organization's sustainable development.
- Promote equitable advancement and diverse Talent Development opportunities to enhance organizational inclusion value.
- Build the best employer brand in Asia, transforming human capital into the driving force for the company's long-term growth.

Specific Actions in 2025

- 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\$14,574,857.083
- Employee compensation and benefit expenses accounted for approximately 15.5% of operating revenue.
- Primax (Taipei) distributed childbirth allowances, childcare subsidies, and scholarships for employees and their children totaling NT\$2,763 thousand.

Note: ✓ Target Achieved ⚙️ Progressing Toward Target ✗ Target Not Achieved

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement | Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

2025 Performance Management Outcomes

- Recognition with over 20 awards, including the Taipei City Childcare-Friendly Award, Age-Friendly and Elder-Friendly Enterprise Certification, Asian Best Employer Award, Workplace Leadership Award, and Vibrant 21st Century ESG Environment-Friendly Case.
- Primax was included in the Taiwan HC 100 Index constituent stocks in 2025
- Average training hours per employee: 10.05 hours
- Average annual salary for non-management employees: NT\$1,660 thousand, representing a 2% increase over the previous year
- Total of 2,642 internal Talent Bank keyword searches conducted
- Overall Average Monthly Voluntary Turnover Rate for the group decreased by 0.32% compared to the previous year.
- Proportion of female senior executives: 16.67%
- Proportion of female managers: 26.5%

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.

● Workforce Overview

According to the disclosure scope of this year, in 2025, Primax Group employed a total of 11,117 employees. Compared to the previous year, the number of employees grew by 13.89%, primarily due to the expansion of production capacity at overseas sites and recruitment needs driven by business growth, which spurred overall manpower growth.

In the overall workforce structure, the percentages of permanent and temporary employees were 94.05% and 5.95% respectively, with female employees accounting for 52.33%, slightly higher than male employees at 47.67%. Regarding individual entities, Primax had 7,534 employees (94.64% in permanent positions and 5.36% in temporary roles; 46.15% male and 53.85% female). Tymphony had 3,583 employees (92.80% permanent and 7.20% temporary; 50.88% male and 49.12% female).



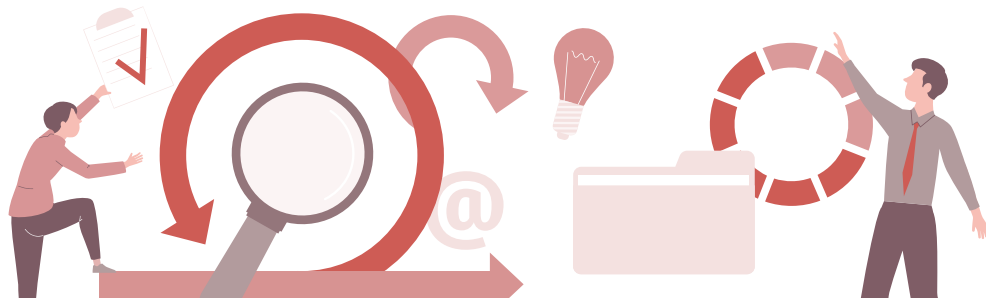
6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement | Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

2025 Primax Group Workforce Overview

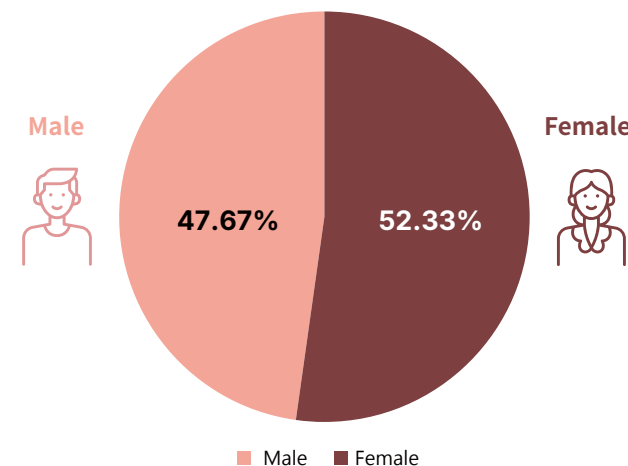
Region	Employment Contract				Employment Type				Total
	Permanent		Temporary		Full-Time		Part-Time		
	Male	Female	Male	Female	Male	Female	Male	Female	
Taiwan	977	380	27	24	1,004	404	0	0	1,408
Mainland China	3,295	3,004	286	271	3,297	3,060	284	215	6,856
Thailand	572	1,969	25	28	573	1,974	24	23	2,594
Czech Republic	118	140	0	1	118	141	0	0	259
Total	4,962	5,493	338	324	4,992	5,579	308	238	11,117

Note:

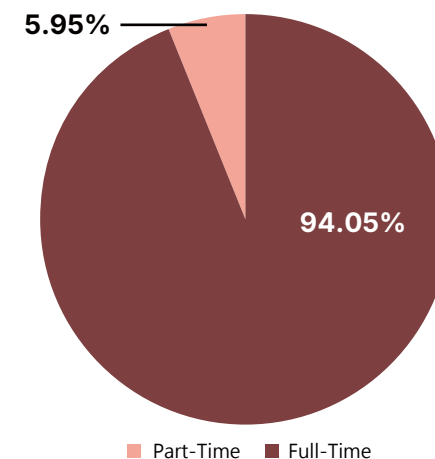
1. The above data were calculated based on the headcount of employees actively employed as of December 31, 2025, according to the HR system. This includes employees who were on leave without pay as of that date. No assumptions were made in compiling the figures.
2. Temporary employees refer to personnel under specific fixed-term contracts (Temps), including interns and student workers, who primarily provide job support.
3. Part-time employees refer to interns and student workers.
4. There are no zero-hour contract employees at the sites disclosed in this report.
5. In 2025, the number of group employees increased by approximately 14% compared to the previous year, primarily due to manpower requirements from the expansion of production capacity at the Thailand site.



Gender Distribution of Primax Group Employees

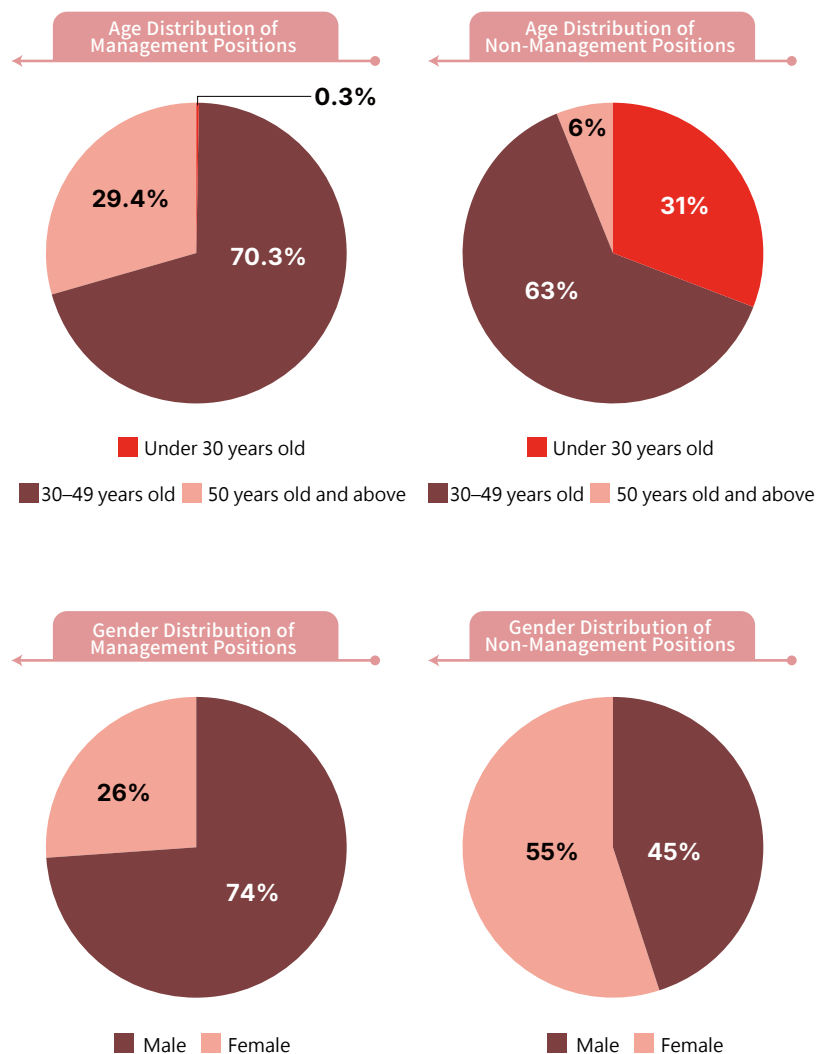


Employment Contract Distribution of Primax Group Employees



6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement | Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

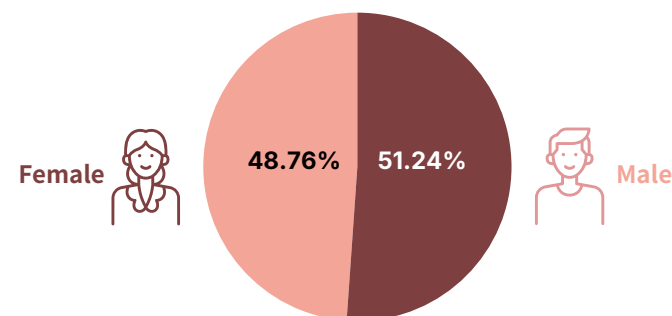
2025 Age and Gender Distribution by Employee Category in Primax Group



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

2025 Primax Group Non-Employee Workers Overview

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.



Region	Non-Employee Workers			Percentage
	Male	Female	Total	
Taiwan	13	16	29	2.02%
Mainland China	1,525	968	2,493	26.67%
Thailand	327	772	1,099	29.76%
Czech Republic	21	39	60	18.81%
Total	1,886	1,795	3,681	24.87%

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.
- The above data were calculated based on the headcount of non-employee workers actively engaged as of December 31, 2025, according to the HR system. No assumptions were made in compiling the figures.
- There is no significant difference in the number of non-employees compared to the previous year.

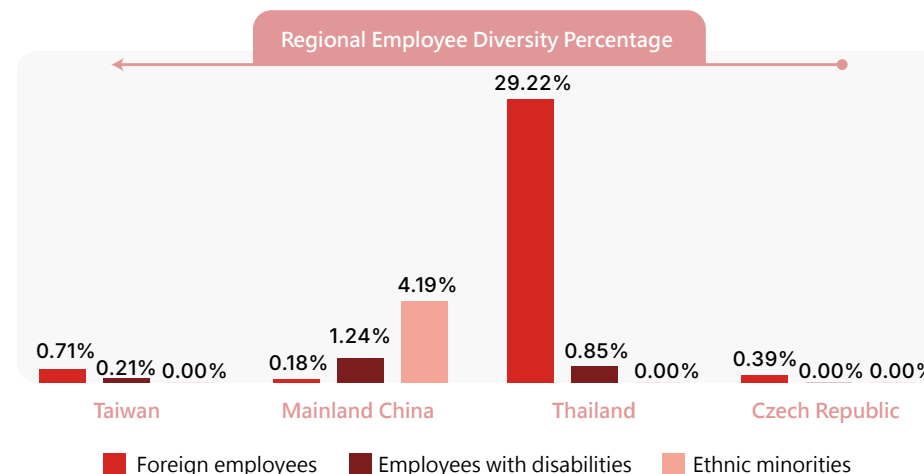
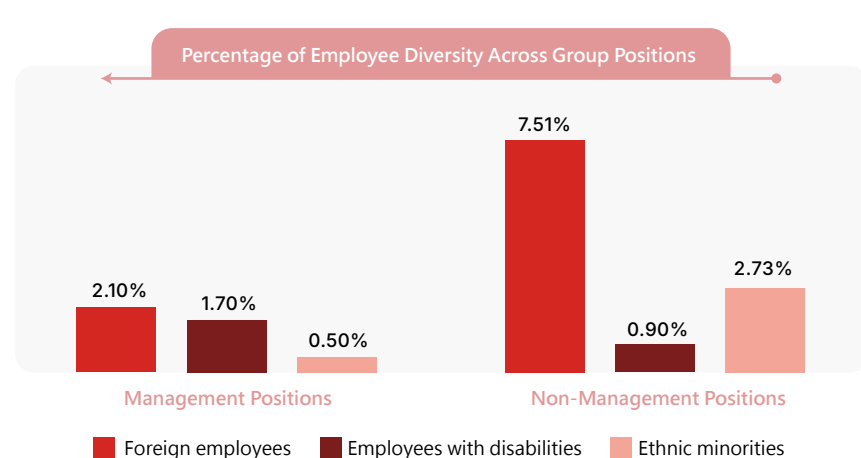
6.1 Human Rights Management | 6.2 Diversity, Equity, and Inclusion (DEI) | 6.3 Talent Attraction and Retention | 6.4 Talent Cultivation and Development | 6.5 Health and Safety | 6.6 Diverse and Vibrant Employee Engagement | Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

● Employee Diversity and Equality

In addition to establishing its headquarters in Taiwan, Primax Group has subsidiaries and manufacturing sites in Mainland China, Thailand, Czech Republic, and other regions. 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.

In 2025, Primax Group employed 781 foreign workers, 110 employees with disabilities, and 287 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.



Note:

1. Foreign employees are defined as individuals whose nationality differs from the country in which they are employed.
2. The number of foreign employees and ethnic minorities increased compared to last year, mainly due to Primax (Thailand) hiring more migrant workers from Myanmar, and the higher percentage of ethnic minority population in the Dongguan region.
3. 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 2025 divided by the total number of employees in the respective region in 2025.
4. 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 2025 divided by the total number of employees in the respective region in 2025.
5. The Group employee diversity percentage is calculated as follows: the number of diverse (or non-) management employees in the Group in 2025 divided by the total number of (or non-) management employees in each region in 2025.
6. The above data were calculated based on the headcount of employees actively employed as of December 31, 2025, according to the HR system. No assumptions were made in compiling the figures.

6.1 Human Rights Management | 6.2 Diversity, Equity, and Inclusion (DEI) | 6.3 Talent Attraction and Retention | 6.4 Talent Cultivation and Development | 6.5 Health and Safety | 6.6 Diverse and Vibrant Employee Engagement | Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

Feature

Primax (Taipei) received the Taipei City Age-Friendly and Elder-Friendly Enterprise Certification in 2025

Among the approximately 1,400 employees at Primax Operating Headquarters and Tymphany (Taipei), the proportion of middle-aged and older employees exceeds 40%, nearly half of the entire workforce. To create an environment that is friendly to middle-aged and older employees, we employ various systems and methods to ensure that employees feel respected and have a sense of belonging.

Many medium and high-aged colleagues have accompanied the company through important phases. Their expertise and wisdom are the most solid foundation. We understand deeply that only by ensuring employees are respected and recognized throughout different stages of their lives can we truly achieve a friendly workplace and sustainable talent growth. In the future, we will continue to adhere to the "people-centered" philosophy, listening to our colleagues' voices to create a workplace where they can feel secure and share joy with their families. We aim to make "Happy Primax People" not just a slogan, but a tangible warmth felt in daily life.



Friendly Employment Excellence
Award : Tymphany Taipei



Taipei City Parenting-Friendly
Business Award



The Age-Friendly and Elder-Friendly Enterprises in 2025



DBTA Diversity, Equity & Inclusion (DEI) Vision Award Ceremony Group Photo

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) **6.3 Talent Attraction and Retention** 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

6.3 Talent Attraction and Retention

● 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 six years. Annually, 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.

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.

- **100%** of new employees completing their personal profile maintenance within the probationary period.
- A total of **2,642** internal Talent Bank keyword searches (including advanced searches) conducted in 2025.

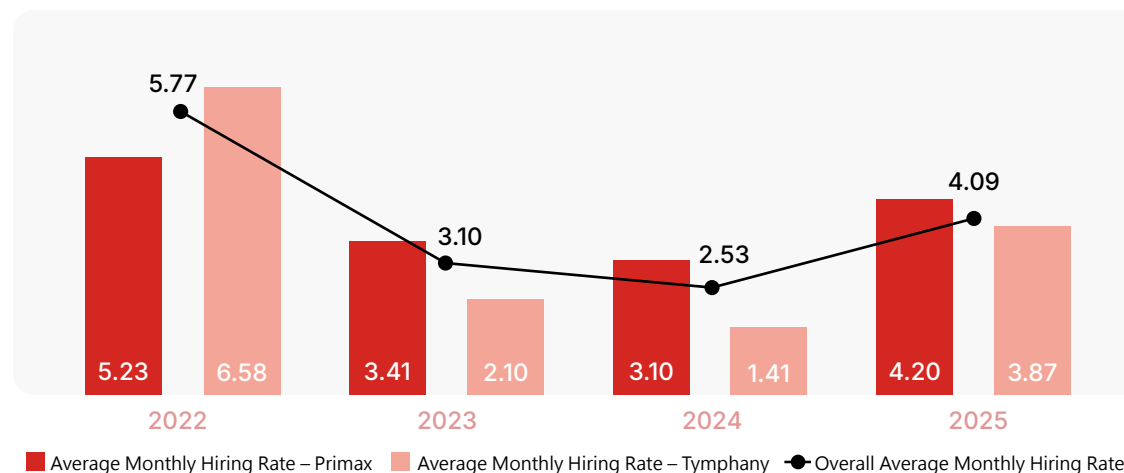


6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) **6.3 Talent Attraction and Retention** 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

● Employee Hiring Rate

In 2025, Primax Group hired a total of 5,459 new employees (3,006 male and 2,453 female), with an average monthly hiring rate of 4.09%. Among them, Primax hired 3,794 new employees (2,006 male and 1,788 female), with an average monthly hiring rate of 4.20%. Tymphany hired 1,665 new employees (1,000 male and 665 female), with an average monthly hiring rate of 3.87%.

Primax Group Four-Year New Hire Rate Statistics



2025 Primax Group New Hire Overview

Region	<30 years old		30–50 years old		≥ 51 years old		Total	
	Male	Female	Male	Female	Male	Female	Number	Percentage
Taiwan	47	34	162	68	22	8	341	2.02%
Mainland China	1,796	1,091	637	359	2	5	3,890	4.73%
Thailand	210	624	125	261	2	0	1,222	3.93%
Czech Republic	1	1	2	2	0	0	6	0.19%
Total	2,054	1,750	926	690	26	13	5,459	4.09%
Category Percentage ^{Note 2}	2.27%	1.31%	0.69%	0.52%	0.02%	0.01%	4.09%	

Note:

- The average monthly hiring rate in each region is calculated as follows: the total number of new employees in each region in 2025 divided by the total number of employees at each operational site, then divided by 12 months.
- 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 2025 divided by the total number of Primax Group employees in that age group as of the end of 2025, then divided by 12 months.

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) **6.3 Talent Attraction and Retention** 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

● 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 2025, Primax Group recorded a total of 4,633 employee separations (2,756 male and 1,877 female), with an overall average monthly turnover rate of 3.47%, slightly decreasing by 0.01% compared to 2024 (3.48%). Further analysis of individual entities shows that in 2025, Primax recorded a total of 3,138 employee separations (1,833 male and 1,255 female), with an average monthly turnover rate of 3.47%. Tymphany recorded a total of 1,495 separations (873 male and 622 female), with an average monthly turnover rate of 3.48%.

Overall, the group's overall average monthly turnover rate has shown a steady declining trend over the past five years and has remained below the low level of 3.5% for the past two years, indicating the resilience and stability of the group's human resources management. It is worth noting that the Overall Average Monthly Voluntary Turnover Rate, which best reflects employees' sense of belonging and satisfaction, has also decreased year by year, further optimizing to 1.59% in 2025, demonstrating the group's effectiveness in creating a quality workplace. In the future, we will continue to deepen the "Talent Value and Inclusion Management Guidelines" by maintaining a competitive remuneration system, a comprehensive benefits plan, and DEI communication channels to sustain a healthy employee turnover rate and strengthen the Company's sustainable competitiveness.

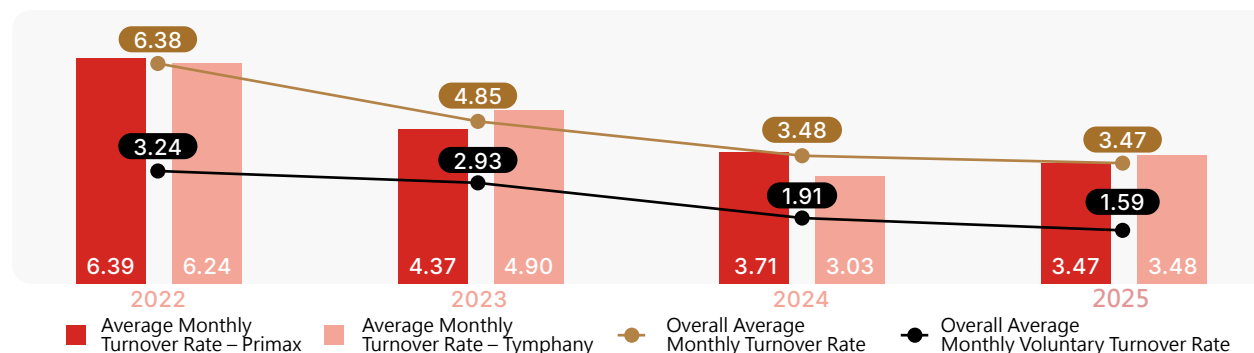
2025 Primax Group Employee Turnover Overview

Region	<30 years old		30-50 years old		≥ 51 years old		Total	
	Male	Female	Male	Female	Male	Female	Number	Percentage
Taiwan	43	27	110	52	41	10	283	1.67%
Mainland China	1,627	824	681	463	12	42	3,649	4.44%
Thailand	130	282	98	162	3	0	675	2.17%
Czech Republic	4	3	7	6	0	6	26	0.84%
Total	1,804	1,136	896	683	56	58	4,633	3.47%
Category Percentage ^{Note 2}	1.35%	0.85%	0.67%	0.51%	0.04%	0.04%	3.47%	

Note:

- The average monthly turnover rate in each region is calculated as follows: the total number of separations in each region in 2025 divided by the total number of employees at each operational site as of the end of 2025, then divided by 12 months.
- 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 2025 divided by the total number of Primax Group employees in that age group as of the end of 2025, then divided by 12 months.
- Turnover includes employees who left the organization voluntarily or due to dismissal or retirement. Employees on unpaid leave are not counted.

Four-Year Turnover Rate StatisticsTurnover Overview



Note:

- 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.
- Direct employees refer to those directly involved in product manufacturing, assembly, processing, or production operations; all others are classified as indirect employees.

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) **6.3 Talent Attraction and Retention** 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

Feature

Primax (Taipei) has been honored with the HR Asia "Best Company to Work for in Asia" award for 5 consecutive years.

Primax (Taipei) Operating Headquarters has stood out among 360 companies to win the HR Asia "Best Company to Work for in Asia Award" for 5 consecutive years, and this year, for the first time, also received the "Digital Empowerment Award," doubly recognizing our outstanding outcomes in workplace culture and talent development. This honor fully affirms the company's efforts and achievements in cross-generational human resources management. 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.



● 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 2025, 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 27.38% 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 2025, employees across Primax Group shared their feedback through interviews with frontline employees, physical mailboxes, emails, direct reporting to management and HR, the enterprise WeChat platform, and labor union proposals. The contents included a wide range of issues, such as 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.

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) **6.3 Talent Attraction and Retention** 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

All grievance channels and union committee members have effectively fulfilled their functions, helping employees communicate their concerns and resolving them through meetings. In 2025, employees across the entire group engaged in communication and feedback through labor-management meetings, labor unions, Employee Welfare Committee meetings, and opinion boxes. With thorough communication and mutual trust between labor and management, the entire group received no employee complaints, continuing to implement a Happy Workplace with labor and management's shared prosperity.



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

● 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 2025, based on Market Observation Post System and information in the current year's Annual Report, the ratio of the highest-paid individual's remuneration to the median employee compensation was approximately 1: 0.048; The ratio of remuneration increase was approximately 1:-0.076, primarily because the median employee remuneration in 2025 decreased by about 9% compared to 2024. Additionally, the highest-paid individual was not the same in the consecutive years, due to differences in remuneration structure and payment conditions, resulting in the highest-paid individual's annual remuneration in 2025 increasing by about 118% compared to 2024, which led to changes in the overall ratio. 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 52 of the 2025 Shareholders' Meeting Annual Report**.

Primax was included in the **Taiwan HC 100 Index constituent stocks in 2025**



6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) **6.3 Talent Attraction and Retention** 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
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Primax Group Statistics on the Ratio of Entry-Level Employee Salary to Local Minimum Wage by Gender

Salary Ratio Item		Local Minimum Wage Ratio	
		Entry-Level Employees	
Operational Site	Gender	Female	Male
Primax	Taipei	1.2	1.2
	Dongguan	1.1	1.1
	Chongqing	1	1
	Kunshan	1	1
	Thailand	1.1	1.1
	Beijing	1.3	1.3
Tymphany	Taipei	1.05	1.09
	Dongguan	1.14	1
	Huizhou	1	1
	Shenzhen Office	2.68	1
	Thailand	1.25	1.25
	Czech Republic	1.12	1.05

Note:

- In 2025, the local government minimum wages (NT\$): NT\$28,590 (Taipei), NT\$10,813 (Kunshan), NT\$9,653 (Chongqing), NT\$8,617 (Dongguan), NT\$11,215 (Thailand), NT\$7,410 (Huizhou), NT\$10,167 (Shenzhen), NT\$26,573 (Czech Republic), 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	0.9	0.9	0.9	0.97	0.9	0.8
	Mainland China	Male	1	1	1	1	1	1
		Female	0.9	0.9	0.9	0.9	0.8	0.8
	Thailand	Male	1	1	1	1	1	1
		Female	NA	NA	0.8	0.8	0.9	0.9
Tymphany	Taiwan	Male	1	1	1	1	1	1
		Female	0.95	0.91	0.99	0.95	0.80	0.79
	Mainland China	Male	1	1	1	1	1	1
		Female	0.92	0.88	0.84	0.85	0.63	0.63
	Thailand	Male	1	1	1	1	1	1
		Female	NA	NA	0.84	0.85	0.77	0.77
	Czech Republic	Male	1	1	1	1	1	1
		Female	0.78	0.79	0.71	0.68	0.81	0.80

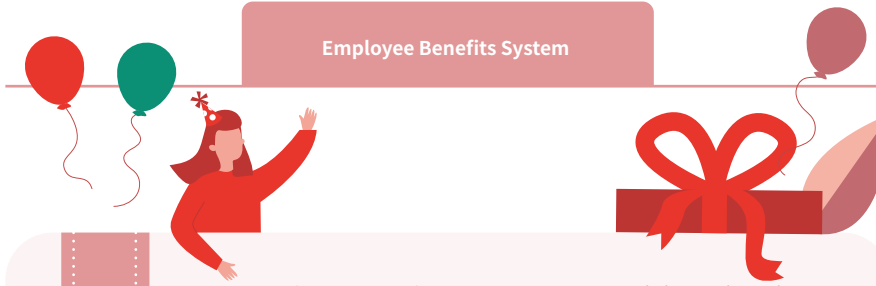
Note:

- 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, 2025, for employees employed as of December 31, 2025.
- 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.

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) **6.3 Talent Attraction and Retention** 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

● 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 Tymphany, 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.



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.
- Tymphany sites in China offer travel leave beyond statutory entitlements, and Tymphany (Shenzhen) implements a flexible working hours policy.
- Tymphany (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.

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) **6.3 Talent Attraction and Retention** 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace



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 Tymphany, ECP, implemented by the Employee Welfare Committee, provides employee benefits, meal and accommodation subsidies, and support for club activities. Tymphany (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 Tymphany (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.
- Tymphany (Czech Republic) provides employees with an extra monthly benefit of 3% + CZK 200, which can be allocated to a pension fund, used for purchasing benefits, or for a sports card.
- 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.



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.



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.
- Tymphany (Huizhou) organized basketball tournaments, music festivals, Family Open Day events, sports games, employee team-building activities, and the annual sports festival.
- Tymphany (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.



6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) **6.3 Talent Attraction and Retention** 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace



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.
- Tymphany (Taipei) annually provides employees with health examinations, offering additional subsidies for employees over the age of 45, and organizes related educational seminars and activities. First-aid kits are available on every floor for employees' use. Regarding employee well-being, the company provides an Employee Assistance Program (EAP), offering each employee 4 hours of free psychological counseling annually and organizing over 10 stress-relief activities for employees each year.
- 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.




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 and a Volunteer Team.
- 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.



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.

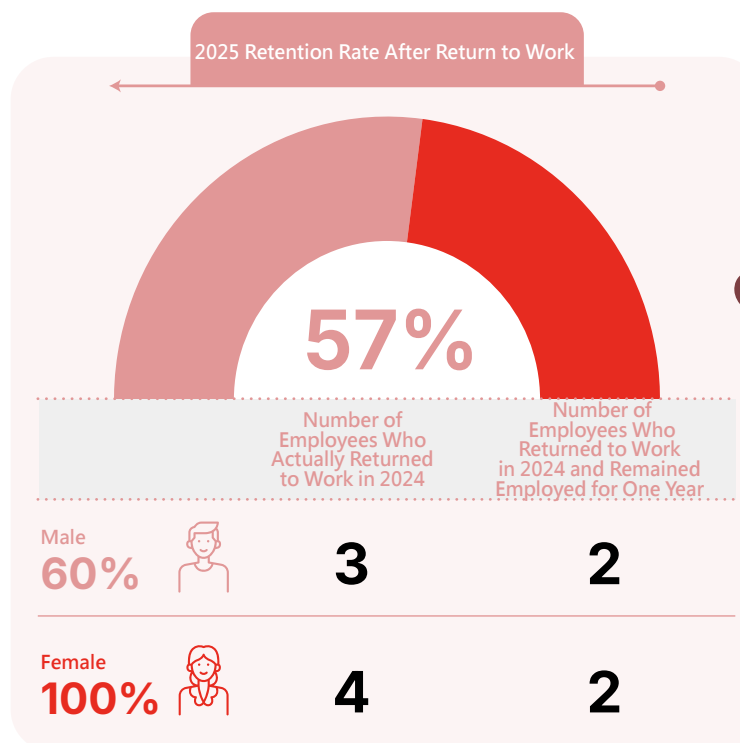


6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) **6.3 Talent Attraction and Retention** 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

● 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 2025, there were 154 employees at Primax (Taipei) and Tymphany (Taipei) eligible to apply for parental unpaid leave (111 male and 43 female). A total of 8 employees applied (3 male and 5 female). Of the 5 employees scheduled to return to work upon the end of their leave (2 male and 3 female), 3 employees actually resumed employment (0 male and 3 female), resulting in a return-to-work rate of 60% and a retention rate of 57%. 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 maternity and paternity leave during the period from January 1, 2022 to December 31, 2025.
2. Starting in 2025, the statistical scope of parental leave without pay data was expanded from Primax (Taipei) to include Tymphany (Taipei), resulting in some changes compared to the previous year's data.

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

Feature Primax Group received the Taipei City Childcare-Friendly Award in 2025

In implementing family-friendly child-rearing policies, Primax offers comprehensive childcare support, ranging from paternity check leave superior to legal requirements and on-site doctors before childbirth, to various postnatal subsidies, accompanying employees in their children's growth journey. Additionally, we offer an energetic 7-day leave exceeding legal requirements, flexible working hours, remote work options, and a variety of parent-child activities. This ensures that working parents can accompany their families while maintaining work-life balance.



Creating a comprehensive friendly workplace for parenting

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

Improvement of diverse subsidy schemes

Providing a NT\$50,000 per child Childbirth Subsidy, a NT\$8,000 Childbirth Cash Allowance, a NT\$7,000 Childcare Subsidy per child annually, scholarships for each semester from elementary school to university, and special agreements with more than 10 qualified childcare institutions to help new parents navigate their new roles.

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 2024, the facility once again obtained the Taipei City Government "Excellent Breastfeeding Room Certification". (certificate valid from: From September 1, 2024, to August 31, 2027)
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.

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) **6.3 Talent Attraction and Retention** 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

• Flexible work options for work-life balance

In addition to the long-standing implementation of flexible working hours, we also offer extensive remote working options, such as four work-from-home days each month. After maternity leave or within one month following a spouse's childbirth, employees can apply for four weeks of remote work with management approval.

• Energetic leave exceeding legal requirements

In addition to providing employees with an additional 7 days of fully paid leave, we also offer one more day of fully paid paternity check or paternity leave, along with one annual day for artificial insemination leave. Additionally, the minimum leave unit at the company is half an hour, allowing employees to arrange their holidays more flexibly to accompany family or respond to family situations.

• A safe and friendly work environment

Primax has received the Taipei City Government Excellent Breastfeeding Room Certification for 12 consecutive years. Additionally, it offers on-site doctors, an employee assistance service program, and consultation services for pregnancy, new parents, and family parenting.

• Innovative and fun parent-child activities

Primax organizes many family-friendly activities annually, such as Family Days and employee trips. Additionally, we collaborate with schools to hold winter and summer camps, giving priority enrollment and full subsidies to employees' children, encouraging families to participate in company activities together.

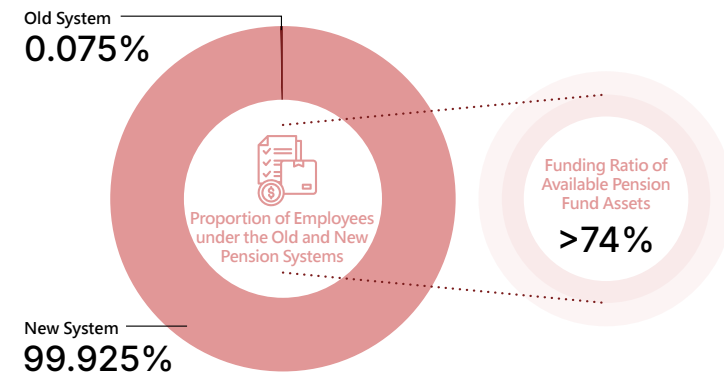
This award not only serves as a rigorous validation of Primax's performance in employee care but also drives us to deepen our governance efforts. We will continue to uphold the core value of "people-centeredness" by optimizing various workplace welfare policies. Together with our colleagues, we aim to create a more inclusive, friendly, and sustainable benchmark workplace.

• 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) and Tymphany (Taipei) contribute 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 0.075% of employees were enrolled in the old pension system, while about 99.925% were covered under the new system. The fund assets available to Primax exceeded the pension liabilities by 74.36%.

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.



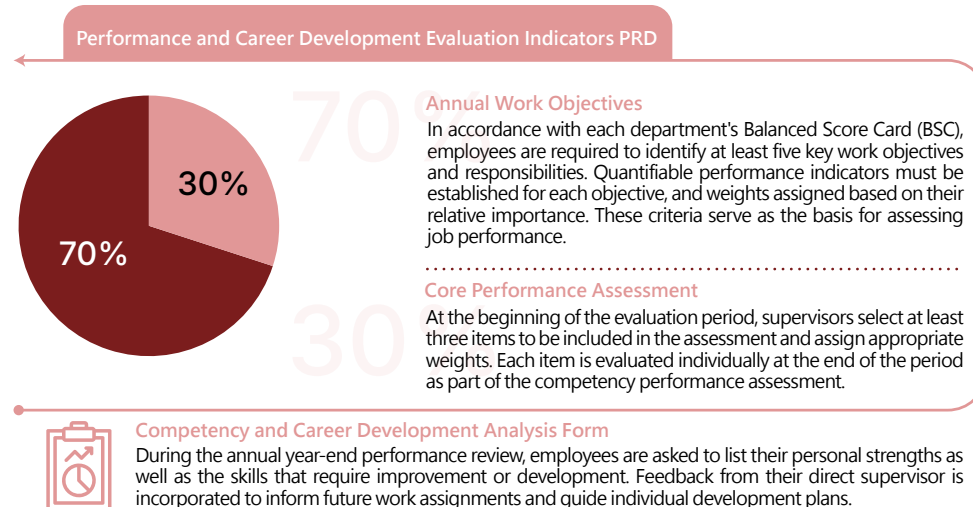
6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention **6.4 Talent Cultivation and Development** 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

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.

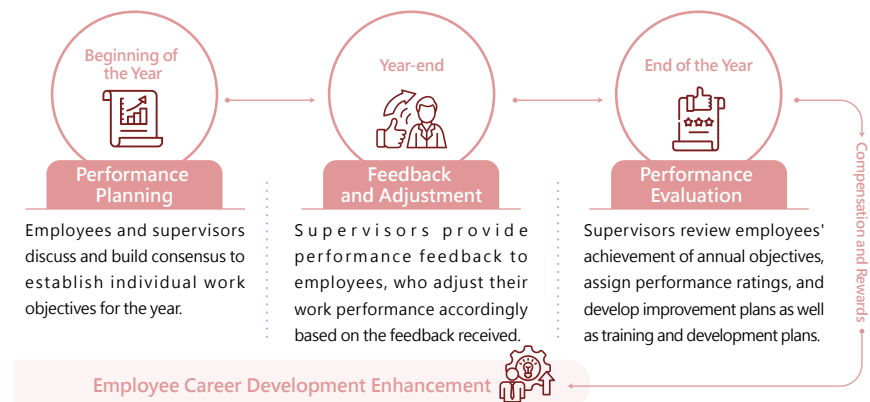


● Performance Review System

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 Tymphany, all employees are subject to performance reviews, ensuring fair opportunities for promotion and career development.

In 2025, all full-time employees participated in performance evaluations, achieving a **100%** participation rate.

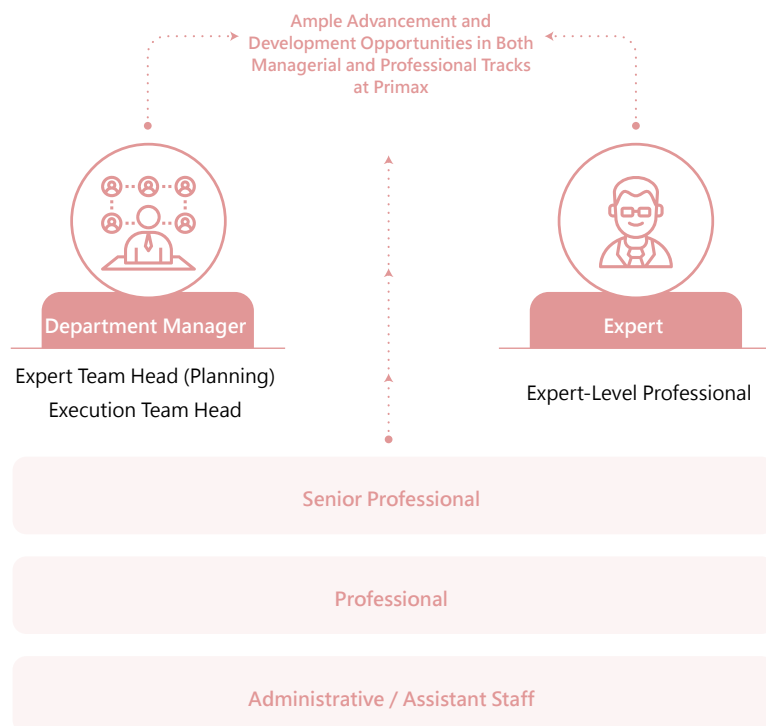
Primax Group Employee Performance Review Process Flow



6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention **6.4 Talent Cultivation and Development** 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
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● Flexible Dual-Track Career Development System

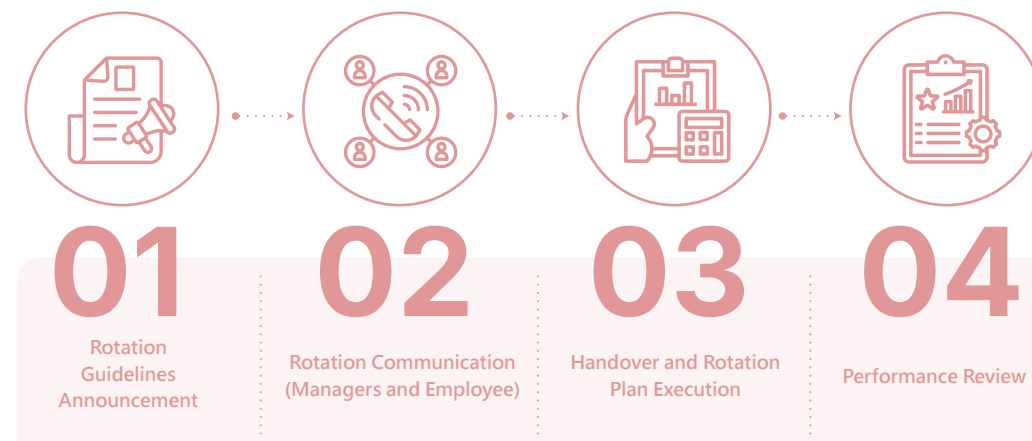
Unlike traditional promotion plans, Primax has established a flexible dual-track career development system that allows each employee to pursue either a managerial track or a professional track, depending on their personal interests, strengths, and career aspirations. Regardless of the path chosen, all 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.



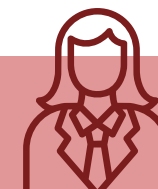
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● Diverse and Equitable Talent Development Program

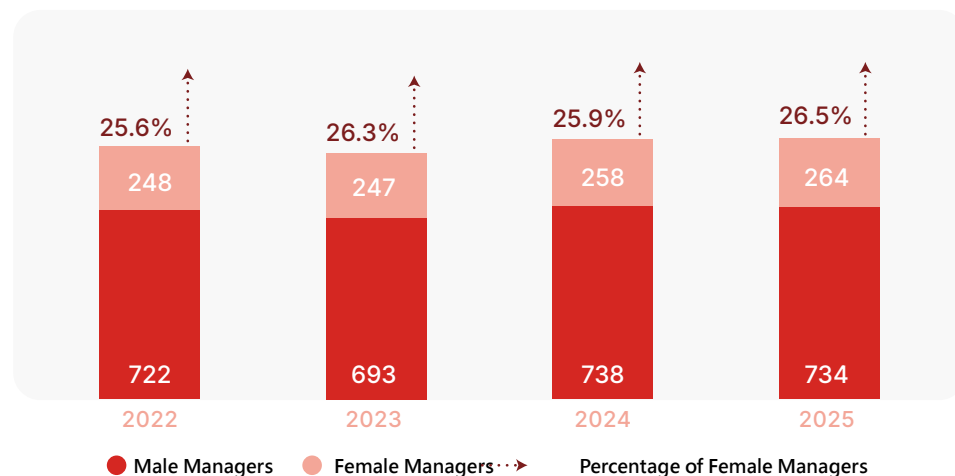
Female Leadership Talent Development Indicators

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 enhance female leadership representation within the Group's key management team, with the goal of achieving **20%** female representation among key management personnel by 2030

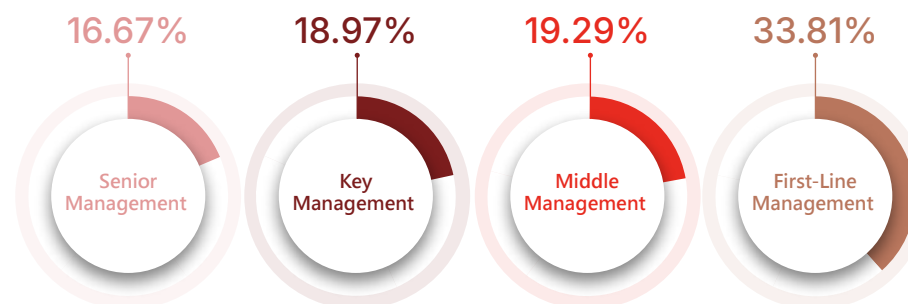


Percentage of Female Managers at Primax Group Over the Past 4 Years



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

Proportion of Female Employees in Management Positions at Primax Group in 2025



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.

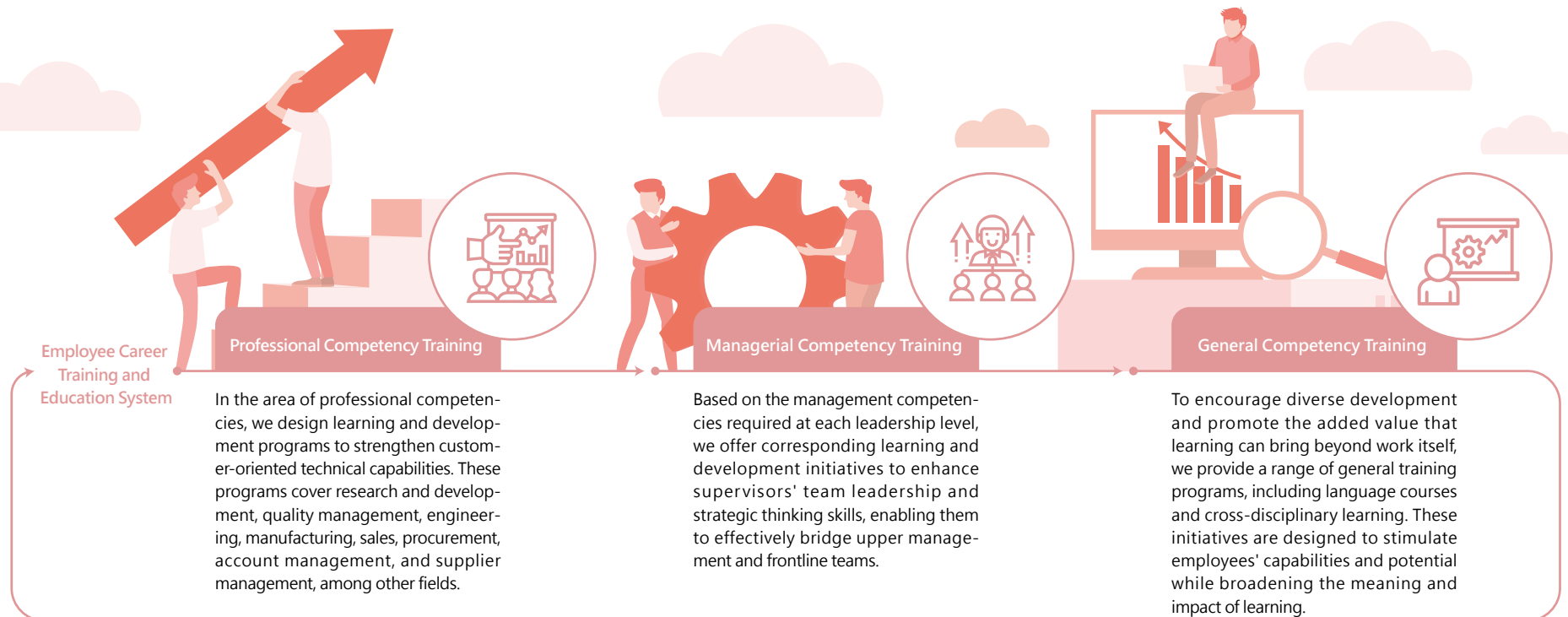
6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention **6.4 Talent Cultivation and Development** 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
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● Diverse and Self-Directed Learning 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 Group'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:



6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention **6.4 Talent Cultivation and Development** 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
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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 Tymphany, training opportunities are categorized and offered across areas such as quality, acoustics, production, management, and personal development.

Employee Career Training and Education System



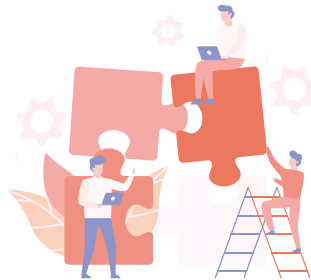
Company Courses

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.



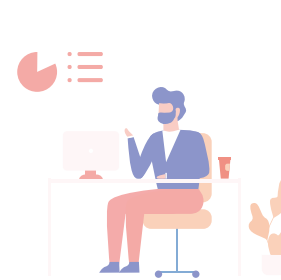
External Courses

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

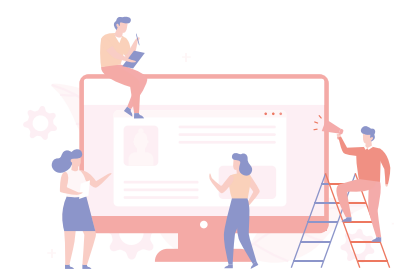
Employees who demonstrate outstanding performance and high development potential may be selected to participate in short-term overseas professional training or conferences to broaden their international perspectives.



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.



Online Courses

Online Learning and Knowledge Platforms

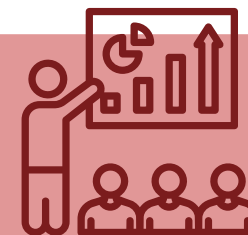
A digital Learning Management System has been established to provide a platform for knowledge exchange and interactive discussion through dedicated community forums and blog areas. This system is known as "Vigor e-Learning Campus." Courses available include general education, foundational professional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

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention **6.4 Talent Cultivation and Development** 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
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Employee Training

Primax Group places great importance on employee career development and provides all employees with the right to participate in training. In 2025, employees of Primax Group participated in courses organized by the Human Resources Department, excluding occupational safety and environmental training, accumulating a total of 111,700.28 training hours, with an average of 10.05 hours per employee and total training expenses amounting to NT\$14,574,857.083.

- **111,700.28** hours of employee training delivered by Primax Group in 2025
- Average training hours per employee in 2025: **10.05** hours



2025 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	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Number of Employees	330	87	674	317	363	156	3,218	3,119	19	11	578	1,986	22	10	96	131
Total Training Hours	2,669.97	860.47	6,639.00	2,950.72	9,265.20	2,869.52	33,368.50	21,551.00	1,643.40	996.60	9,286.20	13,390.20	942.00	195.70	2,676.80	2,395.00
Average Training Hours	8.09	9.89	9.85	9.31	25.52	21.07	10.37	6.91	86.49	90.60	16.07	6.74	42.82	7.53	27.88	18.28

Note:

1. The average training hours for male and female employees by region and position are calculated as follows: the total training hours in 2025 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 2025.
2. 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](#).



Sigma Training



Data Analytics Training



Managing Downward: Golf-Based Leadership Training



Core Performance Training

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development **6.5 Health and Safety** 6.6 Diverse and Vibrant Employee Engagement
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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 2025	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 Primax (Taipei) Headquarters and major manufacturing sites 100% participation rate in health examinations - Lost-Time Injury Frequency Rate (FR) is lower than the average of the past 3 years (with the past 3 years average being 1.3) - Lost-Time Injury Severity Rate (SR) is lower than the average of the past 3 years (with the past 3 years average being 13.63)	✓ ✓ ✓ ✓ ✓ ✓	- Zero occurrences of occupational diseases - Zero occurrences of severe occupational injuries
Specific Actions in 2025 - Implemented the ISO 45001 Occupational Health and Safety Management System at Primax (Taipei) Headquarters and all major manufacturing sites. - Invested a total of NT\$795,904 in education and training related to occupational safety and injury prevention - Conducted 2,563 occupational health and safety hazard identifications and risk assessments at Primax (Taipei) Headquarters and major manufacturing sites, with no high-risk items identified. - Identified 871 deficiencies, achieving a remediation rate of 100% - Completed health examinations for 998 employees at Primax (Taipei) and Tymphony (Taipei) offices - Implemented a seasonal weight loss program that engaged 2,109 participations overall, including 128 employees who joined the dedicated weight loss initiative at Primax (Taipei) - Maintained an Employee Assistance Program (EAP) hotline, recording 763 uses in Phase I and 53 uses in Phase II throughout 2025 at Primax (Taipei) - Hosted two EAP-themed seminars, attended by a total of 116 participants at Primax (Taipei)		

Note: ✓ Target Achieved ⚙️ Progressing Toward Target ✗ Target Not Achieved

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development **6.5 Health and Safety** 6.6 Diverse and Vibrant Employee Engagement
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2025 Performance Management Outcomes

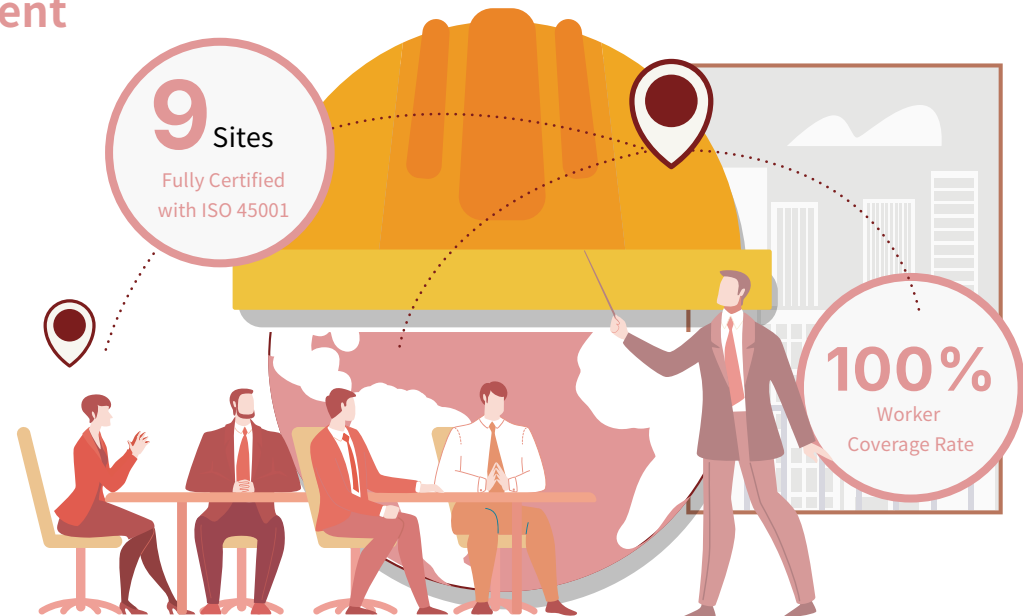
- Zero major work-related injury incidents occurred across the Group
- Zero cases of occupational disease were reported within the Group
- The Group recorded a total of 28 work-related occupational injury cases.
- Employee satisfaction with EAP services and health promotion activities at Primax (Taipei) approached the maximum rating
- Primax (Chongqing) received the Advanced Collective award from the Chongqing Blood Center and the Yongchuan District Health Commission of Chongqing.
- Tymphany (Taipei) received the Outstanding Workplace Group Health

Explanation of Quantitative Impact Measurement Methods

- Impact Description: The occurrence of occupational injuries generates social costs
- Avoidance of Social Costs: In 2025, 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) 2025 report "Costs to Great Britain of Workplace Injuries and New Cases of Work-Related Ill Health – 2023/24," the average social cost per occupational injury (including financial and human resource costs) is estimated at GBP 10,000. Based on this factor, the estimated social cost resulting from occupational injuries at Primax in 2025 was approximately NT\$15.8 million, representing a 12% increase compared to the social cost in 2024. In the future, occupational safety management in Thailand will be strengthened to reduce the occurrence probability in that region.

● Occupational Health and Safety Management

To align with international trends 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 at its Taipei headquarters and major production sites. These include three Primax facilities in China, the Primax Thailand plant, two Tymphany facilities in China, as well as facilities in Thailand and the Czech Republic, totaling nine sites. All sites have undergone external verification by a third-party certification body, SGS, and have obtained ISO 45001 certification. 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 the Primax (Taipei) Headquarters regularly conduct internal and external audits; although the Tymphany (Taipei) and other office sites have not yet undergone external verification for ISO 45001, they are still governed by the Group's Occupational Health and Safety Management System and related management processes.



6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development **6.5 Health and Safety** 6.6 Diverse and Vibrant Employee Engagement
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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 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



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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. Personnel in the hazard identification teams at each site 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 2025, Primax (Taipei) Headquarters and major manufacturing sites conducted 2,563 occupational health and safety hazard identifications and risk assessments, with no high-risk items identified. The sites continued to proactively identify potential hazards and risks through inspections, internal audits, and external audits. Throughout 2025, a total of 871 deficiencies were identified, achieving an improvement rate of 100%, with ongoing follow-up for items yet to be fully addressed.

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



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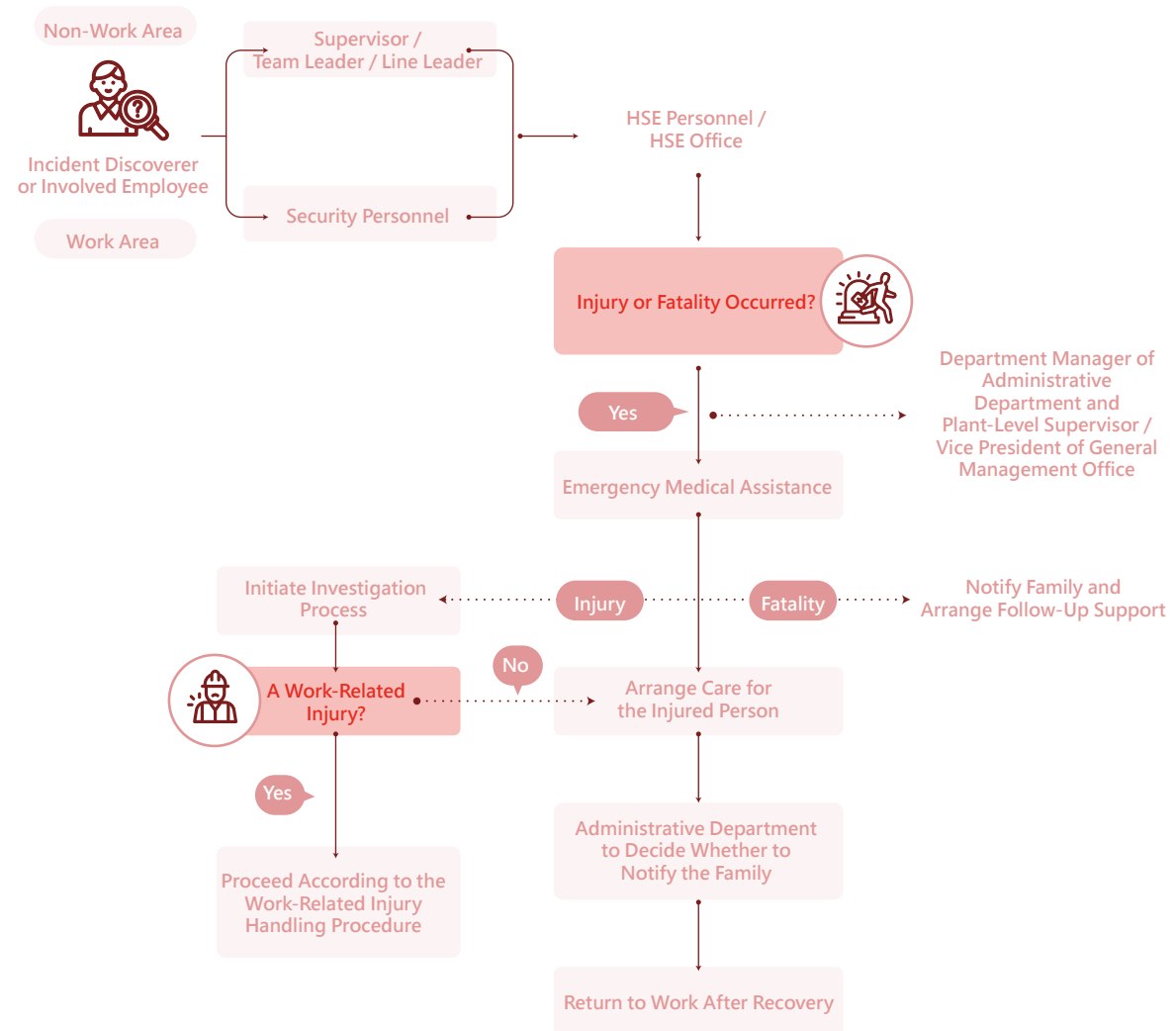
Incident Reporting and Investigation Process

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



6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development **6.5 Health and Safety** 6.6 Diverse and Vibrant Employee Engagement
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● 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 2025, 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 21,903 employee participations. The total training investment amounted to NT\$795,904.

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. We have established comprehensive emergency response system procedures to protect employees in the event of fires, earthquakes, explosions, natural disasters, or workplace accidents.



6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development **6.5 Health and Safety** 6.6 Diverse and Vibrant Employee Engagement
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● 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, Primax Group has established the "Contractor Construction Safety Management Procedure," while Taiwan sites have the "Contractor Management Method." Contractors are required to sign the "Contractor Workplace Hazard Notification Form," and must be informed of the site workplace environment and hazard factors. Prior to any construction activities, contractors are required to complete a "Construction Work Permit," which must be approved before work can commence. If any non-compliance with safety regulations is identified during the work process, the project lead unit must immediately make corrections. 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.

● 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 2025, Primax Group recorded a total of 28 work-related injuries among employees. 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.



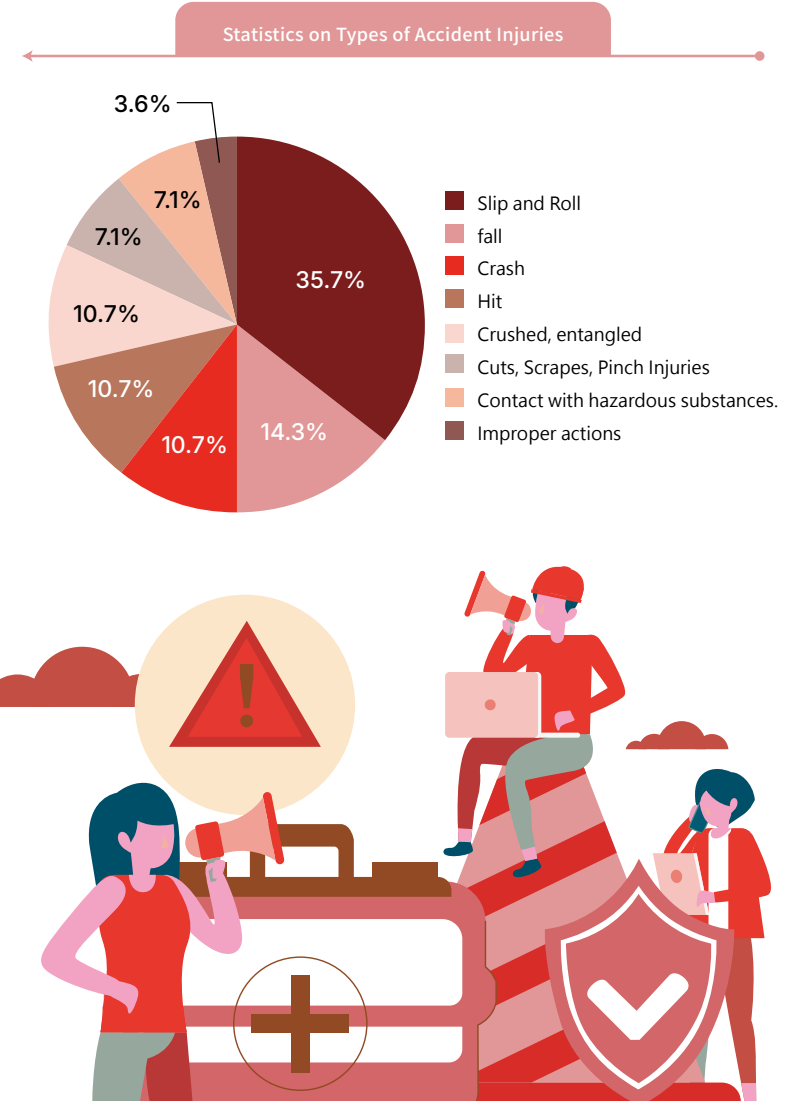
6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development **6.5 Health and Safety** 6.6 Diverse and Vibrant Employee Engagement
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Statistics on Work-Related Injuries and Occupational Diseases Among Primax Group Employees (2022–2025)

Entire Group				
Year	2022	2023	2024	2025
Total Hours Worked	28,961,758	24,777,429	23,193,223	33,947,480
The number of recordable work-related injuries	25	52	22	28
Number of Fatalities	0	0	0	0
Lost Workdays Due to Lost-Time Injuries	527.5	245	296.53	193
Number of Severe Lost-Time Injuries	0	0	0	0
Lost-Time Injury Frequency Rate (FR/LTIFR)	0.86	2.10	0.94	0.82
Lost-Time Injury Severity Rate (SR)	18.21	9.89	12.78	5.69
High-Consequence Work-Related Injury Rate (Excluding Fatalities)	0	0	0	0
Occupational Disease Incidence Rate	0	0	0	0

Note:

- The total hours worked shown above are actual hours, with data sourced from the HR system.
- 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 Workday Rate (SR) is calculated as the number of recordable lost workdays divided by the total hours worked and multiplied by 1,000,000.
- 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 2025, 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 2025, no such cases were confirmed among Group employees.
- In 2025, no fatalities, high-consequence work-related injuries, occupational diseases, or recordable work-related injuries were recorded among non-employee workers of Primax Group. This category includes dispatched personnel and regular on-site contractors such as security, cleaning, catering, and gardening staff, but does not include ad hoc contractors engaged for irregular work. The total hours worked were 3,014,381 hours (actual hours, with data sourced from the access control systems).



6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

● 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 2025, all major sites have achieved the management objectives related to occupational diseases and work-related injuries.



Primax (Taipei) Health campaign - Employee Health Examination

Primax (Taipei) Headquarters and Tymphony (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 2025, a total of 998 employees at Primax (Taipei) Headquarters and Tymphony (Taipei) participated in health examinations.

Primax (Taipei) Headquarters

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

Tymphony (Taipei)

- 01 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.
- 02 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

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development **6.5 Health and Safety** 6.6 Diverse and Vibrant Employee Engagement
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

Mitigating Employee Health Risks through Health Promotion Activities

In 2025, Primax Group organized a diverse array of health promotion activities at various locations, including Sports Month, campus sports meets, and sports competitions, along with multiple themed health seminars. Furthermore, exercise programs were integrated with an ecosystem rewards system to encourage 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. 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. The number of participants in various health promotion activities of the group in 2025 is as follows:

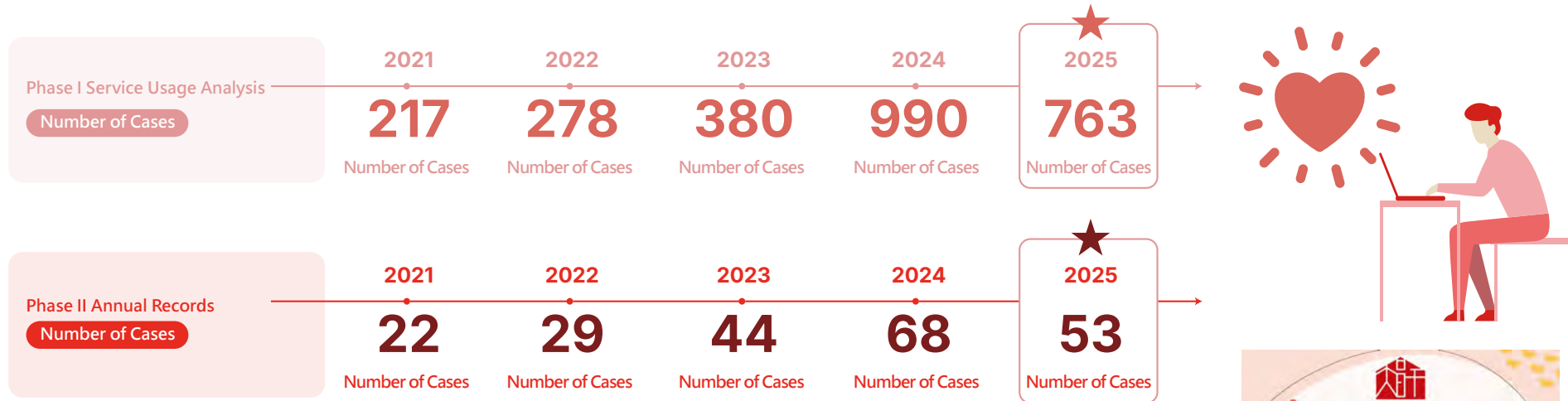
Participation in Health Promotion Activities										
Activities	PMX					TYM				
	Taipei	Dongguan	Chongqing	Kunshan	Thailand	Taipei	Dongguan	Huizhou	Thailand	Czech Republic
Weight Management	128	-	-	-	-	-	-	-	-	-
Health Seminars	170	216	118	23	0	102	180	155	-	-
Sports Competitions (basketball, badminton, etc.)	503	400	230	-	-	60	-	500	-	53
Diet Control	798	-	-	-	-	-	-	-	-	-
Stress-relief massage	510	-	-	-	-	-	-	-	-	-



6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development **6.5 Health and Safety** 6.6 Diverse and Vibrant Employee Engagement
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

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 provides multi-dimensional professional consultation services in medical, legal, psychological, and other areas. According to statistics, the usage of EAP services has shown a significant growth trend in the past two years, indicating that employees have developed a high willingness and trust in using these services, and have become accustomed to seeking solutions through this professional channel to ensure that their personal issues receive substantial assistance.



In 2025, 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 5.7 out of 6 points. Regarding whether the service helped reduce the negative impact of personal issues on work, the rating reached 5.2 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 2025, two EAP-themed seminars were conducted, covering topics such as workplace interaction, parental awareness and care in the digital age, and sleep health. These sessions helped employees address pressures related to achieving work-life balance. A total of 116 employees attended, and the satisfaction ratings for the seminars were all above 5.4 out of 6 points, reflecting their strong popularity among employees.



EAP Promotional Poster

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

6.6 Diverse and Vibrant Employee Engagement

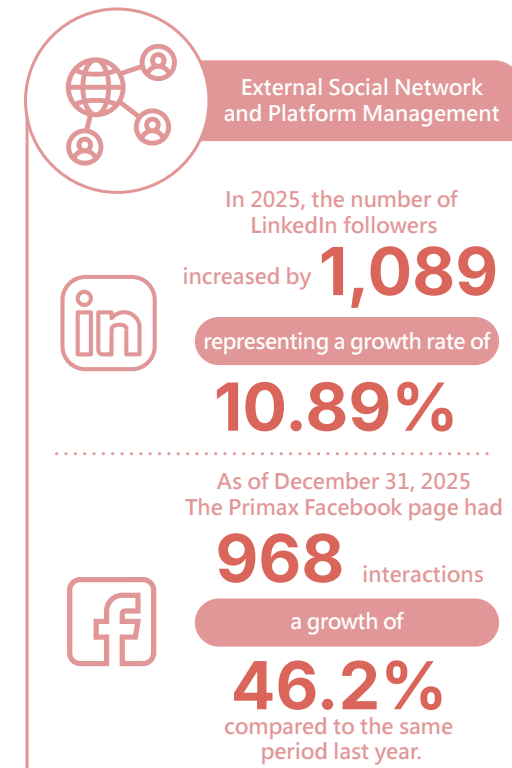
● Employee Engagement Survey

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. In May 2025, an HR Asia third-party agency conducted a survey showing that Primax employees reported a sustainable engagement score of 84% with a coverage rate of 80%. The survey period was from May 2024 to April 2025, with a frequency of annually. 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 2025 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.



6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development 6.5 Health and Safety **6.6 Diverse and Vibrant Employee Engagement**
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

Primax continuously refines its brand identity, striving for excellence and sustained innovation. This year, we continue to embrace the core theme of "STAR," which includes four key pillars: "S" representing Safety and Health, "T" for Talent Development, "A" reaching A+ in ESG Excellence, and "R" for Recognition and Benefits. These elements are comprehensively integrated into diverse quarterly initiatives, promoting a forward-looking workplace culture under the banner of the "Sustainable and Exceptional Workplace for Talent," with the aim of effectively enhancing 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.

2025 Activity Overview		Q1	Q2	Q3	Q4
S T A R	 Safety and Health	▪ Company-wide Health Checkup ▪ Weight Loss Challenge ▪ 10,000 Steps a Day ▪ Jogging Activity ▪ Health Seminar ▪ Nature Yoga	▪ Neihu District Jogging ▪ Mindfulness Workshop	▪ Fire Safety Smart Star ▪ Walk to Plant Trees	Influenza Vaccination
	 Talent Development	International Women's Day Celebration	Paper Airplane Making Contest	"A CHIP ODYSSEY" Film Screening	Knowledge King Challenge
	 A to A+ ESG Excellence	▪ Hungdao Year-End Charity Volunteer Activity ▪ Science, Humanities & Arts Camp	"Film"-less Limits: Diversity & Gender Film Day	▪ Secondhand Clothing Donation ▪ Charity Blood Donation ▪ Angel Sustainability Market	▪ Christmas Wishes ▪ Corporate Site Visit ▪ Little Boss Secondhand Market
	 Recognition and Benefits	▪ Annual Year-End Banquet ▪ Lunar New Year Health Walk ▪ Lucky Snake Year Opening Ceremony ▪ Low-GI Meal	My Unique Zongzi: Dragon Boat Festival DIY Sachet	▪ Against the Wind Theater Workshop ▪ Primax Book Fair	▪ Welfare Committee Autumn/Winter Outing ▪ PRIMAX Cares for You

6.1 Human Rights Management 6.2 Diversity, Equity, and Inclusion (DEI) 6.3 Talent Attraction and Retention 6.4 Talent Cultivation and Development 6.5 Health and Safety 6.6 Diverse and Vibrant Employee Engagement
| Feature | Primax Care IPromotes Diversity, Equity, and Inclusion in the Workplace

Feature Primax Care Implements Diversity, Equity, and Inclusion (DEI) in the Workplace

Primax is dedicated to creating a friendly workplace characterized by High levels of security and psychological resilience, aiming to provide employees with a tangible sense of work-life balance through practical measures. We have implemented a series of initiatives covering "Family-Friendly Parenting Allies," "Promoting Diversity and Inclusion in the Workplace," and "Shared Prosperity Goals," providing strong support for our colleagues from both systemic and environmental perspectives.

In 2025, Primax Operating Headquarters received high recognition for its DEI governance performance, earning the DBTA Diversity for Better Tomorrow Awards "Gold Award" and "Special Award," demonstrating our commitment to advancing workplace equality and diversity management.



"Film"-less Limits: Boundless
DEI Impact



screening of "Passing Through
Guanshan"

Primax will continue to center its operations on "employee needs," with the aspiration to create a work environment that embodies Diversity, Equity, and Inclusion (DEI). This ensures that every employee can realize their full potential, working together to achieve exceptional business value and social impact.

Promoting Immersive DEI Initiatives: Collaborating with Queer Film Festival to Deepen Empathy

In June 2025, Primax collaborated with the Taiwan International Queer Film Festival to host a screening of the diverse gender film "Passing Through Guanshan." The event also featured a post-screening discussion with the director and actors, providing employees with more exposure to DEI. The aim was for employees to have the opportunity to understand and overcome their own biases, and to learn how to interact and collaborate with colleagues of different backgrounds, genders, ages, races, religions, and abilities, leveraging diversity to create better work outcomes. Subsequently, a series of activities such as an exhibition of stills and the "Cinematic Influence Message Board" were organized to sustain the warmth of social impact.

· Establishing an inclusive and collaborative team culture

Through compelling visual storytelling, guide colleagues to recognize and overcome potential biases, learn how to collaborate effectively with partners of different genders, ages, races, religions, and abilities with an inclusive mindset, and thereby transform "diversity" into a team advantage that sparks innovation.

· Building Consensus and Positive Feedback

The series of initiatives attracted nearly 200 participants. According to the post-event evaluation, as high as 95% of employees reported gaining substantial inspiration and committed to implementing respect for diverse groups in their daily operations, with a strong anticipation for the continuation of related activities in the future.



7. Shared Prosperity

7.1 Light Up – Primax Group Illumination Initiative	170
7.2 Igniting Creativity: A Fusion of Art, Humanities, and Science	171
7.3 Long-Term Commitment to Education and Local Community Care	176
Feature "Building a Better Future Together" — Deep Industry–Academia Collaboration for Lasting Social Impact	180

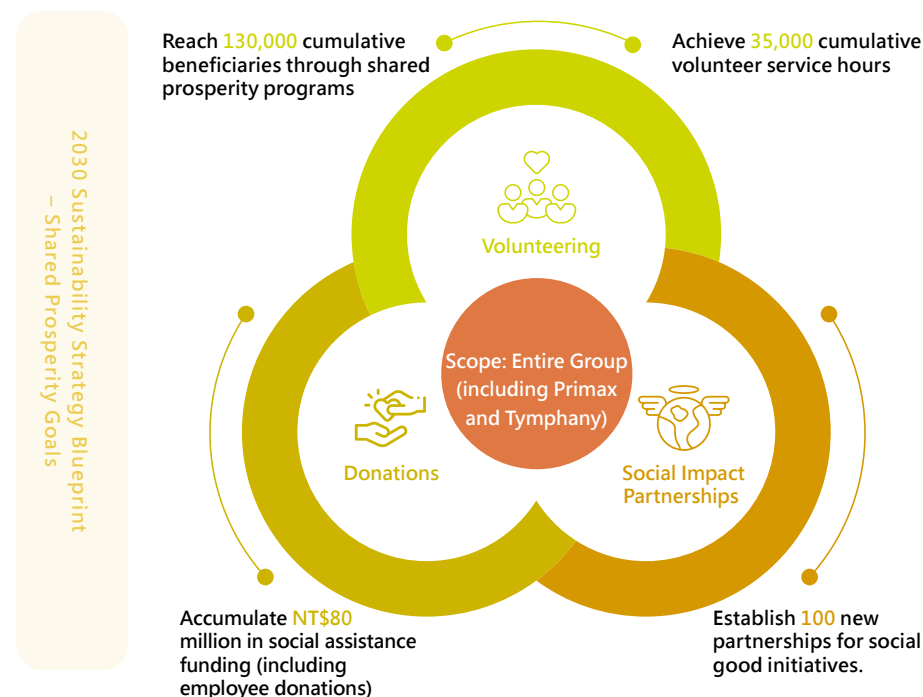
7.1 Light Up – Primax Group Illumination Initiative 7.2 Igniting Creativity: A Fusion of Art, Humanities, and Science 7.3 Long-Term Commitment to Education and Local Community Care | Feature | Building a Better Future Together



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. 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, in 2025, all Group operations, including Tymphony, will be formally included. By integrating resources to elevate the target values, we will maximize the Group's positive social impact, demonstrating that 1+1 can be greater than 2.

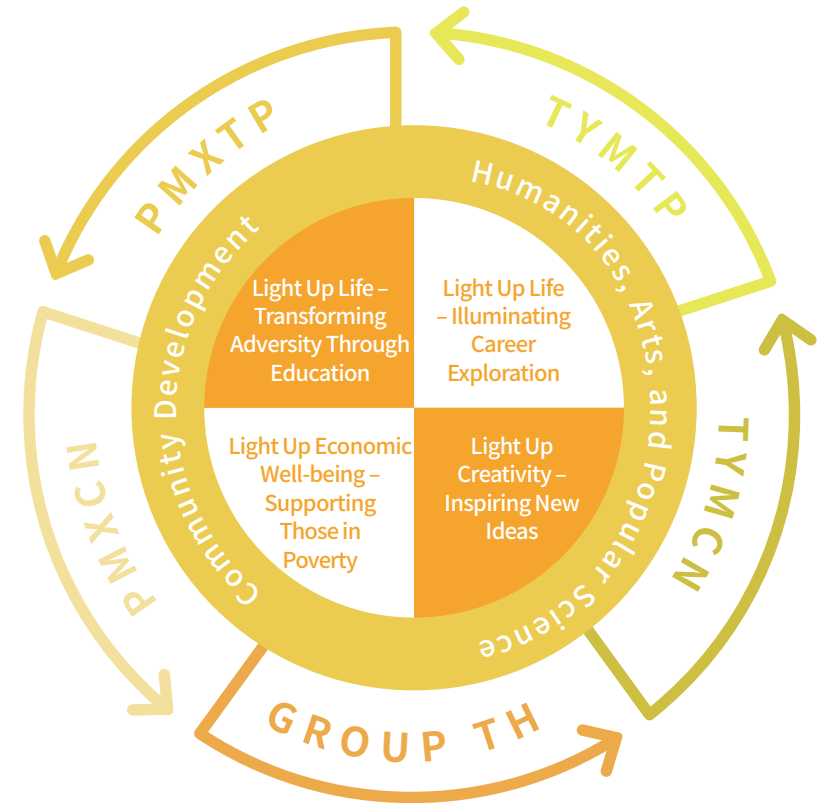


2025 Shared Prosperity Goals	Execution Results	Achievement Status
Employees contributed a total of 5,400 hours of volunteer service	Employees contributed a total of 12,584 hours of volunteer service	Achievement Rate: 233%
Total social assistance contributions (including employee donations) reached NT\$10.3 million	Total social assistance contributions (including employee donations) reached NT\$15.287 million	Achievement Rate: 148%
Beneficiaries Reached: 17,000	Beneficiaries Reached: 37,201	Achievement Rate: 219%
Added 15 new community partners.	Added 22 new community partners	Achievement Rate: 147%

7.1 Light Up – Primax Group Illumination Initiative

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 with local communities.

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.



7.2 Igniting Creativity: A Fusion of Art, Humanities, and Science

Light Up Interests – Illuminating Career Exploration

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.

Total Funds Utilized NT\$662,480

Total Participation 2,269



Primax (Dongguan) Growth Classroom

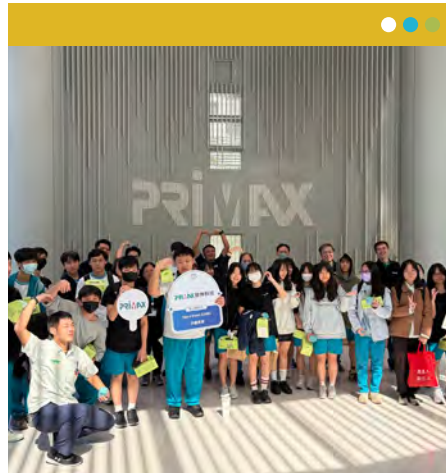
In collaboration with Shijie Township Youth Center, they jointly launched forward-looking science education courses. The course is fully sponsored as a charitable initiative, offering high-quality educational resources for free to "employees' children" and "youth from surrounding communities." The curriculum covers four major themes: drones and aviation, artificial intelligence, cutting-edge automotive technology, and industrial technology. The courses use 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

Participated in the 7th KissScience event by the National Science and Technology Council and the PBL teaching at Pinglin Experimental High School, opening the NeiHu Headquarters as a physical educational space. High school students were guided to experience the Group's cutting-edge "X-IN-1 Sensory Fusion" technologies and AI intelligent robot applications, transforming abstract everyday science and frontier technology into concrete scientific knowledge. This effectively deepened the new generation's understanding of and enthusiasm for exploring the technology industry.



02

In partnership with the Seed Family in Taoyuan Community, Taitung, community children were invited to participate in a three-day summer science camp, with employees who have professional backgrounds serving as mentors and instructors. They translated the scientific principles of the company's core products into systematic and interactive teaching materials. Enhance children's AI literacy through games.



03

Together with LIS Contextual Science Teaching Materials, we are promoting the "Elementary School Teacher Science Study" program, precisely allocating resources to frontline education Workers to effectively enhance the capacity for popular science teaching and digital literacy among grassroots teachers.



Light Up Creativity – Inspiring New Ideas

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.

💰 Total Funds Utilized **NT\$4,844,520**

😊 Total Participation **16,716**



Sponsoring and Inviting Arts and Cultural Performances

01

Sponsoring and inviting the Against the Wind Theatre Troupe to promote the Intergenerational Anti-Fraud Theatre on 2025/8/30-8/31 at the Sanchong Air Force Base, inviting seniors to collaborate with at-risk youth. Through a humorous and lighthearted theatrical form, delve into the topic of fraud and use cross-sector advocacy to convey fraud prevention tips and knowledge to more people.

02

In 2025, a contract was signed with Kids' Bookhouse in Zhiben, Taitung, to sponsor the music and art after-school programs, outcome presentations, and daily operations of the Bookhouse over three years with a total of NT\$6 million, distributed as NT\$2 million annually.



Sponsoring Arts and Humanities Camps

01

In partnership with the University of Taipei, New Taipei City Government, and Taipei City Government in 2025, two winter and summer camps were organized for high school students in January and July, along with two summer camps in August at Tamsui and Zhuwei Elementary Schools. Focusing on local culture in Tamsui, the history of Fort San Domingo, Xinzhuang Temple Street, and other themes, the camps aimed to engage high school students and elementary school children in local cultural and historical awareness, promoting civic engagement and addressing social issues such as Regional Revitalization.



02

On August 23, 2025, Primax continues to organize a summer camp for employees' children centered on sustainability and arts topics. This camp helps parents address childcare issues while planting the seeds of sustainability and arts literacy in the next generation. It also aims to establish a correct understanding of sustainability and uncover children's diverse talents through artistic activities.



03

In 2025, in collaboration with the Department of Public Affairs at the University of Taipei, the "Building Excellence Project" was undertaken, inviting Ming Lun High School to jointly develop the Dadaocheng-themed board game "Xia Hai Love Story." Through engaging board game experiences, this project is expected to be completed, printed, and promoted by 2026, enhancing students' and the public's understanding of the history and traditional cultural customs of Datong District. Through Industry-Academia Collaboration, corporate resources and academic capabilities are precisely directed to meet social needs.

Creative ESG Promotion Activities

01

A small boss sustainable market was held at the Neihu headquarters, authorized by PTS to screen a children's sustainability film festival. Children personally acted as little bosses managing the stalls, while learning about sustainability through the films. The market also provided a platform to offer reutilization value for idle household items.

02

Tymphony (Taipei) collaborated with Shu Zai Xia to organize the "Little Farmer" parent-child activity, promoting food and agriculture education through farming experiences and building awareness of reducing carbon footprints from farm to table.

03

In 2025, Primax Mainland China sites organized an ESG Theme Month during which 24 events were held, including health knowledge seminars, the Phoenix Lake Run, parent-child tree planting for carbon reduction, Star Market, Angel Film Watching Project, and environmental volunteering. These creative activities promoted internal ESG culture and external philanthropic impact.

04

Primax (Thailand) collaborated with the locally renowned nonprofit animal rescue organization TMTRD, arranging for volunteers to be deeply involved in daily care. Assist local communities in alleviating issues related to stray animal welfare and public health, while cultivating empathy and respect for diverse forms of life.



7.3 Long-Term Commitment to Education and Local Community Care

Light Up Life – Transforming Adversity Through Education

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.

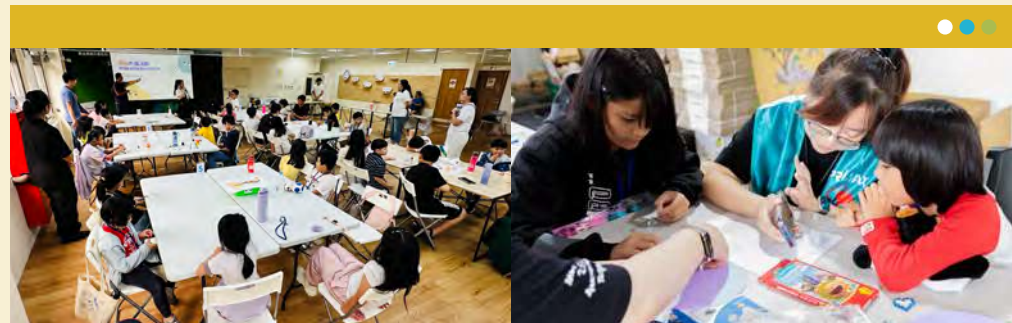
💰 Total Funds Utilized **NT\$9,450,198**

😊 Total Participation **15,751**



Taiwan

- 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 Organize picture book co-reading technique seminars to develop employees' narrative communication skills and knowledge of early childhood education. Employees can apply the learned skills when volunteering in children's science camps and utilize them in daily parent-child interactions to enhance the quality of parenting.
- 03 Tymphany, in collaboration with Learning in Science (LIS) and the Dandelion Hearing & Speech Association, organized a science education camp for children with hearing impairments.



Mainland China

- 01** Implement exclusive scholarship and grant programs to support the region of operation's local communities and internal employees' children, providing tangible care by "rewarding excellence and assisting those in need." Through economic support and honorary incentives, educational barriers for students are reduced, ensuring they can focus on academic development and transform the power of knowledge into the momentum to realize their ideals.
- 02** Primax has also partnered with the Zhejiang Xin Hua Compassion Education Foundation to participate in the "Pearl Retrieval Project." For students with exceptional academic potential who face the risk of dropping out due to financial hardship, it provides complete tuition, fees, and living allowances for three years of high school to ensure they complete this critical foundational education without financial worries.



Thailand

Although Primax Group's facility in Thailand is newly established, it has proactively assessed and responded to the development needs of surrounding communities, actively establishing long-term partnerships with local educational institutions. In addition to providing scholarships, the efforts also extend influence by further contributing teaching devices and essential materials, substantially improving and upgrading the educational environment for local students and enhancing the overall quality of education.

Light Up Economic Well-being – Supporting Those in Poverty

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).

💰 Total Funds Utilized **NT\$330,223**

😊 Total Participation **2,565**



Mainland China

- 01 Primax Mainland China sites continue to cultivate local communities, encouraging employees to engage in diverse volunteer services outside of work. Public welfare activities encompass campus care, visits to the underprivileged, charity bazaars, Charity Blood Donation, and recycling of old clothes, comprehensively constructing a social support network. Through regular and diverse public welfare practices, the group is committed to transforming corporate influence into a gentle light that illuminates every corner of society.
- 02 Tymphony sites adhere to the concept of local prosperity, actively extending their community care outreach. Through holding charity bazaars at the annual meeting, hosting the "Books for Vegetables" charity booth during the Dragon Boat Festival, and organizing the Huaguo Village visitation program, we tightly integrate resource circulation with local needs. Conveyed a deep sense of community warmth and demonstrated long-term commitments to creating an equitable and friendly society.



Taiwan

01 In collaboration with the annual Primax gratitude season in December, we work with Little Grass Book House to organize the Christmas Wishes program, encouraging children to assess their needs and bravely make their wishes. The wishes are then claimed by our employees, and after receiving the gifts, the children send back thank-you cards and video recordings. Through the children's heartfelt gratitude and the enthusiastic response from colleagues, corporate resources transform into warm support, genuinely illuminating the corners of the underprivileged.

02 Since 2016, we have responded annually to participate in the Hondao Senior Citizen's Welfare Foundation's year-end volunteer shopping event. In collaboration with Carrefour Neihu, we assist disadvantaged seniors in purchasing holiday and daily necessities while thoughtfully arranging warm dining experiences between corporate volunteers and the elderly. Hopes to genuinely alleviate the financial pressure on the elderly and build a warm bridge across generations.

03 To further deepen local support networks, Primax has increased resource allocation this Year, sponsoring renovation expenses for Hondao's local service centers. Through the upgrading and optimization of hardware environments, we are committed to providing seniors with a safer and more comprehensive space for daily activities.

04 Annually, before the Chongyang Festival, Primax routinely organizes "One-Day Tours for Disadvantaged and Elderly Individuals Living Alone." Through outdoor companionship and exploration, we encourage seniors to step out of their domestic comfort zones and rebuild social interactions. At the same time, employees are welcome to bring their elderly family members to participate, fostering intergenerational exchange among employee families. Let Social Participation achieve the dual-track synergy.



Feature

"Building Goodness Together, Joining Hands for Sustainability": Deep Industry-Academia Alliances to Precisely Create Social Impact

We understand that the practice of corporate social responsibility relies on the integration of cross-sector resources. In this Year, Primax collaborated with the Department of Public Affairs at the University of Taipei to launch the Building Excellence Project. Primax invested NT\$600,000, directing corporate resources and academic capabilities precisely to meet social needs. Cultivate Youth Sustainability Perspectives to Achieve the Vision of Shared Prosperity.



01 Scientific quantitative governance, implementing precise philanthropy

An analysis using Social Return on Investment (SROI) was conducted with a focus on the "KIST School Affairs Experimental Program at Taoyuan Elementary School in Taitung County," a project long supported by Primax. The evaluation results show that for every NT\$1 invested in the project, a social value of up to NT\$4.02 is generated.



02 Promoting Social Inclusion and Equality Initiatives

- ◆ Hold a book launch event for "ESG and Gender Equality" to encourage the younger generation to delve into issues of workplace and social inequality.
- ◆ Support students in organizing the "Wan Hua Wu Jia" special exhibition, which challenges existing stereotypes through on-site tours and interviews with the homeless, guiding the public to engage with issues of marginalized groups from diverse perspectives.



03 Regional Revitalization and Cultural Asset Heritage

- Through the "Just Speak and You Have a Case" and "Actively Participate" camps, high school students are guided to engage in public policy discussions, participatory budgeting, and participate in the competition for revitalizing the Xinzhuang shopping district plan, strengthening youth understanding of local Governance and public-private cooperation.
- Combine local cultural assets to organize "Tamsui Play Culture" and "Gongzhu! Please Board the Bus" elementary school student camp enhanced students' interest in historical context and cultural heritage.
- Develop the themed card game "Xiahai Romance" set in Dadaocheng, incorporating local elements such as the Xiahai City God Temple, regional goods, and trade culture. and subsequent promotional activities were organized to expand its social impact.



Every local engagement is a stable footprint of Primax's sustainable commitments. We will continue to deepen the "Building Goodness Together" industry-academia partnerships, maximizing the positive value of shared prosperity between Primax Group and local communities.



8. Appendix

8.1 Primax Group ESG-related Certifications	183
8.2 GRI Content Index	184
8.3 SASB Index	190
8.4 Sustainability Disclosure Indicators — Electronic Components Industry	193
8.5 Climate-Related Information Disclosure for TWSE and TPEx-listed Companies	194
8.6 Independent Third-Party Assurance Statement	196

8.1 Primax Group ESG-related Certifications 8.2 GRI Content Index 8.3 SASB Index 8.4 Sustainability Disclosure Indicators — Electronic Components Industry 8.5 Climate-Related Information Disclosure for TWSE and TPEX-listed Companies
8.6 Independent Third-Party Assurance Statement

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	IATF 16949 Automotive Quality Management System	TIPS Taiwan's Intellectual Property Management System
Primax (Taipei)	● 2027/07/08	● 2028/10/26	● 2028/12/16	● 2027/05/03	● 2028/05/08	-	-	● 2028/09/29	-	-	● 2026/11/16	● 2028/04/23	● 2028/06/22	● 2027/12/31
Primax (Dongguan)	● 2027/07/08	● 2028/12/18	● 2028/11/11	● 2027/05/03	● 2028/05/08	● 2025/05/30	● 2027/06/13	● 2028/12/18	● 2029/08/02	● No validity period	● 2026/11/16	● 2028/04/23	● 2028/06/22	-
Primax (Chongqing)	● 2027/07/08	● 2028/12/18	● 2028/11/19	● 2027/05/03	● 2028/05/08	● 2025/05/27	● 2027/04/11	● 2028/12/18	● 2028/03/07	● No validity period	● 2026/11/16	● 2028/04/23	-	-
Primax (Kunshan)	● 2027/07/08	● 2028/12/18	● 2028/11/12	● 2027/05/03	● 2028/05/08	● 2027/04/24	● 2027/04/11	● 2028/12/18	-	-	● 2026/11/16	● 2028/04/23	-	-
Primax (Thailand)	● 2027/07/08	● 2028/05/19	● 2027/03/17	● 2027/05/03	● 2028/05/08	● 2027/01/17	● 2027/09/15	● 2028/05/19	● 2026/10/14	-	● 2026/11/16	● 2028/04/23	● 2027/03/21	-
Tymphony (Taipei)	● 2027/07/08	-	-	-	-	-	-	-	-	-	● 2027/09/05	-	-	-
Tymphony (Huizhou) TYMHZ	● 2027/07/08	● 2027/05/18	● 2028/11/30	● 2027/05/03	● 2028/09/12	● 2027/02/26	● 2028/06/26	● 2027/05/18	● 2026/07/29	-	● 2027/09/05	● 2028/07/08	● 2028/07/08	-
Tymphony (Dongguan) TYMDG	● 2027/07/08	● 2029/01/13	● 2028/11/30	● 2027/05/03	● 2028/07/31	● 2027/01/08	-	● 2029/01/13	● 2028/05/14	-	● 2027/09/05	● 2027/09/07	-	-
Tymphony (Thailand) TYMTH	● 2027/07/08	● 2028/11/17	● 2027/03/17	● 2027/05/03	● 2029/05/23	● 2026/11/22	● 2028/02/25	● 2028/11/17	● 2026/10/15	-	● 2027/09/05	● 2029/03/19	● 2028/10/16	-
Tymphony (Czech Republic) TYMCZ	● 2026/03/21	● 2027/05/13	● 2027/01/04	● 2027/05/03	● 2027/04/23	-	-	● 2027/05/13	-	-	● 2027/09/05	● 2027/04/16	● 2028/04/07	-

Note: Please refer to the [Corporate Website](#) for the statement.

8.1 Primax Group ESG-related Certifications 8.2 GRI Content Index 8.3 SASB Index 8.4 Sustainability Disclosure Indicators — Electronic Components Industry 8.5 Climate-Related Information Disclosure for TWSE and TPEx-listed Companies
8.6 Independent Third-Party Assurance Statement

8.2 GRI Content Index

Statement of Use	Primax has reported the information for the period from January 1, 2025, to December 31, 2025, 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
GRI 2: General Disclosures 2021				
Organization and Reporting Practices				
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	03 196	
Activities and Workers				
2-6	Activities, Value Chain and Other Business Relationships	1.4 Company Profile	09	
2-7	Employees	6.2 Diversity, Equity, and Inclusion (DEI)	130	
2-8	Non-Employee Workers	6.2 Diversity, Equity, and Inclusion (DEI)	130	
Governance				
2-9	Governance Structure and Composition	3.1 Governance Structure	34	
2-10	Nomination and Selection of the Highest Governance Body	3.1 Governance Structure	34	
2-11	Chair of the Highest Governance Body	3.1 Governance Structure	34	
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	

8.1 Primax Group ESG-related Certifications 8.2 GRI Content Index 8.3 SASB Index 8.4 Sustainability Disclosure Indicators — Electronic Components Industry 8.5 Climate-Related Information Disclosure for TWSE and TPEX-listed Companies
8.6 Independent Third-Party Assurance Statement

GRI Topic	Disclosure Item	Corresponding Section	Page Number	Omission Reason / Explanation
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	38	
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	37	
2-18	Evaluation of the Performance of the Highest Governance Body	3.2 Governance Practices	37	
2-19	Remuneration Policies	3.2 Governance Practices	37	
2-20	Process for Determining Remuneration	3.2 Governance Practices	37	
2-21	Annual Total Compensation Ratio	6.3 Talent Attraction and Retention	136	
Strategy, Policies and Practices				
2-22	Statement on Sustainable Development Strategy	1.2 Message from the Chairman	05	
2-23	Policy Commitments	2.4 Business Performance 4.1 Environmental Sustainability Vision and Policies 4.7 Natural Capital and Biodiversity 5 Responsible Supply Chain 6.1 Human Rights Management	42 67 101 108 125	
2-24	Embedding Policy Commitments	5 Responsible Supply Chain 6.1 Human Rights Management	108 125	
2-25	Processes to Remediate Negative Impacts	3.3 Ethics and Integrity Management Approaches in Various Sections	38	
2-26	Mechanisms for Seeking Advice and Raising Concerns	3.3 Ethics and Integrity	38	
2-27	Compliance with Laws and Regulations	3.3 Ethics and Integrity	38	
2-28	Membership Associations	4.1 Environmental Sustainability Vision and Policies	67	
Stakeholder Engagement				
2-29	Approach to Stakeholder Engagement	2.3 Stakeholder Engagement	20	
2-30	Collective Bargaining Agreements	6.3 Talent Attraction and Retention	136	
Material Topics				
GRI 3: Material Topics 2021				
3-1	Process to Determine Material Topics	2.4 Management of Material Topic	25	

8.1 Primax Group ESG-related Certifications 8.2 GRI Content Index 8.3 SASB Index 8.4 Sustainability Disclosure Indicators — Electronic Components Industry 8.5 Climate-Related Information Disclosure for TWSE and TPEx-listed Companies
8.6 Independent Third-Party Assurance Statement

GRI Topic	Disclosure Item	Corresponding Section	Page Number	Omission Reason / Explanation
3-2	List of Material Topics	2.4 Management of Material Topic	25	
Material Topic: Privacy and Information Security				
3-3	Management of Material Topic	Privacy and Cybersecurity Management Approach	57	
GRI 418: Customer Privacy 2016	418-1 Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	3.8 Privacy and Cybersecurity	57	
Material Topic: Occupational Health and Safety				
3-3	Management of Material Topic	Safe and Healthy Workplace Management Approach	154	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	6.5 Health and Safety	154	
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	6.5 Health and Safety	154	
	403-3 Occupational Health Services	6.5 Health and Safety	154	
	403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety	6.5 Health and Safety	154	
	403-5 Worker Training on Occupational Health and Safety	6.5 Health and Safety	154	
	403-6 Promotion of Worker Health	6.5 Health and Safety	154	
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	6.5 Health and Safety	154	
	403-9 Work-Related Injuries	6.5 Health and Safety	154	
	403-10 Work-Related Ill Health	6.5 Health and Safety	154	
Material Topic: Customer Management				
3-3	Management of Material Topic	Product Innovation and Customer Service Management Approach	44	
Material Topic: Product Innovation and Development				
3-3	Management of Material Topic	Product Innovation and Customer Service Management Approach	44	
Material Topic: Product Health and Safety				
3-3	Management of Material Topic	Sustainable Product Design and Circular Innovation Management Approach	89	

8.1 Primax Group ESG-related Certifications 8.2 GRI Content Index 8.3 SASB Index 8.4 Sustainability Disclosure Indicators — Electronic Components Industry 8.5 Climate-Related Information Disclosure for TWSE and TPEX-listed Companies

8.6 Independent Third-Party Assurance Statement

GRI Topic	Disclosure Item	Corresponding Section	Page Number	Omission Reason / Explanation
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	89	
	416-2 Incidents of Non-compliance Concerning the Health and Safety Impacts of Products and Services	4.4 Sustainable Product Design and Circular Innovation	89	
Material Topic: Labor and Human Rights				
3-3	Management of Material Topic	Human Rights Value Practice Management Approach	125	
GRI 406: Non-Discrimination 2016	406-1 Incidents of Discrimination and Corrective Actions Taken	6.1 Human Rights Management	125	
GRI 408: Child Labor 2016	408-1 Operations and Suppliers at Significant Risk for Incidents of Child Labor	6.1 Human Rights Management	125	
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	125	
Material Topic: Talent Attraction and Retention and Diversity and Inclusion				
3-3	Management of Material Topic	Talent Value and Inclusion Management Approach	130	
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	136	
GRI 401: Employment 2016	401-1 New Employee Hires and Employee Turnover	6.3 Talent Attraction and Retention	136	
	401-2 Benefits Provided to Full-time Employees That Are Not Provided to Temporary or Part-time Employees	6.3 Talent Attraction and Retention	136	
	401-3 Parental Leave	6.3 Talent Attraction and Retention	136	
GRI 201: Economic Performance 2016	201-3 Defined Benefit Plan Obligations and Other Retirement Plans	6.3 Talent Attraction and Retention	136	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of Governance Bodies and Employees	6.2 Diversity, Equity, and Inclusion (DEI) 3.1 Governance Structure	130 34	
	405-2 Ratio of Basic Salary and Remuneration of Women to Men	6.3 Talent Attraction and Retention	136	
Material Topic: Talent Development and Training				
3-3	Management of Material Topic	Talent Management	130	
GRI 404: Training and Education 2016	404-1 Average Hours of Training per Year per Employee	6.4 Talent Cultivation and Development	148	
	404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews	6.4 Talent Cultivation and Development	148	
Material Topic: Sustainable Supply Chain Management				
3-3	Management of Material Topic	Sustainable Supply Chain Management Approach	109	

8.1 Primax Group ESG-related Certifications 8.2 GRI Content Index 8.3 SASB Index 8.4 Sustainability Disclosure Indicators — Electronic Components Industry 8.5 Climate-Related Information Disclosure for TWSE and TPEx-listed Companies

8.6 Independent Third-Party Assurance Statement

GRI Topic	Disclosure Item	Corresponding Section	Page Number	Omission Reason / Explanation
GRI 204: Procurement Practices 2016	204-1 Proportion of Spending on Local Suppliers	5.1 Responsible Procurement in Practice	111	
GRI 301: Materials 2016	301-1 Materials Used by Weight or Volume	5.1 Responsible Procurement in Practice	111	
	301-2 Recycled Input Materials Used	5.1 Responsible Procurement in Practice	111	
GRI 308: Supplier Environmental Assessment 2016	308-1 New Suppliers That Were Screened Using Environmental Criteria	5.2 Supplier Due Diligence	116	
	308-2 Negative Environmental Impacts in the Supply Chain and Actions Taken	5.2 Supplier Due Diligence	116	
GRI 408: Child Labor 2016	408-1 Operations and Suppliers at Significant Risk for Incidents of Child Labor	5.2 Supplier Due Diligence	116	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	5.2 Supplier Due Diligence	116	
GRI 414: Supplier Social Assessment 2016	414-1 New Suppliers That Were Screened Using Social Criteria	5.2 Supplier Due Diligence	116	
	414-2 Negative Social Impacts in the Supply Chain and Actions Taken	5.2 Supplier Due Diligence	116	
Material Topic: Climate Change Response				
3-3	Management of Material Topic	Climate Change Management Approach	65	
GRI 201: Economic Performance 2016	201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change	4.2 Climate-related Financial Disclosures	70	
GRI 302: Energy 2016	302-1 Energy Consumption Within the Organization	4.3 Climate Mitigation Action	77	
	302-3 Energy Intensity	4.3 Climate Mitigation Action	77	
	302-4 Reduction of Energy Consumption	4.3 Climate Mitigation Action	77	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	4.3 Climate Mitigation Action	77	
	305-2 Energy Indirect (Scope 2) GHG Emissions	4.3 Climate Mitigation Action	77	
	305-3 Other Indirect (Scope 3) GHG Emissions	4.3 Climate Mitigation Action	77	
	305-4 GHG Emissions Intensity	4.3 Climate Mitigation Action	77	
	305-5 Reduction of GHG Emissions	4.3 Climate Mitigation Action	77	
	305-6 Emissions of Ozone-Depleting Substances (ODS)	4.6 Pollution Prevention and Control	99	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	99	

8.1 Primax Group ESG-related Certifications 8.2 GRI Content Index 8.3 SASB Index 8.4 Sustainability Disclosure Indicators — Electronic Components Industry 8.5 Climate-Related Information Disclosure for TWSE and TPEX-listed Companies
8.6 Independent Third-Party Assurance Statement

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	99	
	306-4 Waste Diverted from Disposal	4.6 Pollution Prevention and Control	99	
	306-5 Waste Directed to Disposal	4.6 Pollution Prevention and Control	99	

Voluntary Disclosure Indicators

GRI Topic	Disclosure Item	Corresponding Section	Page Number	Omission Reason / Explanation
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure Investments and Services Supported	7 Social Contribution	168	
GRI 303: Water and Emissions 2018	303-3 Water Withdrawal	4.5 Water Stewardship	98	
	303-4 Water Discharge	4.5 Water Stewardship	98	
	303-5 Water Consumption	4.5 Water Stewardship	98	
GRI 415: Public Policy 2016	415-1 Political Contributions	-		No such incidents

8.1 Primax Group ESG-related Certifications 8.2 GRI Content Index **8.3 SASB Index** 8.4 Sustainability Disclosure Indicators — Electronic Components Industry 8.5 Climate-Related Information Disclosure for TWSE and TPEX-listed Companies
8.6 Independent Third-Party Assurance Statement

8.3 SASB Index

Sector: Technology and Communications / Hardware

Issue Date: December 2023

This disclosure scope is consistent with this report (including Primax and Tymphany) 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 3.8 Privacy and Cybersecurity .
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	%	Workforce Diversity (by Gender) (a) Senior Management: Male 82.0%, Female 18.0% (b) Non-Senior Management: Male 72.5%, Female 27.5% (c) Technical Staff: Male 85.6%, Female 14.4% (d) All Other Employees: Male 39.8%, Female 60.2% Workforce Diversity (by Ethnicity/Race) (a) Senior Management: Asian 90.2%, White 9.8% (b) Non-Senior Management: Asian 95.3%, White 4.7% (c) Technical Staff: Asian 97.0%, White 3.0% (d) All Other Employees: Asian 97.5%, White 2.5% Note: 1. Senior Management is defined as management positions within two levels of reporting to the CEO and at the level of Vice President or above. 2. The above number statistics cover Primax Group's global sites, excluding only the Primax Logistics and Sales Centers in the USA and Japan.

8.1 Primax Group ESG-related Certifications 8.2 GRI Content Index 8.3 SASB Index 8.4 Sustainability Disclosure Indicators — Electronic Components Industry 8.5 Climate-Related Information Disclosure for TWSE and TPEx-listed Companies
8.6 Independent Third-Party Assurance Statement

Disclosure Topic	Indicator Number	Disclosure Metric	Nature	Unit	Reported Content or Description
Product Life Cycle Management	TC-HW-410a.1	Percentage of products, by revenue, that contain substances requiring declaration under IEC 62474	Quantitative	%	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 percentage of products requiring declaration under IEC 62474 is 0%, both in terms of product count and revenue. 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 "4.4 Sustainable Product Design and Circular Innovation."
	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 eligible 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; percentage 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.

8.1 Primax Group ESG-related Certifications 8.2 GRI Content Index 8.3 SASB Index 8.4 Sustainability Disclosure Indicators — Electronic Components Industry 8.5 Climate-Related Information Disclosure for TWSE and TPEx-listed Companies
8.6 Independent Third-Party Assurance Statement

Disclosure Topic	Indicator Number	Disclosure Metric	Nature	Unit	Reported Content or Description
Supply Chain Management	TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited through the Responsible Business Alliance (RBA) Validated Audit Process (VAP) or an equivalent audit, broken down by (a) all facilities and (b) high-risk facilities.	Quantitative	%	(a) 4.33% (b) 100% 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	For the Responsible Business Alliance (RBA) Validated Audit Process (VAP) or equivalent programs, concerning Tier 1 supplier facilities, the (1) non-conformance rates and (2) corrective action implementation rates for (a) priority non-conformances and (b) other non-conformances.	Quantitative	rate	(1) Non-Conformance Rates: (a) 2.05% (b) 17.49% (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 5 Responsible Supply Chain . 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: 83,452 K Non-PC Peripherals Business Units: 30,786 K
	TC-HW-000.B	Area of manufacturing facilities	Quantitative	m ²	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.

8.1 Primax Group ESG-related Certifications 8.2 GRI Content Index 8.3 SASB Index 8.4 Sustainability Disclosure Indicators — Electronic Components Industry 8.5 Climate-Related Information Disclosure for TWSE and TPEX-listed Companies
8.6 Independent Third-Party Assurance Statement

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 (%)	264,479.230 GJ · 86.16% · 61.84%
2	Total water withdrawal and total water consumption	Quantitative	Thousand cubic meters (1,000m³)	663.84 thousand cubic meters, and 272.43 thousand cubic meters
3	Weight of hazardous waste generated and recycling percentage	Quantitative	Metric tons (t), percentage (%)	Total Weight: 67.697 t Recycling Rate: 32.27%
4	Description of types, number, and rate of occupational injuries	Quantitative	Number, rate (%)	Number of Cases: 28 employees (all general work-related injuries) Injury Rate: 0.25% (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 5 Responsible Supply Chain .
7	Total monetary losses resulting from legal proceedings associated with anti-competitive behavior regulations	Quantitative	NT	NT\$0
8	Primary production volume by product category	Quantitative	Thousand pieces	PC Peripherals Business Units: 83,452 K Non-PC Peripherals Business Units: 30,786 K

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

8.1 Primax Group ESG-related Certifications 8.2 GRI Content Index 8.3 SASB Index 8.4 Sustainability Disclosure Indicators — Electronic Components Industry 8.5 Climate-Related Information Disclosure for TWSE and TPEX-listed Companies 8.6 Independent Third-Party Assurance Statement

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.	4.2 Climate-related Financial Disclosures
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	4.2 Climate-related Financial Disclosures
3. Describe the financial impact of extreme weather events and transformative actions.	4.2 Climate-related Financial Disclosures
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	4.2 Climate-related Financial Disclosures
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.	4.2 Climate-related Financial Disclosures
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.	4.2 Climate-related Financial Disclosures
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	4.3 Climate Mitigation Action
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.	4.3 Climate Mitigation Action
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan.	Primax has completed the greenhouse gas inventory and assurance for standalone and consolidated subsidiaries ahead of regulatory timelines. Please refer to 1-1 and 1-2. For Greenhouse Gas Reduction Targets, strategy, and concrete action plans, please refer to 4.1 Environmental Sustainability Vision and Policies .

8.1 Primax Group ESG-related Certifications 8.2 GRI Content Index 8.3 SASB Index 8.4 Sustainability Disclosure Indicators — Electronic Components Industry 8.5 Climate-Related Information Disclosure for TWSE and TPEX-listed Companies
8.6 Independent Third-Party Assurance Statement

The Greenhouse Gas Inventory and assurance status for the company's most recent two years

Disclose greenhouse gas emissions for the past two years (metric tons CO₂e), emissions intensity (metric tons CO₂e/NT\$ million), and the scope of data coverage.

Greenhouse Gas Assurance Information

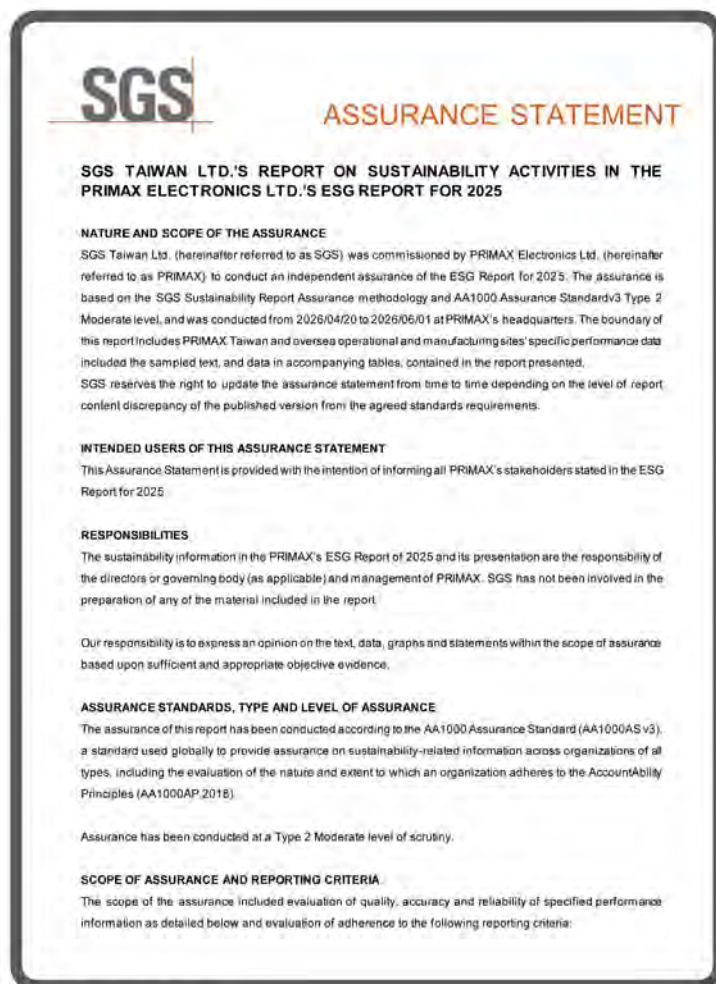
Description of Assurance up to the date of the annual report's publication for the most recent two years, Includes: the Scope of Assurance, Assurance Provider, assurance standards, and assurance opinion.

Year		2024	2025
Inventory Status		Total Emissions (metric tons CO ₂ e)	Total Emissions (metric tons CO ₂ e)
Parent Company	Scope 1	125.064	122.197
	Scope 2	982.092	889.489
	Total	1,107.155	1,011.686
Consolidated Subsidiaries	Scope 1	7,261.837	4,264.798
	Scope 2	16,370.049	13,377.111
	Total	23,631.886	17,641.909
Scope 1 + Scope 2 Total		24,739.041	18,653.596
Emissions Intensity (metric tons CO ₂ e/NT\$ million)		0.425	0.310
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

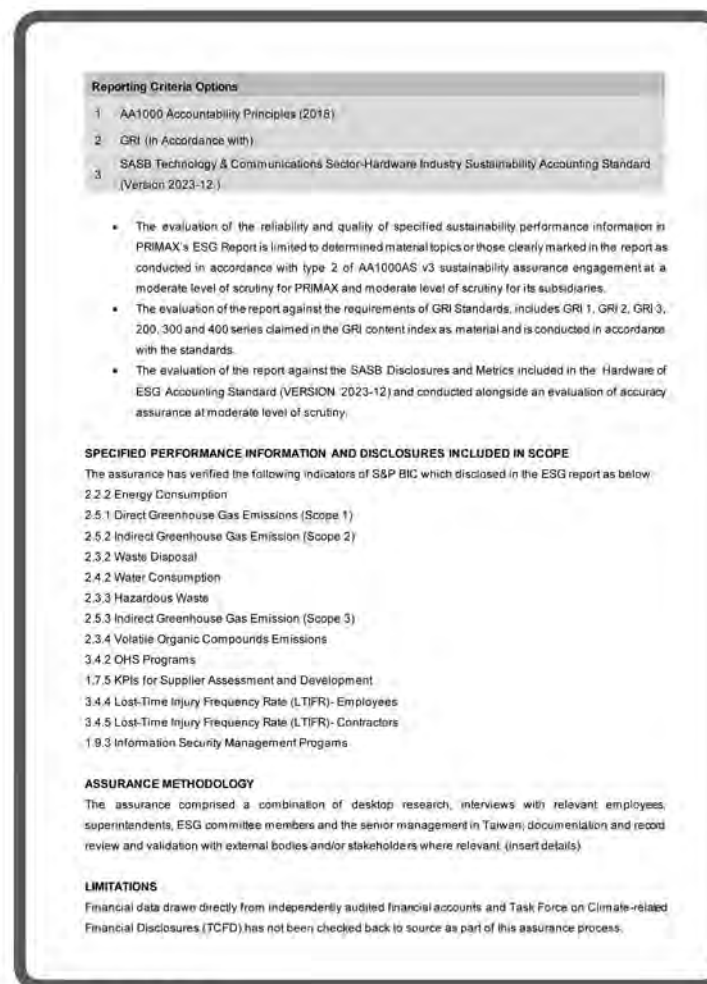
Note: To comply with the scope of the consolidated financial reports, the Scope 1 and 2 data baselines have been revised this Year. The statistical scope is divided into "Parent Company" (equivalent to Primax's standalone financial report, primarily based on the Neihu headquarters in Taipei) and "Consolidated Subsidiaries" (covering all other operational sites included in the consolidated financial statements).

8.1 Primax Group ESG-related Certifications 8.2 GRI Content Index 8.3 SASB Index 8.4 Sustainability Disclosure Indicators — Electronic Components Industry 8.5 Climate-Related Information Disclosure for TWSE and TPEX-listed Companies
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TWLPP 5008 Issue 2501



TWLPP 5008 Issue 2501

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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 25000, 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 identifying 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.

TWLPP 5008 (Issue 2501)

ADHERENCE TO GRI

The report, PRIMAX's ESG Report of 2025, 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 Topics 2021, and the relevant 200/300/400 series Topic Standards 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. In addition, it is considered best practice to conduct 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
22 July, 2025
WWW.SGS.COM



AA1000
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Primax Electronics Ltd.

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