金寶電子 KINPO ELECTRONICS, INC. | ESG

KINPO ELECTRONICS, INC.
2024 SUSTAINABILITY REPORT
金寶電子 2024 永續報告書

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About this Report

Editorial Principles

This report is the 11th Sustainability Report of Kinpo Electronics, Inc. (referred to in this report as "Kinpo", "the Company", "we" or "us"). The framework of the report follows the sustainability reporting standards of the Global Reporting Initiative (GRI) and has undergone limited assurance according to the International Standard on Assurance Engagements ISAE 3000. This report includes the Task Force on Climate-related Financial Disclosures (TCFD) and the electronic professional manufacturing services and contract manufacturing industry metrics from the Sustainability Accounting Standards Board (SASB) of the USA. It aims to cover as many significant issues concerning stakeholders as possible and showcase the Company's sustainability efforts. The report has been reviewed by the Sustainable Development Committee of Kinpo and approved by the Board of Directors for release.

◀ Download Kinpo's Sustainability Reports

https://esg.kinpo.com.tw/en-US/home

Report Period

The period covered by this Report falls within the financial year 2024 (from January 1, 2024 through December 31).

Scope of the Report

The scope of this Report encompasses the headquarters (Shenkeng Office, Nanjing E. Rd. Office, Daye Office and Hsinchu Office), sites in China, the Philippines, Thailand, Malaysia, Brazil, Mexico, the USA, and Singapore. Additionally, for the sake of complete expression of the issues and demonstration of performance, some of the projects will look back from 2020 to 2024.

Data Quality Management

The data and financial results presented in this Report are based on financial reports audited by independent auditors. All financial figures are expressed in New Taiwan dollars, with financial data disclosed on the basis of IFRSs. Other data in the Report were obtained from our compilation and calculation, and are described in the usual way and rounded off to the nearest NT dollar. The data or contents disclosed in this Report were provided by each responsible department to the report editorial team for compilation. The completed Report was forwarded to the heads of departments and the President for confirmation, before presented to the Chairman for review and to the Board of Directors for approval to conclude the internal review process.

Compliance / Reference Guide

- **Global Reporting Initiative (GRI)**: GRI Sustainability Reporting Standards (GRI Standards)
- **Sustainability Accounting Standard Board (SASB)**: Electronic Manufacturing Services and Contract Manufacturing
- **Taiwan Stock Exchange (TWSE)**: Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies
- **United Nations**: Sustainable Development Goals (SDGs)
- **Financial Stability Board (FSB)**: Task Force on Climate-related Financial Disclosures (TCFD)
- United Nations Global Compact
- Taskforce on Nature-related Financial Disclosures (TNFD)
- **International Organization for Standardization (ISO)**: ISO 26000 Guidance on Social Responsibility

Third-Party Verification

This report is prepared in accordance with GRI Standards while Ernst & Young Taiwan was engaged to perform a limited assurance as prescribed in the Statement of Assurance Engagements Standards No. 3000, "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (which was developed based on the International Standard on Assurance Engagements (ISAE) 3000) published by the Accounting Research and Development Foundation in Taiwan. Please refer to the Appendix for the Assurance Report of Independent Auditors.

The financial information disclosed in this Report is based on the annual financial statements audited by Ernst & Young Taiwan. The information security, environmental and health and safety management systems contained are subject to regular internal audits as well as external audits under ISO System Management.

Contact Information

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Headquarters Address: 10F, No. 99, Sec. 5, Nanjing E. Rd., Taipei, Taiwan
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E-mail: ESG@kinpogroup.com
Company Website: http://www.kinpo.com.tw

Publication

First published in 2014
Current version published in August 2025
Next version to be released in August 2026

2024 ESG Performance and Affirmation — Environmental Sustainability

For more details, please refer to the Kinpo ESG website.

External Sustainability Initiatives and Recognition

- Certified with the TRIPs 1.5°C Label from 天下雜誌 CommonWealth Magazine — Corporate Carbon Reduction Thermometer
- Listed in 商周 Business Weekly's 2024 Top 100 Carbon Competitiveness Companies — 2nd in the other electronics industry
- Obtained the CDP climate change & Supplier Engagement Rating (SER) — Management Level B
- Carbon Reduction Target Approved by SBTi — SCIENCE BASED TARGETS
- TNFD Taskforce on Nature-related Financial Disclosures — Registered for the TNFD adopter and announced to disclose the projects based on the LEAP methodology in 2025

Energy Management

- 100% of global Sites certified with ISO 50001 Energy Management System
- Renewable energy accounts for 8.5% of total electricity consumption.

Green Design

- Total carbon reduction of 74,586 tCO_2e
- Total material weight saved of 27,794 tons

2024 ESG Performance and Affirmation — Social

For more details, please refer to the Kinpo ESG website.

Corporate Commitment

2022 2023 2024

For 3 consecutive years
we signed the **TALENT. in Taiwan**
Sustainable Talent Action Alliance

2021 2022 2023 2024

For 4 consecutive years
won the Gold Award for
"Happy Enterprise Awards"
from 1111 Job Bank

Certified with the Badge of
Accredited Healthy Workplace
By the Ministry of Health and Welfare

The percentage of all female managers
34%
in global sites

Newborn Baby Support Program
NT$ **66,000** per child

providing a total of
NT$ **1,782,000**
for 27 babies

Social Engagement

Children's "Dreams Come True" program
80 staff members registered as sponsors donating a total of
NT$ **654,000** to support 36 children

Partnered with New Taipei City Gonghao Charity Association
to provide daily lunchboxes for the elderly
delivering a total of **4,840** meals

Small Appliance Repair Campaign

Repair completion rate about
80%

Resulting in a total waste reduction of
154 Kilogram

Carbon reduction of
1,466 $KgCO_2e$

Donated a total amount of social inclusion initiatives
for the year is NT$ **10,880,557**
including cash investment/goods donations/ volunteer investment/management fees

Donated over
NT$ **4,000,000**
to various programs for domestic arts and cultural sustainable development

"Sustainable Food and Agriculture Education" Program
promoting the return of indigenous youth to their hometowns
empowered **27** farmers
created **15,498** hours of work
produced **48,484** eggs

2024 ESG Performance and Affirmation — Governance

For more details, please refer to the Kinpo ESG website.

Sustainability Enhancement

- 天下雜誌 CommonWealth Magazine: ranked 30th among Taiwan Top 2000 Manufacturers
- Kinpo-Compal Group ranked 8th among Top 50 Business Groups
- BUYING POWER: Received the Buying Power Award for Procurement Supporting Social Innovation Products and Services
- Corporate Governance Evaluation: ranked in the 21% ~ 35% tier
- TCSA: Awarded as 1 of TCSA's Top 100 Sustainable Corporations in Taiwan
- Platinum Award for Sustainability Report from TCSA for 2 consecutive years
- Included in TWSE Taiwan High Compensation 100 Index for 2 consecutive years
- No breaches of anti-competitive practices, antitrust, and anti-monopoly violations

Risk Management

The Risk Management Committee was upgraded to a functional committee

Sustainable Supply Chain Management

KINPO SUSTAINABLE ESG PARTNER ALLIANCE

KINPO GROUP set up the ESG Partnership Alliance with 30 suppliers to jointly create a Net-Zero future

Information Security Management

- No network attacks or information security incidents affecting business operations occurred
- Social engineering drills with a 99.43% pass rate
- Elevated the system to ISO 27001:2022 to enhance information security management

Message from the Chairman

Increased Global Uncertainty

The Global Risks Report 2024 warns that, compared to 2023, economic risks have newly emerged as significant concerns over the next 2 years. Inflation and economic downturns are issues we cannot avoid. In addition to well-known technological risks such as cyber insecurity, misinformation and disinformation have now been identified as risks with the highest likelihood of occurring. Over the past year, international conflicts have been frequent. Whether it is social and geopolitical risks caused by wars, economic risks caused by inflation, or environmental risks triggered by natural disasters, the complex interconnections among these various risks have significantly increased global uncertainty.

Robust Manufacturing Capability Is Our Core Competitiveness

In recent years, the impacts of wars and pandemics have led to challenges such as raw material shortages and fragmented supply chains, prompting continuous shifts in production models. Economies of scale are no longer the sole pathway to corporate survival and sustainable development. Every company must consider how to generate profits and create value. In the era of AI, it is not only products that need to be integrated into the AI domain, our management practices and production systems must also adopt AI on a broad and in-depth scale. Our Thailand sites have implemented automation and, after years of data collection, have advanced to smart, intelligent, and unmanned manufacturing. By leveraging the best technologies, environments, and resources, we have amplified our capabilities, these are the results of strategically harnessing the power of AI. Robust manufacturing capability is one of the Company's core competitive advantages.

Smart Leadership to Create Our Future

Amid the significant economic and political impacts experienced globally in 2024, we have relied on our management capabilities and a strategy of revenue expansion and cost control. As a result, revenue for the first three quarters of 2024 has already surpassed that of 2023, delivering impressive performance. In addition to revenue growth, the Company has received high rankings in various domestic evaluations and has won the Gold Award for "Happy Enterprise Awards" from 1111 Job Bank for 4 consecutive years, an achievement made possible by the dedication of our colleagues. Although more challenges lie ahead, we are committed to contributing greater value to the industry and becoming a company with real influence. Let us look forward to and work toward an even better 2025 together.

Kinpo Electronics Chairman
Hsu, Chieh-li

Message from the President

From Regulatory Compliance to Embedding Sustainability into Our DNA

According to Morningstar Sustainalytics, over 80% of global companies establish ESG responsibilities and goals primarily to comply with regulatory requirements. The Company established a cross-functional Sustainable Development Executive Committee in 2021, and has now been committed to sustainability for nearly 4 years. What began as an effort to comply with Financial Supervisory Commission regulations has gradually expanded to encompass all aspects of ESG. We continue to strengthen our sustainability framework and internalize sustainability as part of the Company's DNA.

Approved by SBT and Continuing Our Environmental Sustainability Commitment

With manufacturing sites spread across the globe, the Company's carbon emissions are significant. Fulfilling our emissions reduction commitments starts with establishing credible GHG data. Since 2022, all our sites have completed carbon inventories and obtained 100% third-party verification. We have also implemented the ISO 50001 Energy Management System to analyze major sources of carbon emissions and progressively increase the proportion of renewable energy usage. In 2024, all global sites received third-party certification for the energy management system, and renewable energy accounted for 8.5% of total electricity consumption. In the same year, we passed the Science Based Targets (SBT) review and formally committed to an absolute reduction target of 55% in Scope 1 and Scope 2 emissions by 2033, using 2022 as the base year.

Enhancing Social Inclusion and Action

In 2024, the Company partnered with The Mustard Seed Mission to launch a 3-year food and agriculture education program at the 31MSM Center in Jianshi, Hsinchu, based on natural farming and humane breeding practices. This initiative not only provides safe and healthy food but also creates local job opportunities. Additionally, we support domestic cultural and creative industries through resource allocation and cross-sector collaborations. By hosting art exhibitions in our corporate gallery and organizing private performances of musical theater, we help bridge the gap in access to cultural resources. Long-term initiatives such as the Dream-Fulfillment Project, the Meal Delivery Program for the Elderly, and the Jingmei Riverbank Beautification Program also remain ongoing, with the aim of generating greater social value in the future.

Proactively Managing Risks and Enhancing Corporate Governance

Integrating ever-evolving risks into the Company's risk management system and responding effectively strengthens our competitiveness over time. In addressing cyber and information security risks, we conduct social engineering drills and coordinate cybersecurity threat intelligence across the group. We also carry out awareness campaigns through internal EDMs, host cybersecurity idea competitions, and distribute employee surveys to gather feedback for continuous improvement. In 2024, we upgraded the Risk Management Committee to the board level. Through board-level oversight, we have strengthened risk assessment and management capabilities, thereby improving corporate governance effectiveness.

Actively Participating in External Ratings and Looking Ahead

In 2024, the Company continued its ESG efforts by not only publicly disclosing our strategic plans but also actively participating in external ratings to share our achievements with a broader range of stakeholders. As a result of our continued efforts, we received strong recognition in domestic ratings, including selection for the Taiwan High Compensation 100 Index for 2 consecutive years, the TCSA Platinum Award for Sustainability Reports for 2 consecutive years, and the TCSA Top 100 Taiwan Corporate Sustainability Exemplary Awards for the first time. We were also awarded the TRIPs 1.5°C Label by CommonWealth Magazine and recognized among Business Weekly's 2024 Top 100 Carbon Competitiveness Leaders. Looking ahead, we will continue to strengthen our corporate resilience by learning from others, with the goal of becoming a benchmark enterprise within our industry and achieving new levels of excellence.

Kinpo Electronics President
Chen, Wei-chang

Message from the Chief Sustainability Officer

The Rise of Social Issues Is Redefining the Role of Business

According to the Accenture CEO Study on Sustainability conducted by the United Nations Global Compact (UNGC), global CEOs now recognize that companies play a crucial role not only in addressing climate change, but also in improving environmental, social, and economic conditions worldwide. Furthermore, protecting the communities surrounding business operations is increasingly seen as a corporate responsibility. The growing prominence of social issues within ESG is fundamentally reshaping the role that companies are expected to play.

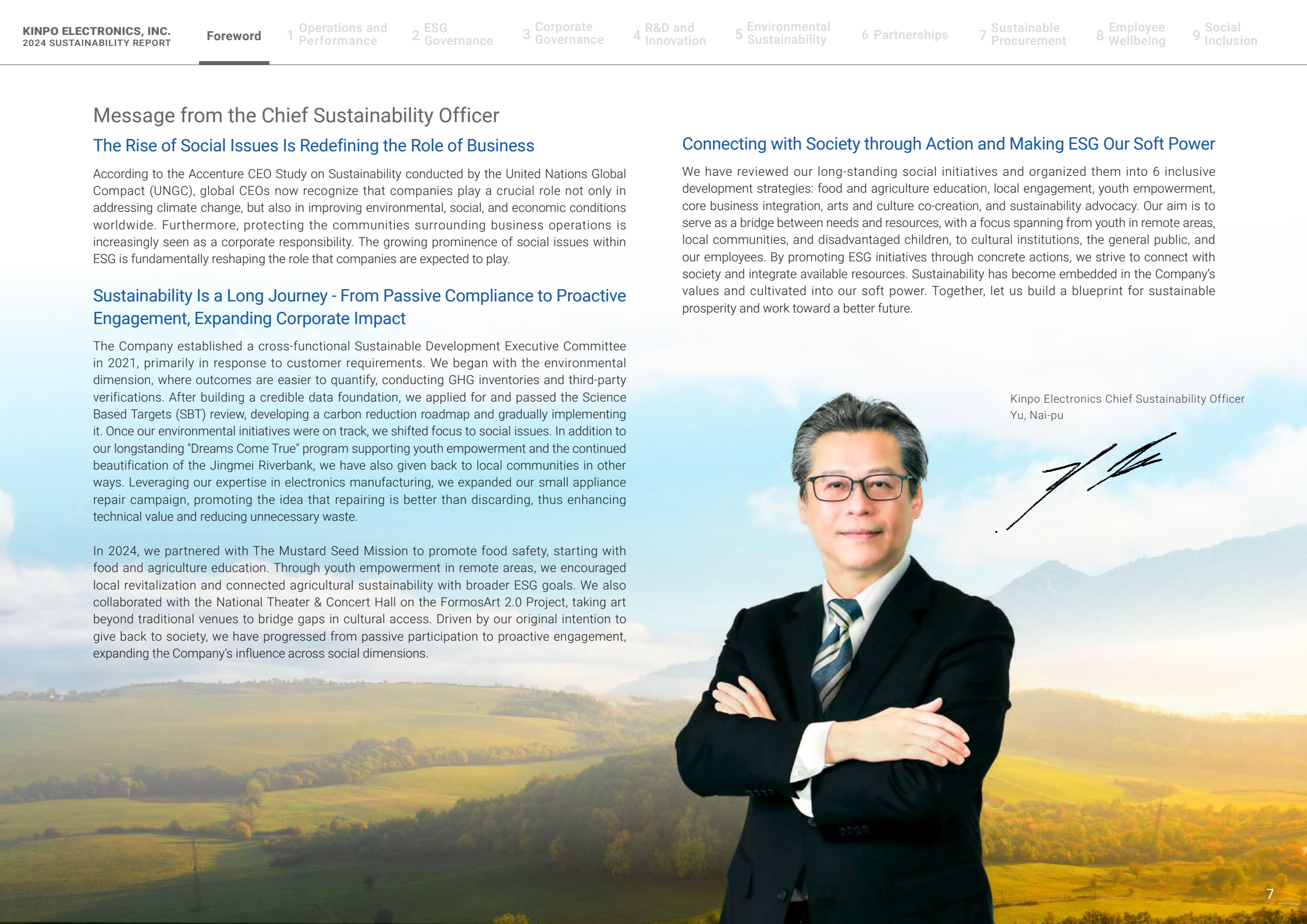
Sustainability Is a Long Journey - From Passive Compliance to Proactive Engagement, Expanding Corporate Impact

The Company established a cross-functional Sustainable Development Executive Committee in 2021, primarily in response to customer requirements. We began with the environmental dimension, where outcomes are easier to quantify, conducting GHG inventories and third-party verifications. After building a credible data foundation, we applied for and passed the Science Based Targets (SBT) review, developing a carbon reduction roadmap and gradually implementing it. Once our environmental initiatives were on track, we shifted focus to social issues. In addition to our longstanding "Dreams Come True" program supporting youth empowerment and the continued beautification of the Jingmei Riverbank, we have also given back to local communities in other ways. Leveraging our expertise in electronics manufacturing, we expanded our small appliance repair campaign, promoting the idea that repairing is better than discarding, thus enhancing technical value and reducing unnecessary waste.

In 2024, we partnered with The Mustard Seed Mission to promote food safety, starting with food and agriculture education. Through youth empowerment in remote areas, we encouraged local revitalization and connected agricultural sustainability with broader ESG goals. We also collaborated with the National Theater & Concert Hall on the FormosArt 2.0 Project, taking art beyond traditional venues to bridge gaps in cultural access. Driven by our original intention to give back to society, we have progressed from passive participation to proactive engagement, expanding the Company's influence across social dimensions.

Connecting with Society through Action and Making ESG Our Soft Power

We have reviewed our long-standing social initiatives and organized them into 6 inclusive development strategies: food and agriculture education, local engagement, youth empowerment, core business integration, arts and culture co-creation, and sustainability advocacy. Our aim is to serve as a bridge between needs and resources, with a focus spanning from youth in remote areas, local communities, and disadvantaged children, to cultural institutions, the general public, and our employees. By promoting ESG initiatives through concrete actions, we strive to connect with society and integrate available resources. Sustainability has become embedded in the Company's values and cultivated into our soft power. Together, let us build a blueprint for sustainable prosperity and work toward a better future.



Kinpo Electronics Chief Sustainability Officer
Yu, Nai-pu

Cover Story

Green Autumn, Sustainable Living – Kinpo's Family Day

On October 26, Kinpo's annual Family Day brought employees and their families to Huazhong Riverside Park for a day of connection, fun, and sustainability under the theme "Green Autumn, Sustainable Living." This year's commemorative gift reflected Kinpo's commitment to eco-friendly practices - an elegant aroma stone crafted from recycled oyster shells, proudly embossed with the Company's logo. Each 100 grams of oyster shells helps store 44 grams of CO2, making this a gift that gives back to the planet. The set also included a "Life in Green" card with the inspiring message: "Sustainable Action, Co-Creating a Zero-Carbon Future," reinforcing the Company's mission of driving environmental change.

The event was packed with excitement, featuring the thrilling final round of "Kinpo Singing Competition", along with an array of food stalls, interactive games, and family-friendly competitions. Kinpo also emphasized social responsibility by inviting the Down Syndrome Foundation and The Little Sapling Association to participate. As part of the "Embrace Your Heart - Supporting Children with Love" initiative, The Little Sapling Foundation turned each heartfelt hug into direct support for children in need. Meanwhile, the DIY craft booth promoted sustainability by encouraging participants to create Earth-shaped ornaments from 100% recycled paper and coasters from repurposed plastic, merging environmental education with creative fun.

Kinpo-Compal Group Unites for a Beach Cleanup - Protecting Marine Ecosystems Together

Recognizing the urgent need for marine conservation, KINPO GROUP, Compal Electronics, AcBel Polytech, and SHENNONA Co., Ltd. united for a beach cleanup event on October 18 at Zhouzi Bay, Tamsui. Employees were encouraged to take an active role in safeguarding the ocean, deepening their commitment to marine ecosystem conservation and coastal preservation. This initiative also aligned with United Nations SDG 14 - Life Below Water, reinforcing the collective responsibility to protect and restore marine environments. (For the outcomes of the Unites for a beach cleanup, please refer to 9.3 Inclusive Action.)

Kinpo's Commitment to the Arts and Cultural Sustainability

KINPO GROUP is committed to promoting cultural sustainability and is dedicated to supporting Taiwan's arts and cultural initiatives through resource investment and cross-industry partnerships, ensuring the creative sector continues to thrive. In 2024, Kinpo allocated over NT$4 million to various public welfare programs, including book donations, musical theater sponsorships, art exhibitions, and live performances. We will continue to integrate art into corporate and everyday settings and expect to become a promoter of sustainable cultural development together with our colleagues. (For the outcomes of the Arts and Cultural Sustainability, please refer to 9.3 Inclusive Action.)

KINPO GROUP Sets Up ESG Partnership Alliance to Jointly Create Net-Zero Future

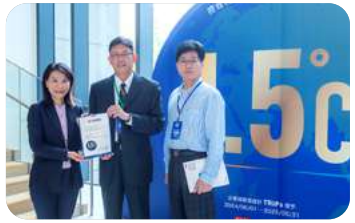
Since 2022, KINPO GROUP has been conducting Scope 3 value chain greenhouse gas (GHG) emissions inventory. The results indicate that over 95% of the Group's carbon emissions come from Scope 3, highlighting the need to expand its focus beyond internal operations to include the entire supply chain in order to effectively reduce emissions and achieve sustainability goals.

Building a sustainable supply chain is a critical aspect of corporate sustainability. While pursuing profitability, Kinpo also aims to grow alongside its supplier partners, sharing the responsibility of social and environmental commitments. Recognizing this, Kinpo held the ESG Partnership Alliance Inauguration Conference on July 10, inviting suppliers to join forces in enhancing corporate resilience. This initiative marks a significant step in the Company's sustainability journey. Many of Kinpo's clients are globally renowned brands, which are increasingly imposing stricter sustainability requirements on their supply chains, with carbon reduction being a primary focus. Following the alliance's establishment, Kinpo organized an ISO 14064-1 GHG Inventory Workshop on September 2, gathering 43 suppliers to participate. A professional consultant provided training on carbon inventory principles and methodologies, along with hands-on exercises to help suppliers accelerate their internal carbon accounting processes. Looking ahead, carbon emissions disclosure will become a key indicator of corporate competitiveness. Through a series of workshops, Kinpo aims to share its carbon management expertise with supplier partners, enabling them to proactively prepare for future challenges and establish a strong foundation for sustainable business growth.

Kinpo Electronics' Carbon Reduction Strategy Aligns with Paris Agreement Temperature Goals, Recognized by 1.5°C Business Forum

Over the past half-century, the rate of temperature increase has been the fastest in two thousand years, with carbon dioxide concentrations reaching their highest levels in two million years. Exceeding the temperature limit will lead to increasingly frequent extreme weather events, causing devastating ecological damage. Therefore, maintaining the 1.5°C limit has become a global consensus. In response to the climate change crisis, Kinpo Electronics has established a clear carbon reduction path, assessing and managing environmental risks and opportunities. We have developed phased plans for the short, medium, and long term, advocated for science-based targets (SBTs), set internal carbon pricing, and utilized the PDCA cycle to track implementation effectiveness. Additionally, we follow the ISO 14064-1 standard for GHG inventory and undergo third-party verification to ensure data accuracy and credibility. We disclose related data annually through our sustainability report, providing transparency to all stakeholders.

CommonWealth Magazine hosted the "1.5°C Business Forum" on June 4th, certifying Taiwanese companies whose carbon reduction strategies align with the Paris Agreement's 1.5°C temperature control goals. Kinpo Electronics, meeting these criteria, was invited to participate. Receiving the Temperature Rising Index for Pathways (TRIPs) certification this time demonstrates our determination and actions to protect the planet. Kinpo Electronics is progressively fulfilling its commitment to environmental sustainability, aligning with international standards and the global 1.5°C temperature control goal, joining hands with the world to maintain the Earth's temperature rise limit.



Kinpo Electronics Recognized Among the Business Weekly "2024 Top 100 Carbon Competitiveness Enterprises"

In response to global climate change and the international push for net-zero emissions, carbon reduction has become a critical factor in the sustainable competitiveness of nations and corporations under the growing trend of carbon pricing. To assess the carbon competitiveness of Taiwanese enterprises in preparation for future challenges, even before regulatory mandates, Business Weekly conducted the "Top 100 Carbon Competitiveness Enterprises" survey. Evaluation criteria included 5 publicly available metrics: carbon reduction rates, carbon productivity growth rates, commitment to carbon reduction, leadership involvement, and Scope 3 emissions. Additionally, in collaboration with the National Taiwan University Risk Center's Climate Risk Research Team, the survey reviewed companies' net-zero goals, carbon reduction plans, disclosure standards, low-carbon innovation, renewable energy adoption, carbon fees, and carbon credits to evaluate the actual carbon reduction efforts of enterprises.

Business Weekly announced the results of its Corporate Carbon Competitiveness rankings, with Kinpo Electronics standing out among nearly 1,000 publicly listed companies to be recognized as one of the "2024 Top 100 Carbon Competitiveness Enterprises", and ranked second in the Other Electronics category. On November 27, Lobo You, Chief Sustainability Officer of Kinpo Electronics, represented the company at the award ceremony. Being named among the Top 100 Carbon Competitiveness Enterprises reflects the initial success and recognition of KINPO GROUP's efforts in carbon reduction. We extend our gratitude to all our Kinpo employees and supplier partners for their support and collaboration. Moving forward, we will continue to strengthen our carbon competitiveness and embrace the global era of sustainability with a positive and proactive mindset.

KINPO GROUP and The Mustard Seed Mission Collaborate on Indigenous Youth Returning Home for Industry Development Project

In recent years, food safety issues have drawn increasing attention. Local agriculture is facing various challenges and environmental impacts, while the outflow of populations from remote areas has led to labor shortages and a widening urban-rural gap. Kinpo Electronics has joined hands with the Mustard Seed Mission to launch the "Indigenous Youth Returning Home for Industry Development Project," aiming to align corporate social responsibility with local needs and address fundamental difficulties.

The partnership was formally launched on August 26 at the "31MSM Dream Center" in Jianshi Township, Hsinchu. Representatives from KINPO GROUP, the Mustard Seed Mission, and young local farmers jointly placed placards bearing messages such as food and agriculture education, volunteer participation, eco-friendly agriculture, and youth returning home into the "Dream Food Education Pot," symbolizing the convergence of efforts from all sectors and marking the beginning of the partnership.

This initiative centers on promoting food and agriculture education, utilizing eco-friendly agricultural models to produce eggs and agricultural products. In addition to providing healthy and safe food, it aims to encourage the public to rethink their daily dietary habits and lifestyles, thereby driving positive social and environmental transformation. On another front, the project empowers young people in remote areas by equipping them with knowledge and skills in natural farming, training them as tribal tour guides, and developing educational programs on natural agriculture. These efforts enable them to achieve self-sufficiency, integrate innovation with traditional farming techniques, boost the tribal economy, stimulate surrounding industries, and create local job opportunities. The program encourages young people to return to their hometowns for work and development, helping to narrow the urban-rural divide and foster sustainable livelihoods through a positive cycle. (For the outcomes of the Project, please refer to 9.3 Inclusive Action.)

Cheer on the Relief Efforts for the 403 Hualien Earthquake!

On April 3rd, a strong magnitude 7.2 earthquake struck near the coast of Hualien, causing landslides, road collapses, and damage to buildings in some areas. The disaster trapped individuals and resulted in casualties, deeply affecting many lives. In response, the Kinpo-Compal Group, closely monitoring the situation, announced on April 5th that it, along with its subsidiaries Kinpo Electronics, Compal Electronics, and AcBel Polytech, would make a collective donation of NT$20 million to support relief efforts.

As a company rooted in the soil of Taiwan and committed to social responsibility, we hope to lend a helping hand by providing substantial assistance in the reconstruction efforts in the affected areas during this difficult period.

01

OPERATIONS AND PERFORMANCE

P.012 1.1 Company Profile

P.012 1.2 Operating Locations

P.013 1.3 Operational Overview

1.1 Company Profile

Kinpo was established in 1973, starting with the manufacture of computers. Over the past 50 years, we have grown to encompass 19 global manufacturing bases and over 40,000 employees. Our business spans electronic calculators, printing and peripherals, storage products, plastic injection molding and molds, household appliances, and networking products. In recent years, we have continued to promote the intelligent manufacturing of Industry 4.0, such as automated guided vehicles and advanced production systems, which not only enhance production efficiency and yield but also reduce human risk and labor costs, making us a most reliable partner.

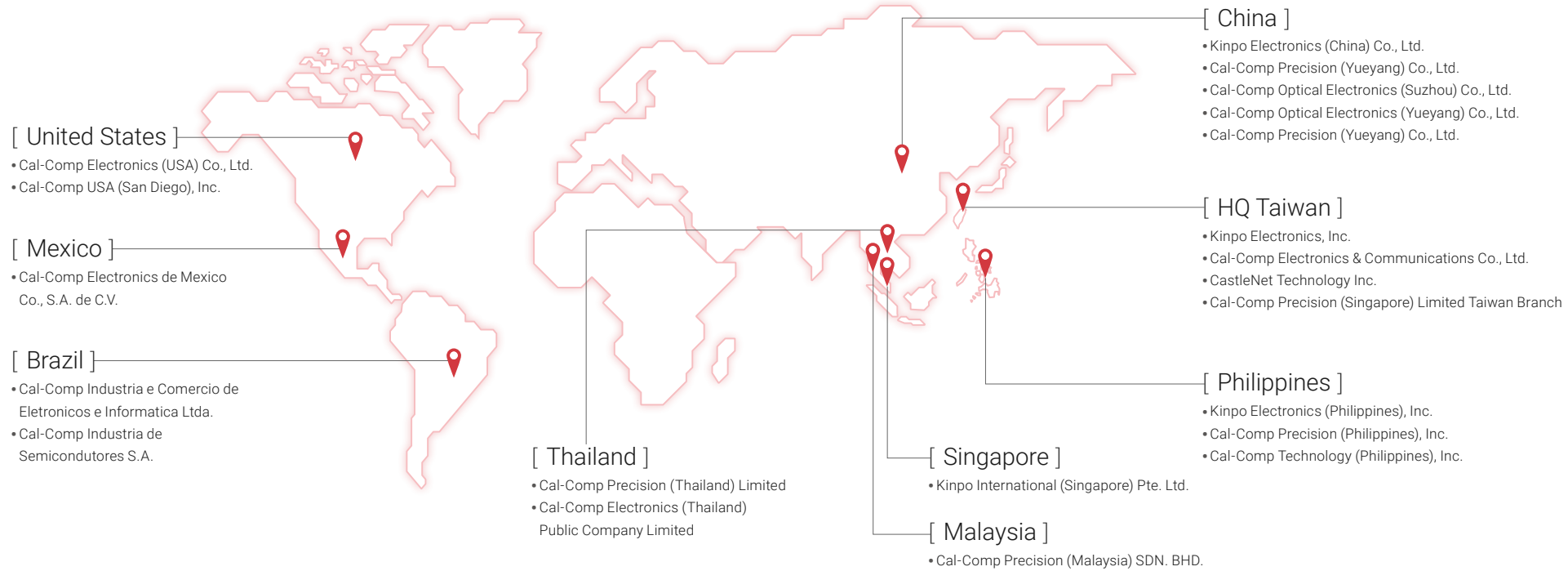
1.2 Operating Locations

Kinpo has developed a solid manufacturing technology over the years and has production sites worldwide (total area: 1,511,511 square feet), including in China, Southeast Asia, and Central and South America. These sites provide customers with the highest-caliber products and services. In addition, we have manufacturing sites in close proximity to the market to bring down logistics costs for our customers and achieve carbon reduction along the supply chain. We use a highly efficient ERP platform to strengthen our internal management and to keep our customers informed of the accurate information on cargo transportation. Through the app data management system, we are able to break the time and space constraints and create a win-win situation for both the Company and our customers by means of a real-time management application system.

Basic Company Information

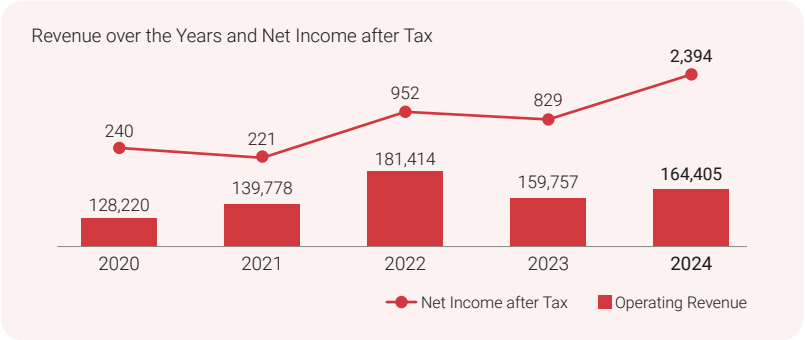
Company Name	Kinpo Electronics, Inc.
Stock Code	TWSE 2312
Headquarters Address	10F., No.99, Sec. 5, Nanjing E. Rd., Taipei City 105
Management Team	Chairman: Hsu, Chieh-li President: Chen, Wei-chang
Headcount	45,575
Lines of Business	Manufacturing, processing and trading of consumer electronic products, network communication products and video products, etc.
Date of Incorporation	April 24, 1973
Capitalization	NT$15.041 billion
Operating Revenue	NT$16.440 billion
Company Website	https://www.kinpo.com.tw/

Kinpo Global Site Map - Locations Worldwide



1.3 Operational Overview

Financial Performance



Unit: NT$ million

Operating Share of Product

	2020	2021	2022	2023	2024
Consumer Electronics	97.61	97.16	99.07	98.90	98.98
Other	2.39	2.84	0.93	1.10	1.02
Total	100	100	100	100	100

Unit: %

Products & Services

[Electronic calculators]

Kinpo has competitive advantages in design and manufacture, price, production and marketing to help customers maximize market share.

[Storage products]

Non-PC storage operations continued to grow through new business development in demand for cloud and enterprise storage.

[Household vacuum cleaners and hairdressing appliances]

In the aftermath of the COVID-19 pandemic, public awareness of hygiene and infection prevention has risen, driving market demand; and altering people's preference to visit hair salons, reducing the frequency of going out for hairdressing, and creating a new norm of using various hairdressing appliances at home, leading to a steadily growing market for hairdressing electricals.

[Printing and peripherals]

Demand for low-end printers grew significantly due to printing needs for remote work and distance learning.

[Plastic Injection Molding and Molds]

Production process optimization and manufacturing automation can reduce hand labor reliance and personnel costs.

[Home Network Terminal Products]

Demand for upgrades grew with the launch of UHD or TV 4K video streaming subscription services.

※ For upstream, midstream, and downstream industry links, please refer to the 2024 Annual Report 4. Operations – 4.1 Business Activities – 4.1.2 Industry Overview

02

ESG GOVERNANCE

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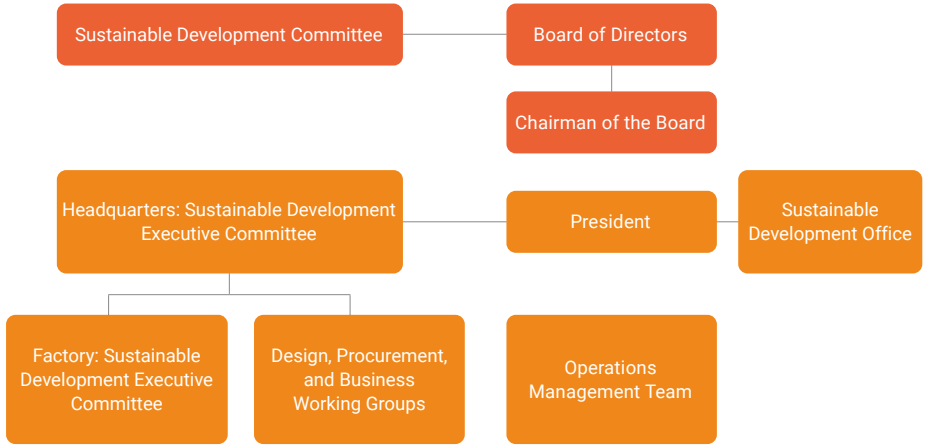
P.021 2.5 Major Initiatives and Involvement

2.1 ESG Governance Organization

In accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies," Kinpo has established its own "The Code of Practice for Sustainable Development", setting up a Board-level Sustainable Development Committee to oversee and guide the execution of the company's sustainable development. The cross-departmental Sustainable Development Executive Committee, led by senior executives, is tasked with setting specific sustainable development goals according to different job responsibilities and powers, supervising the operations of plant-level executive committees, and reporting regularly to the Board. The Sustainable Development Executive Committee has design, procurement, and business working groups that meet regularly to discuss the promotion of implementation plans and to develop contingency plans for any issues that arise.

Sustainability Management Organization Chart



Sustainability Management Organization and Operations

Organization	Frequency of Meetings / Issuance	Responsibilities
Board of Directors	Irregular 5 times in 2024	Providing regular guidance and supervision of the Company's sustainable development and performance depending on its operational status and current development.
Sustainable Development Committee	At least once a year 2 times in 2024	Responsible for formulating the vision, goals, policies, and strategies for sustainable development, overseeing the capital expenditures required for sustainability, and supervising and guiding the execution of sustainable activities.
Sustainable Development Executive Committee	Semi-annually	• Chaired by the President and comprised of the Company's senior executives, and being the highest decision-making and executive committee for the company's sustainability, and engaging in two-way communication with the Board of Directors to enhance its effectiveness. • Optimizing the use of the Company's external development (e.g. changes in regulations, economy, market, general environment) and internal resources (e.g. corporate development, corporate vision) and laying down the Company's sustainable development goals and visions. • Supervising the operations of plant-level executive committees.
Design, Procurement, and Business Working Groups	At least once every quarter	Discuss methods for promoting various implementation plans and develop responses to address issues.

※ In September 2023, the Sustainable Development Committee was upgraded to a functional committee, and the operational-level Sustainability Committee was renamed the "Sustainable Development Executive Committee".

2.2 Sustainability Blueprint and UN Sustainable Development Goals

Kinpo Electronics Sustainable Development Vision and Policy

- **Vision**: We pursue sustainable business operations and harmony with the environmental and society in order to become the most trustworthy partner of stakeholders.
- **Policy**: KINPO GROUP upholds the core values of enterprise that environment, economy, and society with the business concept of "Innovation, Harmony, and Excellence". To implements the five major aspects (corporate governance, employee care, society engagement, supply chain management, and sustainability manufacturing), also contributes to pursue the sustainable operation.

In December 2021, KINPO GROUP released its Sustainable Development Vision and Policy. We focus on the three main pillars of Environmental, Social, and Corporate Governance (ESG), integrating the United Nations Sustainable Development Goals (SDGs) with our company vision and policies to establish short-, medium-, and long-term strategies and action plans, creating a comprehensive sustainability framework. Based on the results of the 2022 strategic and action plan implementation, we propose a three-year cycle of execution strategies, with timely revisions to better align with the company's development.

Environment Innovative Production, Friendly Environment

Social People-oriented & Harmonious

Governance Sustainable Governance & Excellence

Core ESG	Five Topics	Strategy	Corresponding Report Sections	Corresponding GRI Topics	SDGs
Economy	Corporate Governance	Ethical Management Regulatory Compliance Internal Control Risk Management Economic Performance Information Security	3.2 Ethical Management and Regulatory Compliance 3.3 Risk Management 3.5 Tax Policy 3.4 Information Security Management	GRI201: Economic Performance GRI205: Anti-corruption GRI206: Anti-competitive Behavior GRI207: Tax	8, 17
Environment	Environmental Sustainability	GHG Emissions Energy Management Water Management Waste Management Biodiversity	5.2 GHG Management 5.3 Energy and Resource Management 5.4 Biodiversity	GRI302: Energy GRI303: Water and Effluents GRI101: Biodiversity GRI305: Emissions GRI306: Waste	7, 12, 13
Society	Society Engagement	Caring for the Disadvantaged Local Care	Chapter 9 Social Inclusion	N/A	1, 2, 4, 5
	Employee Care	Respect for Human Rights Human Resource Cultivation Occupational Health & Safety Work-Life Balance	8.1 Human Resource Management Policy 8.3 Employee Development 8.5 Employee Health	GRI202: Market Presence GRI401: Employment GRI403: Occupational Health and Safety GRI404: Training and Education GRI405: Diversity and Equal Opportunity GRI406: Non-discrimination GRI408: Child Labor	
	Value Chain Relationships	Customer Commitment	Chapter 6 Partnerships	GRI204: Procurement Practices GRI308: Supplier Environmental Assessment GRI414: Supplier Social Assessment	
		Supplier Management	Chapter 7 Sustainable Procurement		
		Innovative R&D	Chapter 4 R&D and Innovation	GRI416: Customer Health and Safety GRI417: Marketing and Labeling GRI418: Customer Privacy	
		Green Manufacturing			
		Quality Management	3.6 Quality Management		

2.3 Analysis of Material Topics

Kinpo identifies key stakeholders according to the AA1000 Stakeholder Engagement Standard (SES), using sustainability issue surveys and impact analysis questionnaires to filter topics of stakeholder concern. Unlike previous analyses that focused on the degree of stakeholder concern and significant impacts on the economic, environmental, and social aspects, in 2023 we followed the GRI Standard 2021 to analyze the actual and potential, positive, and negative impacts, and the likelihood of occurrence of each material topic. Through this material topic analysis, not only can we adjust internal sustainability management strategies and goals dynamically, but we can also enhance the effectiveness of external communications, which in turn serves as a basis for compiling our sustainability report.

Material Topic Analysis Process

Step 1: Decide on a list of material topics

Adjust the list of material topics based on the previous year's material topics, taking into account sustainability indicators and related key issues.

Step 2: Identify and rank material topics

- Distribute questionnaires to dissect the level of stakeholder interest in each material topic and its impact.
- Rank and adjust Kinpo's material topics based on the results of the analysis.

Step 3: Confirm material topics

Confirm the list of material topics based on the results of the materiality analysis.

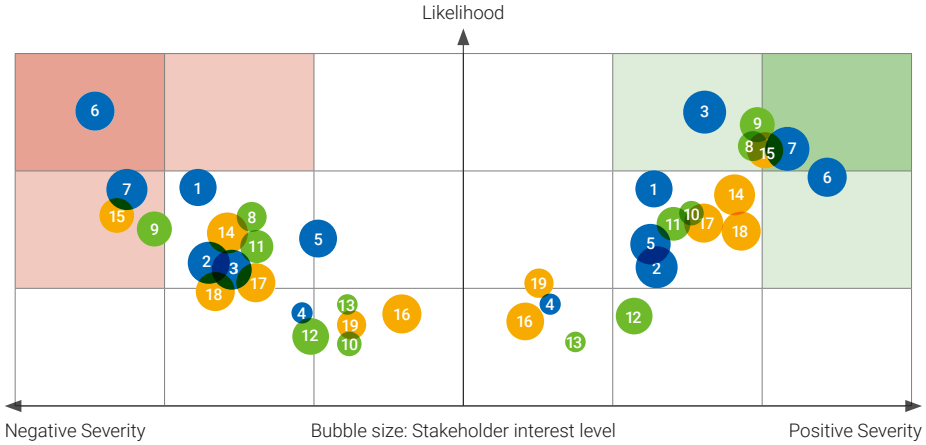
Based on the previous year's material topics, and considering the Sustainability Accounting Standards Board (SASB) indicators, recommendations from the Task Force on Climate-related Financial Disclosures (TCFD), Carbon Disclosure Project (CDP) questionnaires, S&P ESG Ratings, international ESG ratings, and significant economic, social, and environmental issues among international and industry peers, we adjust the list of material topics. Following a selection process, we have identified 19 topics for 2024, including 6 on environmental sustainability, 6 on social inclusion, and 7 on sustainable governance.

Kinpo's List of Material Topics for 2024

Environmental Sustainability (E)	Social Inclusion (S)	Sustainable Governance (G)
• Climate Strategy • Energy Management • Water Management • Waste Management • Air Pollution Management • Biodiversity	• Product Responsibility • Talent Attraction & Retention • Diversity & Inclusion • Human Capital Development • Occupational Safety & Health • Social Impact	• Economic Impact • Ethical Management • Sustainable Supply Chain • Tax Management • Innovation Management • Information Security • Quality Management

We distributed questionnaires on sustainability issues and impact analysis to examine the level of stakeholder interest in each material topic and the positive and negative, actual and potential impacts and likelihood of occurrence. Based on the results of the analysis, we ranked Kinpo's material topics and adapted the materiality of the topics by considering the company's internal operations. Additionally, Kinpo references international standards and industry peers in presenting its materiality matrix, designing a more readable and easily distinguishable identification threshold. In the matrix, topics represented by bubbles closer to the upper-right and upper-left corners indicate a higher likelihood of occurrence and impact. After evaluation, topics that fall within the green square in the upper-right and the pink square in the upper-left are classified as Kinpo's material topics.

Material Topic List Matrix



	Negative	Positive	
1			Economic Impact
2			Ethical Management
3			Sustainable Supply Chain
4			Tax Management
5			Innovation Management
6			Information Security
7			Quality Management
8			Climate Strategy
9			Energy Management
10			Water Management
11			Waste Management
12			Air Pollutant Management
13			Biodiversity
14			Product Responsibility
15			Talent Attraction & Retention
16			Diversity & Inclusion
17			Human Capital Development
18			Occupational Safety & Health
19			Social Impact

Based on the results of the material topic analysis, the Sustainable Development Executive Committee reviews and, upon reaching consensus, confirms the list of material topics. In 2024, Kinpo identified 6 material topics, including 2 on environment, 1 on society, and 3 on governance.

Kinpo's Material Topics for 2024

Aspects	Material Topics	Corresponding GRI Topics	Significance to Kinpo and Coping Strategies	Corresponding Report Sections
Environmental Sustainability (E)	Climate Strategy	GRI 201 Economic Performance GRI 305 Emissions	By taking action to support international initiatives and national policies, Kinpo identified the risks and crises associated with climate change, built resilience to climate change in advance, and mitigated the risk of financial impact. We introduced a TCFD framework and energy management approach and set medium- and long-term energy-saving targets and maintained a PDCA cycle to ensure that energy-saving goals were reached.	• 5.1 Climate Change Risk & Management • Cover Story
	Energy Management	GRI 302 Energy	Kinpo has introduced the ISO 50001 Energy Management System to ensure the effective operation and efficient management of its energy system.	• 5.3 Energy and Resources Management
Social Inclusion (S)	Talent Attraction & Retention	GRI 202 Market Presence GRI 401 Employment GRI 404 Training and Education GRI 405 Diversity and Equal Opportunity	Talent is the fundamental and most valuable asset of an enterprise, and we need to establish a comprehensive recruitment and retention strategy and plan to ensure that we do not lose key personnel due to their retirement, booming job markets or poaching by other companies. Kinpo has built a diverse and inclusive workplace through multiple and innovative recruitment channels to bring in talented people from around the world, and is dedicated to building a happy workplace and joining forces with customers for mutual sustainable growth.	• 8.1 Human Resource Management Policy
Sustainable Governance (G)	Sustainable Supply Chain	GRI 204 Procurement Practices GRI 308 Supplier Environmental Assessment GRI 414 Supplier Social Assessment	Through sustainable supply chain management, Kinpo partners with its suppliers and customers to create stable and mutually beneficial relationships that create operational performance while lessening its impact on the environment and society.	• Chapter 7 Sustainable Procurement • Cover Story
	Quality Management	GRI 417 Marketing and Labeling	By upgrading quality in all aspects of R&D, production and management, Kinpo is able to consistently provide quality products and services to enhance the Group's core competitiveness and create a win-win situation with our customers. Insisting on the quality policy of "providing products and services that satisfy our customers, doing the job right from the outset, and constantly seeking to improve quality," we have established a comprehensive and sustainable quality management system through various quality management certifications to ensure that we furnish customers with products and services of the highest caliber and boost the overall competitiveness of our industrial chain.	• 3.6 Quality Management
	Information Security	GRI 418 Customer Privacy	Kinpo attaches great importance to information security, ensuring the stability and security of information and compliance with legal regulations through sound systems and effective monitoring. We hold ourselves to a high standard by continuously refining our internal management and obtaining ISO information security certification to protect the confidentiality, integrity, and availability of our information, and the reliability of our information equipment and network systems. Further, we raise our employees' awareness of information security and ensure that these resources are guarded against interference, destruction, intrusion, or any adverse actions and attempts that may compromise the interests of our customers and the Company.	• 3.4 Information Security Management

2.4 Stakeholder Communication

Kinpo Electronics follows the GRI Standards and adopts the AA1000 Stakeholder Engagement Standard (SES) as the evaluation basis. Using the five principles of responsibility, influence, dependency, tension, and diverse perspectives, we identified 6 key stakeholder groups: employees, customers, suppliers, government agencies, shareholders/investors, and the media/society. We referenced the Sustainability Accounting Standards Board (SASB) metrics, the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, the S&P ESG Rating, and other significant economic, social, and environmental issues observed internationally and among industry peers to filter out potentially concerned issues. We distributed questionnaires to stakeholders to assess issue relevance, prioritized the results, and consolidated them to identify key communication topics. We maintain continuous communication through various channels to respond to stakeholder needs and ensure the Company's direction aligns with their expectations. The results of stakeholder communication for 2024 will be presented to the Board of Directors on April 2, 2025.

2024 Stakeholder Communication Outcomes

Employees

Links to Kinpo and Engagement Highlights

Employees expect the Company to create a safe, diverse, equitable, and inclusive workplace, provide meaningful work content, offer competitive compensation and benefits, support professional development, and promote a healthy work-life balance.

Frequency/Method of Communication

[Regular]
- Quarterly: Labor-Management Meetings, Occupational Safety and Health Meetings, ESG Sustainability Journal
- Annually: Employee satisfaction surveys related to welfare measures, Company Family Day

[Ad-hoc]
- EIP website, Employee Welfare Committee, surveys (e.g., for newcomers/employee satisfaction), training programs (in-person/online), email, EDM promotions, employee care mailbox, public welfare activities/health talks
- ESG Official Website
- Social media platforms: KINPO GROUP Facebook page, Instagram account, LinkedIn page

Employee Contact: opinion@kinpo.com.tw

Issues of Concern

- Talent Attraction and Retention
- Employee Well-being and Supportive Workplace
- Environmental Health and Safety
- Social Impact
- Professional ethics/Compliance

Communication Results

- Enhanced communication through meetings and grievance channels, including 4 occupational safety meetings, 4 Employee Welfare Committee meetings, and 29 items of feedback received via employee grievance channels.
- Provided NT$66,000 newborn incentive per baby and joined the "2024 TALENT, in Taiwan" initiative to jointly promote sustainable talent development.
- Recognized in the "DEI Silver Generation Top 100 Companies" survey co-hosted by Business Weekly and 104 Bank, shortlisted among the Top 90 TWSE/TPEx-listed companies - Other Electronics Category.
- Conducted ethics and regulatory compliance training
  - ✓ Integrity and Excellence: 1,103 participants, totaling 1,103 hours.
  - ✓ Confidentiality and Integrity Obligations: 1,114 participants, totaling 557 hours.
  - ✓ Anti-Piracy Software Policy: 1,129 participants, totaling 1,129 hours.
  - ✓ Confidential Information Classification Guidelines: 1,079 participants, totaling 539.5 hours.
- Sustainability awareness training: including business, procurement, research & design, program management, and product technology, 657 participants, totaling 657 hours.

Customers

Links to Kinpo and Engagement Highlights

Customers focus on the Company's OEM and ODM manufacturing services, including comprehensive technical support and robust information security protections, to meet their capacity and quality requirements and ensure product application success.

Frequency/Method of Communication

[Regular]
- Monthly/Quarterly/Semi-Annually: Routine customer satisfaction assessments/quarterly business review (QBR)
- Annually: Customer satisfaction surveys

[Ad-hoc]
- Linkedin page

Customer Contact: Customer@kinpo.com.tw

Issues of Concern

- Ethical Management/Compliance
- Innovation Management
- Product Quality and Safety
- Customer Relationship Management
- Information Security and Privacy Protection
- Environmental Health and Safety

Communication Results

- Conducted annual customer satisfaction surveys with 23 companies and QBRs with 7 companies. The average satisfaction score was 4.35, exceeding the target score of 4.0. Customer feedback included: strengthening supplier/material management, enhancing team capabilities, and driving innovation in production technologies.
- Continued to introduce new technologies to enhance automation; engaged in regular pricing strategy discussions with customers; reinforced team accountability to improve internal execution, service quality, and customer satisfaction.
- Conducted customer sustainability surveys, identifying 4 very high-concern issues and 7 high-concern issues across environmental, social, and governance dimensions. The Company has established corresponding strategies and action plans for each issue.

Suppliers

Links to Kinpo and Engagement Highlights

Suppliers are concerned with the Company's progress in process innovation, quality optimization, climate response, environmental safety, ethical standards, and information security. The goal is to strengthen collaboration, promote a sustainable supply chain, and enhance business efficiency and resilience.

Frequency/Method of Communication

[Regular]
- Monthly: Supplier technical forums (focused on key components)
- Quarterly: ESG Sustainability Journal
- Annually: Responsible minerals surveys, supplier training programs, Sustainability Assessment Questionnaires (SAQ), supplier conventions, and ESG Partnership Alliance

[Ad-hoc]
- Linkedin page
- Greenhouse Gas (GHG) Workshops
- ESG Official Website
- KINPO GROUP Supplier Relationship Management (SRM) System

Supplier Contact: Ethics@kinpo.com.tw

Issues of Concern

- Sustainable Supply Chain Management
- Professional Ethics/Compliance
- Product Quality and Safety
- Occupational Safety and Health
- Information Security
- Climate and Energy
- Responsible Minerals Management

Communication Results

- Held 12 key component technical forums, with participation from 12 group suppliers and a total of 573 attendees.
- Organized 2 supplier training sessions on responsible minerals and green product management, with participation from 543 suppliers.
- Conducted responsible minerals surveys covering 1,811 suppliers, using 617 smelters, with a 100% due diligence completion rate.
- Reviewed 104 suppliers through SAQ sustainability risk assessments, with a 100% response rate. Identified 2 high-risk suppliers and implemented improvement plans accordingly.
- Hosted GHG inventory workshops with participation from 43 suppliers.
- Established the Kinpo ESG Partnership Alliance, with 30 suppliers joining as members.

Shareholders / Investors

Links to Kinpo and Engagement Highlights

Shareholders and investors are concerned with Kinpo Electronics' market outlook, growth strategies, profitability, investment returns, and stable dividend policies. They also place importance on the Company's sustainability performance.

Frequency/Method of Communication

[Regular]
- Quarterly: Disclosure of material information/announcements via the Market Observation Post System (MOPS)
- Semi-annually: Investor conferences, semi-annual financial reports
- Annually: Annual general meetings, annual report, financial statements, sustainability report

[Ad-hoc]
- Domestic press releases, statements, disclosure of material information/announcements
- Social media platforms: KINPO GROUP Facebook page, Instagram account, LinkedIn page

Investor Contact: Investor@kinpo.com.tw

Issues of Concern

- Corporate Governance
- Financial Performance
- Innovation Management
- Climate Change
- Energy management
- Regulatory Compliance

Communication Results

- Held the KINPO GROUP "Excellence in Leadership and Smart Innovation" press conference to share the Group's annual operational results and future outlook.
- Hosted 1 shareholders' meeting.
- Participated in 3 online institutional investor meetings organized by Capital Securities, Hua Nan Securities, and CTBC Securities, and hosted 1 independent investor conference (total of 4 events) to share the latest financial and operational information.
- Attended the annual conference of the Taiwan Investor Relations Institute (TIRI) to exchange insights with international experts and promote global IR development.
- Participated in external ESG evaluations; received the TCSA Platinum Award for Sustainability Report for 2 consecutive years, awarded as 1 of TCSA's Top 100 Sustainable Companies in Taiwan, and listed among Business Weekly's Top 100 Carbon Competitiveness Companies.

Government Agencies

Links to Kinpo and Engagement Highlights

Government agencies are concerned with advanced manufacturing technologies, ESG practice guidelines, overseas investments, regulatory trends, and occupational safety and health management. They also seek feedback on industry perspectives to enhance standards and promote strategic industrial alliances.

Frequency/Method of Communication

[Regular]
- Annually: Government agency evaluations

[Ad-hoc]
- Industry associations communication platforms, providing industry operation suggestions
- Various meetings (briefings, seminars, symposiums, social gatherings, public hearings, forums)
- Correspondence

Government Relations Contact: Investor@kinpo.com.tw

Issues of Concern

- Corporate Governance
- Regulatory Compliance
- Innovation Management
- Climate Change
- Energy Management
- Sustainable Supply Chain Management

Communication Results

- Provided timely responses to inquiries from competent authorities.
- Invited to attend the conference on "Enterprise Green Talent Development Strategies Under the Net Zero Transition Trend" as a representative company, contributing to discussions on cultivating and deploying green talent and sharing training experiences.
- Participated in the Taiwan Stock Exchange's public outreach session for listed companies to stay updated on the latest market developments.
- Attended the Taiwan Corporate Governance Association's shareholder affairs symposium to deepen exchanges on corporate governance.

Media/ Society

Links to Kinpo and Engagement Highlights

Media and society focus on the Hsu Chauing Social Welfare Charity Foundation, which emphasizes "arts and cultural education," including local art empowerment in remote areas, care for disadvantaged new immigrant families, and scholarship programs. These efforts aim to expand social impact continuously.

Frequency/Method of Communication

[Regular]
- Quarterly: Volunteer services, ESG Sustainability Journal
- Annually: Sustainability report

[Ad-hoc]
- Attendance at industry summits
- ESG official website
- Press releases, statements
- Organizing public welfare activities/health talks
- Social media platforms: KINPO GROUP Facebook page, Instagram account, LinkedIn page

Public Relations Contact: Investor@kinpo.com.tw

Issues of Concern

- Social Responsibility
- Social Impact
- Climate Change
- Energy Management

Communication Results

- Invited to participate in the Global Views Leaders Forum - "Balancing Taiwan", where Chairman Hsu, Sheng-hsiung served as the closing keynote speaker.
- Updated the ESG official website with 34 news items.
- Maintained social media engagement with 77 posts across LinkedIn, Facebook, and Instagram, achieving a total of 67,018 impressions.
- Small appliance repair campaign service: 22 participants repaired 35 appliances, reducing approximately 154 kg of waste and 1,466 kg of carbon emissions.
- Beautification of Jingmei Riverbank campaign: 11 events held, with 203 participants and 30.28 kg of waste cleaned up.
- Kinpo-Compal Group's joint beach cleanup at Zhouzi Bay: 162 volunteers participated, removing 713.9 kg of marine waste.
- Promoted sustainable development in arts and culture, with over NT$4 million invested to support domestic cultural initiatives.

2.5 Major Initiatives and Involvement

Unit: in NT$

Industry Associations	Company Position		Activity Participation Description	2024 Investment Amount
	Member	For/ Against		
DIGITIMES members	V	For	Gained real-time information and research reports on the global IT industry supply chain.	167,857
Supplier Ethical Data Exchange (SEDEX)	V	For	Reduced risks of non-compliance with ethical standards through self-assessment questionnaire surveys.	5,584
The General Association of Chinese Culture (GACC)	V	For	The Company consistently injected resources into cultural activities and cultural and creative industries to support cultural development.	1,000
The Third Wednesday Club	V	For	The Company participated in the Third Wednesday Club to assist with club activities, enhance international business exchanges, drive various strategic alliances, strengthen international investment technology and trade exchanges, and foster international economic and trade relations.	100,000
Taiwan Stock Affairs Association (TWSAA)	V	For	Attended irregular stock-related networking forums organized by TWSAA, exchanging practical stock affairs with association members to urge the government to enact reasonable and feasible regulations.	13,000
Chinese Society for Quality (CSQ)	V	For	Participated in quality-related management and technical training courses and activities organized by CSQ to establish quality competitiveness.	8,000
Chinese Excellent Management Association (CEMA)	V	For	CEMA, formerly known as the National Quality Award Winners' Friendship Club, continually improves management capabilities through member experience sharing, exchanges, and learning.	52,000
Corporate Synergy Development Center	V	For	Participated in forums, seminars, and promotional events to enhance the Company's digital capabilities, organizational strength, and sustainability performance, accelerating digital transformation through technology.	27,429
CommonWealth Sustainability	V	For	Participated in forums, seminars, and promotional events to improve the Company's awareness of sustainability issues.	120,000
Importers and Exporters Association of Taipei	V	For	Connected international economic and trade networks through member exchanges to explore global business opportunities and grasp market industry dynamics.	7,200
Taiwan Institute for Sustainable Energy	V	For*	The Company acquired a better understanding of sustainable energy topics by attending forums, seminars, and advocacy activities.	140,000
Taiwan Academy of Fine Arts Cultural and Arts Foundation (TAFA)	V	For	Sponsored the Taiwan Academy of Fine Arts to organize the "2025 Art Capital in Paris" to showcase Taiwanese art on the international stage.	500,000
Taiwan Climate Partnership (TCP)	V	For*	Systematically engaged in low-carbon transformation through TCP networking activities, enhancing competitiveness amid the decarbonization trend.	50,000
Taiwan Electrical and Electronic Manufacturers' Association (TEEMA)	V	For	The Company's Chairman Hsu, Sheng-Hsiung serves as an advisor, supporting TEEMA in bridging government-industry relations, facilitating coordination and communication, offering industry opinions, timely advising the government, and participating in TEEMA delegations overseas to assess investment environments, promote industry cooperation, and advance strategic alliances, thereby fostering Taiwan's economic development.	42,000
Taiwan Association of Occupational Health Nurses (TAOHN)	V	For	TAOHN is a national organization that, through membership, safeguards workplace health, protects employees from occupational hazards, and boosts corporate competitiveness.	1,000
Taskforce on Nature-related Financial Disclosures (TNFD)	V	For*	By adopting the TNFD framework, the Company managed risks and impacts arising from natural environmental changes.	-
Science Based Targets initiative (SBTi)	V	For*	Based on GHG inventory results, Kinpo set specific and achievable carbon reduction targets through SBTi to mitigate global warming risks.	-

Next ▼

Unit: in NT$

Industry Associations	Company Position		Activity Participation Description	2024 Investment Amount
	Member	For/ Against		
Taoyuan City Culture Foundation	V	For	Donated to the Taoyuan Cultural Foundation's arts and enterprise cooperation project, enabling outstanding performance troupes to enter schools and promote equal access to the arts.	500,000
TCFD supporters	V	For*	Introduced TCFD recommendations to minimize climate risks.	-
Straits Economic & Cultural Interchange Association	V	For	Chairman Hsu, Sheng-Hsiung serves as the association's honorary chairman to advance the well-being of people on both sides of the Taiwan Strait, dedicated to fostering cross-strait peace, as well as economic, trade, and cultural exchanges.	50,000
NQA Alliance	V	For	Participated in an alliance formed by National Quality Award winners, outstanding enterprises, and organizations in Taiwan to share experiences and promote corporate social responsibility and environmental sustainability.	28,571
National Theater & Concert Hall	V	For	Sponsored the National Theater and Concert Hall's production of FormosArt 2.0 – Fearless in the Dark, Taiwan Version organized by the National Performing Arts Center.	300,000
Mustard Seed Mission	V	For	Sponsored the Mustard Seed Mission's "31MSM Dream Center" to empower remote tribal communities through eco-friendly farming, enabling them to become self-sufficient and maintain stable sources of income.	1,407,000
Responsible Business Alliance (RBA)	V	For*	Kinpo fully embraces the vision and goals of RBA, pushing the RBA Code of Conduct within the group and its supply chain. Each factory completes the RBA Self-Assessment Questionnaire (SAQ) annually and conducts the RBA Validated Assessment Program (VAP) as required.	1,143,850
SINOCON Industrial Standards Foundation	V	For	The Company supports the foundation's establishment objectives, assisting in operational promotion, focusing on intellectual property strengths, helping Taiwanese businesses with global deployment, and enhancing international competitiveness.	100,000
New Taipei City Nurse's Association	V	For	As per Chapter 2, Article 10, Paragraph 1 of the Nursing Personnel Act: To practice, nursing personnel shall join the local nursing personnel associations as members. (Required for practice registration).	1,000
Innovue Co., Ltd.	V	For	Subscribed to Global Patent Network.	23,810
Taiwan Foundation for Disaster Relief	V	For	In response to the 403 Earthquake, the Company and its affiliates, including Compal Electronics and AcBel Polytech Inc., jointly donated funds for disaster relief.	4,000,000
Step30 International Ministries	V	For	Participated in the "Shoes That Save Lives" donation drive for secondhand shoes and essential supplies.	2,000

※ Industry associations above are listed in stroke order. * Climate position aligned with the Paris Agreement.

Contributions and Expenditures

	2023	2024
Lobbying, interest representation, or similar	0	0
Local, regional, or national political campaigns/organizations/candidates	0	0
Trade associations or tax-exempt groups	9,375,022	9,158,789
Others	0	0
Total	9,375,022	9,158,789

Unit: in NT$

The Company signed the "Kinpo Electronics 50th Anniversary Sustainability Declaration" in 2023, announcing its environmental, social, and governance (ESG) sustainability goals. It has committed to science-based carbon reduction targets through the Science Based Targets initiative (SBTi), adopted the Task Force on Climate-related Financial Disclosures (TCFD), joined the Taskforce on Nature-related Financial Disclosures (TNFD), and the Responsible Business Alliance (RBA), thereby taking concrete actions in support of the Paris Agreement. In cases where the climate policy stance of an industry association conflicts with that of the Company, the Company will follow its internal management mechanisms to communicate promptly. If necessary, it will withdraw financial support or terminate membership. In 2024, all climate-related lobbying activities and participation in associations were aligned with the Paris Agreement, and the scope of engagement extended to the Company's global sites.

03

CORPORATE GOVERNANCE

P.024 3.1 Corporate Governance

P.029 3.2 Ethical Management and Regulatory Compliance

P.033 3.3 Risk Management

P.036 3.4 Information Security Management

P.039 3.5 Tax Policy

P.041 3.6 Quality Management

Founded on the principles of ethical management, Kinpo endeavors to develop a sound corporate governance system, practice business ethics, abide by the legal requirements of all business locations, and foster a corporate culture of honesty, transparency and accountability, aiming at the 4 corporate governance objectives of strengthening the board structure, optimizing corporate governance, implementing corporate sustainability, and upgrading information security.

3.1 Corporate Governance

Kinpo values operational transparency and corporate governance. In compliance with the Company Act, the Securities and Exchange Act and other relevant laws and regulations, the Company also places emphasis on establishing an effective corporate governance structure, stepping up the functions of the Board of Directors, protecting shareholders' rights and interests, undertaking internal control and auditing, and enhancing information transparency. In addition, by adhering to the Company's Code of Integrity Management, we have instituted various systems and practices to uphold the spirit of corporate governance in order to boost the Company's operational performance and achieve corporate sustainability.

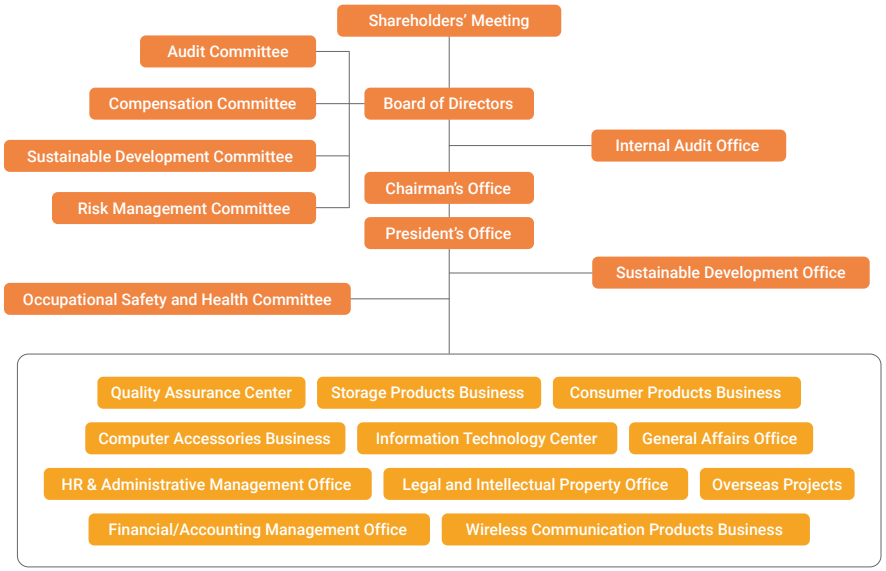
We are striving to enhance the effectiveness of the Board of Directors to elevate its functions; participate in Corporate Governance Evaluation to shape a corporate governance culture; establish a comprehensive stakeholder engagement platform to promote shareholder activism; improve the quality of non-financial information disclosure to strengthen corporate governance information transparency.

Kinpo's Corporate Governance Strategy

Topic	Corresponding to Corporate Governance Requirements	Content
Regulatory Compliance	Comply with international requirements	Regularly search for international sustainability guidelines and incorporate them into corporate governance planning, and developed a corporate governance charter as required by the competent authorities as a guiding principle for internal corporate governance.
Division of Competences	Strengthen Board functions Foster a sustainable corporate culture	In 2024, the Company formulated a Board Diversity Policy, set up specific management objectives, and regularly tracked progress by enhancing the effectiveness of the Board of Directors, and achieved the diversity objectives. The Company has established functional committees such as the Compensation Committee, Audit Committee, Sustainable Development Committee, and Risk Management Committee to provide professional advice on corporate governance to the management team. These committees also monitor operational effectiveness on a regular basis.
Performance Appraisal	Upgrade Board functions Improve corporate governance	Participated in the Corporate Governance Evaluation of TWSE/TPEx Listed Companies by the competent authorities positively, formulated strategies to strengthen corporate governance, and laid down the Performance Evaluation Measures for the Board of Directors and Functional Committees to regularly evaluate the performance of the board members and functional committees every year.
Information Disclosure	Boost information transparency	Hold a board meeting at least once a quarter to review the Company's operational performance, discuss important strategies, and announce on the Market Observation Post System (MOPS) by the regulations of the competent authority for investors to obtain important information about the Company in real-time.
Communication & Interaction	Enhance stakeholder communication	Kinpo regularly convenes annual general meetings and investor conferences to directly communicate corporate governance matters with investors and shareholders. The Company publishes annual reports and sustainability reports on its official website, while announcing the Stakeholder Communication Channels on the website to facilitate two-way communication between stakeholders and the Company.

Composition of the Board of Directors

The Board of Directors of Kinpo Electronics is the Company's highest governance body and serves as the primary institution for major business decisions. The Board is responsible for guiding the Company's strategic direction, supervising management, and being accountable to both the Company and its shareholders. In executing its duties under the corporate governance framework, the Board operates in accordance with applicable laws and regulations, the Company's Articles of Incorporation, and resolutions of the Shareholders' Meeting. The Board also provides strategic guidance and professional advice to management to create greater value for shareholders and safeguard the rights and interests of all stakeholders.



Board nominations follow clear qualification and evaluation criteria based on fundamental values, knowledge, and professional expertise. These procedures comply with the Company's Articles of Incorporation, Methods of Director Election, Code of Practice on Corporate Governance, the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, and Article 14-2 of the Securities and Exchange Act. In nominating candidates, the Company considers diversity in professional backgrounds, gender, and fields of expertise, while aligning with the operational nature and development needs of the Company. Professionalism and complementarity among members are prioritized to optimize the composition and effectiveness of the Board.

The Board of Directors is composed of members with diverse backgrounds who possess the necessary knowledge, skills, and ethical standards to fulfill their duties. To achieve the Company's corporate governance goals, the Board collectively demonstrates capabilities in operational judgment, accounting and financial analysis, business management, crisis response, industry knowledge, international market insight, leadership, and decision-making. We believe that a professional, diverse, and independent Board enhances overall governance performance. As the term of the Board of Directors, the Board consists of 11 directors, including 3 independent directors. Among the members, there are 2 female directors, accounting for 18.2% of the Board. The age distribution is as follows: 18.2% are under 60 years old, 27.3% are between 61-70, 36.3% are between 71-80, and 18.2% are over 81 years old. By the end of 2024, the average tenure of all directors is 13.8 years.

Membership of the Board and Committees

Name/Title	Gender	Age	Concurrently employed by Kinpo	Years of Service as Independent Directors	Diversity					Industry Experience (GICS Level 1)
					Operating Decisions	Leadership	Industry Expertise	Macroeconomy & International Perspectives	Law & Financial Accounting	
Hsu, Sheng-Hsiung /Chairman	M	>80	V		V	V	V	V	V	Consumer Discretionary/IT/ Industrials
Ke, Chang-Chi/Director	M	>80			V	V	V	V	V	IT/Health Care/ Financials
He, Mei-Yue/Director	F	71-80			V	V	V	V	V	IT/Health Care
Chen, Wei-Chang/Director	M	61-70	V		V	V	V	V		Consumer Discretionary/IT
Hung, Yung-Cheng/Director *	M	61-70			V	V	V	V		Financials/Consumer Staples
Chiu, Ping-He/Director	M	71-80			V	V	V	V		IT/Education
Chen, Hsin-Tso/Director	M	<60			V	V	V	V		IT/Health Care
Hsu, Chieh-Cheng/Director	M	<60					V	V	V	Financials
Hsieh, Fa-Ta/Independent Director	M	71-80		<9 Years	V	V	V	V		Financials
Huang, Chih-Peng/Independent Director	M	71-80		<9 Years	V	V	V	V		IT/Utilities
Wu, Tsung-Fan/Independent Director	F	61-70		<3 Years	V	V	V	V	V	Financials/IT/ Chemicals/Food

※ 1. This is the 19th term of the Board of Directors, which runs from June 27, 2022 to June 26, 2025.
2. Director Hung, Yung-Cheng was dismissed on August 19, 2024.
3. A complete list of the Board members' backgrounds, education and work experience, continuing education, meeting operations, and other corporate positions has been published in the 2024 annual report, on the website and on the Market Observation Post System (MOPS). Please refer to the 2024 Annual Report, 2.Corporate Governance Report - 2.1 Information on Board Directors, President, Vice Presidents, Assistant Vice Presidents, and Chiefs of Units and Branches.
4. The Board's diversity in background can be found in the 2024 Annual Report, 2.Corporate Governance Report - 2.1 Information on Directors, President, Vice Presidents, Assistant Vice Presidents, and Chiefs of Units and Branches - 2.1.3 The Diversity & Independence of the Board of Directors.
5. In accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, an independent director may not concurrently serve as an independent director in more than 3 listed companies. The number of concurrent independent directorships held by the Company's Board members can be found in the 2024 Annual Report, 2.Corporate Governance Report - 2.1 Information on Directors, President, Vice Presidents, Assistant Vice Presidents, and Chiefs of Units and Branches - 2.1.2 Disclosure on Directors' Qualifications and Independence.

▲ 2024 Kinpo Annual Report

▲ Kinpo Board Members

Operation of Board of Directors

Board meetings are held at least quarterly to discuss operational matters, quarterly and yearly financial statements, by the Company Act, Securities and Exchange Act, and the Company's Articles of Incorporation, Rules of Procedure for Board of Directors Meetings, and resolutions will be announced legally after the Board meeting. If any proposal involves a director's personal interest, relevant conflict of interest avoidance protocols are followed. During Board meetings, in addition to the attendance of the Head of Internal Audit who reports on audit execution, relevant personnel are invited to attend and respond to questions depending on the agenda.

※ For details regarding meeting operations and conflict of interest handling, please refer to the 2024 Annual Report, 2.Corporate Governance Report - 2.3 Implementation of Corporate Governance - 2.3.1 Board of Directors.

Number of Meetings	• In 2024, the Board convened a total of 5 meetings to discuss company operational matters and quarterly/yearly financial statements. • The in-person attendance rate of directors exceeded 94%
Discussion of Sustainability Topics	• The Sustainable Development Committee was upgraded to a functional committee in September 2023. It communicates with the Board at least once a year on sustainability-related topics and reports progress and plans in the areas of environment, society, and corporate governance. • Starting in 2024, the Sustainability Report will be reviewed by the Sustainable Development Committee and submitted to the Board for approval before publication.
Discussion of Risk Topics	• The Risk Management Committee was upgraded to a functional committee in November 2024. It reports the Company's risk management operations to the Board at least once a year.

Directors' Remuneration

Directors' remuneration includes remuneration, retirement benefits, directors' compensation, and business execution expenses. In 2024, general directors' remuneration accounted for 1.94%, and independent directors' remuneration accounted for 0.37% of the net profit after tax of all companies included in the financial statements.

※ For further details, please refer to the 2024 Annual Report, 2.Corporate Governance Report - 2.2 Remuneration Paid to Directors, Independent Directors, President, and Vice Presidents in the Most Recent Year – 2.2.1 Remuneration of Directors and Independent Directors.

Operation of the Audit Committee

The functions of the Audit Committee include strengthening internal control mechanisms and assisting the Board in decision-making. The Committee is composed of 3 independent directors: Hsieh, Fa-Ta; Huang, Chih-Peng; and Wu, Tsung-Fan, with Hsieh, Fa-Ta serving as the convener. During the reporting period, there were no proposals disapproved by the Audit Committee, no objections, reservations, or significant comments from independent directors, and no cases of recusal due to conflicts of interest. The Audit Committee held 5 meetings in 2024, with a 100% actual attendance rate.

※ For details on the professional qualifications and experience of the Audit Committee members, as well as the functions, operations, and resolutions of the Audit Committee, please refer to the 2024 Annual Report, 2.Corporate Governance Report - 2.3 Implementation of Corporate Governance - 2.3.2 The Audit Committee.

Operation of the Compensation Committee

The Compensation Committee is composed of 3 independent directors, with Hsieh, Fa-Ta serving as the convener. During the reporting period, there were no proposals disapproved by the Compensation Committee, no objections, reservations, or significant comments from independent directors, and no cases of recusal due to conflicts of interest. In 2024, the Compensation Committee held 3 meetings, with a 100% actual attendance rate.

※ For details on the professional qualifications and experience of the Compensation Committee members, as well as the functions, operations, and resolutions of the Compensation Committee, please refer to the 2024 Annual Report, 2.Corporate Governance Report - 2.3 Implementation of Corporate Governance - 2.3.4 The Composition, Duties and Implementation Status of the Compensation Committee.

Operation of the Sustainable Development Committee

To promote sustainable development initiatives, the Company established the Sustainable Development Committee upon resolution of the Board of Directors on September 7, 2023, and adopted the Sustainability Committee Charter. The Committee is chaired by Director Chen, Wei-Chang and includes 3 independent directors as members, with a total of 4 committee members. In 2024, the Committee convened 2 meetings, with a 100% actual attendance rate.

※ For details on the professional qualifications and experience of the Sustainable Development Committee members, as well as the functions, operations, and resolutions of the Sustainable Development Committee, please refer to the 2024 Annual Report, 2.Corporate Governance Report - 2.3 Implementation of Corporate Governance - 2.3.5 The Composition, Responsibilities, and Implementation Status of the Sustainable Development Committee.

Operation of the Risk Management Committee

To enhance risk assessment and strengthen risk management capabilities, the Board of Directors resolved on November 12, 2024, to establish the Risk Management Committee and adopted the Risk Management Policy and Procedures. The Committee is chaired by Independent Director Hsieh, Fa-Ta and includes Director Hsu, Sheng-Hsiung, Director Chen, Wei-Chang, and Independent Directors Huang, Chih-Peng and Wu, Tsung-Fan, making up a total of 5 members. In 2024, the Committee held 1 meeting, with a 100% actual attendance rate.

※ For details on the professional qualifications and experience of the Risk Management Committee members, as well as the functions, operations, and resolutions of the Risk Management Committee, please refer to the 2024 Annual Report, 2.Corporate Governance Report - 2.3 Implementation of Corporate Governance - 2.3.6 The Composition, Responsibilities, and Implementation Status of the Risk Management Committee.

Board Performance Evaluation

To strengthen corporate governance and enhance the effectiveness of the Board, the Company has adopted the Performance Evaluation Measures for the Board of Directors and Functional Committees. Since 2021, the Company has conducted annual internal self-assessments of the Board, its members, and functional committees (including the Audit Committee and the Compensation Committee). Beginning in 2023, an external performance evaluation is required at least once every 3 years, to be conducted by an independent professional institution or a team of external experts or scholars. Evaluation results are disclosed in the annual report. The results of the 2024 internal evaluation will be reported to the Board of Directors on March 12, 2025, and the results of the most recent external evaluation were reported to the Board on December 29, 2023.

※ For detailed performance evaluation results, please refer to the 2024 Annual Report, 2.Corporate Governance Report - 2.3 Implementation of Corporate Governance - 2.3.1 Board of Directors.

2024 Internal Performance Evaluation Outcomes

Evaluation Period: January 1, 2024 to December 31, 2024

Evaluation Scope	Evaluation Dimensions	Average Score	Rating
Board of Directors	1. Participation in the Company operation 2. Improvement of Board decision-making quality 3. Board composition and structure 4. Election and continuing education of the Directors 5. Internal control	4.82	Good
Board Members	1. Alignment of the goals and missions of the Company 2. Awareness of directors' duties 3. Participation in the Company operations 4. Internal relationship and communication 5. Professionalism and continuing education 6. Internal control	4.81	Good
Audit Committee	1. Participation in the Company operation 2. Understanding of Audit Committee's responsibilities 3. Improvement of Audit Committee's decision-making quality 4. Committee composition and member selection 5. Internal control	4.92	Good
Compensation Committee	1. Participation in the Company operation 2. Understanding of Compensation Committee's responsibilities 3. Improvement of Compensation Committee decision-making quality 4. Committee composition and member selection	4.91	Good

※ Evaluation outcomes are categorized into 5levels:
1: Extremely Poor (Strongly Disagree); 2: Poor (Disagree); 3: Average (Neutral); 4: Good (Agree); 5: Excellent (Strongly Agree).

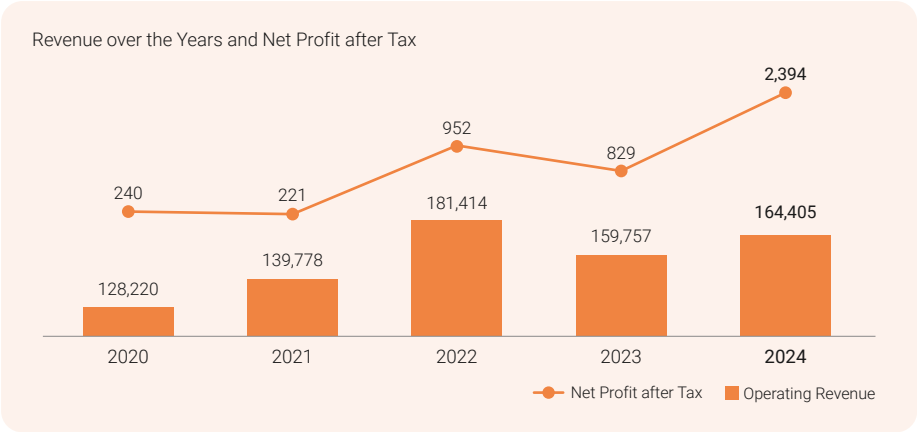
2023 External Performance Evaluation Outcomes

Evaluation Period: January 1, 2022 to October 31, 2023

Evaluation Aspects	Evaluation Results
Protection of shareholder rights	Comply with regulations.
Strengthening the structure and operation of the Board of Directors	Board members possess professional and gender diversity.
Participation in the Company operation	The Board of Directors implements tracking.
Improvement of the quality of the Board of Directors' decision-making	Pre-meeting coordination and communication ensure complete information, enhancing decision-making speed and quality.
Enhance information transparency	Comprehensive disclosure of meeting materials, shareholder meeting information, and key stakeholder topics in the sustainability report.
Internal control	Robust governance systems are in place.
Promotion of sustainable development	A dedicated Sustainable Development Office has been established, with a comprehensive sustainability governance structure.
Other additional evaluation considerations	None.

Operational Performance

In 2024, the Company recorded consolidated revenue of NT$164,405 million, representing a 2.91% increase compared to 2023. With continued effort to optimize the product portfolio and implement lean organizational management, operating expenses decreased by 13.02% year-on-year. Due to the uncertainty of the macroeconomic environment and the exchange rate fluctuations, through effective financial management, foreign exchange hedging, and global tax planning, KINPO GROUP achieved a non-operating gain of NT$578,731 thousand compared to the previous year. The consolidated profit before tax reached NT$3,092 million, marking a 165.71% increase from the previous year. On March 12, 2025, the Board of Directors resolved to distribute a cash dividend of NT$0.6 per share for 2024 earnings, with a payout ratio of 54% of net profit after tax, in line with the Company's stable dividend policy.



Unit: in NT$ million

Incentive Mechanism and Linkage to Sustainability Performance

In line with international initiatives, the Company revised its Employee Performance Appraisal Management Regulations in November 2024 to include ESG and Enterprise Risk Management (ERM) indicators in the performance evaluation framework. Evaluation criteria and weightings are customized by job level based on the principles of measurability, relevance, and quantifiability. This ensures that compensation is linked to sustainability performance to drive and implement sustainable development. To motivate senior executives to prioritize performance and achieve long-term sustainability goals, the Company's evaluation indicators span financial, strategic, managerial, and sustainability categories.

Evaluation Category	Weight	Description
Financial Indicators	15%	Company's financial performance, including financial and cost control capabilities.
Strategic Indicators	35%	Strategic planning and goal-setting abilities of executives, such as decision-making and resource integration.
Managerial Indicators	25%	Organizational leadership and achievement of goals.
Sustainability Indicators	25%	Implementation of sustainability commitments, compliance with codes of conduct, and ESG/ERM strategic planning and execution.

※ Senior executives include the Chairman, President, Vice Presidents, Corporate Governance Officer, and Finance & Accounting Officers.

Succession Planning

The Company has initiated a succession planning program to cultivate professional managers by rotating them across affiliated companies and critical roles within the Company and appointing them as directors to familiarize them with Board operations. The Group has a robust talent pool of senior executives, who are required to participate in biannual training programs and attend 4 strategic decision-making meetings per year. In addition, high-potential professionals are nurtured through job rotations and overseas assignments to develop all-around talent in a planned and goal-oriented manner to strengthen future leadership. Currently, the President and Group CEO were promoted from within the Group's senior management. The succession plan remains in active implementation.

Operation of the Shareholders' Meeting

Kinpo Electronics values interaction and communication with investors. Through shareholders' meetings, the Company enhances its forward-looking governance and promotes sustainable development. In 2024, the Company held 1 shareholders' meeting and 4 investor conferences. To increase transparency in annual report disclosure, the Company has published both the English version of the annual report and the shareholders' meeting handbook since 2021, allowing stakeholders easy access.

※ For major resolutions of the shareholders' meeting and their implementation status, please refer to the 2024 Annual Report, 2.Corporate Governance Report - 2.3 Implementation of Corporate Governance - 2.3.12 Important Resolutions Passed by Shareholders Meetings and Board Meetings During the Most Recent Year up to the Date of Publication of the annual report. For the list of major shareholders, please refer to 3.Capital Overview - 3.1 Capital and Shares - 3.1.2 List of Major Shareholder.

The Kinpo Electronics official website also features an Investor Relations section. For investor conference information, please refer to the Financial Information section. For shareholders' meeting information, please refer to the Shareholder Services section.

◀ Investor Conference

◀ Shareholders' Meeting

3.2 Ethical Management and Regulatory Compliance

Ethical Management and Standards

Robust corporate governance is the foundation of the Company's sustainable operations, with ethical management being crucial for business success and sustainability. We firmly believe that ethical practice is not only a business philosophy but also the cornerstone of our culture. We uphold the principle that everyone should be treated fairly, regardless of race, gender, age, religion, or other factors. These ethical standards guide our actions, strengthen our reputation, foster internal collaboration, and create a healthy and stable work environment.

To ensure adherence to its ethical management policies and compliance with relevant laws, the Company has established corresponding internal regulations for different stakeholders, which are approved by the Board of Directors and published on its website. The Company periodically discloses or updates its ethical management policies through internal regulations, annual reports, the corporate website, and other publications. Additionally, we conduct internal training on ethical management and regularly promote our core values to raise employee awareness and strengthen corporate governance. We believe that by conforming to ethical practices and standards, Kinpo can achieve long-term success and make a positive contribution to society.

Ethical Management Practices and Actions in 2024

Stakeholders	Relevant Policies/ Requirements/Contracts	Management Actions
Board of Directors	1. Rules of Procedure for Board of Directors Meetings 2. Regulations concerning the Board of Directors 3. Code of Ethical Conduct 4. Code of Integrity Management 5. Operating Procedures and Behavior Guidelines for the Company Integrity Management	1. All directors have signed the "Ethical Management Statement". 2. Established a conflict of interest policy to ensure that individuals with vested interests in matters that could harm the Company's interests are barred from participating in discussions or voting, thereby safeguarding the interests of the Company and shareholders. 3. Directors and managers purchased liability insurance in 2024, with coverage amounting to US$30 million, ensuring the rights of all shareholders and minimizing operational risks.
Management / Employees	1. Code of Ethical Conduct 2. Code of Integrity Management 3. Operating Procedures and Behavior Guidelines for the Company Integrity Management 4. KINPO GROUP Code of Conduct	1. Required all employees to sign the "Confidentiality and Ethical Statement." 2. All managers have signed the "Ethical Management Statement." 3. In 2024, 1,103 employees participated in the "Striving for Excellence with Integrity and Honesty" training program, totaling 1,103 hours. 4. In 2024, 1,114 employees participated in the "Confidentiality and Ethical Obligations" training program, totaling 557 hours. 5. In 2024, 1,129 employees participated in the "Anti-Piracy Software Education and Training Program", totaling 1,129 hours. 6. In 2024, 1,079 employees participated in the "Confidential Information Classification Policy" training, totaling 539.5 hours. 7. A whistleblower mailbox is available on the Company's official website to ensure employees have a clear channel for complaints. 8. The 2024 implementation status was reported to the Board of Directors in April 2025. The Company continues promoting the ethical management concept to employees, reinforcing various measures in the "Operating Procedures and Behavior Guidelines for the Company Integrity Management".
Customers	1. RBA Code of Conduct and other international and industry standards 2. Non-disclosure agreements and outsourcing contracts 3. Other business contracts	1. Kinpo Electronics is committed to adhering to customer codes of conduct or the Responsible Business Alliance (RBA) Code of Conduct. 2. When signing contracts with customers, both parties explicitly agree on anti-corruption and anti-bribery commitments within the contract. 3. Kinpo Electronics requires internal employees to sign Confidentiality and Ethical Statement to protect customer interests. 4. The Company self-regulates based on the KINPO GROUP Code of Conduct. 5. In accordance with the internal "Document Confidentiality Classification Policy", employees must sign a general confidentiality agreement upon onboarding. Additionally, depending on the confidentiality level and project requirements, employees may be required to sign specific confidentiality agreements. 6. A whistleblower mailbox is available on the Company's official website to ensure customers have a clear complaint channel. 7. If the Company becomes aware of any customer violation of anti-corruption or anti-bribery policies, it will immediately consult senior management for appropriate actions. If local laws provide otherwise, the Company will comply accordingly.
Suppliers, Contractors, and other Business Partners	1. RBA Code of Conduct and other international and industry standards 2. Non-disclosure agreements and outsourcing contracts 3. Other business contracts 4. KINPO GROUP Suppliers' Code of Conduct	1. For customer-designated suppliers, such suppliers are required to comply with the customer's code of conduct, the RBA Code of Conduct, and the KINPO GROUP Suppliers' Code of Conduct. 2. For non-customer-designated suppliers, Kinpo Electronics requires them to comply with both the RBA Code of Conduct and the KINPO GROUP Suppliers' Code of Conduct. In addition, anti-bribery clauses are included in the contracts, prohibiting any form of bribery toward Company employees or their relatives and friends. Upon discovering any violation of anti-corruption or anti-bribery regulations, Kinpo Electronics will take immediate legal action, including but not limited to termination of the contract. 3. A whistleblower mailbox is available on the Company's official website to ensure business partners have a clear complaint channel.

Anti-Corruption and Anti-Bribery

Kinpo has formulated multilingual versions of the "Anti-Corruption Policy" for employees in different regions worldwide. This policy is announced and published on our website by the President's Office to establish clear and uniform standards. We uphold the principle of not accepting improper gifts or special favors and expect our customers, suppliers, business partners, and other stakeholders to understand and support Kinpo's core ethical values together with us. We strictly prohibit all employees from accepting any form of bribery or other improper benefits. All current and new employees must also participate in confidentiality and ethical education programs to enhance their awareness and implementation of ethical standards. In accordance with the RBA Code of Conduct, Kinpo Electronics has established the KINPO GROUP Suppliers' Code of Conduct, requiring all business partners to comply. Our cooperating suppliers are forbidden from offering bribes to employees or their relatives/friends. In cases where damages occur due to breaches of ethical standards, we will seek compensation according to agreements and may take necessary legal actions, including termination of cooperation.

Additionally, we have established a grievance channel (response@kinpo.com.tw) to receive and investigate any potential corruption or bribery. Employees and business partners who identify any violations of the Anti-Corruption Policy are required to report them through this channel. The Company will handle all reports rigorously and ensure that no retaliation is taken against whistleblowers.

◀ Kinpo's Anti-Corruption Policy

Regulatory Compliance and Effectiveness

With Kinpo's business spanning globally, we continuously monitor the impact of international policies and regulations on our operations and finances. Concurrently, we establish various corporate governance standards and regularly offer related educational training sessions. Our commitment is to ensure all business practices observe relevant local laws, safeguarding employees from conflicts of interest that could jeopardize company interests. We pledge to respect intellectual property rights and privacy, and refrain from engaging in business activities that violate the Fair Trade Act and Antitrust Laws. Should employees have concerns regarding regulations, measures, or penalties while conducting business, they may apply through their respective business units for guidance from the Legal and Intellectual Property Center.

Protection of Personal Data (Privacy)

When collecting personal data, we abide by the laws and regulations of each country to ensure legality and privacy protection. Our company is set to establish a Data Protection Policy to express a firm commitment to respecting and safeguarding the privacy of every individual, including employees, customers, and clients. Regarding legal and ethical obligations for personal information protection, we pledge to:

1. Take all reasonable measures to protect all personal information from loss, misuse, unauthorized access, or disclosure;
2. Not retain personal information longer than necessary to fulfill the purposes for which it was collected;
3. Not sell, trade, transfer, share, or otherwise disclose personal information to any third party unless mandated by law or regulations; and
4. Require strict compliance with this policy from our employees, agents, managers, directors, and other personnel.

In 2024, no significant violations (resulting in fines exceeding NT$1 million) related to business ethics, personal data protection, fair competition, intellectual property rights, human rights, or environmental protection were identified. To ensure effective ethical management and compliance with laws, we are stepping up employee education and training to ensure all staff understand and observe relevant policies and regulations.

Category	Description	Management	Performance 2024
Anti-Corruption, anti-bribery	Engaging in any act of providing or receiving directly or indirectly any improper benefits for the purpose of obtaining, acquiring, maintaining, or otherwise seeking business opportunities or commercial interests.	1. Developed an Anti-Corruption Policy to establish a clear and consistent anti-corruption and anti-bribery code. 2. Standard contracts include anti-corruption and anti-bribery clauses. When reviewing contracts, relevant business units are reminded to mitigate legal risks and prevent negative impacts arising from violations. 3. For queries regarding the legality of actions, consult the Legal and Intellectual Property Center.	1. In 2024, 1,103 employees participated in the "Striving for Excellence with Integrity and Honesty" training program, totaling 1,103 hours. 2. In 2024, 1,114 employees participated in the "Confidentiality and Ethical Obligations" training program, totaling 557 hours. 3. In 2024, 1,129 employees participated in the "Anti-Piracy Software Education and Training" program, totaling 1,129 hours. 4. In 2024, 1,079 employees participated in the "Confidential Information Classification Policy training" program, totaling 539.5 hours. 5. No reports of corruption and bribery incidents through formal channels were received.
Anti-trust practices	Activities involving restricting competition, damaging market fairness, manipulating market prices, or controlling market share.	1. Standard contracts contain general clauses that prohibit violations of applicable laws, including but not limited to antitrust laws. When reviewing contracts, business units are reminded to avoid legal risks and potential negative impacts. 2. For regulatory-related matters, business units may submit requests for guidance, which will be provided by the Legal and Intellectual Property Center.	No incidents of anti-trust or anti-competitive behavior.
Breach of environmental laws and regulations	Penalties for violations of environmental laws and regulations.	Standard contracts contain general clauses that prohibit violations of applicable laws, including but not limited to environmental protection regulations.	No incidents of violations of relevant regulations.
Breach of economic laws and regulations	Penalties incurred due to violations of anti-money laundering or insider trading regulations	Kinpo Electronics has established the KINPO GROUP Anti-Money Laundering Policy and Management of Prevention of Insider Trading to regulate the conduct of all KINPO GROUP personnel.	
Avoiding Conflicts of Interest	Penalties incurred due to violations of conflict of interest policies	Kinpo Electronics has implemented an Employee Conflict Declaration Policy, requiring employees to declare any conflicts of interest upon onboarding, and specifying relevant handling procedures.	
Prohibition of child labor and labor coercion	1. Penalties incurred for illegally employing local workers below the minimum employment age. 2. Penalties incurred for inhumane treatment of employees from forced labor.	Strengthened identity verification and background checks during the recruitment process.	No incidents of discrimination or violation of child labor
Protection of Privacy Rights	The right and measures to protect personal data and privacy information from illegal collection, use, storage, processing, or sharing.	1. Enhanced cybersecurity risk control measures to prevent the leakage of sensitive information from employees, customers, and suppliers. 2. Incorporated the promotion of Personal Information Protection Act awareness into onboarding training for new employees.	No infringement of privacy rights.
Protection of Intellectual Property Rights	Protecting own intellectual property rights, legally utilizing intellectual property rights, and preventing engagement in any activities that infringe upon others' intellectual property rights.	1. Revised the Regulations Governing Invention and Creation Rewards to encourage employees to apply for patents as a way of demonstrating R&D innovation and maintaining a competitive edge through patent accumulation. 2. Kinpo Electronics signs licensing agreements with intellectual property holders when using third-party IP to ensure legal usage. 3. Employees are required to sign a work agreement upon onboarding, which includes a commitment to use only legitimate software. 4. When signing contracts with customers or suppliers, the responsible party for acquiring intellectual property rights is clearly defined. 5. Kinpo Electronics has issued an Anti-Piracy Statement, signed and announced by the CEO, to demonstrate the Company's commitment to using legitimate software. 6. The Company regularly reiterates the prohibition of pirated software and the associated legal responsibilities through internal announcements. 7. The Company regularly co-hosts Anti-Piracy Software Education and Training sessions with the IT Department.	No infringement of intellectual property rights.

Whistleblowing System and Whistleblower Protection

If employees or business partners encounter illegal conduct, violations of Codes of Ethical Conduct, or acts of corruption and bribery in the workplace, they may submit a report or complaint through proper reporting channels. Kinpo Electronics has established a dedicated whistleblower mailbox and formulated the Procedure for Handling and Treatment of Complaints, which specify detailed reporting channels, handling procedures, and reward and penalty measures. The whistleblower mailbox is jointly monitored by the CEO and the head of Internal Audit. The CEO is responsible for assigning and managing cases, while the Internal Audit Office conducts investigations. All reported cases are assigned to a dedicated team for investigation and handled confidentially. Personnel with a conflict of interest related to the case are required to recuse themselves and are prohibited from participating in the investigation. Investigators must maintain confidentiality regarding the whistleblower's identity, protect the whistleblower's rights, and ensure that involved individuals are not subjected to unfair treatment or retaliation. As of 2024, there were no corruption incidents or suspected cases of improper benefit acceptance reported through formal channels.

Kinpo Whistleblower Mailbox: response@kinpo.com.tw

Internal Control and Audit System

Kinpo Electronics has established an independent Internal Audit Office under the Board of Directors, responsible for internal audit activities. This office assists the Board and management in inspecting and reviewing deficiencies in the internal control system and assessing the effectiveness and efficiency of operations. When conducting audit tasks, internal auditors are required to provide timely recommendations to ensure the continued effectiveness of the internal control system, the achievement of operational efficiency and effectiveness, the reliability of reporting, and compliance with relevant laws and regulations. These audits also serve as the basis for reviewing and amending the internal control system. Audit reports are submitted to the Chairman and independent directors for review upon completion. The head of Internal Audit regularly reports audit findings to independent directors and also attends Board meetings to present the execution status of audit tasks. Each year, the Internal Audit Office also supervises and reviews the self-assessment of internal control systems conducted by each department and subsidiary, ensuring that the Board and management are adequately informed about operational effectiveness. The appointment and dismissal of the head of Internal Audit must be approved by the Audit Committee and resolved by the Board of Directors. In accordance with the Company's Code of Practice on Corporate Governance, the appointment, evaluation, and remuneration of internal audit personnel must be reviewed and approved by the head of Internal Audit and submitted to the Chairman for final approval.

The Internal Audit Office, based on risk assessments and regulatory requirements, drafts the audit plan, which is executed after approval by the Board of Directors. It also performs special audits or reviews as needed. Internal auditors follow the annual audit plan, implementing specific audit projects. They document any deficiencies and abnormalities in the internal control system in the audit report, providing timely improvement recommendations and tracking these issues after the report is submitted for approval. All 52 audit projects from the 2024 audit plan approved by the Board of Directors have been completed, and all required reports have been filed in accordance with regulations.

Internal Control and Audit Process

Evaluation/Planning	Audit Execution	Audit Reporting	Submission	Annual Declarations
• In accordance with the requirements of regulatory authorities • Risk assessment • Annual key planning priorities • Formulation of the annual audit plan	• Design of audit items and procedures • On-site audits / communication and interviews	• Issuance of audit reports/ audit recommendations (for deficiencies and improvements) • Quarterly tracking of deficiencies until full remediation	• Audit reports submitted sequentially to the Chairman and independent directors • Preparation of business reports and submission to the Board of Directors	• Status of audit plan implementation • Internal Control System Statement • Deficiency improvement status

The audit report and tracking report are submitted to each of the independent directors for review after they have been handed over to the Chairman. The independent directors may contact the auditing officer if they need further information or instructions. The Company holds quarterly meetings of the Audit Committee and the Board of Directors, at which the auditing officer is required to attend and present a summary report of the quarterly audits. We also convene separate meetings annually with directors, internal auditing officers and independent auditors, with the internal auditing officers reporting separately to the independent directors on auditing activities and annual planning and other matters required by law.

※ For the Audit Committee's report and communications, please refer to the 2024 Annual Report, 2.Corporate Governance Report - 2.3 Implementation of Corporate Governance - 2.3.2 The Audit Committee.

3.3 Risk Management

In 2022, Kinpo Electronics' Board of Directors approved the Risk Management Policy, establishing a management principle centered on risk-reward balance. While pursuing operational growth, the Company also carefully assesses the overall impact of risks on sustainable development. In response to emerging risks, the Company is incorporating dynamic controls and real-time response mechanisms into its risk management policy, gradually strengthening the corporate governance framework.

▲ Kinpo Electronics Risk Management Policy and Procedures

Risk Management Committee Organizational Structure

The Company's risk management organizational framework is headed by the Board of Directors as the highest risk governance body. A Risk Management Committee, subordinate to the Board, is established to supervise the operational mechanisms related to risk management. A dedicated Risk Management Task Force is also assigned to assist the Committee in planning, executing, and overseeing risk-related affairs. For detailed roles and responsibilities of each component in the risk management organization, please refer to the Kinpo Electronics Risk Management Policy and Procedures. The Risk Management Committee convenes at least 2 times annually and may hold additional meetings as needed. In November 2024, the Risk Management Committee was upgraded to a functional committee, and the minutes of the Risk Management Committee will be submitted to the Board of Directors on March 12, 2025.

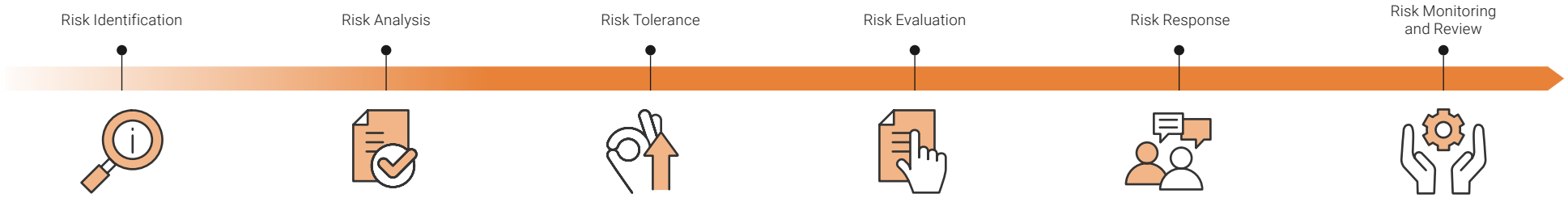
Risk Categories and Management Scope

Units responsible for promoting and implementing risk management must consider the Company's sustainable development goals, analyze all risks, and identify sources and types of risks. In addition, scenario analysis should be conducted regularly for each risk category. The processes of risk detection, assessment, and management must cover topics related to the environment, society, and corporate governance (ESG) as they pertain to the Company's operations. The Company's risk categories include strategic risks, operational risks, financial risks, and other risks. Definitions and types are listed in the table below:

Risk Category	Definition and Types
Strategic Risk	Risks arising from changes in the external business environment or from ineffective corporate strategies.
Operational Risk	Risks related to manufacturing, R&D, pricing of products and raw materials, market structure and demand, industry dynamics, competition, talent acquisition, and legal compliance.
Financial Risk	Risks associated with inflation, financing, investment, liquidity, exchange rates, interest rate hedging, taxation, credit, leasing, and major capital expenditures.
Other Risks	In addition to the above categories, the Company may face other risks with the potential to materially disrupt its operations. This include information and cyber security threats, antitrust and competition risk, ethical and integrity-related risk, geopolitical risk, climate-related hazards such as flooding, typhoons, drought, extreme heat, risks to biodiversity, and other emerging or systemic risks.

Risk Management Process

To strengthen corporate risk management, the Company has established a comprehensive mechanism and process encompassing 6 major steps: risk identification, analysis, tolerance, evaluation, response, and monitoring and review. This structure is applied across the Company's major risk categories, including strategic, operational, financial, and other risks.
Each unit identifies risks based on its business objectives and responsibilities, and analyzes the likelihood and impact of each risk event. The executing unit determines the risk tolerance level to define the Company's acceptable exposure. Based on this tolerance, corresponding risk levels and response strategies are developed to support evaluation and mitigation. Each risk event must be accompanied by a handling plan that includes periodic monitoring and review to ensure the risk management process and related measures function effectively. In addition to disclosures required by regulatory authorities, relevant risk management information is also published in the annual report and on the Company's official website.



Emerging Risk Management and Response Measures

Emerging Risk Items	Risk Description	Importance and Impact	Management Policies and Response Measures
Supply Chain Resilience and Geopolitical Risks	The global supply chain is affected by US tariff policies, geopolitics and fluctuations in raw material prices, which may lead to supply instability and delivery delays.	Supply chain disruptions or rising costs will affect operational continuity and market competitiveness.	• Diversify global production capacity and supply chains. • Strengthen supplier management and diversified procurement. • Promote smart and green manufacturing.
Information Security and Digital Transformation Risks	Digitalization increases cybersecurity threats (such as ransomware, data leaks, and system outages), and insufficient transformation will limit efficiency and competitiveness.	Cybersecurity incidents can lead to operational disruptions and reputational damage, while insufficient digital transformation can impact efficiency and long-term competitiveness.	• Establish a security management system in accordance with ISO 27001. • Regular vulnerability scans, penetration testing, and drills. • Employee security training. • Invest in digitalization, smart manufacturing, and cloud systems.

Kinpo's Major Risks and Management Policies

Following its operational guidelines, Kinpo identifies various risks and develops coping strategies and opportunities. We proactively mitigate potential losses within acceptable risk parameters, enhancing shareholder value, optimizing resource allocation, and ensuring the Company achieves its sustainable development goals.

Material Issues	Items	Description	Coping Strategies	Opportunities	Corresponding Sections
Environmental	Environmental Impact	When risks occur, they may lead to production disruptions, preventing normal operations, and causing losses to personnel and assets.	Aligning with environmental sustainability goals, the Company has introduced the ISO 14001 Environmental Management Systems to ensure that the production processes do not pollute the environment and comply with regulatory requirements. Meanwhile, the ISO 50001 Energy Management Systems have been set up to boost resource efficiency, reduce GHG emissions, and systematically mitigate environmental impacts through PDCA cycles.	Expanding into the green sector to increase renewables usage and reduce carbon emissions.	Chapter 5 Environmental Sustainability
	Climate Change		1. Actively supporting international initiatives and national policies, the Company integrates climate change issues into its risk identification framework. In 2022, it became a TCFD Supporter and adopted the TCFD framework to identify climate change risks and opportunities, formulating response strategies to mitigate and adapt to potential impacts. 2. Through ISO 14064 GHG Inventory, the Company establishes credible data benchmarks as the basis for submitting SBTi reduction targets. All of its global sites obtained ISO 14064 certification by 2024. The Company submitted its SBTi commitment letter in September 2022 and passed the target validation review in September 2024.	Promoting green manufacturing, consistently adopting new technologies to boost energy efficiency and reduce GHG emissions.	
Social	Occupational Safety	Risks arising from non-compliance, resulting in serious injuries, may result in negative perceptions from the public and supply chain partners towards the Company.	1. Actively strengthening injury prevention measures and improving poor health conditions through ISO 45001 occupational health and safety management certification. 2. Conducting regular annual training on occupational safety, emergency response, and fire safety to enhance employees' emergency preparedness and self-management capabilities.	Complying with international conventions and national laws to create a safe workplace and foster a happy workplace.	8.5 Employee Health
	Human Rights Risks		1. Ensuring compliance with domestic and international human rights conventions and local government regulations regarding labor policies. 2. Holding regular labor-management meetings to discuss and achieve consensus on the implementation of human rights policies, labor environment and conditions, and issues related to policies, compensation, and benefits. Ensuring transparency and smooth communication between labor and management.	Establishing an inclusive workplace that allows employees to showcase their potential, receive fair compensation, and improve the Company's image.	8.1 Human Resources Management Policy
Governance	Business Interruption	These impact employee and equipment safety, leading to operational disruptions.	Assessing potential emergency events such as pandemics, fires, or windstorms that could impact employees, facilities, and operations. Developing preventive measures to minimize their occurrence.	Effectively managing operational risks to protect our crucial assets - our employees, and bolster stakeholder confidence in Kinpo, ensuring secure business partnerships with suppliers and customers.	Chapter 3 Corporate Governance
	Interest Rate Fluctuations	Floating rate investments for loans and receivables, fixed rate and floating rate borrowings.	Analyzing the impact on Kinpo's profit and loss from interest rate risks associated with floating-rate investments and borrowings as of the end of the financial reporting period, assuming a one-year accounting period and a 10-basis-point increase/decrease in interest rates.	Anticipating the impact of interest rate fluctuations on financials.	
	Exchange Rate Fluctuations	Related to operating activities (when revenue or expenses are denominated in currencies other than the Company's functional currency) and net investments in foreign operations.	Regularly reviewing assets and liabilities denominated in functional currencies, managing exchange rate risks through forward foreign exchange contracts based on The Company' s currency funding needs.	Effectively managing currency exchange rate fluctuations and their impact on cash flow and asset valuation.	
	Information Security	Resulting in significant asset losses for the Company, potentially causing operational disruptions and property damage, affecting sustainability foundations.	1. Establishing an international-standard Information Security Management System (ISMS), and upgrading to ISO 27001:2022 certification. 2. Enhancing employee cybersecurity awareness training to improve recognition and response capabilities for security risks, reducing internal threats. 3. Strengthening network anomaly monitoring by implementing advanced threat detection and response mechanisms to enable real-time monitoring and handling of potential threats. 4. Establishing off-site backups and a business continuity plan to address global cybersecurity and regional risks, ensuring the stable operation of critical systems.	Adhering strictly to cybersecurity policies, conducting regular audits of cybersecurity systems, and establishing a robust and effective image.	3.4 Information Security Management

3.4 Information Security Management

2025-2027 Information Security Goals

2025

- Continue guiding all sites toward ISO 27001 compliance
- Evaluate IEC 62443 certification for all sites
- Implement a Security Information and Event Management (SIEM) platform
- Deploy a Privileged Access Management (PAM) system
- Deploy cloud security defense platforms
- Carry out a social engineering exercise for corporate emails with a 99.5% pass rate

2026

- Implement a Zero Trust Architecture
- Promote IEC 62443 certification for key sites
- Implement a Security Information and Event Management (SIEM) platform
- Undertake red and blue team information security drills
- Execute advanced phishing social engineering exercises
- Implement an email audit and control system

2027

- Implement a Zero Trust Architecture
- Integrate AI technology into information security defense systems
- Strengthen supply chain information security management
- Conduct group-wide information security incident simulation drills

Information Security Policy

Kinpo has established an Information Security Management System (ISMS) that complies with international standards, aiming to protect the confidentiality, integrity, and availability of the Company's information assets. This ensures that our operational information systems adhere to international information security management standards and effectively reduce operational risks.

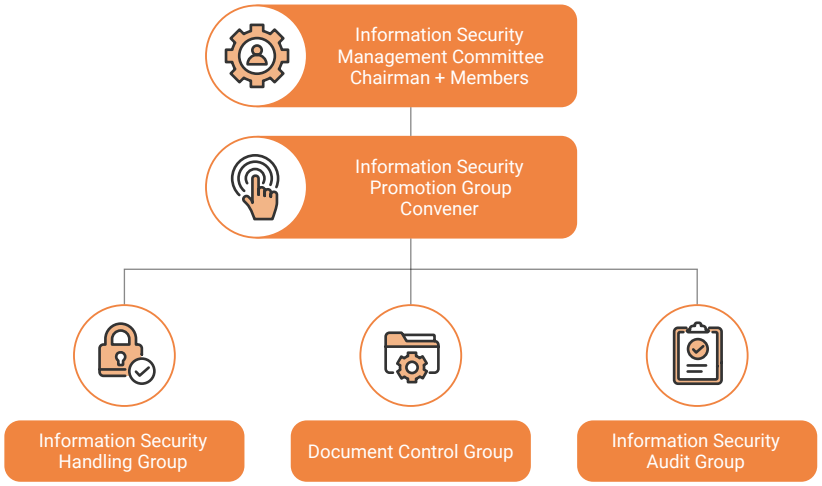
We have publicly announced our information security management policy and guidelines to raise employees' awareness of information security, ensuring that the aforementioned resources are protected from any interference, destruction, intrusion, or any detrimental actions and attempts that could impact the interests of both customers and the Company.

In 2021, Kinpo obtained ISO 27001 information security certification and, in 2024, successfully passed the British Standards Institution (BSI) external audit for re-certification. This upgrade allowed the company to elevate its information security management system to the ISO 27001:2022 international standard. We conduct information security risk management self-assessments and continuously improve processes, including emergency response, system recovery, and business continuity planning. Additionally, we have successfully passed annual information security audits from major international customers, ensuring the continuous operation of our information systems.

Information Security Committee Organization

The Information Security Committee is chaired by the President or an appointed supervisor, who serves as Chief Information Security Officer (CISO). The committee holds at least 1 management review meeting annually, with ad-hoc meetings convened as needed. The 2024 information security execution results will be presented to the Board of Directors on April 2, 2025.

Information Security Committee Organizational Chart



Information Security Management Items

Network Protection

- Implement XVR network surveillance systems at sites to enhance information security protection.
- Deploy Web Application Firewalls (WAF) and DDoS protection mechanisms across the Group.
- Implement Email APT Defense to effectively block external information security threats.
- Participate in the Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC) cybersecurity intelligence sharing network.

Regular Testing

- Conduct email social engineering drills to improve employees' information security awareness.
- Perform third-party website penetration tests to identify potential risks and optimize security configurations.
- Conduct regular audits of outgoing emails to minimize the risk of sensitive information leakage.
- Perform information asset value inventory assessments to identify risks and develop business continuity plans.

Hardware Protection

- Network equipment/ server upgrades.
- Regular server/ website vulnerability scanning.

Group Joint Defense

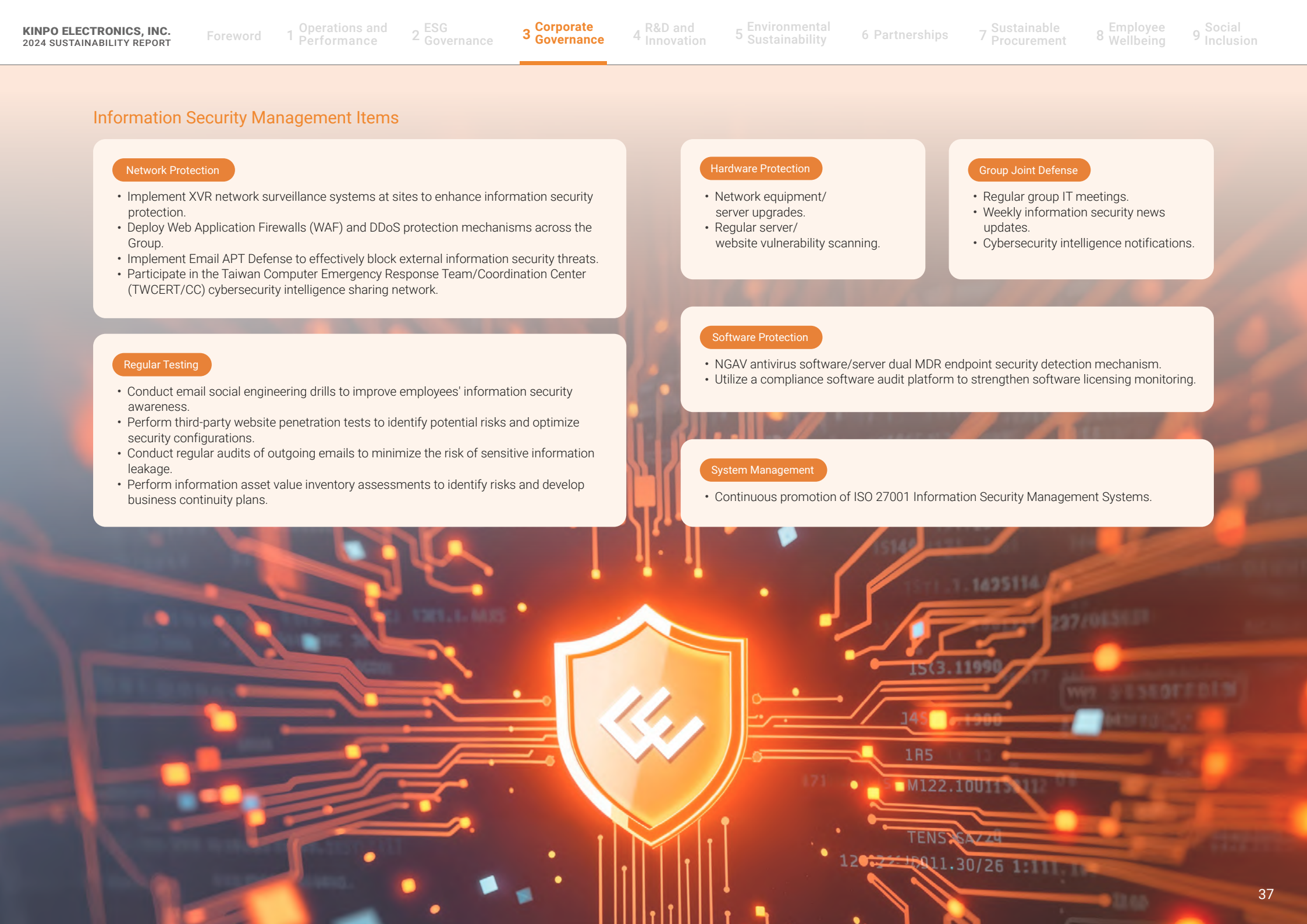
- Regular group IT meetings.
- Weekly information security news updates.
- Cybersecurity intelligence notifications.

Software Protection

- NGAV antivirus software/server dual MDR endpoint security detection mechanism.
- Utilize a compliance software audit platform to strengthen software licensing monitoring.

System Management

- Continuous promotion of ISO 27001 Information Security Management Systems.



2024 Information Management Performance

In 2024, Kinpo continued to prioritize information security management as a core mission, achieving significant milestones in multiple areas. All customer-related information security requirements were fully implemented, ensuring transparent and timely responses to audits across all sites' production and operational environments, further strengthening customer trust. Monitoring and responding to information security incidents remained a key focus. Kinpo continuously optimized its risk management mechanisms, enabling proactive monitoring and swift responses to potential threats. As a result, no significant information security incidents occurred throughout the year.

To reduce the risk of information security breaches and operational disruptions, Kinpo conducted its annual Business Continuity Planning (BCP) exercises and, in 2024, performed network penetration testing drills to proactively identify system and network vulnerabilities. These assessments ensured the effectiveness of security measures, enhancing system resilience and stability. Kinpo also strengthened employee awareness of information security, increasing the pass rate of email social engineering drills from 95.6% to 99.43%, demonstrating greater vigilance and response capabilities against phishing attacks. In 2024, Kinpo launched its first-ever Information Security Innovation Contest, selecting 30 winning submissions. This initiative encouraged creative thinking among employees and further embedded information security awareness into the Company's culture. Additionally, Kinpo conducted its 2024 Employee Information Security Survey, with 550 employees participating and providing 207 pieces of feedback and suggestions. Through these enhancement measures, Kinpo not only reinforced its information security culture but also demonstrated its strong commitment to security management.

In 2024, Kinpo experienced no cyberattacks or information security incidents that adversely impacted business operations, nor was the Company involved in any related legal cases or regulatory investigations.

Real-time Network Anomaly Monitoring System

Implemented at **Mexico and Philippines sites**

Group-wide Cybersecurity Intelligence Sharing

7 major intelligence alerts issued

23 cybersecurity intelligence sharing sessions conducted

33 cybersecurity weekly news reports distributed

Email Network Protection

Blocked malicious file attachments

14,011 attachments

Blocked phishing emails containing malicious URLs

214,630 emails

Significant Information Security Incidents

0 Incidents

Pass Rate of Social Engineering Drills

99.43%

Information Security Education & Training

550 employees provided feedback through the Information Security Survey

30 winning submissions in the Information Security Innovation Contest

Conducted **18 EDM (electronic direct mail)** campaigns and cybersecurity awareness courses

Implementation of Information Security Management Systems

Upgraded to **ISO27001:2022** certification

Thailand sites completed implementation and obtained certification in July

3.5 Tax Policy

Tax Policy

Kinpo Electronics designates the Financial and Accounting Management Office as the unit responsible for tax management, with the accounting department handling the execution of various tax matters. All tax filings are processed in accordance with delegated authority levels, and proper approval is obtained. The tax impact of major transactions and decisions is assessed, and external professional tax advisors may be engaged as needed. The tax policy is formulated by the Financial and Accounting Management Office. Each operational site complies with the tax regulations of its respective country or region and regularly engages in discussions with professional tax consultants to monitor changes in local tax laws and develop corresponding strategies. To enhance the capabilities and operational effectiveness of tax professionals, related personnel participate annually in various tax training programs to stay updated on the latest policies and trends in legal and regulatory changes. Kinpo Electronics is committed to not shifting profits to low-tax jurisdictions and does not use tax havens for the purpose of tax avoidance.

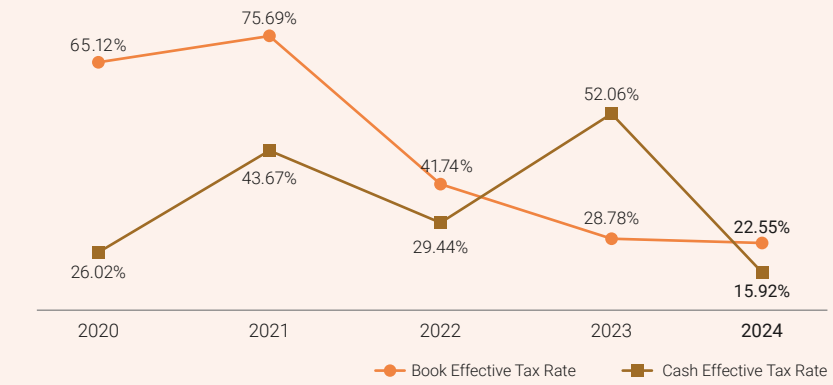
To pursue sustainability and fulfill corporate social responsibility, and to uphold the principles of professional ethics and ethical management, Kinpo has adopted the following tax policies to implement tax governance:

1. Compliance: We comply with the tax laws and regulations of the jurisdictions in which we operate and the spirit of the legislation, and we file tax returns honestly to fulfill our tax obligations.
2. Transparency of information: We disclose tax information in our financial statements as required to ensure transparency of information.
3. Conventional transactions: Transactions between affiliated companies are conducted under conventional transaction principles and in conformity with internationally accepted Transfer Pricing Guidelines published by the Organisation for Economic Co-operation and Development (OECD).
4. Proactive communication: We build mutual trust and respect with the tax authorities.
5. Comprehensive decision making: The effects of taxation are taken into consideration in all important decisions of the Company.
6. Legal tax savings: We receive legal and transparent tax saving incentives for tax planning and refrain from resorting to tax havens or low-tax countries for tax avoidance purposes.
7. Risk management and control: When formulating and executing tax policies, we assess the risks involved and take appropriate measures.

Tax Payment

Each of Kinpo Electronics' operating sites files taxes in compliance with the local tax laws. The Company also discloses tax information in its financial reports in accordance with applicable standards and regulations to enhance tax transparency. In 2024, the book effective tax rate was 22.55% and the cash effective tax rate was 15.92%. The decrease in the 2024 cash effective tax rate compared to 2023 was mainly due to the timing of income tax payments, which are typically made in the following year. Additionally, the Group achieved better profitability in 2024, resulting in a lower cash effective tax rate.

Effective Tax Rate over the Years



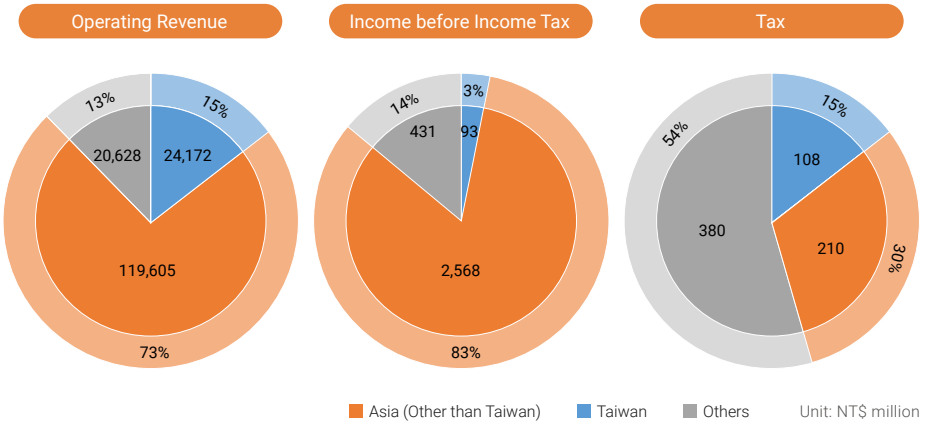
Unit: %

2024 Country-by-Country Tax Information

Tax Jurisdiction	Nominal Tax Rates	Group Members	Main Business Activities
Taiwan	20%	Kinpo Electronics, Inc.	Investment holding, manufacturing, sales
		XYZprinting, Inc.	Investment holding, sales
		Cal-Comp Electronics & Communications Co., Ltd.	Parent company support services
		Crownpo Technology Inc.	Manufacturing, sales
		CastleNet Technology Inc.	Product design, Manufacturing, sales
		Cal-Comp Precision (Singapore) Limited Taiwan Branch	Headquarters support services
		Cal-Comp Asset Management, Inc.	Investment holding
Brazil	34%	Cal-Comp Industria e Comercio de Eletronicos e Informatica Ltda.	Processing, manufacturing, sales
		Cal-Comp Industria de Semicondutores S.A.	Processing, manufacturing, sales

Tax Jurisdiction	Nominal Tax Rates	Group Members	Main Business Activities
British Virgin Islands	0%	Kinpo International Ltd.	Investment holding
		Logistar International Holding Co., Ltd.	Investment holding
		Ranashe International Ltd.	Investment holding
		CastleNet Technology (BVI) Inc.	Investment holding
Cayman Islands	0%	Lipo Holding Co., Ltd.	Investment holding
		Cal-Comp Semiconductor Ltd.	Investment holding
		Cal-Comp Precision Holding Co., Ltd.	Investment holding
China	25%	Kinpo Electronics (China) Co., Ltd.	Manufacturing, sales
		Cal-Comp Optical Electronics (Suzhou) Co., Ltd.	Manufacturing, sales
		Cal-Comp Precision (Dongguan) Limited	Manufacturing, sales
		LIZ Electronics (Kunshan) Co., Ltd.	Manufacturing, sales
		LIZ Electronics (Nantong) Co., Ltd.	Manufacturing, sales
		CastleNet Technology Inc. (Kunshan)	Manufacturing, sales
		ICKP (Beijing)Technology Development Co., Ltd.	Sales
		Cal-Comp Optical Electronics (Yueyang) Co., Ltd.	Manufacturing, sales
		NKG Advanced Intelligence and Technology Development (Yueyang) Co., Ltd.	Manufacturing, sales
		Cal-Comp Precision (Yueyang) Co., Ltd.	Manufacturing, sales
Japan	16.55%-25.59%	XYZprinting Japan, Inc.	Sales
Malaysia	24%	Cal-Comp Precision (Malaysia) Sdn. Bhd.	Manufacturing, sales
		Cal Comp Malaysia SDN. BHD	Manufacturing, sales
Mexico	30%	Cal-Comp Electronics de Mexico Co., S.A. de C.V.	Manufacturing, sales

Tax Jurisdiction	Nominal Tax Rates	Group Members	Main Business Activities
Philippines	25%	Kinpo Electronics (Philippines), Inc.	Manufacturing, sales
		Cal-Comp Precision (Philippines), Inc.	Manufacturing, sales
		Cal-Comp Technology (Philippines), Inc.	Manufacturing, sales
		Confiar Land Corp.	Real estate transactions and leasing
Singapore	17%	Kinpo International (Singapore) Pte. Ltd.	Investment holding
		Cal-Comp Precision (Singapore) Limited	Investment holding, procurement
Thailand	20%	Cal-Comp Electronics (Thailand) Pub Co., Ltd.	Investment holding, Manufacturing, sales
		Cal-Comp Precision (Thailand) Limited	Manufacturing, sales
		XYZprinting (Thailand) Co., Ltd.	Sales
		Cal-Comp Automation and Industrial 4.0 Service (Thailand) Co., Ltd.	Manufacturing, sales
United States	21%	XYZprinting, Inc.	Sales
		Cal-Comp Electronics (USA) Co., Ltd.	Manufacturing, sales
		Cal-Comp USA (San Diego), Inc.	Manufacturing, sales



3.6 Quality Management

Excellence in quality and customer satisfaction serve as the foundation and philosophy of the Company's management. The following Quality Policies has been established to ensure that the quality management system complies with customer and regulatory requirements.

Kinpo Quality Policy

- Provide products and services that satisfy customers.
- Do it right the first time.
- Continuously pursue improvement and excellence in quality.

Quality Management

To ensure that Kinpo's product design, sales and customer service activities are clearly governed by regulations to achieve quality assurance, customer satisfaction and compliance with legal requirements, we have adopted a quality management policy. The policy not only enables material approval, procurement, product design and manufacturing and shipments to conform to quality management standards, but also verifies the operation of our quality management mechanism through regular internal audits and external third-party audits, and continuously improves the management process at all stages of review.

Quality Control Strategy

Kinpo formulates quality policies and maps out company-wide short-, medium-, and long-term quality processes and system operations to make sure that the quality of design, processes, personnel, materials, and equipment are kept under control, that the quality of products and services produced meet specifications and provides customers with appropriate confidence, and regularly reviews the achievement and improvement status of the Company and each business unit.

Education & Training

We also strengthen our quality culture and the quality management skills of all staff by arranging quality education and training every year. These efforts not only enhance the professional functions of our existing staff in quality management, but also ensure that all newcomers are trained in quality and hazardous substances related systems, so as to raise the quality concept and quality skills of all staff, thereby improving the quality standard of the Company. In addition, since 2023, we also concurrently planned digital courses to provide online access for new hires, those needing refresher training, and those unable to attend in-person sessions.

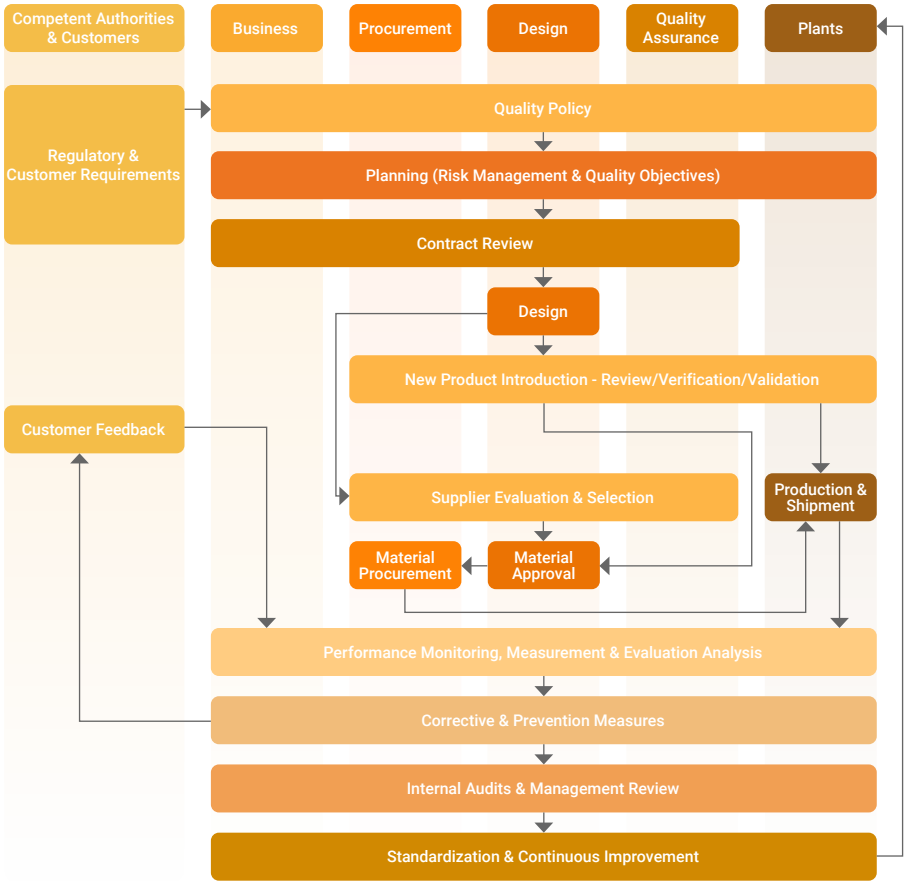
2024 Quality Education Training Outcomes

Course Titles	Trainees	No. of trainees (person)
Introduction to Quality and Harmful Substances and CSR System	Newcomers	116
Six Sigma Yellow Belt Online Training Series	Newcomers	116
3rd Party Report Interpretation Training and Introduction to Regulations_2 stages	BU heads and staff	249
8D Problem Analysis and Measures	BU heads and staff	25
PDCA	BU heads and staff	28
Risk Assessment Operations and Tools	BU heads and staff	72
DMP-ISO Document Procedure System Introduction	BU heads and staff	40
Supplier Evaluation System Operation Instructions	BU heads and staff	38

Management System Operation

Based on the framework of the ISO 9001 Quality Management System, Kinpo makes every stage from the production cycle to the shipment of the products under strict quality control. As our product range grows, we have phased in quality management system certifications such as TL 9000 for the communications industry, IATF 16949 for the automotive industry, ISO 13485 for medical devices, and AS 9100 for the aerospace industry to meet the requirements of different sectors. We carry out internal audits 2 times a year and third-party external audit activity 1 time a year on a scheduled basis to ensure that our quality management system complies with ISO 9001 through validation. In 2024, we did not commit any violations of product or service regulations that resulted in fines or warnings, nor did we act in contravention of voluntary agreements or have any serious quality defects that led to large-scale product recalls.

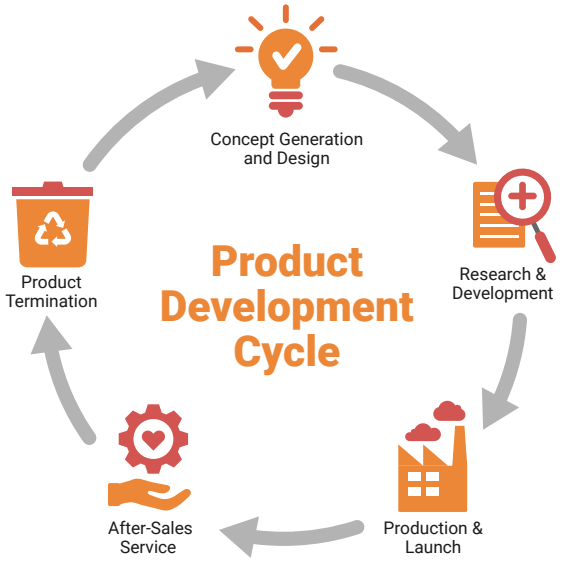
Quality & Hazardous Substances Management Flow Chart



Product Lifecycle Management (PLM)

As part of its ongoing Industry 4.0 transformation, Kinpo introduced a Product Lifecycle Management (PLM) system in 2022, with full-scale deployment across the company and its affiliates in 2023. This system plays a crucial role in managing new product development, integrating product information across multiple departments through a source-based management approach. By enhancing coordination among global, cross-functional teams, the PLM system improves design quality, scheduling efficiency, and interdepartmental communication, driving greater operational excellence.

The key modules of the PLM system involve new product development data management, part numbering and classification, approval management, product structure management, engineering change management, etc. It is also connected to existing corporate systems such as eProject, eDQM, ERP (enterprise resource planning) for financial information, and CIS. Staff can search for material codes or bills of materials (BOMs) via a unified system platform, improving efficiency and ensuring product compliance. Kinpo plans to extend PLM across all subsidiaries and business units, creating a fully integrated process from initial design and development to manufacturing, sales, after-sales service, and End of Life (EOL) management. This initiative will ensure a consistent information flow and transparent processes, optimizing efficiency across the entire product lifecycle.



PLM Projects

- Product Information Management
- Part Number/ BOM Management
- Product Change Management
- Project/ Document Management Integration
- Green Product Management Integration

Establish a Unified R&D Data Management Platform

1. A standard and unified process management platform.

Improve Product Development Workflow

2. Achieve reusability and centralized data management.

Integrate Product-related Information through System Integration

3. Control of product history and version records.

Data Transfer

4. System management for repositioning and integration.

04

R&D AND INNOVATION

P.044 4.1 R&D and Green Design
P.047 4.2 R&D Patents

Kinpo's commitment to foundry technology is backed by a philosophy of innovation and beyond, and we continue to inject R&D resources to cater for the production needs arising from the changing trends in technology and lifestyles. The Company adopted a new system of Product Lifecycle Management (PLM) in 2022. In addition to mitigating the environmental impact of the manufacturing process and the continued use of sustainable materials, we also take into account the final packaging and transportation of the products in the design process to reduce the carbon footprint and impact at the design stage.

On top of our commitment to technological research and development of our own products to move towards ODM with high-technology content, we are also pursuing product innovation and quality improvement in our new business activities. Going forward, our R&D program will continue to be directed towards this goal, and we will consistently devote our resources to product technology enhancement and the development of products related to smart homes, artificial intelligence (AI) and semantic integration in a stable manner.

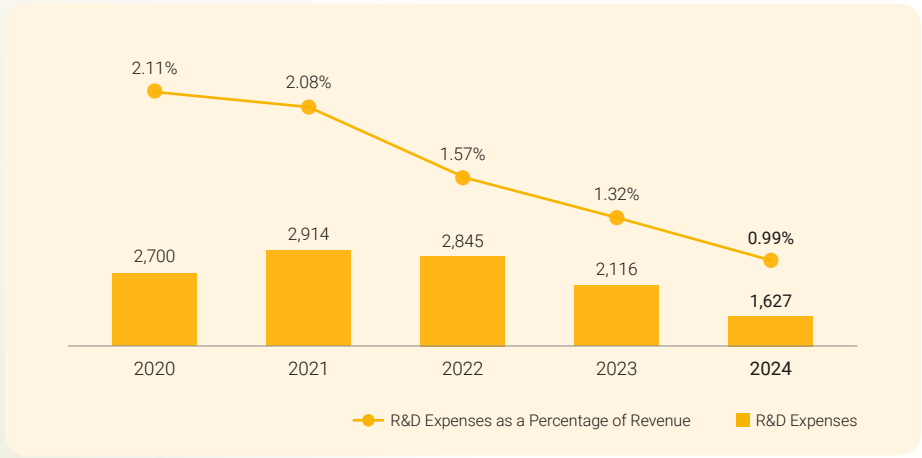
4.1 R&D and Green Design

Kinpo Electronics upholds "Innovation and Excellence" as its core values. With strong professional OEM capabilities, the Company continuously monitors industry trends and channels R&D resources to meet evolving technological developments and changes in lifestyle demands. The Company is committed to ongoing innovation and R&D advancement. In recent years, the Group has invested significant resources to build innovative capabilities. In 2024, total R&D expenditure reached NT$1,627 million, accounting for 0.99% of total revenue. The Company employed 3,674 R&D technical personnel.

2020-2024 R&D Costs and Staff

Year	2020	2021	2022	2023	2024
Costs (NT$ million)	2,700	2,914	2,845	2,116	1,627
Percentage of Revenue (%)	2.11	2.08	1.57	1.32	0.99
R&D Technical Staff (Person)	4,178	4,977	5,115	4,112	3,674

R&D Expenses over the Years and as a Percentage of Revenue



Unit: NT$ million

The Company's main products include electronic calculators, home networking products, household vacuum cleaners and hair care appliances, printing and peripheral devices, plastic injection molding and molds, and storage-related products. However, with the rapid evolution of technology and the increasing application of artificial intelligence (AI), the demand for internet bandwidth has surged, leading to the expansion of applications and demand for networking products. Accordingly, the Company has laid out short-, medium-, and long-term development strategies for both wired (fiber optic) and wireless (5G/LEO/WiFi) communication technologies across different bandwidth applications.

Short-, Medium-, and Long-term R&D Innovation Roadmap

Short-term

- The demand for electric vehicle (EV) power supply equipment (charging stations) is expected to rise rapidly due to the increasing number of EVs and advancements in charging technology, along with U.S. government subsidies under the IIJA for EV charger installation.
- Networking products are benefiting from current upgrades in communication technologies such as XGS-PON, WiFi 7, and IPCAM, driving increasing customer demand.
- Focus on the development of vertical applications for networking products, such as AI-enabled smart retail devices under the Internet of Things (IoT) framework.

Medium-term

- Semiconductor manufacturing equipment: With the ongoing global trend toward production diversification and the acceleration of semiconductor investment, opportunities in short-chain projects are anticipated.
- 5G Networks: Develop products and service solutions that support smart cities, smart factories, and smart transportation systems.
- 5G mmWAVE (millimeter wave): Applied in industrial automation and vehicle-to-everything autonomous driving systems.
- Satellite Communication: Develop products in the low-earth orbit satellite sector.
- IoT Applications: Focus on regional and multi-wireless technologies to integrate with smart home, smart transportation, and smart healthcare products, etc.
- Surveillance Systems: Advance high-resolution image sensors and facial recognition technologies.

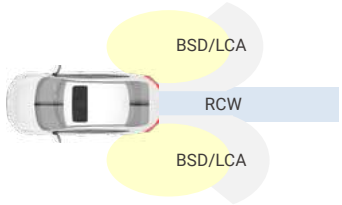
Long-term

- Resource Renewability
- Green materials use
- AI-driven process intelligence
- Green energy collaboration in industry

Digital side-view mirror

2 wheelers Cluster/ In-Vehicle Infotainment

Multi-function mmWave radar



※ RCW: Rear Collision Warning
BSD : Blind Spot Detection Radar
LCA : Line Change Assist

Digital Instrument Cluster for 4 wheelers Smart Cockpit

Long range mmWave Radar

2025 | **2026** | **2027** | **2028**

Indoor/Outdoor camera

- Lower power consumption.
- Instant response time.
- Cost competitiveness.

Matter bridge/gateway

Outdoor camera with mmWave Radar

Home security and house care

2024 Green Product Design Achievements

Kinpo Electronics is committed to environmental sustainability by incorporating eco-friendly concepts such as energy conservation into every stage of its product lifecycle - from design, production, and packaging to sales and service. In response to global sustainability trends, the Company has set "Introducing Low-Carbon Products and Advancing Toward a Circular Economy" as the mid- to long-term goal for green product design. In 2024, achievements in green design were demonstrated through the use of sustainable materials, green packaging and logistics, and reusable packaging.

1. Sustainable Materials - Use of Low-Impact Materials

- Partial replacement of virgin plastic materials with recycled plastics
- Use of recycled paper instead of virgin paper

2. Green Packaging

- Elimination of PE plastic bags in product shipments
- Replacement of Styrofoam with cardboard
- Packaging redesign to reduce the use of cardboard

3. Reusable Packaging

- Replacing stretch film for securing pallet loads with reusable elastic straps
- Reuse of plastic shipping baskets to reduce new purchases
- Reuse of plastic packaging for injection-molded parts to reduce plastic material usage

4. Green Transportation

- Increased pallet stacking efficiency by 15%, reducing the number of transport trips and lowering freight costs

2024 Green Product Design Performance

Total Carbon Reduction	Total Material Savings
74,586 tCO_2e	27,794 metric tons

Use of Recycled Plastic Pellets and Packaging Materials

According to statistics from the United Nations Environment Programme (UNEP), the world generates up to 400 million tons of plastic waste annually, yet less than 10% is recycled. As plastic consumption continues to rise, so do GHG emissions from plastic production. Issues such as plastic waste entering the oceans and microplastics pose serious threats to the environment and ecosystems - and ultimately, to human health. In 2023, the CDP Water Security Questionnaire included plastic-related items for the first time, prompting many enterprises to disclose plastic production and usage data through CDP. Internationally, plastic reduction initiatives are accelerating; for instance, the United Nations released a draft of the Global Plastics Treaty in 2023, establishing clear guidelines and standards for the entire lifecycle of plastics - from production and consumption to disposal. Going forward, more external ratings are expected to incorporate plastic reduction as a key metric.

Based on the 2024 CDP Questionnaire framework, Kinpo Electronics expanded its investigation into the types of virgin and recycled plastic pellets and packaging materials used by the Company. This included virgin plastic produced with fossil fuels or renewable energy, as well as recycled plastics recovered from industry or post-consumer sources. The Company also collected data on recycling status and volumes used. In 2024, the Company used a total of 53,215 metric tons of virgin plastics and 27,813 metric tons of recycled plastics.

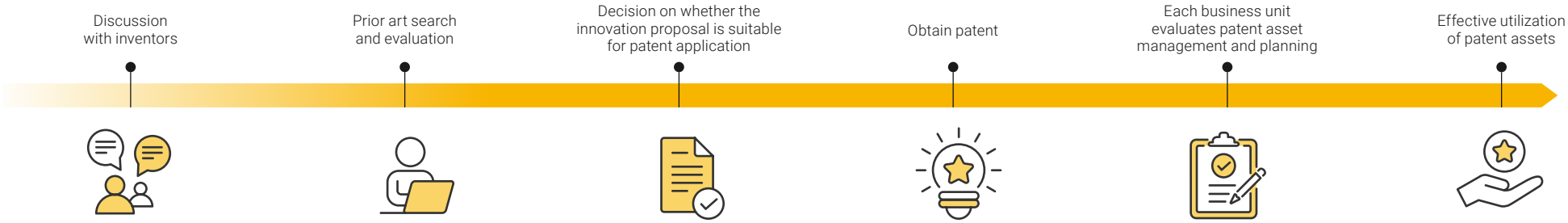
Eco-Label Certified Products

The ENERGY STAR certification, administered by the United States, is one of the world's most stringent energy efficiency programs. Products bearing the ENERGY STAR label not only help reduce energy costs but also offer a competitive edge over other products. In response to customer requirements, Kinpo Electronics has obtained ENERGY STAR certifications for certain product lines, with the label marked on the product bodies. In addition to ENERGY STAR, other products have also received eco-labels indicating recyclability. In 2024, the revenue generated from eco-label certified products accounted for 23.03% of the Company's total revenue.

4.2 R&D Patents

In the information era, intellectual property is known as the "currency of the 21st century". To effectively manage the Company's intellectual property rights, the Legal and Intellectual Property Office is responsible for handling legal affairs and IP-related matters. To further encourage employees to engage in invention and creation, and to value the results of their R&D efforts, the Company has established the Regulations for Rewarding Inventions and Creations to incentivize patent applications.

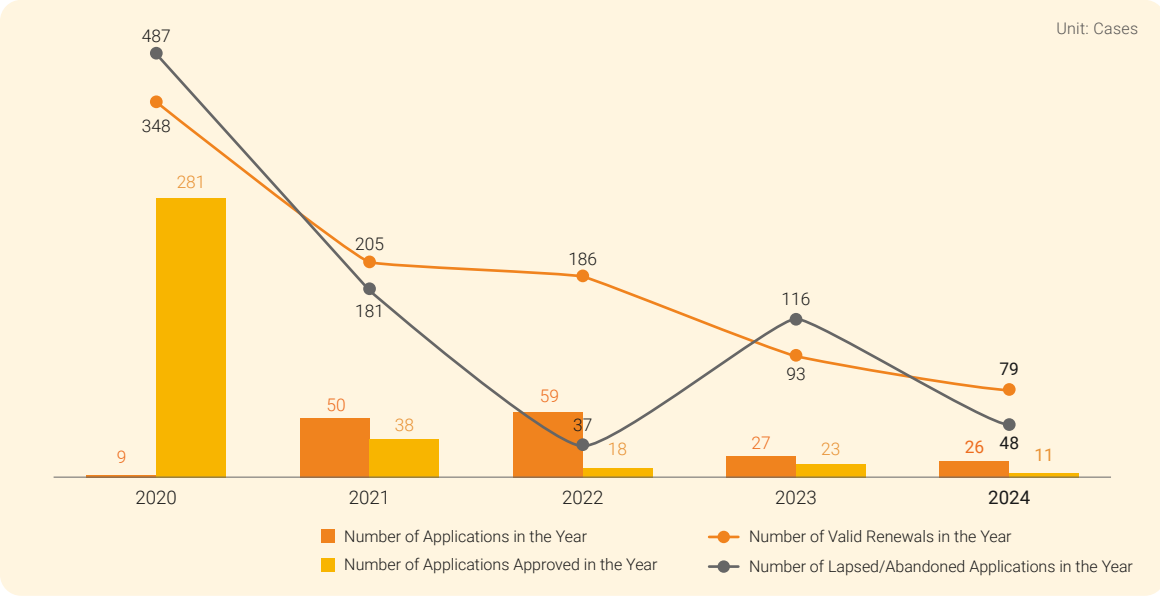
Kinpo Electronics Patent Application and Utilization Process



Patent Protection and Management

The Company applies for patent protection in various countries according to the nature of each patent technology and market demand, aiming for more comprehensive global coverage and alignment with future business development. Additionally, we use a "Patent Management System" to monitor and manage patents. Before expiration, each business unit is consulted on whether to continue maintenance, ensuring timely action is taken.

Number of Patents over the Years



※ Number of valid renewals in the current year =
Number of valid renewals in the previous year + Number of approved in the current year - (Number of lapses/abandoned in the current year).

Benefits of Patenting Strategy

1. Encouraging R&D:
   Using the incentive system to stimulate employees' creativity, so that employees can demonstrate their R&D capabilities through patents, while employees can receive real feedback, making it a positive cycle.
2. Realization of R&D capabilities:
   Kinpo's R&D capabilities can be realized through patents, and the patent protection can be secured at the same time as the exhibition of technical capabilities.
3. Corporate competitiveness and sustainability:
   Kinpo's premium products, coupled with patent protection, are the key to sustaining our competitiveness and ensuring sustainable growth.
4. Continuous patent generation:
   Accumulated patents allow Kinpo's products to be protected across generations and iterations, safeguarding customer interests and supporting long-term partnerships.
5. Reducing patent risk:
   During product development, collaboration with R&D personnel includes thorough patent searches to assess technologies, thereby reducing future patent infringement risks.
6. Cross-licensing leverage:
   As a bargaining chip with other companies, the two parties can consider cross-licensing each other's patents during negotiations to achieve a win-win outcome.
7. Additional revenue: the patent can be licensed to other companies for further royalties, or transferred to other companies for a patent transfer fee, creating extra economic benefits for Kinpo.

Kinpo Intellectual Property Development

Before 1999

Established the "Regulations for Rewarding Inventions and Creations" and reviewed and revised them annually according to the amendments of laws and regulations, the Company's operation status and the changes of domestic and international situations.

2003 - 2012

Established an electronic patent management system and continued to file patents, building R&D capacity.

2013 - 2020

- Began developing proprietary brands and increased investment in patent filings.
- Amended the Regulations Governing Invention and Creation Rewards in 2013 and 2014 to meet growing needs. In 2016, introduced a dedicated Regulations Governing Invention and Creation Rewards for Proprietary Brands.

2021

- Named one of the "Top 100 Global Innovators" by Clarivate, recognized in 4 innovation metrics: number of inventions, patent influence, grant success rate, and international portfolio strength. Only 5 institutions in Taiwan were selected that year.
- Revised the Regulations Governing Invention and Creation Rewards to align with the Company's operational needs.

2022-2023

Held multiple training courses, including "How to Apply for Patents and the Company's Reward System", "Patent Risk FAQs", and "Principles of Innovation and Invention & Patents", to help employees understand the Company's reward policies, enhance awareness of patent risk, and deepen their understanding and application of innovation theories.

2024

- Completed the training course "Innovation Methodology - Principles of Inventive Problem Solving" and uploaded the video to the KINPO GROUP e-learning platform. A total of 182 employees participated, with a cumulative 273 training hours.
- Revised the Regulations for Rewarding Inventions and Creations to increase rewards and further encourage employees to apply for patents. Implementation is scheduled for 2025.

05

ENVIRONMENTAL SUSTAINABILITY

P.051 5.1 Climate Change Risks and Management

P.060 5.2 GHG Management

P.063 5.3 Energy and Resource Management

P.067 5.4 Biodiversity

As sustainability issues continue to evolve and diversify, stakeholders' concerns regarding environmental sustainability are no longer limited to pollution prevention and control. With rapid industrialization and excessive resource consumption, the resulting global resource shortages and impacts of climate change affect everyone without exception.

Kinpo Electronics promotes environmental sustainability under the strategic theme of "Innovative Manufacturing, Environmentally Friendly". The Company proactively addresses issues such as environmental sustainability management, climate change, and net-zero emissions by advancing two major initiatives: GHG Management and Energy Management, with the aim of achieving its environmental sustainability goals.

2024-2033 Environmental Sustainability Promotion Goals

	2024 Goals and Achievements	2025 Goals (Short-term)	2026–2028 Goals (Mid-term)	2029–2033 Goals (Long-term)
GHG Management	• Flagship calculator model certified with ISO 14067 • Approved science-based carbon reduction targets (SBTi) • Expanded Scope 3 GHG verification across global sites (C1/C5/C6/C7/C11) • Implemented internal carbon pricing	• Develop carbon reduction roadmap and strategies • Implement a GHG management information system • Plan for carbon neutrality at headquarters by 2033 • Increase internal carbon price to USD 20	• CDP Leadership • Commit to the SBT Net-Zero targets • Propose a Net-Zero roadmap	• Achieve carbon neutrality at headquarters • Meet the SBT 1.5°C temperature rise target
Energy Management	• 100% of plants certified with ISO 50001 • Held global energy and resource management conferences across all sites	• Achieve 10% green electricity procurement across the Group • Develop the Group's renewable energy roadmap • Plan for 100% green electricity usage at the Nandong Office	• Achieve 30% electricity savings at headquarters • Set renewable energy targets for global sites	• Achieve 50% electricity savings at headquarters • Ensure 100% of official vehicles at headquarters are electric

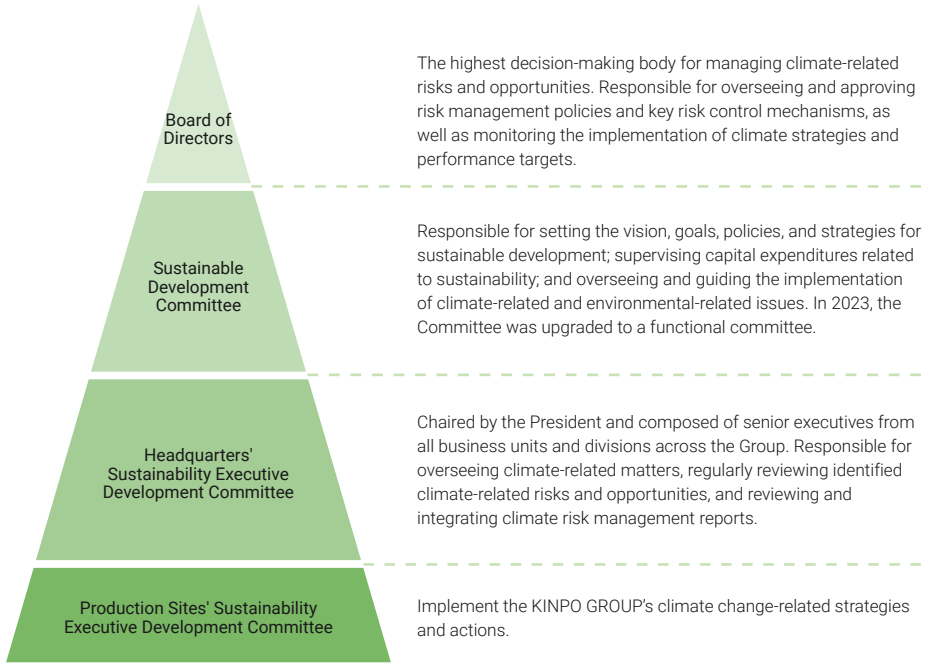
※ The Company defines short-term as within 1 year, mid-term as 1-3 years, and long-term as 3-5 years.

5.1 Climate Change Risks and Management

Kinpo Electronics plays a critical role in the global electronics supply chain. In response to the net-zero transition, the Company has incorporated climate change into its corporate risk management framework to prudently address its potential impacts. Since 2021, the Company has adopted the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations, disclosing climate-related governance, strategies, risk management, and metrics and targets to prevent and mitigate the impacts of climate change. Kinpo Electronics officially became a TCFD Supporter in 2022. By the end of 2023, the scope of TCFD application was expanded to include the Thailand site, and in early 2024, the identification of climate-related risks and opportunities at the Thailand site was completed.

◀ TCFD Official Website

Climate Governance Structure



The highest decision-making body for managing climate-related risks and opportunities. Responsible for overseeing and approving risk management policies and key risk control mechanisms, as well as monitoring the implementation of climate strategies and performance targets.

Responsible for setting the vision, goals, policies, and strategies for sustainable development; supervising capital expenditures related to sustainability; and overseeing and guiding the implementation of climate-related and environmental-related issues. In 2023, the Committee was upgraded to a functional committee.

Chaired by the President and composed of senior executives from all business units and divisions across the Group. Responsible for overseeing climate-related matters, regularly reviewing identified climate-related risks and opportunities, and reviewing and integrating climate risk management reports.

Implement the KINPO GROUP's climate change-related strategies and actions.

Climate Change Strategy

Through the TCFD framework, Kinpo Electronics identifies climate-related risks and opportunities and analyzes their potential operational and financial impacts. This allows the Company to capture transition opportunities and financial implications while developing coping strategies such as carbon neutrality planning, energy management, green product design, and sustainable supply chain development. These strategies are applied across all global operational sites.

Climate Risk Management

Based on the TCFD recommendations, the Company has established a process for identifying climate risks, including risk identification, materiality assessment, strategy development, and disclosure (see diagram below for details). In 2023, the Company referred to the CDP Climate Change Questionnaire for the classification of risks and opportunities, and refined its previously identified climate issues into more concrete and targeted strategies for risk and opportunity management.

Climate Risk Identification Process

Risk Identification

Collect and analyze relevant domestic and international reports and data to compile a list of potential climate risk items.

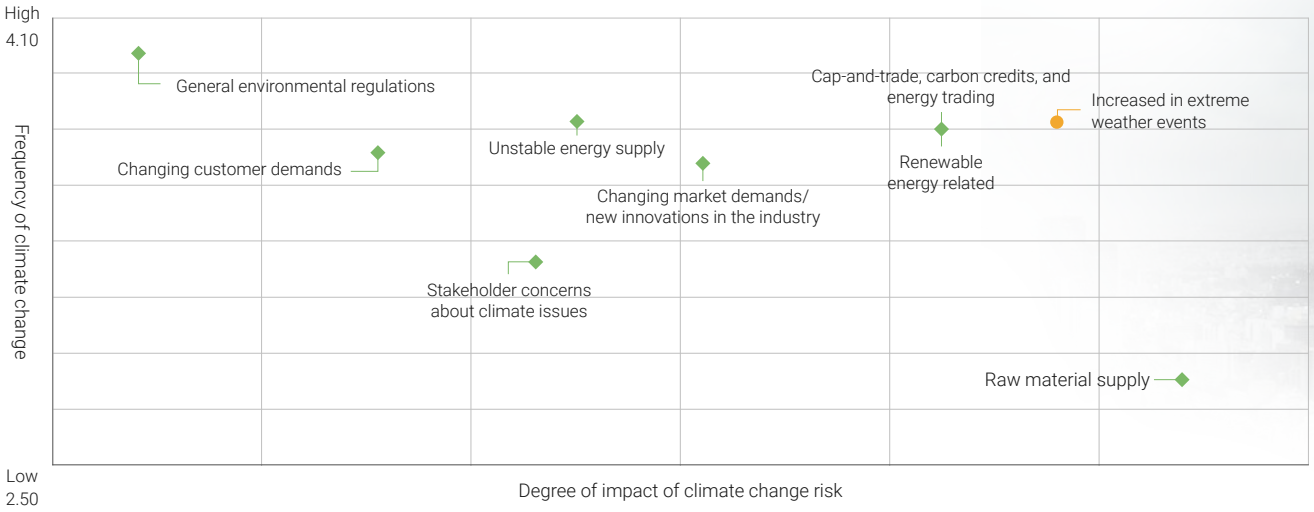
Materiality Assessment

Conduct interviews and surveys to evaluate risks based on 2 dimensions: likelihood of occurrence and magnitude of impact. Use a matrix to prioritize climate-related risks and opportunities. Report results to the Sustainability Executive Development Committee.

Strategy Formulation and Disclosure

After identifying potential impacts and opportunities, relevant departments propose appropriate mitigation and management strategies. All measures and progress are disclosed annually in the Sustainability Report.

Climate Change Risk Matrix

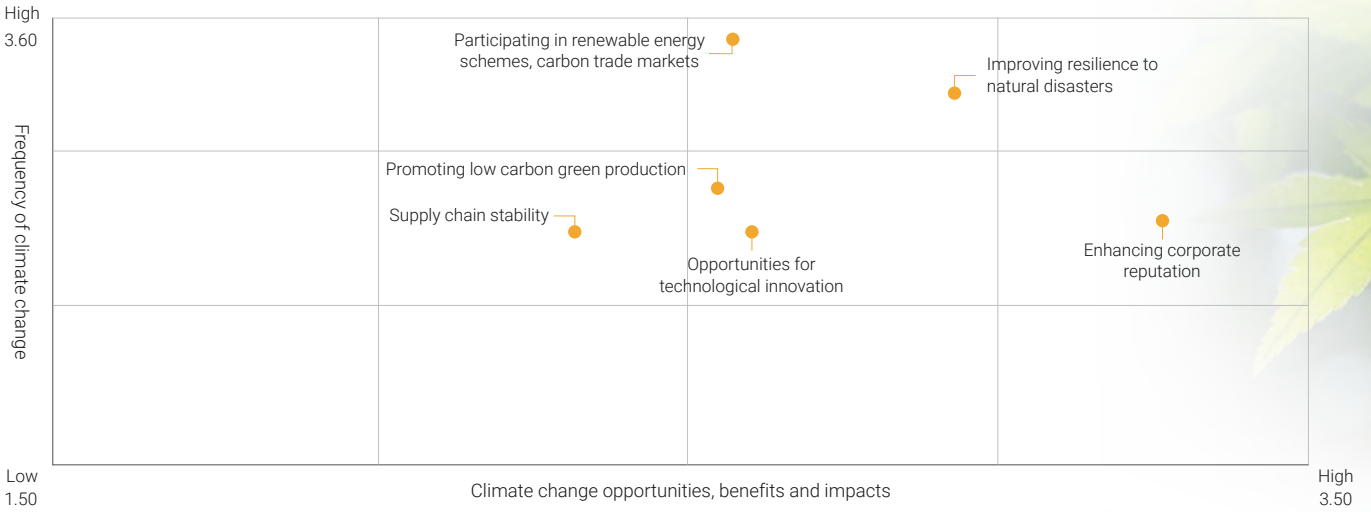


Description of Climate Change Risks

Risk Assessment Type	Item	Description	Financial Impact	Coping Strategies
Physical Risks	Acute			
	Increased of extreme weather events	Disruptions to site operations due to extreme weather events such as tornadoes, hurricanes, typhoons, and heavy rainfall around plant locations.	• Increase in operational costs • Decrease in revenue • Loss of assets	1. Establish Business Continuity Management (BCM) and develop Business Continuity Plans (BCP) for various types of extreme weather events. 2. Conduct regular BCP exercises and evaluate the potential impact of extreme weather on the plant and adjust preventive measures. 3. Incorporate climate change considerations into new plant assessments to mitigate potential risks.
Transition Risks	Emerging Regulations			
	Cap-and-trade, carbon credits, and energy trading	Costs associated with the purchase of carbon credits, carbon fees, carbon taxes, or carbon trading and offsets for production sites as a result of government mandates or regulations.	• Increase in operating costs • Increase in capital expenditure	1. Keep an eye on various countries' GHG management policies (e.g. GHG emission command and control, carbon trading, carbon offset, carbon tax, carbon fee, etc.) 2. Set SBT targets and map out a GHG reduction pathway that meets the goal of limiting global warming to 1.5C or below. 3. Actively diffuse low-carbon technologies, such as process optimization or equipment replacement, and increase the share of renewable energy to reduce GHG emissions from energy sources. 4. Introduce low carbon building assessment for new buildings to lower GHG emissions. 5. Adopt internal carbon pricing and integrate carbon reduction results with operational performance indicators to accelerate the transition to a low carbon footprint.
	Renewable energy related	Stricter regulations on renewable energy in the future, increased demand in the market and additional costs.	• Increase in operating costs • Increase in capital expenditure	1. Keep an eye on the trend of renewable energy legislation and changes in the renewable energy trading market worldwide. 2. Promote energy-saving projects, adopt ISO 50001, and establish an internal energy-saving incentive mechanism to reward units for effective energy saving or R&D of energy-saving technologies to cut energy demand. 3. Evaluate multiple channels to acquire renewable energy, e.g. production sites building their own renewable energy generation, signing long-term power purchase agreements and renewable energy certificates, etc.

Risk Assessment Type	Item	Description	Financial Impact	Coping Strategies
Transition Risks	**Current Regulations**			
	General environmental regulations	Stricter general environmental regulations or specific hazardous/ chemical regulations that increased environmental costs or enforce operational shutdowns.	• Increase in operating costs • Increase in capital expenditure	1. Ensure the effectiveness of environmental management through ISO 14001 following the PDCA cycle. 2. Comply with the environmental laws and regulations of government authorities at production sites. Continuously optimize pollution control equipment and introduce low-pollution raw materials to curb pollution at the source.
	Technology			
	Changing market demand/new innovations in the industry	Inability to innovate with market demand and possible substitution by emerging technologies/industries; old processes/technologies unable to meet the requirements of low-carbon products.	• Decrease in revenue	1. The R&D unit introduces green product design to develop low-carbon products that fit market needs, such as raising the share of recycled materials, boosting product energy efficiency, and extending product lifecycle. 2. Commit to new product and technology development, such as AI-integrated products, home automation products, etc. 3. Lead supply chain partners in low-carbon transition and set supply chain carbon reduction targets to lower the carbon footprint of products.
	Market			
	Unstable energy supply	Delays in production schedules due to unstable energy supply/transportation, government policies restricting power supply, etc.	• Increase in operating costs • Increase in capital expenditure	1. Install UPS system in the plant and regularly check it and activate it when the power is unstable or out of service. 2. Search and identify alternative energy sources suited to production activities to minimize the impact of power restrictions. 3. Conduct energy-saving diagnostics on major processes, electrical systems, and critical technical equipment, and drive technical consultation and technological revamps to explore energy-saving potential.
	Raw material supply	Higher raw material costs or insufficient supply.	• Increase in operating costs	1. Establish an alternative supply channel to diversify the sources of raw material supply to mitigate the risk of material disruption from a single supplier. 2. Regularly review supply chain supply risks and evaluate supplier alternatives.
	Changing customer demands	Customer requirements for environmental friendliness in the production process.	• Increase in operating costs • Increase in capital expenditure	1. Introduce clean energy, promote and maintain ISO 14001 Environmental Management System, IECQ QC 080000 Hazardous Substances Process Management System, ISO 50001 Energy Management System, etc. 2. Consider waste reduction and resource reuse at the design stage, and introduce environmentally friendly materials and low-pollution alternative materials. 3. Organize regular green seminars to build the environmental knowledge and capability of our staff. 4. Develop environmental friendly product design capabilities through industry-academia collaboration.
	Reputation			
	Stakeholder concern over climate issues	Stakeholders (e.g. NGOs, authorities in importing countries, brand customers, etc.) requesting the publication of corporate environmental information and declarations of reductions (e.g. GHG emissions, environmental pollution, etc.).	• Increase in operating costs	1. Strengthen the communication channels for stakeholders, such as multimedia design and interactive functions, ESG website, electronic version of the report, social media platform, etc. 2. Actively participate in international initiatives (e.g., SBT) and sustainability assessments (e.g., CDP) to publicly reveal the management and effectiveness of climate issues.

Climate Change Opportunity Matrix



Opportunities Related to Climate Change

Item	Description	Coping/Management Strategies
		Resource Efficiency/Resilience
Improving resilience to natural disasters	1. Drought and extreme heat - improving water and energy efficiency. 2. Flood - Flooding scenario analysis, managing in-plant flood risk. 3. Other natural disasters - developing crisis management procedures and build disaster preparedness and response systems.	1. Implement water- and energy-saving measures and introduce the ISO 50001 Energy Management System to continuously optimize energy saving. 2. Raise the foundations or locate major process equipment on higher floors for sites at high risk of flooding or typhoons. 3. Establish Business Continuity Management (BCM) and Business Continuity Plans (BCP) for all types of extreme weather.
		Resilience
Participation in renewable energy projects, carbon trade markets	1. Enhancing energy diversification and improving energy structure. 2. Obtaining public sector incentives, participating in GHG offset programs, and carbon trading markets.	1. Implement the operation of the energy management system and cut down the electricity consumption in the production process. 2. Expand the types of renewable energy use, such as assessing the feasibility of on-site renewable energy generation at plants, and negotiating power purchase agreements with renewable energy providers. 3. Evaluate carbon trading mechanisms in various countries and channels for purchasing carbon credits.
Supply chain stability	Maintaining close collaboration with supply chain partners, enhances supply chain sustainability and resilience, and reducing risk related to non-compliance with energy efficiency regulations, thereby lowering manufacturing costs.	1. Incorporate ESG into the supply chain evaluation items, conduct regular on-site audits/desk assessment, and track improvements for high-risk projects. 2. Assist suppliers in sustainable development guidance (e.g. GHG inventory, energy efficiency improvements, etc.) to boost the sustainability capabilities of the supply chain.

Item	Description	Coping/Management Strategies
		Products and Services
Enhancing corporate reputation	Proactively proposing climate change measures to reduce risk impacts and help improve sustainability performance domestically and internationally, increasing stakeholders' trust in Kinpo.	1. Accelerate the following measures to enhance climate change adaptation and mitigation: • Actively invest in green product design, energy-efficient plant management (ISO 50001), and increased use of renewable energy. • Strengthen plant infrastructure and introduce Business Continuity Plans (BCP). 2. Actively participate in external sustainability organizations such as RBA and CDP, and make stakeholders more aware of relevant actions through Kinpo's ESG website, sustainability reports, etc.
Promoting low-carbon green production	1. Improving energy efficiency to reduce operational costs. 2. Developing a Suppliers' Code of Conduct and implementing an evaluation mechanism. 3. Recycling raw materials and increasing the use of recycled materials.	1. Introduce green product design to improve production efficiency and establish a recycling mechanisms to extend the product life cycle. 2. Evaluate the carbon footprint of our product to keep track of the carbon emissions over the product life cycle and assess the potential for improvement.
		Energy Sources
Opportunities for technological innovation	Products that comply with energy-saving regulations and offer greater efficiency and cost savings can boost customer purchase intentions and drive revenue growth.	1. Increase investment in product R&D to develop innovative low-carbon products to match customer needs. 2. Develop innovative product design capabilities through industry-academia collaboration. 3. Organize regular seminars on technical innovation to enhance the knowledge and capability of our staff.

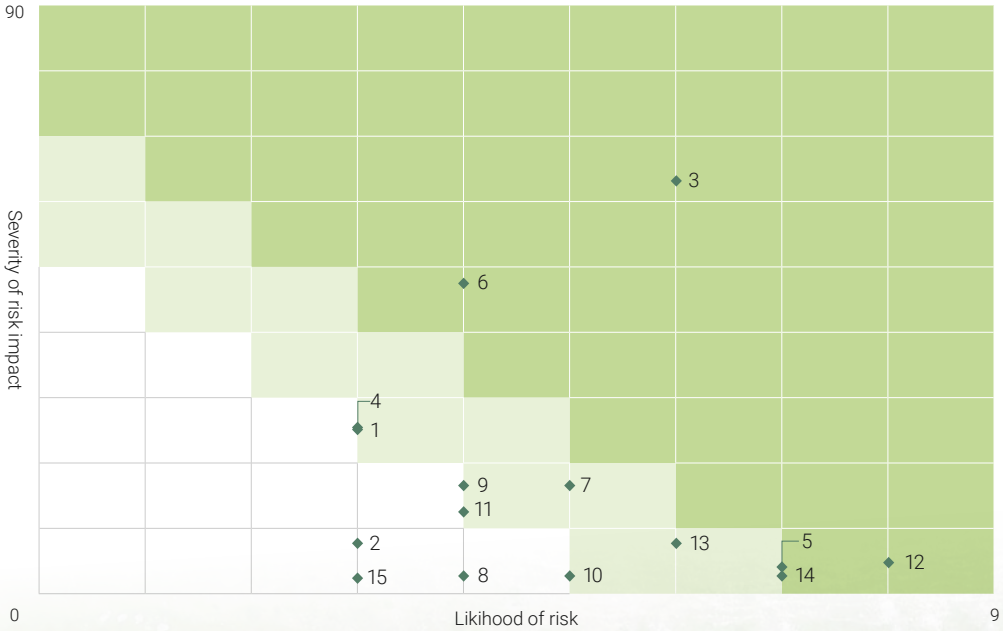
Quantitative Scenario Analysis of Physical and Transition Risks

Extreme Weather Events - Flooding	Taiwan has experienced increasingly severe climate variations, often resulting in flooding during typhoon and rainy seasons. As a result, the Company used data from the National Science & Technology Center for Disaster Reduction - Disaster Risk Adaptation Platform, factoring in hazard level, vulnerability, and exposure, to estimate mid-century (2036–2065) climate scenarios for flood disaster risk analysis at the Shenkeng plant. The Company estimates that potential flood damage could result in repair costs would be approximately NT$1,900,000 for the equipment. To mitigate future flood-related losses caused by extreme climate events, including repair costs and operational disruptions, the Company will develop contingency policies based on the analysis results and carefully assess potential hazards to formulate corresponding management and action plans.
Carbon Costs	Potential future carbon-related expenses and emission regulations are expected to create financial impacts for the Company. Using climate scenarios from the IEA Stated Policies Scenario (STEPS), IEA Sustainable Development Scenario (SDS), and IEA Net Zero Emissions by 2050 Scenario (NZE), along with carbon pricing scenarios from the Taiwan Environmental Protection Administration, EU Emissions Trading System, NGFS 2050 Net Zero, and NGFS Nationally Determined Contributions. The Company conducted a comprehensive cost analysis. Ultimately, the Company adopted the IEA Sustainable Development Scenario (SDS) as the basis for its carbon reduction roadmap, forming action plans and establishing clear targets.
	Internal Carbon Pricing The Company began evaluating implementation methods for internal carbon pricing in 2022. By 2023, a methodology for allocating GHG emissions across departments was completed. Starting in 2024, all business units are required to include internal carbon fees in their monthly management reports. The Company collects relevant data and estimates future decarbonization costs (e.g., renewable energy purchases) to formulate a carbon pricing calculation model and principles. The internal carbon price has been set at USD 10 per ton. Each April, the Group's total GHG emissions for the previous year are finalized, and by June, the updated carbon price and departmental emission targets for the following year are announced. All operational units must include internal carbon costs in their budget planning for the next fiscal year. To enhance the impact of internal carbon price on financial performance, carbon pricing is expected to increase to USD 20 per ton by 2025.

2024 TCFD Implementation at Thailand Site

In 2024, the Company expanded the boundary to the Thailand site to introduce the TCFD framework. The plant had to identify which departments may be impacted by potential climate-related risks and opportunities within the value chain and assess the frequency and severity of those events. A risk-opportunity matrix was developed to rank their significance based on impact and likelihood. Each department's results were integrated to form comprehensive coping strategies.

Climate Change Risk Matrix and Materiality Ranking for Thailand Site

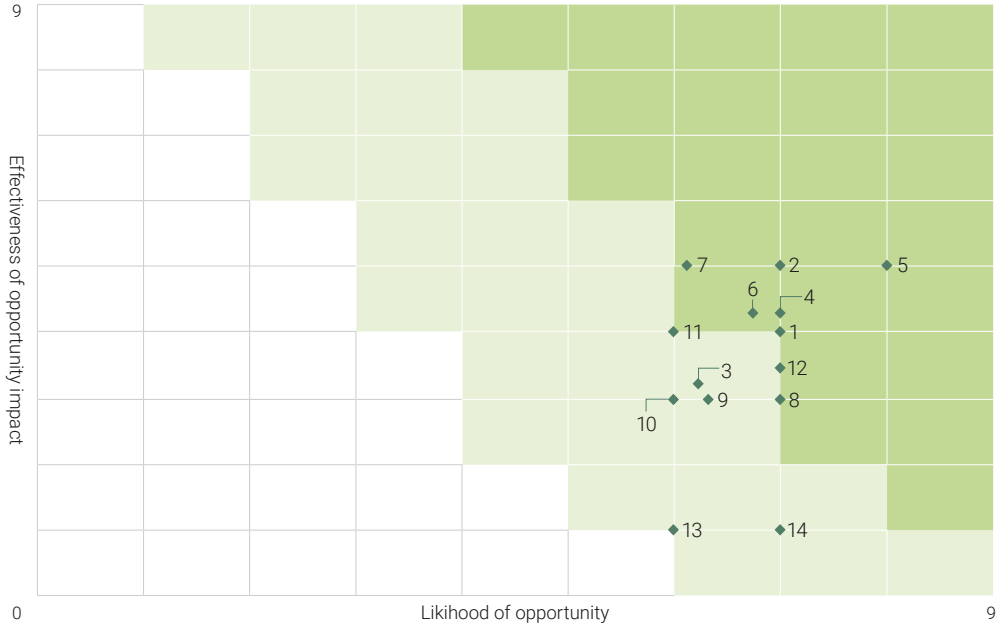


1	Rising sea level (long-term)
2	Rising mean temperatures (long-term)
3	Increased severity of extreme weather events such as cyclones and floods (short-term)
4	Changes in precipitation patterns and extreme variability in weather patterns (long-term)
5	Uncertainty in market signals (mid-term)
6	Stigmatization of sector (long-term)
7	Shifts in consumer preferences (mid-term)
8	Regulations mandating the use of renewable energy (mid-term)
9	Poor performance in Ratings (e.g., MSCI, CDP) (mid-term)
10	Mandates on and regulation of existing products and services (long-term)
11	Increased stakeholder concern or negative stakeholder feedback (long-term)
12	Increased pricing of GHG emissions (long-term)
13	Increased cost of raw materials (long-term)
14	Enhanced emissions-reporting obligations (long-term)
15	Changing consumer behavior (long-term)

Climate Change Risk Description for Thailand Site

Risk Assessment Type	Item	Risk Description	Impact of Risk	Coping Strategies
Physical Risk	Acute			
	Increased severity of extreme weather events	Natural disasters such as heavy rain and floods may hinder employees from commuting to work, potentially disrupting plant operations.	• Short-term: Increased raw material and operational costs. • Mid-term: Direct losses of assets and property; infrastructure failures. • Long-term: Supply chain disruptions.	1. Arrange shuttle buses during the rainy season to ensure safe commuting. 2. Monitor weather conditions and adjust production plans accordingly to avoid delays in product deliveries. 3. Foster employee awareness of Business Continuity Management (BCM); establish business continuity planning (BCP) for various extreme weather events, with regular BCP drills.
Transition Risk	Policies and Regulations			
	Increased pricing of GHG emissions	Currently, Thailand has not implemented mechanisms such as carbon taxes or carbon trading to reduce GHG emissions. However, it may align with international trends and adopt carbon pricing mechanisms in the future.	• Short-term: Banks may adjust interest rates based on GHG reduction efforts, increasing borrowing costs. • Mid-term: Access to funding may become more difficult. • Long-term: Expansion of the Company may become more challenging.	1. Introducing ISO 14064 and conducting GHG inventories, setting emission reduction targets align with the headquarters' Science-Based Targets (SBT). 2. Implementing internal carbon pricing. 3. Purchasing carbon credits to offset emissions shortfalls. 4. Evaluating renewable energy sources and seeking alternative renewables to reduce carbon emissions.
	Reputation			
	Stigmatization of sector	Due to the characteristics of the industry, the Company may be perceived as environmentally harmful, leading to reputational damage, reduced demand for products and services, and a decline in revenue. Negative perceptions may also decrease investor confidence and interest.	• Short-term: Decreased investor confidence and interest. • Mid-term: Difficulty attracting new customers, augmented regulatory scrutiny. • Long-term: Loss of existing and potential customers.	1. Enhance management for GHG emissions, energy, and environmental management. 2. Publicly disclosing environmental information to boost stakeholder confidence in the Company. 3. Strengthening stakeholder communication to clarify the Company's vision and diverse protective policies, boosting investment willingness.

Climate Change Opportunity Matrix and Materiality Ranking for Thailand Site



1	Use of supportive policy incentives
2	Use of recycling
3	Use of public-sector incentives
4	Use of new technologies
5	Use of more efficient production and distribution processes
6	Use of more efficient modes of transport
7	Use of lower-emission sources of energy
8	Shift toward decentralized energy generation
9	Shift in consumer preferences
10	Resource substitutes/ diversification
11	Reduced water usage and consumption
12	Participation in renewable energy programs and adoption of energy-efficiency measures
13	Development of new products and services through R&D and innovation
14	Development and/or expansion of low-emission goods and services

Climate Change Opportunities Description for Thailand Site

Item	Description	Response Strategies
Resource Efficiency		
Use of Recycling	Reducing energy and resource usage by establishing recycling systems.	• Review various types of industrial waste, increasing the recycling of waste materials, promoting the use of substitutes, and reducing energy and resource consumption in product manufacturing processes. • Expanding the scope of recycling and increase the use of renewable energy. • Developing recycling programs for various industrial waste, continuously reducing the use of non-renewable energy.
Use of More Efficient Production and Distribution Processes	Implementing more efficient production and distribution processes to reduce energy and resource usage and lower operating costs.	• Continuously optimizing manufacturing processes to enhance production efficiency. • Introducing energy management (ISO 50001) in the plant to cut down energy consumption and save costs.
Use of More Efficient Modes of Transport	Adopting efficient transportation processes to enhance energy and resource efficiency and lower operating costs.	• Utilizing low-carbon transportation methods, such as electric vehicles, to reduce energy consumption in goods transport. • Increasing cargo load per trip to lower transportation costs.

Item	Description	Response Strategies
Energy Source		
Use of New Technologies	Introducing new technologies to reduce processing time and improve productivity.	• Adopting new technologies to enhance efficiency and cost savings. • Adopting green design to improve process efficiency and enhancing market competitiveness.
Use of Supportive Policy Incentives	Participating in relevant incentive policies to qualify for subsidies for equipment changes.	• Evaluating and replacement of energy-consuming equipment to reduce energy consumption.
Use of Lower-emission Sources of Energy	Anticipating regulatory and stakeholder expectations ahead of time to minimize the potential impact of power rationing.	• Evaluating the feasibility of on-site renewable energy development at the plant, expanding the use of renewable energy, improving the energy mix, and diversifying energy usage.

Climate Change Matrix and Targets

1. We regularly assess the potential for flooding and develop preventive measures.
2. GHG emissions baseline:
   In 2024, achieve a 100% GHG coverage rate across all plants and obtain ISO 14064 Validation and Verification.
3. GHG reduction targets:
   Based on SBTi-approved targets, develop a clear carbon reduction pathway. Using 2022 as the base year, commit to a 55% reduction in Scope 1 and Scope 2 emissions by 2033, and a 62% reduction in emission intensity per million dollars from Scope 3 categories related to purchased goods and services and the use of sold products.
4. Energy conservation and energy generation:
   Promote ongoing energy-saving initiatives. In 2024, achieve 100% ISO 50001 energy management system certification across all global sites. Assess the feasibility of building renewable energy systems at global sites and engage in power purchase agreement discussions with renewable energy providers. In 2024, the Company achieved an 8.5% global renewable energy usage rate, with plans to continuously increase this proportion.
5. Strengthen stakeholder communication:
   Participated in the international CDP rating and received a B- in 2023 and a B in 2024, reflecting growing external recognition of its climate change management efforts.
6. Green product design:
   In 2024, the green design project resulted in a total carbon reduction of 74,586 tCO_2e and reduced material savings of 27,794 metric tons.
7. Enhance supply chain sustainability and resilience:
   In 2024, the Company completed risk assessments for 86 significant suppliers.

IFRS S1/S2 Sustainability Disclosure Standards Implementation

To enhance the connection between Kinpo Electronics' sustainable development actions and financial information, ensuring investors realize the sustainable risks and opportunities in Kinpo Electronics, the Company has developed an IFRS S1/S2 task force since September 2024. By the "Roadmap for Taiwan Listed Companies to Align with IFRS Sustainability Disclosure Standards", we have followed 4 steps: analysis and planning, design and implementation, introduction, and adjustment and improvement. We will disclose the sustainability-related financial information in the Annual Report Sustainability Information Chapter for the first time in 2027.

5.2 GHG Management

At the 26th United Nations Climate Change Conference (COP26), participating countries reached the Glasgow Climate Pact, aiming to limit global warming to within 1.5°C. In alignment with the 1.5°C reduction pathway, the Company set its carbon reduction targets using 2022 as the base year. These targets have been approved by the Science Based Targets initiative (SBTi), commit to a 55% reduction in Scope 1 and Scope 2 emissions, and a 62% reduction in emission intensity per million dollars from Scope 3 categories related to purchased goods and services and the use of sold products by 2033. These efforts demonstrate the Company's active support of the Glasgow Climate Pact.
To achieve the SBT-aligned carbon reduction targets, the Company undertakes the following measures:

☑ Establishing a Group GHG emission baseline ☑ Implementing scientific methodologies ☑ Senior managers review and supervise ☑ Developing carbon reduction initiatives

Establishing a Group GHG Emission Baseline

The Company has conducted GHG inventories across all global sites. Since 2022, the GHG coverage rate has reached 100%, and the data has been verified by third-party audits under ISO 14064 to ensure data reliability.

2021-2024 Scope 1 and Scope 2 GHG Emissions by Site

In 2024, verified GHG emissions showed Scope 1 emissions of 4,804.2242 tons CO_2e, accounting for 3% of total emissions, and Scope 2 emissions of 179,762.3075 tons CO_2e, accounting for 97%. The majority of emissions are from Scope 2, primarily due to the Company's reliance on purchased electricity for operations. Moving forward, the KINPO GROUP will continue implementing energy-saving initiatives, reducing dependency on purchased electricity, adopting ISO 50001 Energy Management System, and increasing the use of renewable electricity as key carbon reduction strategies. The combined Scope 1 and Scope 2 GHG emissions in 2024 increased by 5% compared to 2023. The GHG emission intensity was 1.12 tCO_2e/million dollars in 2024, increased by 0.2% compared to 2023.

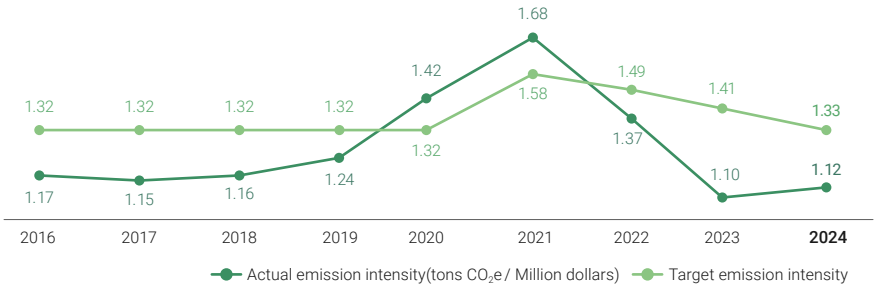
Region/ Scope	2021			2022			2023			2024		
	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total
Taiwan*	310	2,319	2,629	380	2,294	2,674	289.1774	1,777.9986	2,067.1760	250.1432	1,428.0345	1,678.1777
China	1,143	61,179	62,321	580	50,051	50,631	421.8600	33,011.0400	33,432.9000	507.8300	27,176.3500	27,684.1800
Thailand**	1,416	81,883	83,299	1,604	93,310	94,914	1,364.0200	70,960.6400	72,324.6600	1,587.1000	80,450.3000	82,037.4000
Philippines	4,463	71,257	75,720	2,983	79,320	82,303	1,839.3500	57,490.2800	59,329.6300	2,099.0500	63,956.4000	66,055.4500
Malaysia	57	5,137	5,194	188	5,314	5,502	246.3700	5,449.3700	5,695.7400	57.0300	5,243.1700	5,300.2000
Brazil	141	2,548	2,690	708	0	708	530.6180	5.3870	536.0050	224.2310	0.2430	224.4740
Mexico	560	2,115	2,675	1,305	2,040	3,345	179.1900	1,316.0900	1,495.2800	77.4400	1,266.2800	1,343.7200
United States	2	237	239	1	224	225	0.5500	236.3600	236.9100	1.4000	241.5300	242.1100
Total	8,092	226,675	234,767	7,749	232,553	240,301	4,871.1354	170,247.1656	175,118.3010	4,804.2242	179,762.3075	184,566.5317

unit: tons CO_2e

* Emissions for Scope 1 and Scope 2 at the Taiwan headquarters decreased by 19% in 2024 compared to 2023.
** The Thailand sites include Cal-Comp Electronics (Thailand) Public Company Limited (CCET) and Cal-Comp Precision Thailand. In 2023, Cal-Comp Electronics Thailand's Scope 1 and Scope 2 emissions were 60,551.4200 tons CO_2e; in 2024, emissions were 66,329.6800 tons CO_2e, increased by 10% compared to 2023.

Proportion of Scope 1 and Scope 2 GHG Emissions in 2024 (Unit: %)

Scope 1 and Scope 2 GHG Emission Intensity



※ For Cal-Comp Electronics (Thailand) Public Company Limited (CCET), the GHG emission intensity was 18.69 tons CO_2e/ Million dollars in 2023. In 2024, it was 19.35 tons CO_2e/Million dollars, representing a 3.53% increase compared to 2023.

2024 Scope 3 GHG Emissions

The Company conducted a Scope 3 emissions inventory based on the principles of the GHG Protocol Scope 3 Standard. Key indirect emission sources were identified using factors such as materiality, influence, data availability, and accuracy. Significant indirect emission categories were subsequently included in the inventory scope. In 2024, the Company completed and verified the Scope 3 GHG inventory for categories including purchased goods and services, business travel, employee commuting, waste generated in operations, and use of sold products. The total Scope 3 emissions amounted to 3,804,743.6826 tons CO_2e. Among these, purchased goods and services had the highest emissions, followed by use of sold products.

GHG Emission Sources	All Global sites GHG Emissions (tons CO_2e)
Purchased goods and services	2,051,143.1551
Waste generated in operations	4,560.4046
Business travel	1,067.1603
Employee commuting	32,673.7044
Use of sold products	1,715,299.2582
Total	**3,804,743.6826**

※ All global sites including site in Taiwan (headquarters), China, Thailand, the Philippines, Malaysia, Brazil, and Mexico.

Implementing of Scientific Methodologies

Since 2021, Kinpo Electronics has been preparing to adopt the Science Based Targets initiative (SBTi) and simultaneously strengthening its internal carbon management system. In 2022, the Company submitted the commitment letter, and in March 2024, submitted its carbon reduction targets: a 55% reduction in Scope 1 and Scope 2 absolute emissions, and a 62% reduction in emission intensity per million dollars from Scope 3 categories related to purchased goods and services and the use of sold products by 2033. In September 2024, these targets passed SBTi compliance review. Moving forward, the Company will continue to implement energy-saving projects, increase the use of renewable energy, require suppliers to use recycled materials to meet customer requirements, improve production models, and regularly track and review performance to enhance climate resilience.

Planning Phase
- SBT education and training
- Establish organizational boundaries
- Implement ISO 14064 certification

Formulate Reduction Target
- Quantify reduction targets
- Conduct Scope 3 inventory

2021 2022 2023 2024

Adjustment Phase
- Significant Scope 3 emission identification
- Develop emission reduction pathway
- Submit SBT commitment letter

Validate Reduction Target
- Establish SBT targets
- Senior manager review and agree
- Approval of SBT targets
- Stakeholder communication

SBT Implementation Results (As Base Year 2022)

	Target for 2033	2023 Performance	2024 Performance
Scope 1&2	• 55% absolute emissions reduction • Annual reduction target: 5%	✓ Achieved annual SBT target Emissions reduced by 27% compared to base year	✓ Achieved annual SBT target Emissions reduced by 23% compared to base year
Scope 3	• 62% in emission intensity per million dollars reduction for purchased goods and services, and the use of sold products • Annual intensity reduction target: 5.64%	✓ Achieved annual SBT target Emission intensity per million dollars reduced by 54%	✓ Achieved annual SBT target Emission intensity per million dollars reduced by 79%

Developing of Carbon Reduction Initiatives

In response to evolving industrial landscape and technological trends, enterprises must continue to innovate to ensure sustainable development. As a corporate citizen, the Company effectively promotes GHG reduction through the following initiatives:

Enhancing Energy Efficiency

The Company continues to implement energy-saving and carbon-reduction measures across its plants, such as process optimization, improvements to and replacement of high-energy-consuming equipment, etc. In 2023, the Company introduced the ISO 50001 Energy Management System to systematically promote energy-saving projects. Additionally, it hosts annual global energy and resource management conferences across all plants to share energy-saving initiatives and achievements, working collaboratively to reduce energy usage and implement carbon reduction measures.

Internal Carbon Pricing

Since 2022, the Company has been evaluating the implementation of internal carbon pricing. In 2023, it completed the development of GHG emission allocation methodologies across all departments. Beginning in 2024, each business unit must include internal carbon fees in its monthly management reports. The Company collected relevant data and estimated potential future carbon reduction costs (e.g., renewable energy purchases) to develop formulas and principles for calculating internal carbon prices. The internal carbon price has been set at USD 10 per ton. Each April, after determining the Group's total GHG emissions from the previous year, the carbon price and departmental carbon fees for the following year will be announced in June. Business units must incorporate internal carbon fees into their budgets during year-end planning. To enhance the impact of internal carbon price on financial performance, carbon pricing is expected to increase to USD 20 per ton by 2025.

Developing Renewable Energy

The Company is increasing the generation and use of renewable energy through onsite generation, external procurement (Power Purchase Agreements, PPAs), and Renewable Energy Certificates (RECs). In 2024, the share of renewable energy use reached 8.5%.

Supplier Capability Building

The Company organizes GHG inventory workshops for suppliers and offers free training programs to encourage suppliers to conduct GHG inventories and verifications. This helps establish reliable GHG emission data and allows suppliers to set appropriate reduction targets. An annual Sustainability Assessment Questionnaire (SAQ) is conducted to track supplier implementation status.

Carbon Asset Management

To achieve the long-term goal of net-zero emissions, in addition to investing in new carbon removal technologies, the Company is also purchasing carbon credits to offset residual GHG emissions. Early planning for carbon asset management helps reduce operational risks.

Flagship Calculator Model Certified with ISO 14067 Product Carbon Footprint

Through carbon footprint inventory efforts, the Company calculated that its flagship calculator model emits 6.59 $kgCO_2e$ over its entire life cycle, from raw material, manufacturing, transportation, usage, and disposal. Based on detailed analysis, the carbon emissions distribution by life cycle stage is as follows:

- Raw materials stage accounts 53%
- Manufacturing stage accounts 25.8%
- Transportation stage accounts (including upstream and downstream) 1.5%
- Usage stage accounts 16.8%
- Disposal stage accounts 3%

The majority of the product's carbon footprint comes from the raw material stage. The 4 materials contributing the highest emissions, including LCD, IC logic, rechargeable batteries, and PCBs, account for more than 60% of total emissions. The second-highest contributor is the manufacturing stage, primarily due to electricity consumption during production, accounting for 25.8% of emissions. Combined, these 2 stages represent 81.9% of total emissions.

After one year of effort, this product completed its ISO 14067 product carbon footprint verification in November 2024 and received an official verification statement.

5.3 Energy and Resource Management

Energy and Resource Management Policy

KINPO GROUP is committed to the effective management of energy, water resources, and waste, with the goal of enhancing resource efficiency, reducing environmental impacts, and advancing sustainable development and net-zero transformation. To achieve this, we pledge to provide the necessary resources and work collaboratively with our supply chain partners to continuously strengthen our environmental management systems and actions.

1. Energy Management
- Comply with government regulations and international standards, and uphold voluntary commitments related to energy.
- Continuously promote energy-saving initiatives, adopt renewable energy, and deploy high-efficiency equipment to improve energy performance year by year.
- Establish measurable energy-saving targets through performance indicators and internal reviews, and regularly disclose progress and results.

2. Waste Management
- Classify hazardous and non-hazardous waste in accordance with international standards, and ensure legal and proper handling to prevent illegal disposal.
- Regularly inventory and disclose total waste generation, categories, and treatment methods to enhance transparency and traceability.
- Set targets for recycling and reuse, and implement circular design and resource recovery systems to maximize resource efficiency.

3. Water Management
- Conduct regular reviews of water withdrawal, use, discharge, and reuse, and adopt water-saving and recycling technologies to enhance water efficiency.
- Identify high water-risk sites and changes in regulations, assess their impacts on operational stability and long-term value, and develop contingency plans along with monitoring and early-warning mechanisms.

KINPO GROUP will regularly review and update this policy to ensure its continued effectiveness and alignment with applicable laws and global sustainability trends. We will also establish management goals and performance indicators across operations and the supply chain, and - through training and stakeholder engagement - promote consensus, enhance internal and external participation, and drive sustainability performance.

Energy Management

Kinpo Electronics supports the goal of limiting global temperature rise to within 1.5°C as set by the Paris Climate Agreement, and successfully passed the Science Based Targets (SBT) validation in September 2024. To ensure the Group gradually achieves its carbon reduction goals, in addition to conducting GHG inventories to monitor annual emissions, the Company adopts 2 major strategies: voluntary energy-saving initiatives and active promotion of energy transition. Carbon reduction measures are implemented across global sites to achieve carbon neutrality at the operations headquarters by 2030.

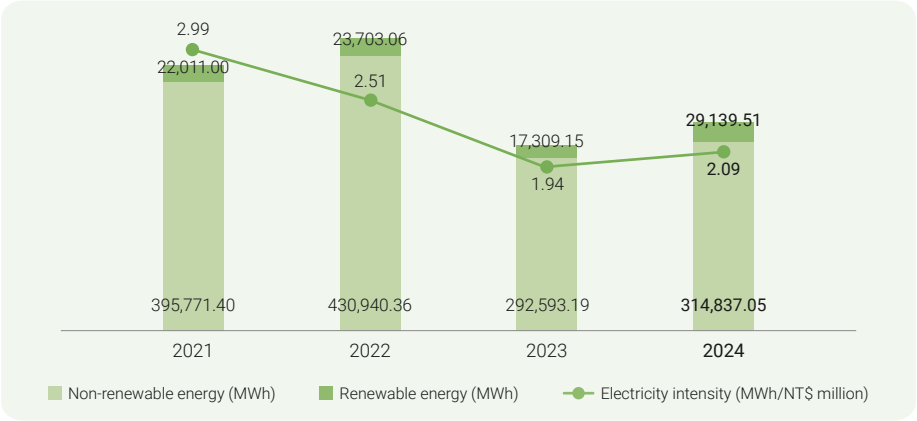
The Company has introduced the ISO 50001 Energy Management System to monitor and diagnose energy consumption data, enabling the development of precise energy-saving measures and identification of risks and opportunities related to energy reduction and efficiency. Each site conducts regular energy efficiency evaluations and promotes smart manufacturing and high-performance equipment upgrades to reduce energy consumption per unit product. The Company is committed to maximizing energy economic benefits and moving toward the EP100 target. In 2024, ISO 50001 was fully implemented across all global sites, with 100% of sites successfully certified. We continue to drive energy-saving technology improvement projects, actively cultivate new energy-saving and carbon-reduction technologies, unlock energy-saving potential, and accelerate energy transition and upgrades. Through internal employee training, we raise energy-saving awareness and collectively work toward energy efficiency improvement goals.

To fulfill our environmental commitments, the Group closely monitors national policies and the status of power supply and grid infrastructure, while actively investing in green energy solutions. We promote standardized energy-saving projects covering lighting, motors, air conditioning, and compressed air systems. The Company also holds an annual Global Energy and Resource Management Conference to share energy-saving initiatives and carbon reduction results, exchange knowledge on energy management, and jointly drive energy and carbon reduction efforts.

Cutting Energy Consumption	Boosting Energy Efficiency	Heightening Staff Awareness of Energy Savings	Implementation of Energy Conservation Policies and Regulations	Full Coverage of Energy Management System Certification
• Newly procured equipment with high energy efficiency as a priority • Energy management in office space (automatic switching of lighting sensors, air-conditioning set above 26°C)	• Equipment automation • Upgrading equipment performance • Raising production yields	• Environmental education courses • Energy and Resource Management Conference	• Respond to government energy laws and policies • Review and promote energy-saving projects	• Ensure effective operation of the energy management system • Ensure long-term and effective implementation of energy conservation measures

In 2024, the primary energy used by Kinpo Electronics was electricity (accounting for 98.13% of total energy consumption), while the usage of natural gas, liquefied petroleum gas, gasoline, and diesel was minimal (less than 1.9%). Total electricity consumption in 2024 was 343,976.56 MWh, representing an increase of 34,074.22 MWh (up 11%) compared to 2023. Electricity intensity increased by approximately 8% compared to the previous year. We continue to plan for increased investment in renewable energy. In 2024, the proportion of renewable energy usage as part of total electricity consumption increased by 2.9% compared to 2023. In compliance with Taiwan's government regulations, our headquarters set an annual electricity reduction target of 1%. In 2024, electricity usage decreased by 3.89% compared to the previous year, surpassing the target. (For more details on energy consumption, please refer to Appendix - Environmental Sustainability Indicators.)

Electricity Consumption and Intensity of Use



Use of Renewable Energy

Kinpo Electronics is actively advancing the transition to green energy. Through energy management practices, we aim to reduce overall energy demand and increase the proportion of renewable energy use, moving toward RE100. All global sites continue to assess the feasibility of implementing renewable energy systems, including expanding rooftop solar power generation capacity. We also increase renewable energy use by signing Power Purchase Agreements (PPA) and purchasing Renewable Energy Certificates (REC), and reduce approximately 8.64% carbon emissions. In 2024, the Company purchased 19,070 Renewable Energy Certificates, accounting for 5.54% of electricity use, with a total of 8.5% of electricity sourced from renewable energy.

Low-Carbon Energy Sources	2023		2024	
	Electricity Consumption (MWh)	Usage Ratio (%)	Electricity Consumption (MWh)	Usage Ratio (%)
On-site Renewable Energy	3,629.95	1.2%	142.60	0.04%
Power Purchase Agreements	751.19	0.2%	9,926.91	2.89%
Renewable Energy Certificates	12,928.00	4.2%	19,070.00	5.54%
Total	17,309.15	5.6%	29,139.51	8.5%

※ The 2023 Onsite Renewable Energy data was recorded incorrectly. The renewable electricity consumption and usage ratio for 2023 have been corrected.

Water Resource Management

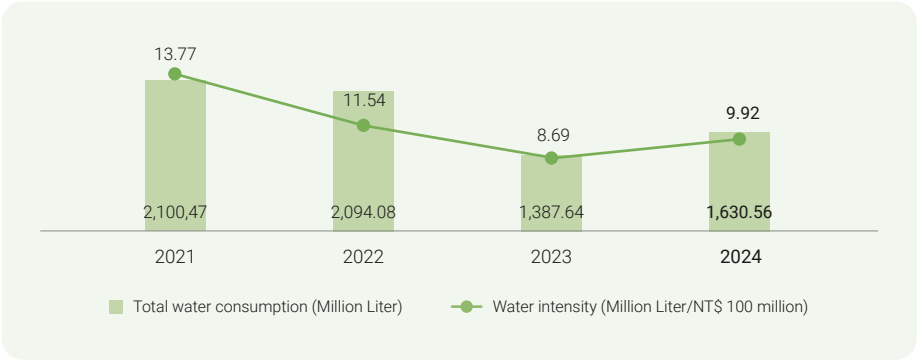
According to the World Economic Forum, water risk has consistently ranked as one of the most critical global risks in recent years. Climate change and global warming have intensified changes in water environments, leading to more frequent alternation between droughts and floods. For industries, water shortages may reduce or halt production capacity, increase operating costs, or even disrupt supply chains, thereby impacting business sustainability. To reduce water consumption, the Group will establish the Energy and Resource Management Policy in 2025, outlining management principles for water conservation and implementing water-saving actions. The Company conduct a water resource inventory and identified risk areas at global sites, evaluating the water-related risk and ensuring stability of water supply through scenario analysis and stress testing.

Kinpo Electronics' manufacturing processes primarily involve assembly, with relatively low water demand. Water is mainly used for domestic purposes and certain plant operations (e.g., cooling towers). Total water consumption is lower compared to industry peers. Most water used at manufacturing sites and offices comes from municipal tap water, with no significant impact on surrounding water bodies or ecosystems. However, due to shifting global rainfall patterns, water resource issues are gaining greater attention. The Group continues to improve water use efficiency, reduce resource waste, and actively explore the feasibility of water recycling to minimize environmental impact.

To strengthen water resource management effectiveness, the Group has set a target of less than 0.10 (million liters/person/day) per capita water consumption in the future years, with 2024 as the base year, promoting the transformation in water use behavior, and enhancing risk resilience. The Company implemented various water-saving measures in global sites, such as installing sensor-activated faucets, water-saving devices, setting up rainwater harvesting systems, and replacing high water consumption equipment. We promoted the establishment of tracking and early warning mechanisms in plants in high-risk areas and conducted regulatory and operational risk contingency planning. In addition, we continue to implement water-saving training to enhance employees' awareness of water conservation and establish a water-saving culture, thereby improving the efficiency of water resource management.

Management Item	2023	2024	Coping Strategies
per capita water consumption (million liters/person/day)	0.09	0.10	Set a target of less than water consumption per capita, with 2024 as the new baseline.
Installing water-saving equipment	Introduced at some plants	Expanded to other plants	Installed sensor-activated faucets, and replacing high water consumption equipment.
Tracking in high-risk area	First establishment	Established early warning and response mechanisms	Established tracking and early warning mechanisms in high-risk plants.

Water Consumption and Water Intensity

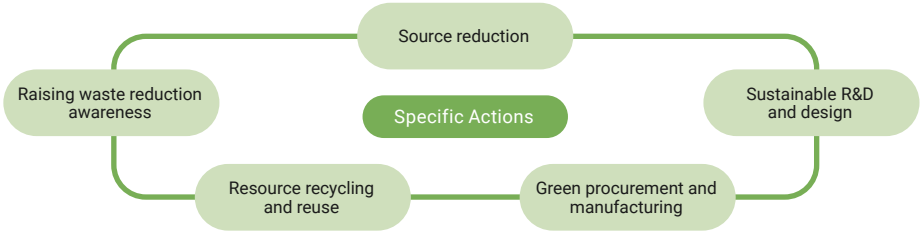


The Company regards water resource management as a core commitment to environmental protection and strictly complies with all applicable national and local regulations. Water conservation is also a key aspect of energy resource savings. With the goal of improving water use efficiency, the Company regularly reviews and enhances its water-saving performance to fully implement responsible water management. By gradually introducing water-saving products and encouraging employees to adopt water-saving behaviors, the Company aims to reduce environmental impact. In addition, the Group actively communicates with stakeholders on water-related topics by submitting external questionnaires (such as the CDP Water Questionnaire) or supplier management questionnaires to disclose relevant water management information. In 2024, the CDP Water Questionnaire rating was C. The Company is actively pursuing improvement opportunities to enhance its performance in water resource management.

Waste Management

Circular economy is one of Kinpo Electronics' core strategies in promoting sustainable development. We actively assess the environmental impact of our product life cycle and integrate circular economy concepts from the product design stage to reduce environmental burden. We strictly select raw materials and suppliers, continuously pursue technical improvements, and seek environmentally friendly materials, all while complying with relevant environmental regulations and customer requirements.

Kinpo Electronics compiles global waste generation data based on GRI standards, covering hazardous industrial waste, general industrial waste, and domestic waste. We implement management strategies such as Reduce, Recycle, and Reuse from the source, identify waste types and reduction opportunities, and establish recycling zones at each site to ensure proper classification and centralized handling of waste. Our aim is to minimize environmental impact and fulfill the mission of "cradle-to-cradle" resource circulation, ultimately striving for a zero-waste goal.

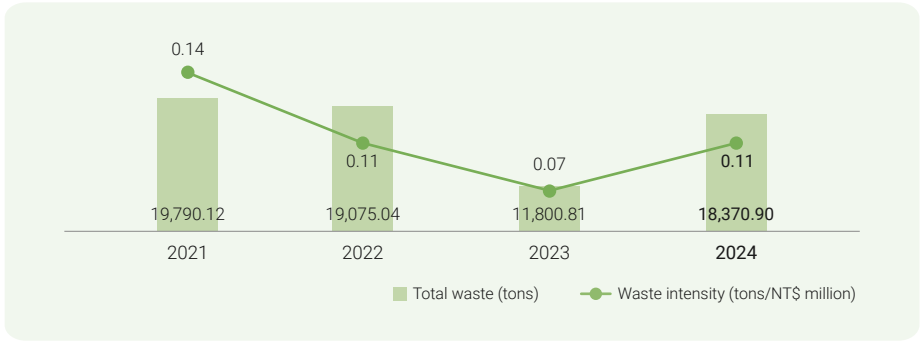


Waste Reduction Initiatives

Kinpo Electronics aims to effectively manage and continuously reduce waste. Each site has a dedicated unit responsible for waste management, prioritizing recycling and reuse while minimizing incineration and landfill. For non-recyclable waste, disposal is handled by licensed contractors in accordance with local laws, including collection, landfill, and incineration. We also promote domestic waste sorting, optimize product design, improve production efficiency, and encourage circular reuse. In addition, the Company actively promotes green procurement and green manufacturing to realize sustainable resource circulation.

To support plastic reduction efforts, we investigated the types of virgin and recycled plastic pellets and packaging materials used by the Company, and statistics on total of usage and recycling as the basis for promoting plastic reduction management. We launched the "Bag it Forward" circular reuse campaign in headquarters, encouraging employees to donate idle, clean, and intact paper bags, plastic bags, and reusable bags. These are not only reused internally but also donated to participating retailers in the paper bag reuse initiative, thereby expanding social impact and deepening plastic reduction awareness. Furthermore, the headquarters distributes reusable tableware and cups to new employees on onboarding day to encourage reduced use of disposable utensils and plastic cups, contributing to waste reduction goals. (For more details of plastic investigation, please refer to 4.1 R&D and Green Design. For the benefits of the "Bag it Forward" campaign, please refer to 9.3 Action for Inclusion.)

Total Waste and Waste Intensity



Introduction of International Certification Mechanisms

According to the Global Resources Outlook 2024 by the United Nations Environment Programme (UNEP), more than 2 billion metric tons of municipal solid waste are generated globally each year, but only 55% is processed through formal waste treatment systems. In response to the challenges of transitioning to a circular economy and improving the waste resource utilization efficiency, the Group will establish the Energy and Resource Management Policy in 2025, outlining principles for waste management, promoting zero waste to landfill (ZWTL) standards, and entrusting qualified waste disposal companies.

The Group took 2024 as the base year, and set a target that the waste intensity shall not exceed the value of 0.11 tons/million in future years, which serves as an important indicator for measuring resource efficiency and management effectiveness. The Group continues to promote management measures from the perspectives of source reduction, classification management, information disclosure and resource reuse. These include classifying hazardous and non-hazardous waste according to international standards, regularly reviewing and disclosing the total amount and disposal flow, setting recycling and reuse targets, and introducing circular design and resource reuse mechanisms.

Additionally, the Group introduced the UL 2799 Zero Waste to Landfill certification mechanism and conducts verification through independent third-party organizations to ensure transparent waste tracking and effective implementation of zero-landfill strategies. In 2024, the Thailand site has already obtained UL 2799 Gold-level certification in specific product line. Moving forward, we will continue advancing toward the zero-waste goal and closely monitor waste management performance at all facilities to fulfill our commitment to sustainable development. (For details on waste treatment at each site, please refer to the Appendix - Environmental Sustainability Indicators.)

Management Item	2023	2024	Coping Strategies
Waste intensity (tons/NT$ million)	0.07	0.11	Set a target of less than waste intensity, with 2024 as the new baseline.
Number of plants certified to UL 2799	0	1 (Thailand Site Gold Level)	Promoting the UL2799 verification, the Thailand sites have gotten the Golden level, and are expanding to other plants.
Set the recycle and reuse target	Introduced at some plants	Expanded to other plants	Introducing the circular design and the recycling and reuse mechanism.

Electronic Waste Management

With rapid advancements in electronic product technologies, product life cycles have shortened significantly, leading to a rise in electronic waste. This has become a serious environmental burden, and if not properly handled, can result in secondary pollution. As a result, reduction and recycling have become essential considerations in electronic product design and development. According to the EU Directive on Waste Electrical and Electronic Equipment (WEEE), manufacturers must take into account the ease of collection, disassembly, and recycling during the product design stage, and are responsible for the proper recovery and disposal of electronic products.

To this end, we are committed to designing easily disassembled products to facilitate future recycling and reuse.

Kinpo Electronics is gradually transitioning from the traditional Original Equipment Manufacturer (OEM) model to Joint Design Manufacturer (JDM) and Original Design Manufacturer (ODM) partnerships with customers. To implement green design, we are learning how to develop products that can be easily dismantled, allowing hazardous components to be quickly and safely removed and reused. For 2 consecutive years, the Company has organized "Small Appliance Repair" campaign, offering complimentary check-ups and repairs to extend product life and reduce electronic waste. These activities also help employees understand the importance of designing repairable products. Through knowledge-sharing and hands-on action, we promote the idea of "repair instead of replace", making repair a sustainable consumer choice. This helps reduce carbon emissions from new product manufacturing and deepens the value of the circular economy while fostering environmental harmony. (For the benefits of the Small Appliance Repair campaign, please refer to 9.3 Action for Inclusion.)

Social Responsibility and Environmental Action

Guided by the belief that "what is taken from society should be used for society", Kinpo Electronics actively participates in social and environmental protection initiatives. Since 2022, we have regularly organized "Jingmei Riverbank Beautification" cleanup events, inviting employees to join in protecting and enhancing our local environment through direct action. In addition to routine riverbank cleanups, the KINPO GROUP held a joint beach cleanup event in 2024 in collaboration with Compal Electronics and AcBel Polytech Inc. to protect marine ecosystems and raise awareness about the importance of environmental conservation. (For the outcomes of the Jingmei Riverbank Beautification and joint beach cleanup events, please refer to the 9.3 Action for Inclusion.)

Since 2024, the Brazil plant (CCBR) has stopped sending its wood waste for incineration and has begun using it in the production of clay bricks. After resource transformation, total amount of wood waste was 20.63 metric tons in 2023, and decreased to 9.3 metric tons in 2024, a 55% annual reduction. CCBR made waste collectors from these wood waste material and contributed to schools and communities. Through the resource transformation action, not only reduce waste effectively, but also promote for communities' resource sharing, practicing environmental friendliness, and local well-being.

5.4 Biodiversity

KINPO GROUP Biodiversity Policy

KINPO GROUP endeavors to maintain stability in the ecosystem and its operations, and commits to the following:

1. Evaluation of locations for new business operations and compliance with international and/or national regulations for designated biodiversity-sensitive areas.
2. Assessment of biodiversity risks, identification of risks and development of appropriate mitigation measures on a regular basis.
3. Push for sustainable materials and production, avoiding the impact of value chain on the natural environment.
4. Promoting the concept of biodiversity, raising employees' awareness of eco-conservation, and boosting eco-conservation efforts.
5. Regularly reviewing the outcomes of biodiversity actions to ensure continuous progress.

Biodiversity Management and Promotion

In 2022, the United Nations Convention on Biological Diversity adopted the Kunming-Montreal Global Biodiversity Framework (KMGBF), which emphasizes that the private sector should manage and disclose biodiversity-related risks to ensure sustainable production models. According to the World Economic Forum's 2024 Global Risks Perception Survey, biodiversity loss ranks as the 3rd most significant global risk over the next decade. In addition to climate change, the loss of biodiversity poses serious threats to ecosystems, species, and genetic diversity.

The Company actively responds to global biodiversity goals through concrete actions. In 2024, the Board of Directors officially approved the Biodiversity Policy, which serves as a guideline and shared consensus for implementation. To promote biodiversity efforts, we organized multiple internal training sessions focused on biodiversity topics. These sessions featured external experts who discussed issues related to nature and biodiversity, thereby raising employees' awareness and understanding of the subject. At the same time, the Company has aligned itself with both domestic and international initiatives. We have joined the list of TNFD (Taskforce on Nature-related Financial Disclosures) Adopters and adopted the LEAP approach to gradually identify, assess, prioritize, monitor, and disclose nature-related dependencies, impacts, risks, and opportunities. We also continue to closely monitor developments and trends from the Conference of the Parties to the United Nations Convention on Biological Diversity (CBD COP), striving to achieve harmony between corporate operations and the natural environment.

TNFD Framework

Governance

- The Biodiversity Policy, as well as the identification of nature-related risks and opportunities, have been approved by the Board of Directors and publicly disclosed.
- The highest governance body overseeing nature-related risks and opportunities is the Sustainable Development Committee. The Sustainable Development Office is responsible for researching and evaluating nature-related frameworks (TNFD, SBTN), conducting in-depth studies on how biodiversity issues are promoted within Kinpo, and leading internal Kinpo projects. In March 2024, the KINPO GROUP Suppliers' Code of Conduct was revised to include biodiversity requirements, aiming to reduce dependency on and impact to critical natural capital in collaboration with suppliers.
- The Company complies with labor-related laws and regulations in all regions where it operates. A Human Rights Policy has been formulated and will be submitted to the Board of Directors. The policy applies to the Company, domestic and international subsidiaries, and other group-affiliated entities under substantive control. Based on the Company's dependencies, impacts, risks, and opportunities related to nature, the Company also develops assessment and management strategies for local communities and other stakeholders.

Strategy

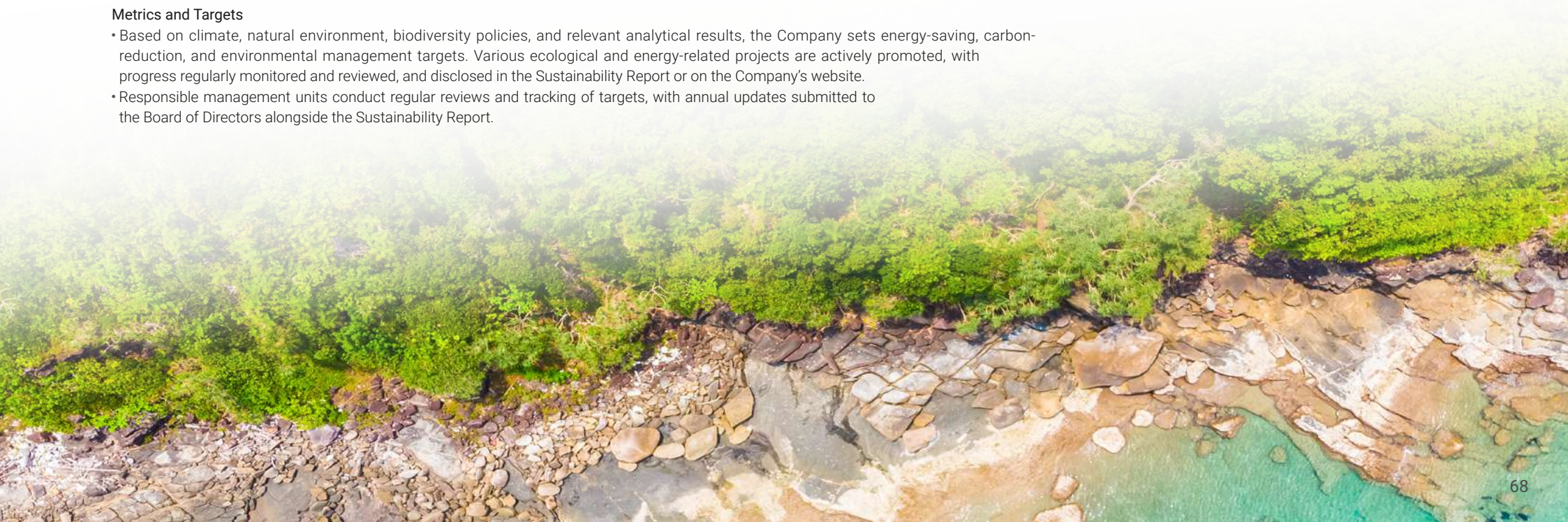
- The Company utilizes the LEAP approach under the TNFD disclosure framework to assess nature-related dependencies and impacts, and to identify short-, medium-, and long-term risks and opportunities related to nature and biodiversity. Response strategies and differentiated management measures are developed accordingly.
- Scenario analysis and financial quantification are conducted based on identified risks and opportunities to evaluate the Company's resilience under various scenarios and to formulate management guidelines and response strategies.
- Based on the Company's asset attributes or industry activities, which are related to direct operations or upstream/downstream value chains, to disclose the priority locations defined by TNFD.

Risk and Impact Management

- In accordance with the TNFD's recommended nature-related data tools, the Company adopts the World Wide Fund for Nature (WWF) Biodiversity Risk Filter to identify the dependencies and impacts of key production activities and the upstream/downstream value chain on natural resources. The Sustainable Development Office conducts regular analyses on nature-related dependencies, impacts, risks, and opportunities. These findings are submitted to and approved by the Board of Directors before disclosure.
- Through a structured risk and opportunity identification process, the Company establishes a risk and opportunity matrix. Management guidelines and response strategies are then formulated based on the results. For risks and opportunities with higher impact levels, analysis of risk appetite and response measures will be carried out in accordance with the Company's overall risk management system.

Metrics and Targets

- Based on climate, natural environment, biodiversity policies, and relevant analytical results, the Company sets energy-saving, carbon-reduction, and environmental management targets. Various ecological and energy-related projects are actively promoted, with progress regularly monitored and reviewed, and disclosed in the Sustainability Report or on the Company's website.
- Responsible management units conduct regular reviews and tracking of targets, with annual updates submitted to the Board of Directors alongside the Sustainability Report.



Kinpo Electronics LEAP Methodology

Nature-related impacts based on natural capital vary by location or region; therefore, related targets and strategies must be adapted to local conditions. Following the LEAP approach in the TNFD disclosure framework, the Company analyzed its resource allocation and biodiversity strategies, selecting the Mahachai plant in Thailand and the CCBR/CCBS plants in Brazil as pilot sites. Expansion will gradually extend to global operational sites and upstream and downstream segments of the value chain.

Locate

Identify Sensitive/Priority Locations

- Based on TNFD's definition of sensitive locations, the Company assessed whether the selected sites met the criteria and identified priority locations for risk and opportunity identification.
- Assessment tools used:
  - Integrated Biodiversity Assessment Tool (IBAT)
  - ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure)
  - WWF Water Risk Filter
- Identification Results: The Mahachai Plant in Thailand and the CCBR/CCBS Plants in Brazil qualify as priority locations.

Evaluation

Assess Nature-Related Dependencies and Impacts at Priority Locations

- Using the WWF Biodiversity Risk Filter, the Company evaluated industry classification and geographic location data to determine the degree of dependency on and impact to nature by economic activities at its operational sites.
- Kinpo Electronics is categorized under the electronics and semiconductor manufacturing industry, with 8 nature-related risk categories identified:
  - Water availability
  - Air quality
  - Wildfire exposure
  - Extreme heat
  - Pollution
  - Protected areas
  - Landslides (Low risk)
  - Tropical cyclones (Low risk)
- Based on the evaluation results, 6 medium-or-higher risk items were selected* for further assessment by the Company.

Assess

Measure Nature-Related Risks and Opportunities Associated with Economic Activities at Priority Locations

- By TNFD guidance, the Company considered short-, medium-, and long-term risks and opportunities**:
  - Physical Risks: Water scarcity, wildfires, extreme heat, air quality, and pollution
  - Transition Risks: Policy and legal risks, market risks, corporate reputation, and technology risks
  - Opportunities: Products and services, resource efficiency, enhanced corporate reputation, capital flows and financing, market opportunities, and climate resilience (to extreme heat, wildfires, and air quality)
- Representatives from relevant departments jointly assessed the likelihood and impact of each risk and opportunity to determine their materiality ranking.

Prepare

Respond and Disclose According to the TNFD Framework

- Based on the results of the risk and opportunity assessments, the Company formulated response strategies and management guidelines considering existing measures and the Group's development roadmap.
- By the TNFD framework, disclosures will be made regularly via the official website or the Sustainability Report.

*According to the WWF database, risks to Indigenous Peoples and Local Communities are currently rated as medium due to insufficient data. However, as no supporting information is available, this category is excluded from Kinpo Electronics' risk assessment.

**Risk and Opportunity Time Horizons: Short-term: occurs once every 1-3 years; Medium-term: occurs once every 3-5 years; Long-term: occurs once every 5 years or more

Nature and Biodiversity-Related Risks and Coping Strategies

Risk Assessment Type	Item	Description	Financial Impact	Frequency	Coping Strategies
Physical Risks	Acute Risk				
	Water Scarcity	1. Insufficient water supply impacts factory processes. 2. Upstream suppliers may face water shortages, affecting raw material provision.	• Increase in operational costs	Short-term	1. Integrate nature-related risk indicators into supplier evaluations. 2. Begin collecting Group-wide water resource management data in 2025 to understand usage at each site and identify opportunities for reduction and improved efficiency.
	Wildfires	1. Wildfires may damage infrastructure (factories, warehouses). 2. Disruption in raw material supply and deliveries, affecting production and operations. 3. Risk of employee injury or health deterioration during commuting or damage assessment.	• Increase in operational costs • Operational disruption	Short-term	1. The KINPO GROUP Code of Conduct includes emergency response protocols. 2. Promote Business Continuity Management (BCM) and establish a climate-related Business Continuity Plan (BCP) with regular drills. 3. Conduct 24/7 patrols at factory sites to eliminate safety hazards. 4. Require suppliers to establish emergency response procedures via the KINPO GROUP Suppliers' Code of Conduct to reduce risks to life, environment, and property; conduct annual SAQ (Sustainability Assessment Questionnaire) to verify implementation.
	Chronic Risk				
	Extreme Heat	1. Plants require cooling equipment under extreme heat, increasing energy usage. 2. Higher electricity consumption and peak usage result in rising energy bills and carbon costs/taxes.	• Increase in operational costs	Mid-term	1. Establish an Energy and Resource Policy to define energy and resource use and management principles. 2. Implement ISO 50001 for energy management and promote efficiency projects, e.g., equipment efficiency reviews, office energy management, and automation. 3. Host annual Global Energy and Resource Management Conferences to share results and drive energy-saving efforts across plants. 4. Enhance renewable energy procurement and deployment to increase the proportion of green power. 5. Conduct financial risk assessments related to extreme heat to support proactive measures.
	Air Quality	1. Poor air quality may harm employee health, increasing the risk of operational disruption. 2. Air pollutants may accelerate equipment wear, requiring additional investment.	• Increase in operational costs • Operational disruption	Mid-term	1. Relocate smoking areas to improve employee health in line with LEED green building standards. 2. Continuously monitor air quality, e.g., VOCs, at operational sites to ensure compliance with local emissions regulations.
	Pollution	1. Long-term exposure to pollution may impact employee health. 2. Persistent pollution, including water, soil, air, and noise, may render plant locations unusable, forcing relocation.	• Increase in operational costs • Operational disruption	Mid-term	1. Apply ISO 14001 Environmental Management System under the PDCA cycle to ensure effective control and continual improvement of pollution prevention equipment. 2. Promote waste source reduction, proper classification, and treatment; begin collecting Group-wide waste data in 2025 to establish management measures.

Risk Assessment Type	Item	Description	Financial Impact	Frequency	Coping Strategies
Transition Risks	Policy and Legal	1. Stricter regulations on waste treatment and resource pollution may result in fines or shutdowns if not followed. 2. Tightened regulations related to biodiversity and conservation may result in penalties or lawsuits if violations harm ecosystems or local community interests.	• Increase in operational costs	Short-term	1. Strict compliance with the Environmental Management System (ISO 14001): (1) Water Management: Install water meters by zone, monitor monthly usage distribution, and take corrective actions if anomalies are found. (2) Waste Management: Reduce single-use packaging, increase use of reusable packaging materials, and establish supplier return zones for packaging reuse. 2. Conduct nature-related risk and opportunity assessments with public disclosures; the Biodiversity Policy requires new operational sites to assess and comply with sensitive area guidelines.
	Market Risk	End consumers and customers increasingly prefer eco-friendly products, leading downstream clients or brand customers to switch to alternative suppliers, resulting in revenue decline.	• Reduce the order volume • Decrease in operational income	Short-term	1. Incorporate green design in R&D to develop low-carbon products that meet market demand; invest in new products and technologies. 2. Lead supply chain partners in low-carbon transition by setting emission reduction targets to reduce product carbon footprints. 3. Conduct and disclose annual plastic investigation to meet customer expectations.
	Corporate Reputation	1. Company activities affecting nearby protected areas or species habitats may harm its image. 2. Business operations that disrupt ecological stability may lead to community protests or stakeholder concerns, resulting in negative public perception.	• Reduce the order volume • Decrease in operational income	Short-term	1. Publicly disclose environmental information to build stakeholder trust; enhance stakeholder communication to clarify the Company's vision and various conservation policies. 2. Collaborate with The Mustard Seed Mission to promote the "Indigenous Youth Returning Home for Industry Development Project", establishing a sustainable farming model at the "31MSM Center", linking corporate social responsibility with local needs to drive positive social and environmental change.
	Technology Risk	Introducing new technologies (e.g., reducing plastic use, lowering energy or water consumption) may pose challenges due to immaturity, high costs, or incompatibility with existing processes.	• Reduce the order volume • Decrease in operational income • Increase in R&D expenses • Increase in operational costs	Mid-term	1. Introduce clean energy and implement systems such as Environmental (ISO 14001), Energy (ISO 50001), and Hazardous Substance Management (IECQ QC 080000); enhance eco-friendly product design capabilities through green design workshops. 2. Commit to promoting sustainable materials and production in the Biodiversity Policy to minimize environmental impact across the value chain.

Nature and Biodiversity-Related Opportunities and Coping Strategies

Item	Description	Financial Impact	Frequency	Coping Strategies
Products and Services	Customers prefer nature-friendly suppliers.	• Increase in operational income	Mid-term	Expand product innovation through industry-academia collaboration; regularly host technical innovation seminars or training programs; enhance investment in product R&D; apply green product design principles to develop low-pollution innovative products that align with market and customer needs.
Resource Efficiency	Managing natural resources helps reduce material, water, and energy costs.	• Reduce in expenditure • Lower operational costs	Long-term	1. Introduce circular economy practices such as modular design for easier repair and recyclable packaging design. 2. Implement water conservation and water recycling management to reduce dependency and associated costs.
Enhanced Corporate Reputation	Engaging in biodiversity conservation in habitats and protected areas, while disclosing biodiversity-related management mechanisms, enhances the Company's image.	• Increase in operational income	Long-term	1. Establish a Biodiversity Policy and adopt the TNFD framework using the LEAP methodology to gradually build a comprehensive biodiversity management mechanism. 2. Participate in local ecosystem protection and stream conservation initiatives at production sites to strengthen communication and connection with local community stakeholders.
Capital Flows and Financing	Improved management of natural resources and biodiversity enhances international ESG ratings, increasing opportunities for investment from financial institutions.	• Increase in financing opportunities	Long-term	1. Implement a Biodiversity Policy to raise employee awareness of ecological conservation, identify and assess related risks, and formulate mitigation measures. 2. Actively participate in CDP and similar external organizations; publicly disclose related information via the ESG website and sustainability reports to strengthen stakeholder communication.
Extreme Heat and Wildfires	Establish crisis management procedures and disaster response systems including employee drills and disaster prevention measures to reduce operational impact from natural disasters.	• Reduce operational losses	Long-term	Conduct weather assessments at each site and adjust production plans accordingly; promote Business Continuity Management (BCM) awareness among employees; develop business continuity plans (BCP) for climate-related events such as extreme heat and wildfires and conduct regular drills.
Air Quality	Monitor air quality data at each site to ensure long-term employee health	• Reduce regulatory risk • Reduce operational losses	Long-term	1. Relocate smoking areas in accordance with LEED green building standards to improve long-term employee health. 2. Continuously monitor air quality at operational sites, such as VOCs, to ensure compliance with local air quality emission standards.

Scenario Analysis of Nature and Biodiversity-Related Risks - Extreme Heat

As global average temperatures continue to rise, the frequency of extreme heat events is increasing. Extreme heat may affect employee health and cause instability in equipment and machinery, thereby elevating the risk of operational disruptions. To maintain comfortable temperatures at the Company's operational sites and mitigate the associated risks, increased use of air conditioning systems may be necessary. However, this would also result in higher electricity consumption and significantly increased electricity costs. Based on internal departmental assessments, extreme heat has been identified as one of the Company's key risks. Therefore, we conducted a scenario analysis based on regional temperature increases at our operational locations to estimate the additional electricity required to prevent operational interruptions.

We adopted physical risk models from the Sixth Assessment Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC), using 2 climate scenarios: SSP1-2.6 (low emissions) and SSP5-8.5 (high emissions). Historical annual temperature data at the Company's operational locations were collected, and the analysis from the International Energy Agency (IEA) on the relationship between rising temperatures and air-conditioning energy use was applied to estimate the potential increase in electricity demand. Local think tank data, official sources, or average electricity prices over the past 10 years were then used to forecast future electricity pricing. These findings were used to quantify the financial impact of extreme heat risk.

Thailand Site - Mahachai Plant

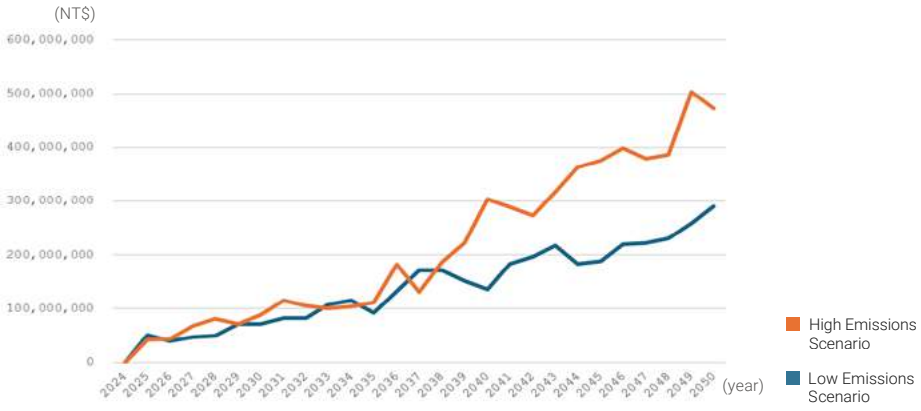
Based on 2 climate scenarios outlined in the IPCC AR6 and utilizing electricity price projection models published by Siam Commercial Bank (SCB), the assessment adjusted 2024 actual electricity rates to estimate the impact of rising temperatures on electricity expenditures.

2030 Financial Estimate

Due to increased demand for cooling and air-conditioning caused by extreme temperatures, the average annual operating cost is expected to rise by NT$55 million to NT$66 million.

2050 Financial Estimate

Under an intensified climate change scenario, the average annual operating cost is expected to rise by NT$145 million to NT$220 million.



※ Final results are converted to New Taiwan Dollars (NTD) based on the spot cross exchange rate at closing published by Bank of Taiwan on December 31, 2024.

Brazil Site - CCBR/CCBS Plant

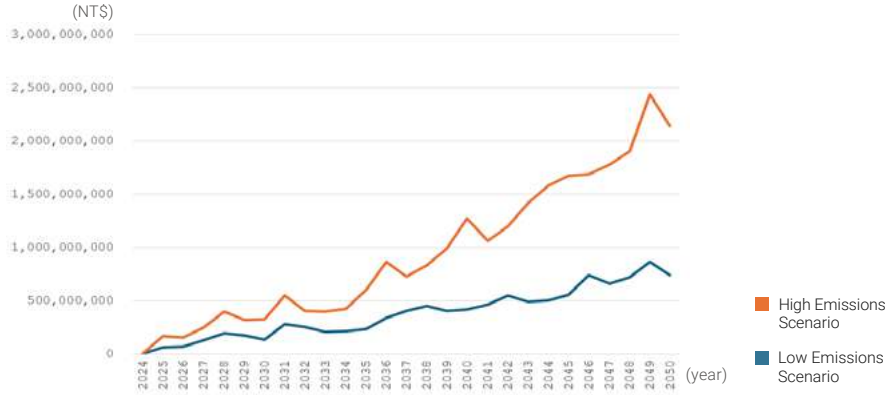
The Brazil site is located in the Manaus region. Based on 2 climate scenarios in the IPCC AR6, the analysis assessed projected annual temperature trends and used historical electricity pricing data from the local energy provider Amazonas Energia to estimate electricity price fluctuations from 2025 to 2050. In addition, considering the Company's overall carbon reduction strategy, the Brazil site has implemented a renewable energy certificate (I-REC) purchasing mechanism. To reflect the financial impact of the Company's carbon neutrality commitment, this assessment also includes the average I-REC market price in Brazil over the past 3 years as a basis for estimating future procurement costs.

2030 Financial Estimate

Due to increased demand for cooling and air-conditioning caused by extreme temperatures, the average annual operating cost is expected to rise by NT$125 million to NT$267 million.

2050 Financial Estimate

Under an intensified climate change scenario, the average annual operating cost is expected to rise by NT$394 million to NT$983 million.



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06

PARTNERSHIPS

P.075 6.1 Customer Demand Management

P.077 6.2 Customer Satisfaction Survey

P.079 6.3 Restricted Substance Management

P.080 6.4 Responsible Mineral Management

6.1 Customer Demand Management

The Company pays close attention to customer needs. Based on international trends and various external assessments, the Company compiles ESG topics that may be of interest to customers, as well as the international initiatives in which customers participate, such as the Carbon Disclosure Project (CDP), Science Based Targets initiative (SBTi), and RE100, and their carbon neutrality goals. The Company conducts sustainability surveys for major clients. Customers are asked to rate their level of concern for each topic, which are then ranked by score. Based on the score distribution, the topics are categorized into five levels: Very High Concern, High Concern, Moderate Concern, Low Concern, and No Concern.

Customer Concern Rating Levels and Score Ranges

Level	Score Range
Very High Concern	96-100 points
High Concern	91-95 points
Moderate Concern	86-90 points
Low Concern	81-85 points
No Concern	0-80 points

Customer Focus Topics in 2024

In 2024, the Company continued to conduct customer sustainability surveys. The ranking results identified 4 topics as Very High Concern and 7 as High Concern, including 4 environmental topics, 1 social topic, and 6 governance topics. Compared with 2023, the overlap of customer concerns remains high, with biodiversity newly added. All key topics of customer concern align with the Company's material issues, for which responsive measures are already in place. The response rate for the 2024 survey was 53%.

Concern Level	Key Concern Topics	Scope and Dimensions of the Topics	Kinpo Electronics' Coping Strategies	Chapter
Very High Concern	Sustainable Supply Chain	Suppliers' Code of Conduct, Sustainable Supplier Screening, Significant Supplier Management, Supplier Sustainability Risk Management/Audits.	Integrate sustainability issues into supplier management, audit significant suppliers, and actively track improvement results.	Chapter 7 Sustainable Procurement
	Ethical Management	Code of Conduct, Anti-Corruption, Anti-Competitive Behavior.	Establish internal regulations for different stakeholders, enforce ethical management policies, and comply with relevant laws and regulations.	3.2 Ethical Corporate Management and Regulatory Compliance
	Product Responsibility	Indicators for Sustainable Product/Service Design, Product Life Cycle Impact Assessment, Resource Efficiency, Commitment to Hazardous Substance Management.	Comply with restrictions on hazardous substances and responsible minerals sourcing; provide regular training to ensure product regulatory compliance.	3.6 Quality Management
	Quality Control	Quality Control Systems, Continuous Improvement, Customer Relationship Management, Product Recalls.	Obtain various quality management certifications, establish a sustainable quality management system, and conduct regular training to ensure delivery of top-quality products and services.	3.6 Quality Management

Concern Level	Key Concern Topics	Scope and Dimensions of the Topics	Kinpo Electronics' Coping Strategies	Chapter
High Concern	Occupational Safety and Health	Occupational Safety and Health Management Policies/Mechanisms/ Risk Assessments, Risk Mitigation Measures, Training, Health Management/Promotion.	Implement ISO 45001 Occupational Health and Safety Management System; enhance employee awareness of environmental, safety, and health issues through training programs.	8.5 Employee Health
	Climate Strategy	Climate Change Strategies, Climate Risk Assessments, Financial Impact Assessments of Climate Change, Physical Risk Adaptation, GHG Management, Net-Zero Carbon Reduction Goals.	Support international initiatives and national policies through action; identify risks and crises arising from climate change; enhance resilience and reduce financial impact.	Chapter 5 Environmental Sustainability
	Information Security	Information Security Governance, Management Framework/ Processes/ Objectives/Indicators, Management of Information Security Incidents.	Continuously strengthen internal management to a high standard and obtain ISO 27001:2022 information security certification to ensure information stability and legal compliance.	3.4 Information Security
	Innovation Management	Collaborative Innovation with External Parties, Innovation in Products/ Services and Business/Manufacturing Processes.	Introduce Product Lifecycle Management Systems to reduce environmental footprint starting from the design stage; continuously adopt sustainable materials and minimize environmental impact across manufacturing, packaging, and transportation processes.	4.1 R&D and Green Design
	Biodiversity	Biodiversity Commitments, No Deforestation Commitments, and other environmental impacts caused by products/services or operations.	Understand the impact of business operations on biodiversity; strengthen risk awareness and further mitigate negative effects on natural environments.	5.4 Biodiversity
	Waste Management	Waste Reduction/Reuse, Use of Recycled Materials, Waste Disposal, Reduction of Hazardous Waste, Reduction of Landfill Waste.	Manage waste classification and treatment in accordance with GRI standards; implement waste reduction strategies.	5.3 Energy and Resource Management
	Energy Management	Energy-Saving Strategies, Energy Efficiency Improvements/ Consumption Reduction, Use of Renewable Energy.	Introduce the ISO 50001 Energy Management System to ensure effective operation of the energy system and optimize energy management.	5.3 Energy and Resource Management

Customer Participation in International Initiatives

In response to global trends, whether customers participate in international sustainability initiatives is also a key area of concern for the Company. Based on returned questionnaires, 22% of customers have participated in the Carbon Disclosure Project (CDP), with 2 customers being recognized as CDP Leadership (A List). Additionally, 31% of customers have joined the Science Based Targets initiative (SBTi), 9% have committed to the RE100 initiative, and 22% have pledged carbon neutrality targets.

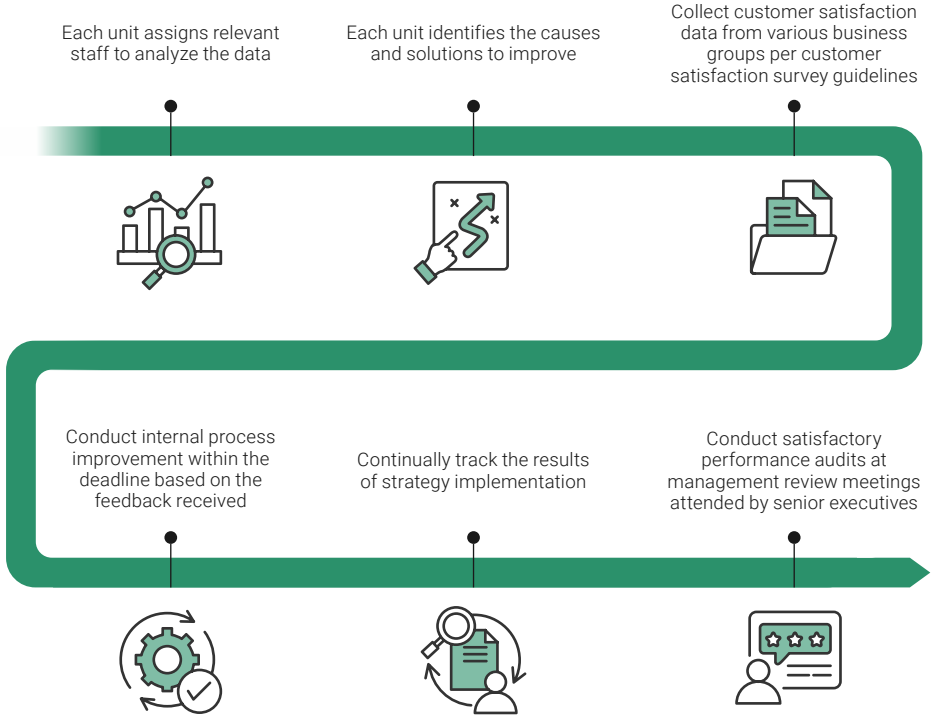
The Company will continue to monitor the ESG issues that customers care about, regularly conduct customer concern surveys, and publicly disclose survey results and corresponding response measures. Furthermore, the Company will continue to track customer expectations regarding Scope 3 carbon neutrality and, in line with SBTi requirements, will disclose the carbon emissions associated with material and product usage along with reduction measures annually.

6.2 Customer Satisfaction Survey

As a customer-oriented company, Kinpo offers quality products and services, integrity and continuous improvement, and is constantly seeking to provide better and more specialized services to our customers through innovation, harmony and excellence, in an effort to raise customer satisfaction.

We conduct annual customer satisfaction surveys in 4 dimensions: Business Management Performance, R&D Engineering Capability, Quality Management Capability, and Factory Management Capability, and we also conduct Quarterly Business Reviews (QBR) in discussion with our customers to meet their expectations. To respond effectively to customer feedback, we have established efficient communication channels and adopted strategies such as technological innovation, enhanced professional training, and feedback mechanisms, enabling us to address issues promptly and accurately through our products and services. We also utilize senior executives' reviews and internal audits to track improvement outcomes. Through continuous improvement, we gradually elevate customer satisfaction.

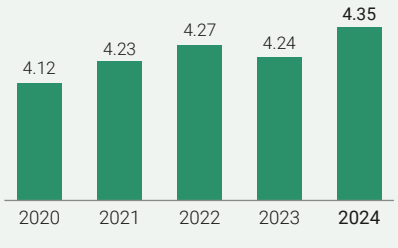
Kinpo's Customer Satisfaction Survey Process



Customer Satisfaction Survey Outcomes

We maintain a close partnership with our customers and provide genuine responses to customer satisfaction, with a 100% response rate to our customer satisfaction surveys for 4 straight years in 2021 and 2024. In the 2024 Customer Satisfaction Survey, we administered the questionnaire to 23 respondents and conducted QBRs with 7 customers, of which the average satisfaction score was 4.35, exceeding the target value of 4 and representing a 2.5% increase compared to the previous year. We will continue to engage with customers, enhance internal execution and service quality, and steadily improve customer satisfaction levels.

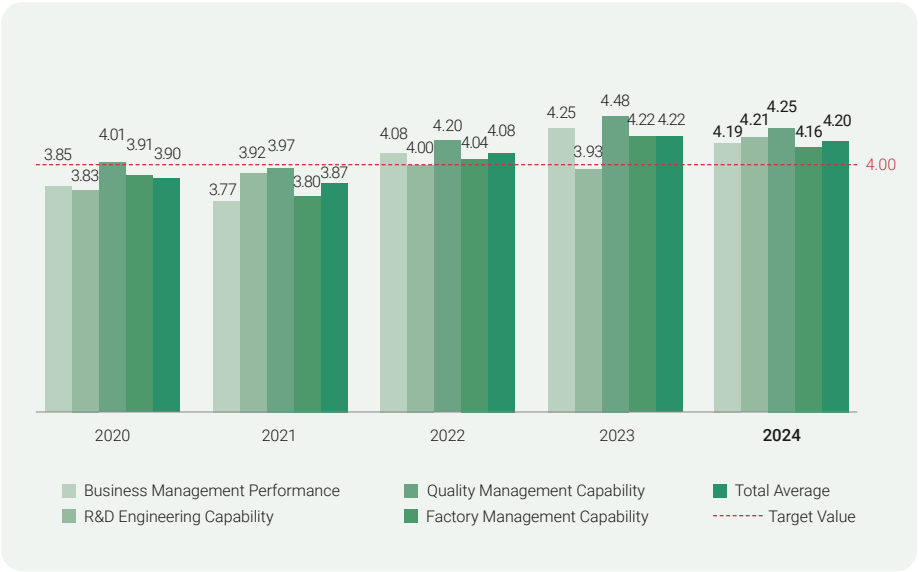
Grade	Excellent	Good	Fair	Poor	Bad
Score	5	4	3	2	1



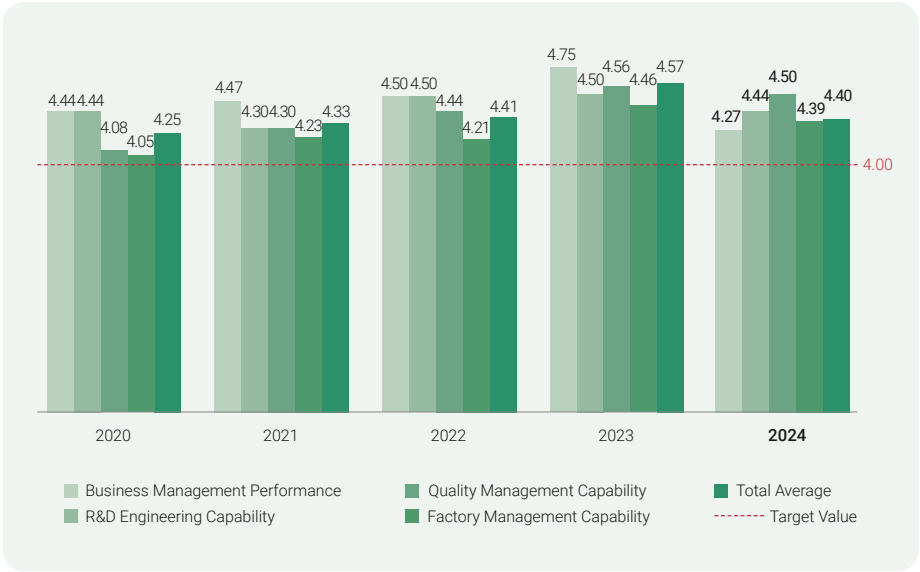
Average Scores of the 4 Capability Indicators in Recent Years

Compared to 2023, all 4 capability indicators showed slight increases in 2024. The most notable improvement was in R&D Engineering Capability, which rose by 6.40%, followed by Factory Management Capability and Business Management Performance, both increasing by 1.64%, and Quality Management Capability, which rose by 0.68%. For indicators with lower individual scores, the respective business units will implement continuous improvement initiatives.

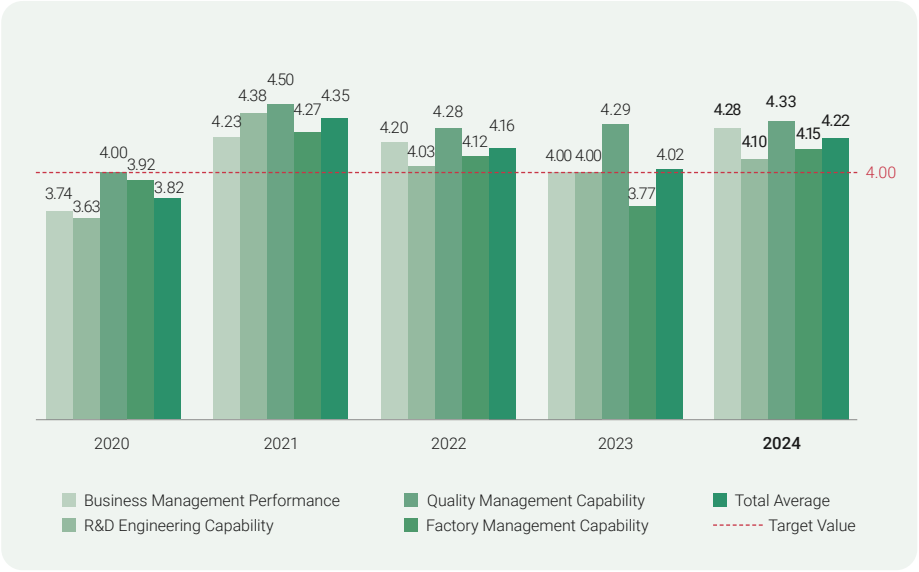
Satisfaction Survey-Product Category (Netcom)



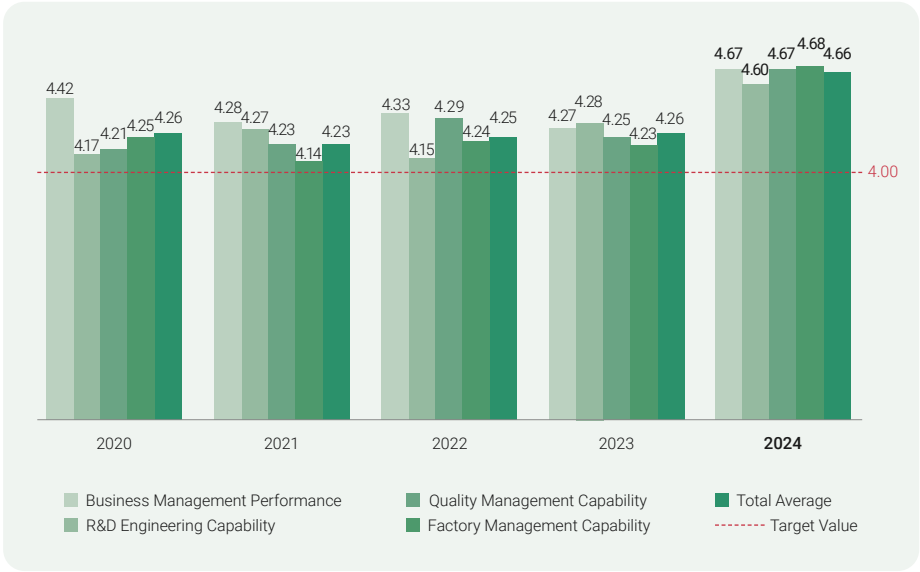
Satisfaction Survey-Product Category (Computer)



Satisfaction Survey-Product Category (Storage)



Satisfaction Survey-Product Category (Printing)



6.3 Restricted Substance Management

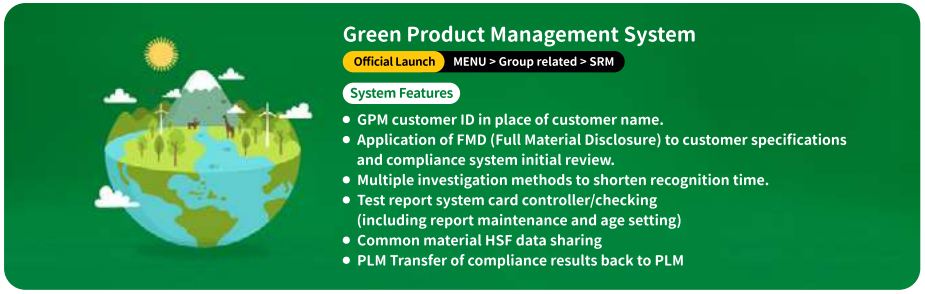
Kinpo Electronics is in full compliance with the restrictions and bans on hazardous substances and responsible mineral sourcing and keeps its customers informed. All of our products conform to international safety standards and international environmental regulations, with compliance information marked on the product or packaging as required by environmental regulations in the region of shipment (e.g., EU RoHS Directive, EU WEEE Directive, EU REACH, EU POPs, California Proposition 65, SONY SS-00259, Chinese Measures for the Control of Pollution from Electronic Information Products, CE Certification, FCC Certification, BSMI Certification, etc.). We did not commit any breaches of information and labeling requirements or voluntary agreements for products and services in 2024.

Establishment of the IECQ QC 080000 Hazardous Substance Process Management System

Kinpo Electronics has introduced the IECQ QC 080000 Hazardous Substance Process Management System. We regularly collect and disseminate the latest international green regulations and hazardous substance control requirements. Green product design is integrated during the R&D phase, establishing process controls to reduce the use of hazardous substances and enforce green product policies and environmental protection measures. We routinely audit hazardous substance (HS) procedure documents, identify material risks, publish restricted substance lists, and communicate quality and hazardous substance reduction policies at supplier conferences to ensure alignment with the KINPO GROUP Suppliers' Code of Conduct. Each year, an external third-party auditor verifies and certifies our IECQ QC 080000 compliance, ensuring that all business units effectively implement hazardous substance management.

Green Supply Chain Risk Management

Kinpo Electronics has developed a Green Product Management (GPM) system that allows suppliers to submit declarations of hazardous substances and testing reports directly through the platform. This accelerates component compliance reviews and enables a more efficient and systematic approach to managing green supply chain risks. Internally, the system helps identify qualified suppliers who can consistently provide compliant electronic and mechanical components, supporting the production of green products, and enhancing international customer satisfaction.



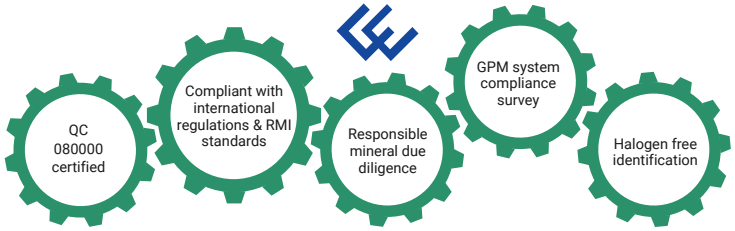
We continue to optimize the system in collaboration with third-party chemical testing labs such as SGS and CTI, and have developed a cloud-based link for third-party test reports. When suppliers input partial report data into the GPM system, the corresponding reports and content are automatically downloaded. The system then performs an automated compliance check for hazardous substances (HS), reducing time spent by suppliers on uploading reports and entering data, as well as minimizing time spent by internal staff on matching and reviewing documents. This reduces errors and creates win-win efficiencies. Furthermore, the system can be integrated with our Product Lifecycle Management (PLM) system, allowing us to track product quality and timelines throughout the lifecycle, integrating existing management mechanisms and information systems to enhance the Company's core competitiveness.

E-Management

1. Green Product Management System (GPM): The GPM system was developed to meet internal needs and has been promoted across all business groups to accelerate component compliance reviews and enhance the efficiency of hazardous substance management within the supply chain.
2. Halogen-free Identification Code: Our design and R&D staff as well as incoming quality control (IQC) in the plant can clearly identify the material properties through the halogen-free identification code.
3. Green Design: We incorporate customer requirements for green design and green manufacturing into the product design and production phases to minimize environmental impact. Compliance checks for hazardous substances in the supply chain are conducted to ensure effective management.
4. Product Lifecycle Management System (PLM): By adopting the PLM system, we can keep tabs on the quality and timeline of the entire product lifecycle, integrate existing management mechanisms and information systems, and establish a platform for product information management.

Education and Training

Kinpo Electronics regularly collects and identifies updates to international hazardous substance regulations and Responsible Mineral Initiative (RMI) standards. Based on these regulations, the Company conducts compliance reviews and organizes annual training through the KINPO GROUP's E-Learning School and online courses. This approach overcomes restrictions related to geography, allowing employees to access the latest international regulatory updates in real time and strengthen organizational effectiveness. In 2024, a total of 2 training sessions were conducted.



6.4 Responsible Mineral Management

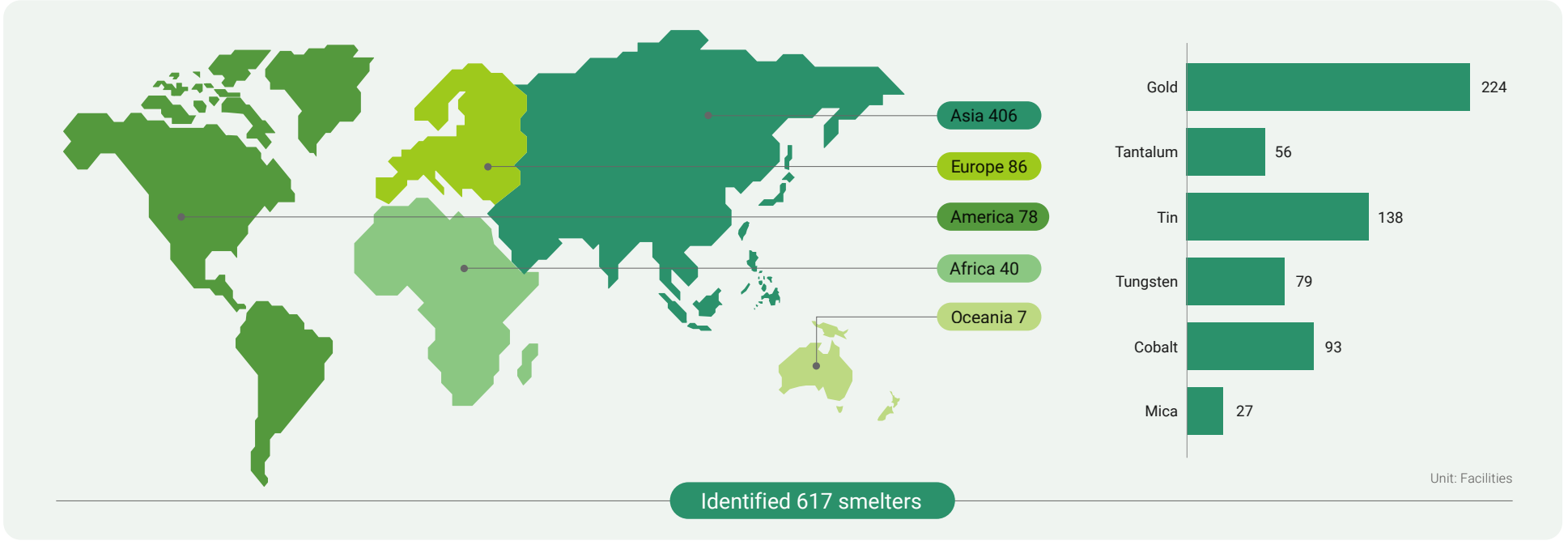
KINPO GROUP Responsible Minerals Commitment

As a member of the Responsible Business Alliance (RBA) - formerly the Electronic Industry Citizenship Coalition (EICC) - the Company is committed to adhering to the RBA Code of Conduct across its five core areas: labor, health and safety, environmental protection, ethics, and management systems. The Company is also dedicated to promoting these standards throughout its supply chain. In addition, we are committed to disclosing conflict minerals used in our products and components in accordance with the OECD Due Diligence Guidance. We require our suppliers to use the Conflict Minerals Reporting Template to disclose smelter information for minerals such as tin, tantalum, tungsten, gold, cobalt, etc., thereby fulfilling our corporate citizenship and social responsibilities.

※ This Responsible Minerals Commitment applies to all KINPO GROUP companies.

To implement responsible mineral sourcing, we require first-time suppliers to sign a Responsible Mineral Commitment Statement. We also conduct annual responsible mineral investigations across our supply chain using RMI's recommended management tools - the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT). These tools are used to identify whether the raw materials of products contain tin, tantalum, tungsten, gold, cobalt, mica, or other minerals, and to disclose the sources of these minerals. Additionally, we identify whether smelters are sourcing from Conflict-Affected and High-Risk Areas (CAHRAs) to ensure that our minerals and metals are legally sourced. These practices are part of our commitment to complying with the RBA Code of Conduct and fulfilling our responsibilities as a corporate citizen. In 2024, we conducted due diligence on 1,811 suppliers and identified 617 smelters. The due diligence completion rate was 100%. Kinpo experienced no violations of the Responsible Mineral Commitment in 2024.

2024 Number and Distribution of Smelters



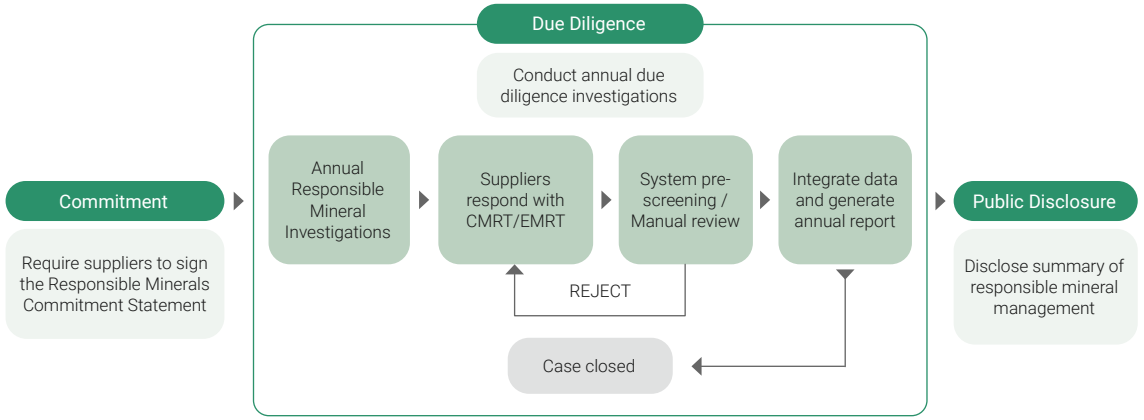
Risk Management Plan

1. Establishing a Responsible Minerals Commitment

- The Company is committed to thoroughly investigating the supply chain to ensure that minerals such as tantalum, tin, tungsten, gold, cobalt, and mica are not sourced from mines located in conflict-affected and high-risk areas (CAHRAs).
- In accordance with the Organization for Economic Co-operation and Development (OECD) guidelines, we transparently disclose the sources of minerals contained in our products and components. Suppliers are required to sign a commitment statement and disclose smelter information using the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT), fulfilling our corporate citizenship and social responsibilities.

2. Establishing a Management System and Due Diligence Process

- Kinpo Electronics independently developed the Responsible Minerals Investigation (RMI) system, which was implemented in May 2023. Through this systemized approach, conflict mineral reports and mineral source analyses are integrated. Automated pre-screening and reminder functions help accelerate the due diligence process. The platform is also used to disseminate important RBA updates to suppliers.



3. Supplier Management and Training

- The RMI system adopts standardized reporting templates (CMRT and EMRT) to conduct annual responsible mineral investigations in coordination with customer requirements. These tools help examine whether product materials include tantalum, tin, tungsten, gold, cobalt, or mica, and support full digital management of conflict risks within the supply chain to ensure minerals and metals are legally sourced.
- Bilingual (Chinese/English) supplier training programs are held annually to explain RMI system operation, system enhancements, and common issues. Training documents and videos are uploaded to the system for suppliers to access at any time via download or online viewing.

4. Regular Review and Reporting

- Annual responsible mineral investigations are conducted across the supply chain. Supplier-submitted CMRT and EMRT forms are subject to system-based pre-screening and manual review to ensure that minerals are not sourced from conflict-affected and high-risk areas.
- The collected data is consolidated and exported into annual reports, and summaries of responsible mineral management are disclosed on a regular basis.

07

SUSTAINABLE PROCUREMENT

P.083 7.1 Sustainable Procurement Policy and Goals

P.085 7.2 Supplier Selection and Evaluation

P.086 7.3 Supply Chain Risk Management

P.088 7.4 Supplier Capability Building

7.1 Sustainable Procurement Policy and Goals

Sustainable Procurement Policy

As a member of the Responsible Business Alliance (RBA), Kinpo Electronics has established its Suppliers' Code of Conduct based on the RBA Code of Conduct and the Company's sustainable development goals. We have incorporated the Suppliers' Code of Conduct, Responsible Mineral Commitment Statement, and Environmental Protection Guarantee as mandatory annexes to our procurement contracts and require all suppliers to sign them to ensure that the supply chain aligns with our sustainability standards.

In the past, Kinpo primarily managed its relationship with suppliers based on the 4 core aspects of Quality, Delivery, Cost, and Service. However, in response to the growing importance of sustainability, the Company has actively pursued internal transformation and, since 2022, has formally integrated sustainability topics into its supplier management system. To further strengthen our sustainable supply chain, we updated the Suppliers' Code of Conduct in 2024. The revised Code covers 5 key areas: Labor, Health and Safety, Environment, Ethics, and Management Systems, and now includes Biodiversity as a foundational element for supplier compliance. Additionally, through our sustainable supply chain management process, we identify sustainability risks among significant suppliers and implement coaching mechanisms to help enhance their sustainability performance, working together to build a responsible and resilient supply chain.

The Company continues to advance its sustainable supply chain program under the ongoing oversight and guidance of the Board of Directors. Through the annual Supplier Conference, we communicate our sustainability commitments and expectations to our partners, working jointly toward a high-quality and sustainability-aligned procurement framework. Each year, we conduct sustainability risk assessments of significant suppliers to determine whether procurement activities comply with the Suppliers' Code of Conduct and assess the alignment of suppliers with Kinpo's sustainability objectives. For high-risk suppliers, audits, coaching, and follow-up improvements are carried out. If a supplier fails to make improvements within a specified timeframe, the matter is reported to the procurement unit with a recommendation for supplier replacement. In 2023, we established the Sustainable Procurement Task Force, comprising 8 seed members from the procurement teams of each business division. The task force holds regular meetings to discuss the implementation of the sustainable supply chain program and clarify the role procurement plays in international decarbonization initiatives.

◀ Suppliers' Code of Conduct

2024-2026 Sustainable Supply Chain Goals

Strategy	Actions	2024 Targets and Performance	2025 Goals	2026 Goals
Enhance Sustainable Risk Management Capabilities Require suppliers to follow KINPO GROUP Suppliers' Code of Conduct to improve performance in labor rights, safety and health, environmental protection, business ethics, and management systems; actively guide suppliers to refine their core capabilities to diminish operational disruption risks.	Identify Supplier Social and Environmental Responsibility Risks.	• Target: 100% completion rate for sustainability risk assessments of significant suppliers • Performance: 100% completion rate	100% completion rate for sustainability risk assessments of significant suppliers	100% completion rate for sustainability risk assessments of significant suppliers
	Evaluate and verify suppliers' social and environmental responsibility performance, providing ongoing improvement guidance and support.	• Target: 100% effective corrective action response rate from high-risk significant suppliers • Performance: 100% effective corrective action response rate	100% effective corrective action response rate from high-risk significant suppliers	100% effective corrective action response rate from high-risk significant suppliers
	Assess new suppliers in terms of social and environmental responsibility, quality capabilities, and green design to evaluate potential risks and support negotiation and selection decisions.	• Target: 100% completion rate for new supplier assessments • Performance: 100% completion rate	100% completion rate for new supplier assessments	100% completion rate for new supplier assessments
Promote a Low-Carbon Supply Chain Lead suppliers in conducting carbon inventories and building their GHG management capabilities.	Identify major carbon-emitting suppliers and assist them in developing carbon inventory capabilities to jointly achieve carbon reduction targets.	• Target: Establish supplier alliance and set raw material emission reduction targets • Performance: 1. Held the Kinpo Sustainable ESG Partnership Alliance Launch Conference 2. Achieved 62% reduction in emission intensity by 2033, using 2022 as the base year	• Hold sustainability capacity-building workshops • Promote the establishment of reliable GHG data by suppliers	• Promote sustainability experience sharing among alliance members • Support suppliers in setting carbon reduction targets
	Promote the development of local suppliers to reduce transportation-related carbon emissions.	• Target: Develop upstream transportation carbon accounting methodology, complete emission calculations and verification • Performance: 1. Carbon accounting methodology for upstream transportation established 2. Upstream transportation carbon emission verification completed	Develop and implement local procurement policies	Set targets for local procurement spending ratio
	Promote the establishment of a supplier carbon emissions database to support procurement decision-making.	• Target: Inventory of carbon emissions data for existing materials • Performance: Carbon emissions data verification for raw materials completed	Build a database system prioritizing materials with high total carbon emissions	Optimize systems and expand the scope of the material carbon emissions database

7.2 Supplier Selection and Evaluation

New Supplier Evaluation

All new suppliers of Kinpo Electronics must sign a procurement contract that includes the Suppliers' Code of Conduct, basic company information (such as company profile and existing customer), and attachments such as the Environmental Protection Guarantee, Intellectual Property Assurance, Responsible Mineral Commitment Statement, and ISO Quality Management System Certificate, to ensure compliance with the Company's quality standards. New suppliers are required to complete a self-assessment based on the Kinpo Electronics New Supplier Audit Checklist, which covers areas such as quality management systems, process quality control, green product design requirements (e.g., EU RoHS directive), and product design and development process control. In 2024, the post-improvement qualification rate for new suppliers reached 100%.

Supplier Screening Principles

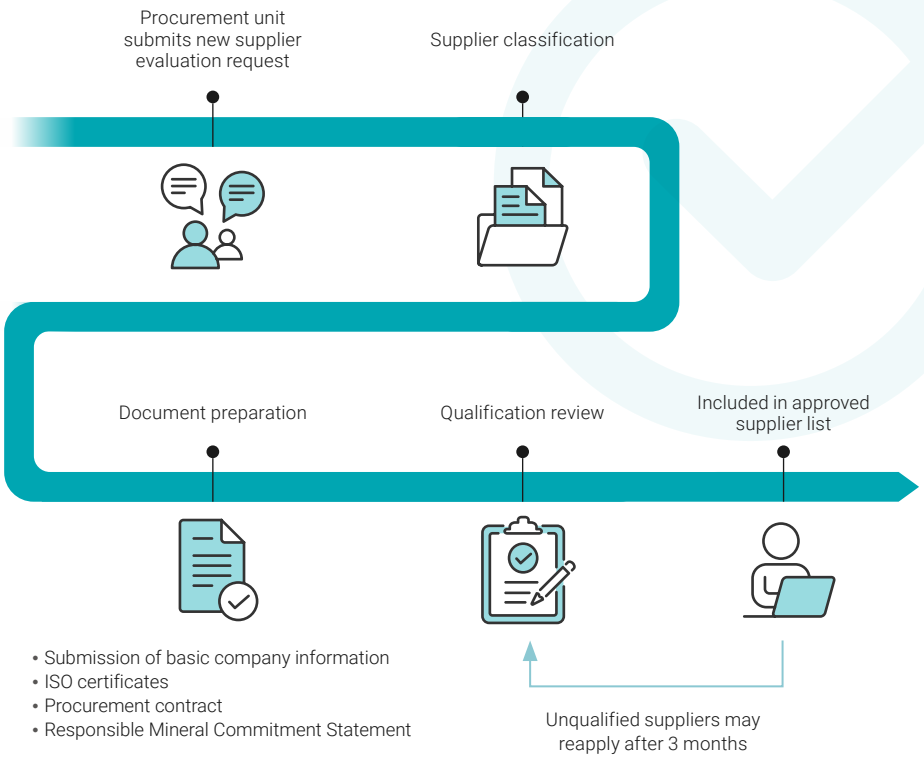
Kinpo Electronics selects significant suppliers based on their transaction amount as a percentage of total procurement and sustainability risk assessments. Proactive evaluation items include suppliers' environmental, social, governance (ESG) practices, and business relevance. RBA members and affiliated companies are excluded from the significant supplier list after the screening process. The significant supplier selection over the past 3 years is as follows:

- In 2022, suppliers accounting for the top 70% of transaction value in 2021 were selected.
- In 2023, suppliers accounting for the top 75% of transaction value in 2022 were selected.
- In 2024, suppliers accounting for the top 80% of transaction value in 2023 were selected.

Supplier Overview in 2024

In 2024, Kinpo Electronics had a total of 2,223 Tier-1 suppliers, among which 86 were significant suppliers, and 15 were non-Tier-1 suppliers. Suppliers were distributed across Taiwan, China, Thailand, the Philippines, the Americas, and Europe. The local procurement ratio stood at 16%. In addition, Kinpo Electronics actively implements its green procurement strategy, prioritizing products with environmental protection labels, energy-saving certifications, or carbon footprint reduction tags as preferred procurement items.

New Supplier Evaluation Process



7.3 Supply Chain Risk Management

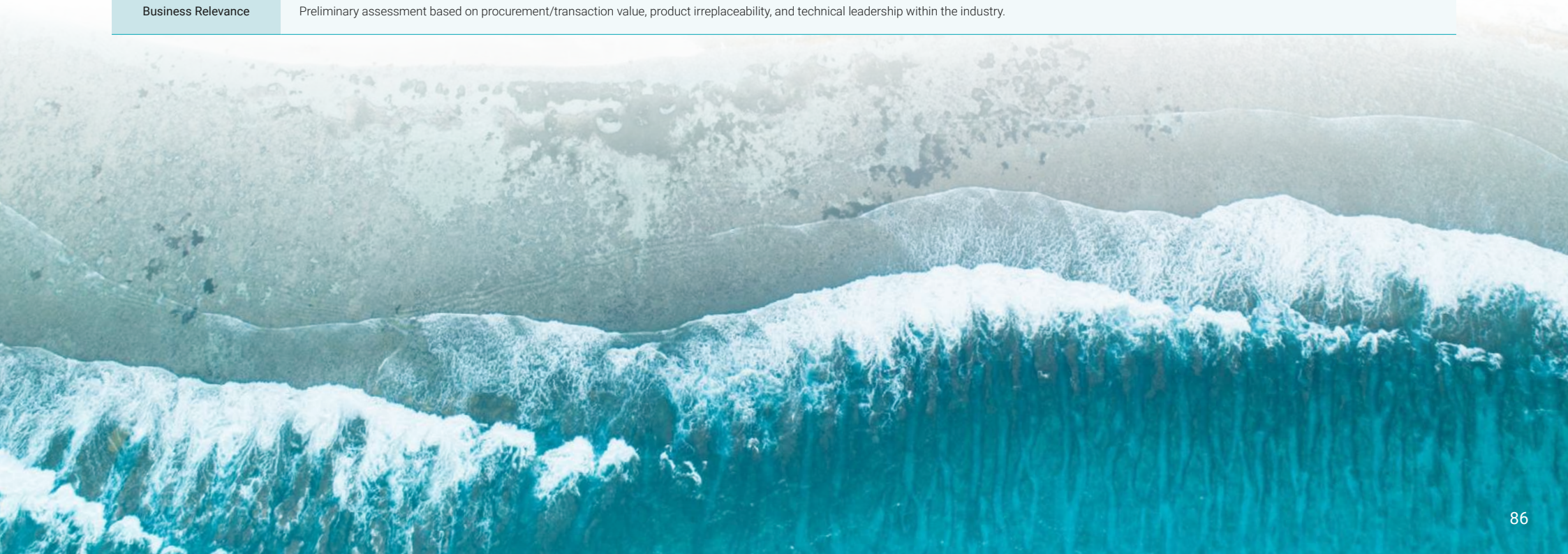
Sustainability Risk Assessment Dimensions

To comprehensively assess sustainability risks across the supply chain, Kinpo Electronics references international initiatives and evaluation standards such as the RBA, CDP, and DJBIC. We also incorporate specific risk considerations at the country, industry, and product levels to ensure supply chain stability and compliance.

- Country-specific risks: Suppliers are required to comply with local laws. We compare these regulations with those in Taiwan to reduce regulatory impact on the supply chain.
- Industry-specific risks: We identify sector-specific risks, such as responsible minerals, through supply chain risk assessments.
- Product-specific risks: We analyze raw materials and consider market-related regulations to identify potential social and environmental risks, such as hazardous substance control in raw materials.

Based on these risks, we design an annual Sustainability Assessment Questionnaire (SAQ) to comprehensively evaluate supplier sustainability performance. The evaluation framework is as follows:

Dimension	Assessment Content
Environment	Risks related to GHG emissions, energy, water resources, waste, pollution, biodiversity, etc.
Social	Risks related to human rights and labor rights, working hours, wages, child labor, forced labor, anti-discrimination/harassment, freedom of association, and collective bargaining.
Governance	Risks related to anti-corruption/bribery, conflicts of interest, anti-competitive behavior, ethical standards, etc.
Business Relevance	Preliminary assessment based on procurement/transaction value, product irreplaceability, and technical leadership within the industry.



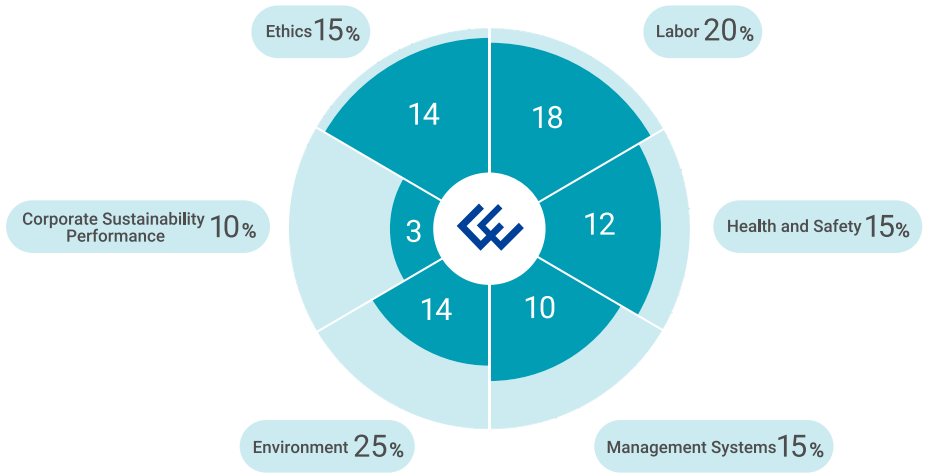
Sustainability Risk Assessment

Each year, Kinpo issues the Sustainability Assessment Questionnaire (SAQ) to suppliers. The assessment process includes supplier self-assessment, Kinpo's initial document review, supplier corrective action submissions, and onsite or online audits for severe deficiencies. This helps us understand the current state of supplier sustainability implementation. Through document review and analysis of supporting documents, we conduct in-depth sustainability risk assessments to identify high-risk suppliers and key issues requiring special attention. Assessment results are classified into three risk levels: Grade A (Low Risk): ≥ 80 points; Grade B (Medium Risk): 60-79 points; Grade C (High Risk): <59 points. Suppliers assessed as medium risk are notified and given suggestions for improvement based on their risk areas. High-risk suppliers are managed according to the High-Risk Supplier Improvement Plan.

In 2024, Kinpo distributed the SAQ to Tier-1 significant suppliers representing over 80% of total procurement spend (excluding RBA members and affiliated companies). The questionnaire investigated the suppliers' ESG implementation status across the following topics: labor rights, health and safety, environmental protection, corporate sustainability disclosure, and management systems. A total of 104 suppliers were reviewed, with a 100% SAQ response rate.

2024 Supplier Sustainability Risk Assessment Outcomes

According to the SAQ responses, the 2 highest-potential risk areas were Environmental Protection and Sustainability Disclosure. Specific issues included suppliers lacking credible GHG inventory data and failing to disclose what actions they have taken to reduce energy consumption and GHG emissions. In 2025, we plan to hold a GHG inventory workshop to build supplier capabilities in carbon accounting. Through practical training and experience-sharing, we will guide suppliers on setting carbon reduction targets, making renewable energy commitments, conducting regular energy usage reviews, and adopting effective carbon performance evaluation and disclosure methods, ultimately strengthening supplier information transparency.



High-Risk Supplier Improvement Plan

In 2024, a total of 2 high-risk suppliers were identified through the assessment process. These suppliers were placed on the sustainability improvement list. Based on their risk issues, we conducted onsite or online audits to understand their current sustainability status and implementation challenges. This approach not only reinforces Kinpo Electronics' sustainability commitment but also provides timely assistance and actionable recommendations. Suppliers found to be non-compliant with KINPO GROUP Suppliers' Code of Conduct were issued an improvement notice and required to respond with corrective actions within 1 month. All high-risk suppliers reviewed in this cycle responded within the deadline. Kinpo will continue to monitor the progress of corrective actions for high-risk suppliers. Starting in 2025, supplier sustainability performance will gradually be incorporated into our existing supplier reward and penalty system. Measures may include, but are not limited to: commendations, probation or suspension, client reporting, and replacement.

	2024 Results	2024 Targets
Total number of suppliers assessed via desk assessments/ on-site assessments	104	80% (significant suppliers)
% of unique significant suppliers assessed	85%	
Number of suppliers assessed with substantial actual/ potential negative impacts	2	
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	50%	
Number of suppliers with substantial actual/ potential negative impacts that were terminated	0	
Total number of suppliers supported in corrective action plan implementation	1	100% (significant suppliers)
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	100%	
Total number of suppliers in capacity building programs	75	50 suppliers
% of unique significant suppliers in capacity building programs	12%	

7.4 Supplier Capability Building

Kinpo Sustainable ESG Partnership Alliance

On July 10, 2024, KINPO GROUP joined hands with 30 suppliers to launch the Kinpo Sustainable ESG Partnership Alliance, marking a significant step forward in the Group's sustainability journey. KINPO GROUP is committed to continuously improving transparency, ethics, and responsibility within its internal management structure to ensure that business operations meet the highest standards and respect the rights of all stakeholders. Externally, the Group collaborates with supplier partners to enhance corporate resilience. In a time of constant change and challenge, we aim to lead sustainable action together toward a net-zero future.

ISO 14064-1 Greenhouse Gas Inventory Workshop

According to the World Economic Forum's (WEF) report Net-Zero Challenge: The Supply Chain Opportunity, as much as 70% of corporate carbon emissions originate from Scope 3, indicating that companies must go beyond their operational boundaries and extend their vision across the entire supply chain in order to meaningfully reduce emissions and achieve net-zero targets.

KINPO GROUP hosted a GHG Inventory Workshop on September 2, 2024, inviting professional consultants to explain the principles and methodologies of carbon accounting to suppliers. A total of 43 suppliers participated in this event. Through such workshops, we aim to help suppliers plan ahead and prepare for future challenges. We also encourage them to initiate their own internal carbon inventories as soon as possible and maintain close cooperation with us to jointly address more stringent carbon reduction demands.

2024 Sustainability Training for Procurement Staff

In 2024, KINPO GROUP held a dedicated training program titled "Sustainability Planning and Implementation of the KINPO GROUP", specifically designed for the procurement department. This initiative aimed to communicate the Group's medium- and long-term sustainability strategies and action plans to internal stakeholders. The course covered key topics including the fundamentals of sustainability, the Group's organizational structure and roles, policies and strategies, achievements in sustainability initiatives, and the implementation of sustainable procurement practices. The program was designed to deepen employee understanding of sustainability and enhance their ability to apply related concepts in daily operations. 2 sessions were conducted, with a total of 125 procurement colleagues in attendance. The interactive nature of the training helped participants better understand their roles and responsibilities in driving a sustainable supply chain. This initiative further strengthened the company's capability to execute sustainable procurement and laid a strong foundation for building a resilient and responsible supply chain network.

Supplier Technology Forum and Training

Since March 2023, the Group Quality Center has invited 1 supplier each month to conduct technical exchanges on components with internal Kinpo units. Topics include market trends, component manufacturing processes, and case studies on material quality improvement. This enables internal teams to understand supplier processes and technology developments without having to visit the supplier sites. These exchanges are highly beneficial to R&D material selection, procurement supplier evaluations, and audit knowledge for quality assurance teams.

The Group Quality Center has continued to expand supplier participation in these forums. Starting in 2024, we invited the Quality Department of affiliated company AcBel Polytech Inc. to join the initiative, with a focus on power supply suppliers. This resource-sharing approach allows all internal units to benefit from collective knowledge. In 2024, a total of 12 suppliers participated in the technical forums, with 573 total attendees. In 2024, KINPO GROUP conducted 2 supplier training sessions focusing on responsible mineral sourcing and green product management, with participation from a total of 543 suppliers.

2024 Main Participating Suppliers and Topics

Date	Product Category	Topic	Participants
01/26	Printed Circuit Board (PCB)	PCB & PCBA Process Overview	33
02/23	Backlight Module	Backlight Module Manufacturing Process	17
04/01	Metal	Introduction to Stamping Process Optimization	45
04/25	Circular Materials	Low-Carbon Circular Material Processing Technology	46
05/24	Plastic/Molds	Challenges in Plastic Injection Molds and PCR Plastics	54
06/21	Multilayer Ceramic Capacitor (MLCC)	Introduction to MLCC and Future Applications	46
07/19	Power Supply Unit (PSU)	Key Points of UL Factory Audit	54
08/29	Electronic Products	Overview of Spot Market Operations	57
09/27	Printed Circuit Board (PCB)	Comprehensive Overview and Common Issues in PCB Processing	59
11/07	Network Transformers	Introduction and Common Issues in Network Transformer Products and Processes	55
11/29	Fans	Fan Manufacturing Process, Quality Control, and Lab Introduction	59
12/11	Multilayer Ceramic Capacitor (MLCC)	Automotive MLCC Products and Applications	48

08

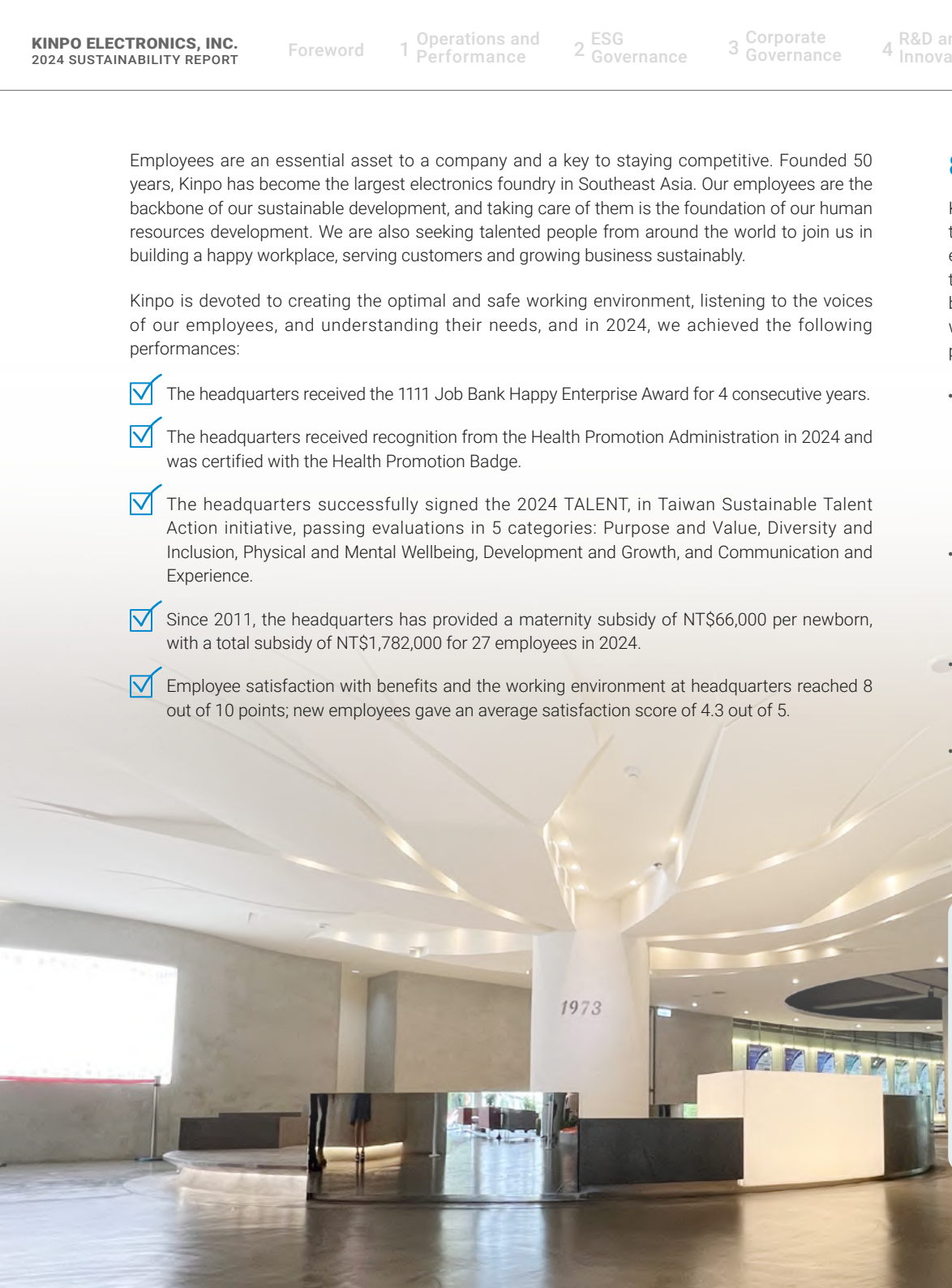
EMPLOYEE WELLBEING

P.091 8.1 Human Resource Management Policy
P.101 8.2 Compensation & Benefits
P.106 8.3 Employee Development
P.108 8.4 Employee Communication
P.110 8.5 Employee Health
P.115 8.6 Employee Engagement

Employees are an essential asset to a company and a key to staying competitive. Founded 50 years, Kinpo has become the largest electronics foundry in Southeast Asia. Our employees are the backbone of our sustainable development, and taking care of them is the foundation of our human resources development. We are also seeking talented people from around the world to join us in building a happy workplace, serving customers and growing business sustainably.

Kinpo is devoted to creating the optimal and safe working environment, listening to the voices of our employees, and understanding their needs, and in 2024, we achieved the following performances:

- ☑ The headquarters received the 1111 Job Bank Happy Enterprise Award for 4 consecutive years.
- ☑ The headquarters received recognition from the Health Promotion Administration in 2024 and was certified with the Health Promotion Badge.
- ☑ The headquarters successfully signed the 2024 TALENT, in Taiwan Sustainable Talent Action initiative, passing evaluations in 5 categories: Purpose and Value, Diversity and Inclusion, Physical and Mental Wellbeing, Development and Growth, and Communication and Experience.
- ☑ Since 2011, the headquarters has provided a maternity subsidy of NT$66,000 per newborn, with a total subsidy of NT$1,782,000 for 27 employees in 2024.
- ☑ Employee satisfaction with benefits and the working environment at headquarters reached 8 out of 10 points; new employees gave an average satisfaction score of 4.3 out of 5.



8.1 Human Resource Management Policy

Kinpo respects the uniqueness of each employee and sees "people" as a strategic resource that can create advantages for the organization. In human resources management, we treat all employees fairly, humanely and systematically, and establish appropriate communication channels to give employees the opportunity to express their views. Additionally, we continue to strive for a balance between work and quality of life for our employees, creating an equal and harmonious working environment where they can excel in the right positions. The functional human resources policies are as follows:

- Employment Policy:
  We correctly assess the human resource needs of the organization and conduct internal and external selection in an open, fair and equitable manner to select like-minded people to join the Company and realize the concept of "the right person for the right position". Managerial vacancies are primarily filled through internal promotion, and an internal transfer mechanism is in place to allow employees to apply their strengths in suitable roles.
- Training and Development Policy:
  Through a wide range of learning tools and a robust training and development system, we strengthen employees' willingness and ability to work, enhance their personal performance to achieve corporate goals.
- Compensation and Benefits Policy:
  We offer compensation and benefits that are fair externally, internally and personally based on market trends and operational considerations.
- Employee Relations:
  We provide quality labor conditions, working environment, communication channels, and employee assistance and foster a quality corporate culture to align employee goals with organizational goals, enhance employee happiness and create maximum benefits for employees and employers.

KINPO GROUP's DEI Commitment

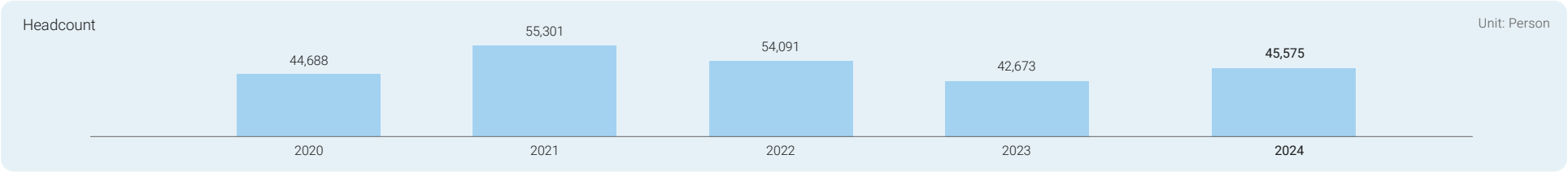
The year 2024 marks the beginning of our Diversity, Equity, and Inclusion (DEI) initiative. The Group is committed to progressively implementing DEI principles and promoting workplace gender equality, strengthening talent development, and creating a supportive and happy workplace.

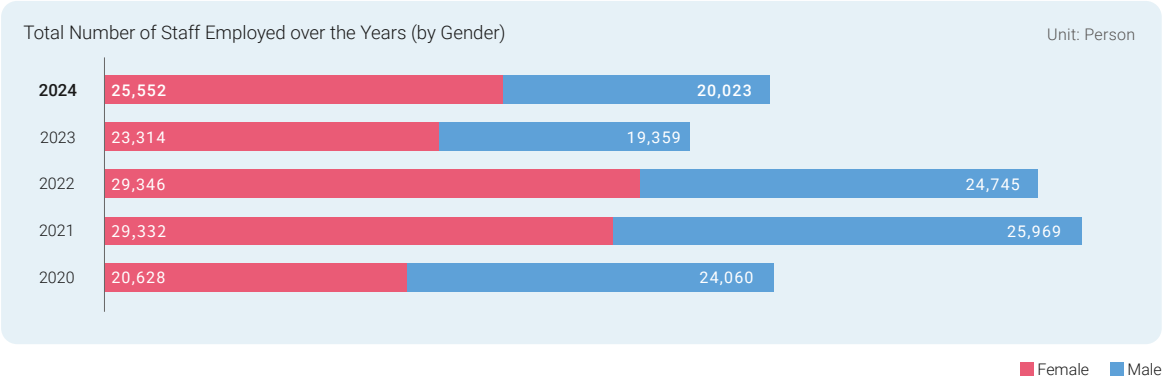
To foster sustainable talent development, we have set Group-wide gender diversity targets for 2025: female employees should make up more than 40% of the workforce, and women in management roles should comprise more than 30%.

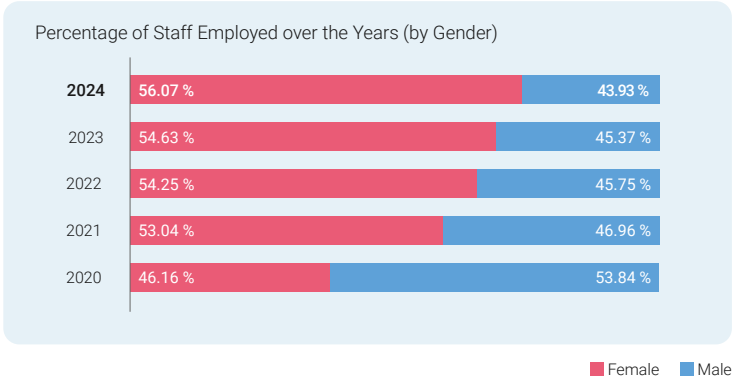
Human Resource Analysis

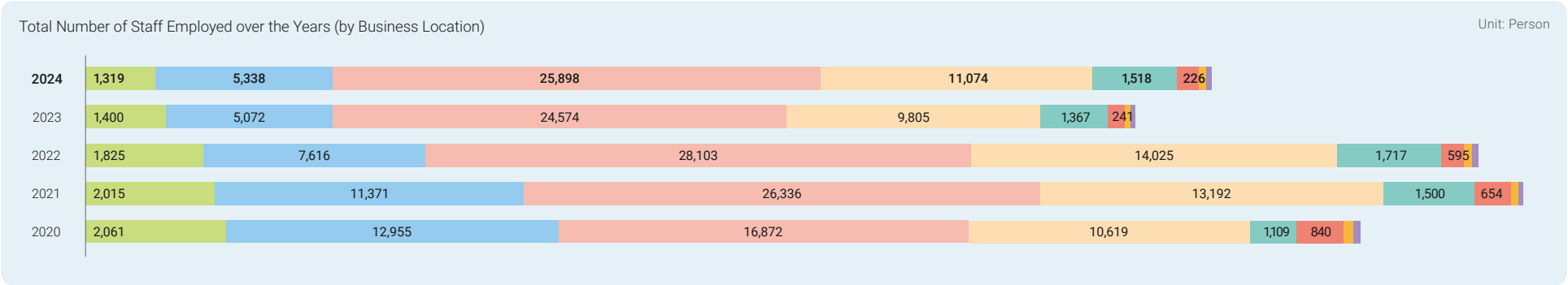
Our Company is headquartered in Taiwan and has set up business units by product, as well as R&D departments and management centers with varying functions, while establishing manufacturing sites in China, Thailand, the Philippines, Brazil, Mexico, Malaysia, and the United States. Each year, headquarters and overseas manufacturing bases draw up staffing requirements for the following year based on operational forecasts, which are subject to the approval of the headquarters' president.

Workforce Profile





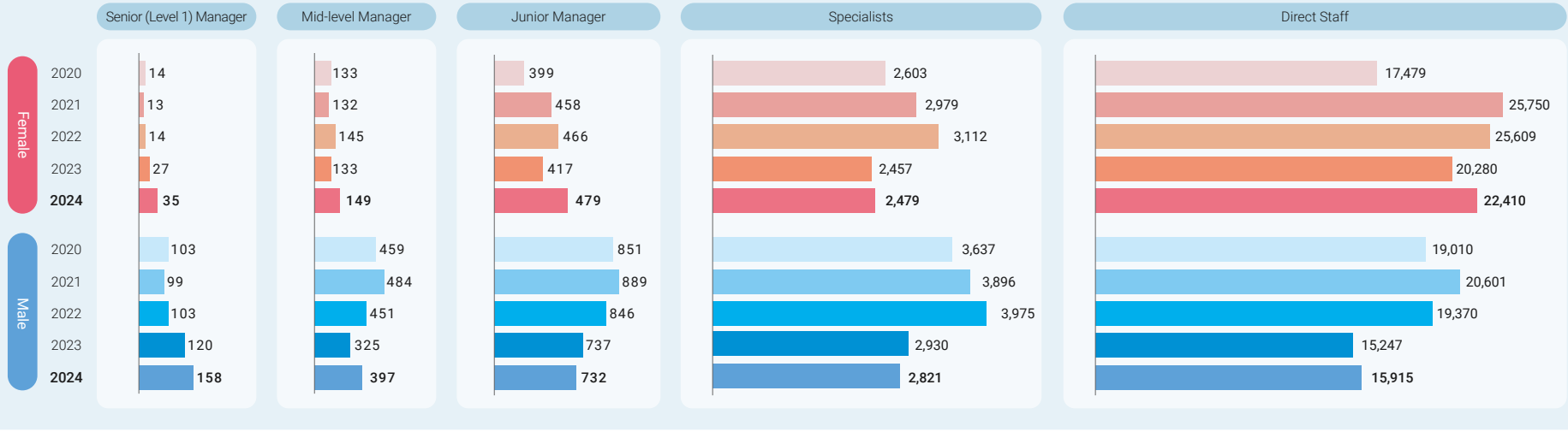




※ In 2024, each operational site within the Group adjusted staffing levels according to actual operational conditions.

Number of Staff by Position over the Years (by Gender)

Unit: Person

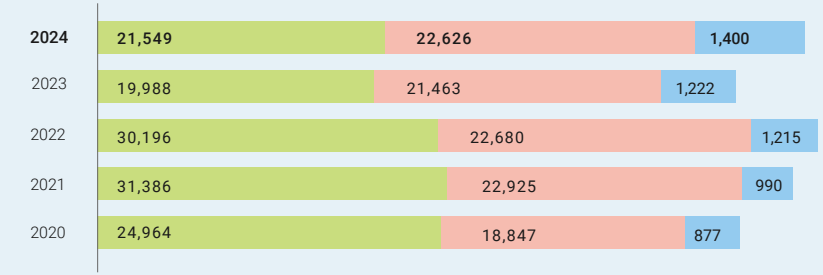


Number of Staff by Position over the Years (by Age)

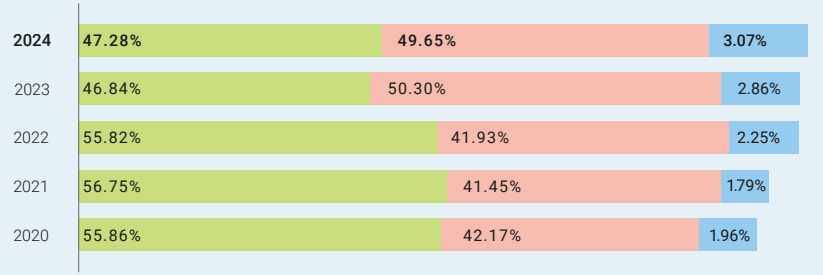
Unit: Person

Total Number of Staff Employed over the Years (by Age)

Unit: Person

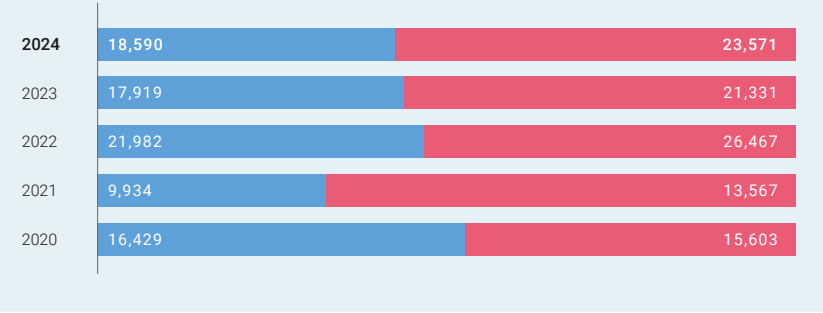


Percentage of Staff Employed over the Years (by Age)



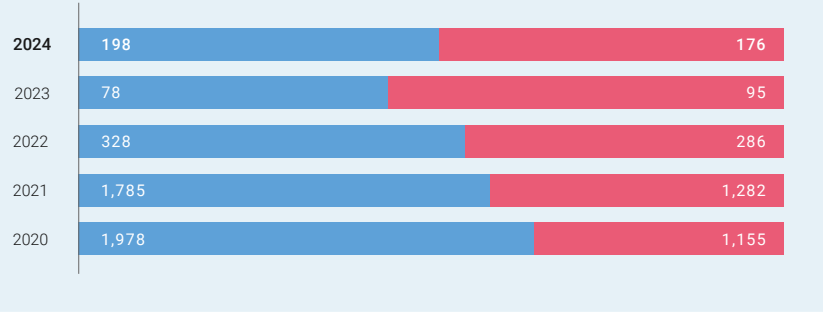
Permanent Workers (Non-fixed Term)

Unit: Person



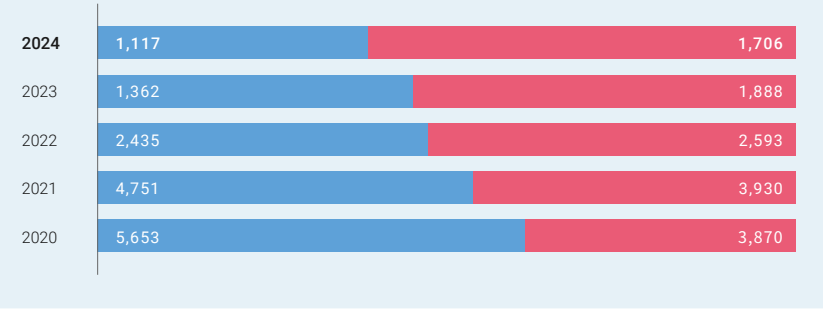
Temporary Workers (Fixed-term Contract)

Unit: Person

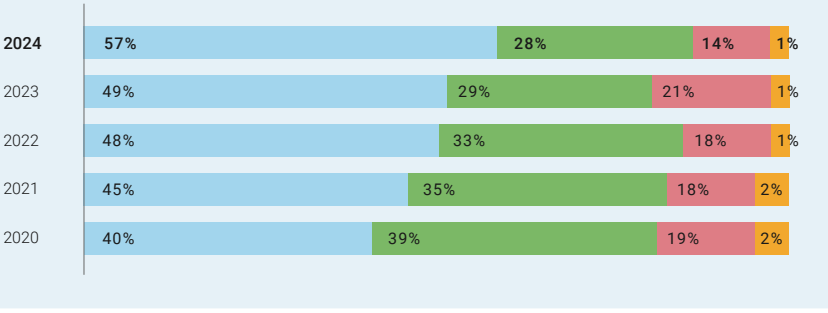


Workers without Guaranteed Hours

Unit: Person



Group Staff Education over the Years



Diverse Talent Recruitment - Employment of Persons with Disabilities

As regards the employment of the physically and mentally challenged, in line with the efforts of various governments to facilitate the employment of people with physical and mental disabilities, our headquarters has collaborated with social welfare organization Eden Social Welfare Foundation to recruit visually impaired persons to give massage to our staff, so as to help them relieve their tense muscles and achieve the effect of relaxation and elimination of fatigue. In 2024, the headquarters employed 16 persons with disabilities, including 5 with mild, 3 with moderate, and 8 with severe or profound disabilities. Their roles include administration, R&D, IT, and cost analysis, and they are placed across various departments. Our overseas plants employed a total of 737 persons with disabilities in 2024, primarily assisting with production line work in assembly and manufacturing departments. Tasks were assigned appropriately based on their disability classification (Level 1, 2, or 3) and physical condition.

Talent Recruitment

The Company sets its recruitment targets according to the current year's industrial situation and employment needs. In 2024, our headquarters responded to job seekers' questions openly, transparently and immediately through our external recruitment website, while our overseas factories scouted for the best talent by profiling their own recruitment needs.

Newcomers are given an orientation session on the day they report for work, and are introduced to the internal and external environment and hardware and software of the Company to help them adapt to the unfamiliar environment and to provide them with guidance and assistance in their duties. For those who wish to leave the Company, our human resources staff will meet with them to understand their needs and reasons for departure, keep a proper record of the interview, and duly urge them to stay on.

Headquarters Recruitment Costs

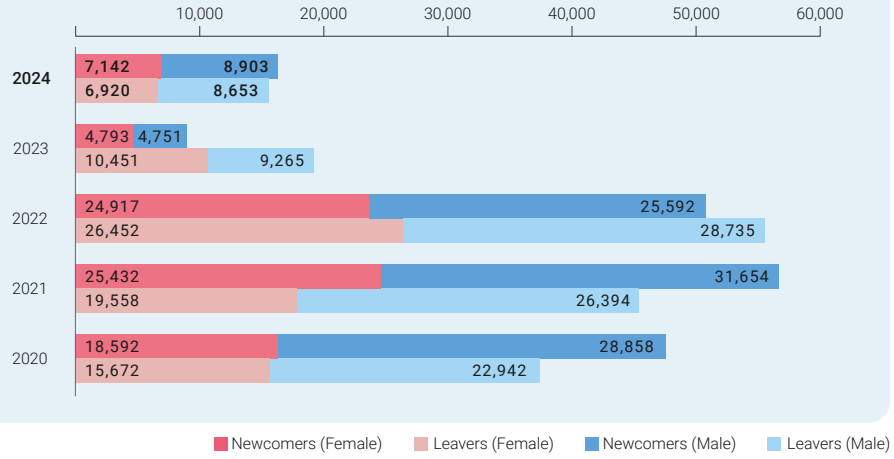
	2020	2021	2022	2023	2024
Recruitment Costs (NTD)	11,317,220	10,698,230	8,389,658	5,345,853	5,288,354
New Employees (Person)	361	240	202	70	113
Average Recruitment Cost per Person (NTD)	31,350	44,576	41,533	76,369	46,800

Significance to the Company/ Management Policy	Founded on the idea that talent is the fundamental and most valuable asset of a company, Kinpo has built an inclusive and friendly workplace through diverse and innovative recruitment channels to bring in talented people from all over the world, and is committed to building a happy workplace and contributing to the sustainable growth of our customers and the Company continuously.
Policies and Commitments	The Company has set up a responsible unit to take charge of relevant matters, adhering to the relevant labor laws and regulations and international human rights conventions in the places where the Group's plants are based, and striving to protect the rights of employees. Through a fair and open selection mechanism, our employment policy does not differentiate nor discriminate in any form under any circumstances, and we provide reasonable remuneration packages, comprehensive welfare programs, a sound talent cultivation system and staff wellbeing scheme to effectively enhance work efficiency and team cohesion.
Goals	1. Short-term goals • Create an equal and harmonious workplace to enable employees to give full play to their talents in suitable positions and promote retention of talents, with a retention rate of over 70%. • Implement employee care and provide various benefit packages. 2. Medium and long-term goals • Set up a better performance appraisal system to motivate staff by awarding them more competitive rewards. • Comply with the relevant labor laws and international human rights conventions in each of the Group's operating locations to remain free from human rights violations and discrimination. • Take care of the physical and mental health of our employees and design a more flexible benefit package based on their needs.

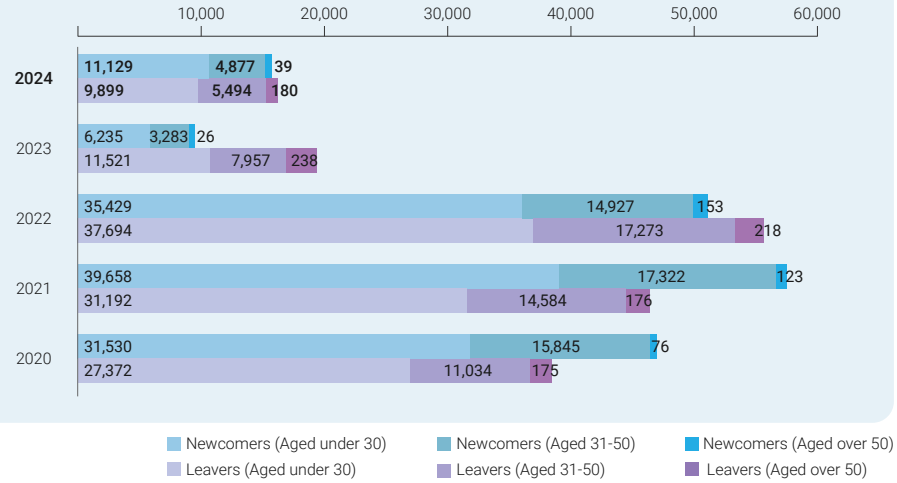
New Hire/Resignation and Absenteeism Statistics

The following table compares the new hire and resignation rates across the Company's manufacturing sites over the past 5 years. In 2023, influenced by a global economic downturn, workforce adjustments led to greater fluctuations in hiring and resignation numbers. In 2024, as the economy began to stabilize, the number of new hires and resignations gradually became more balanced.

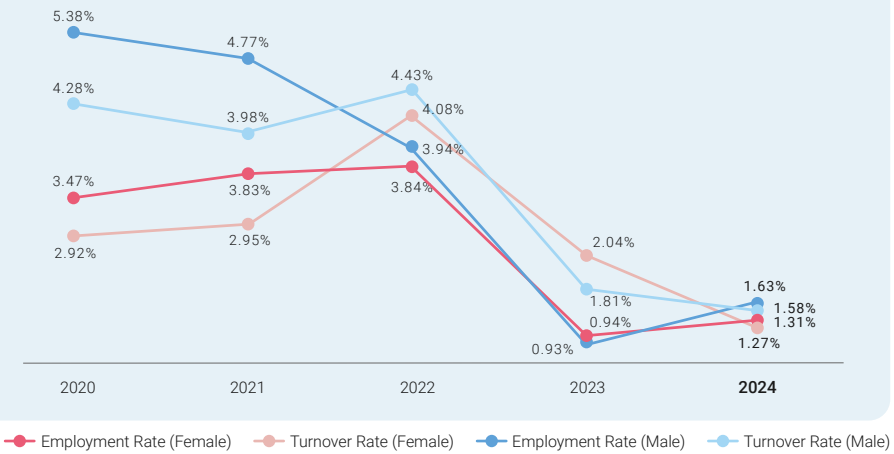
Number of Newcomers and Leavers over the Years (by Gender) Unit: Person



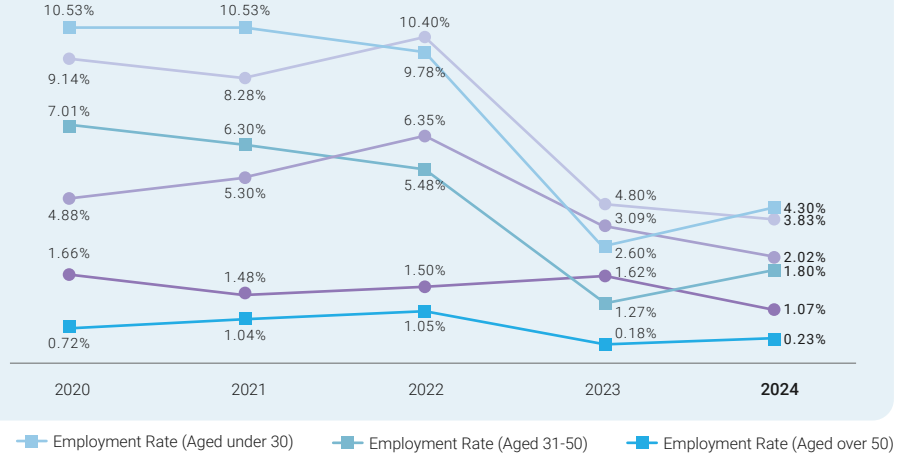
Number of Newcomers and Leavers over the Years (by Age) Unit: Person



Employment Rate and Turnover Rate over the Years (by Gender) Unit: %



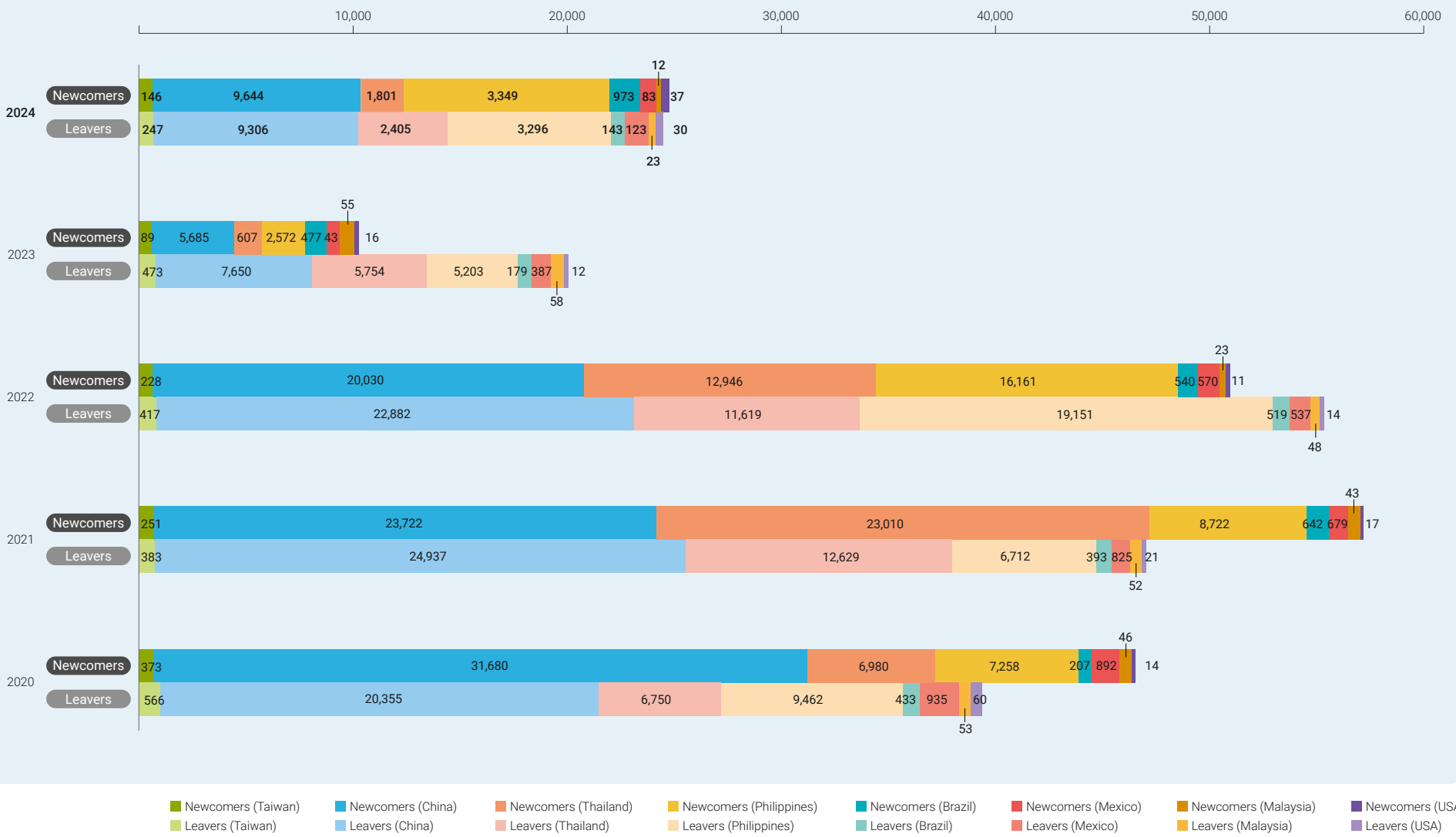
Employment Rate and Turnover Rate over the Years (by Age) Unit: %



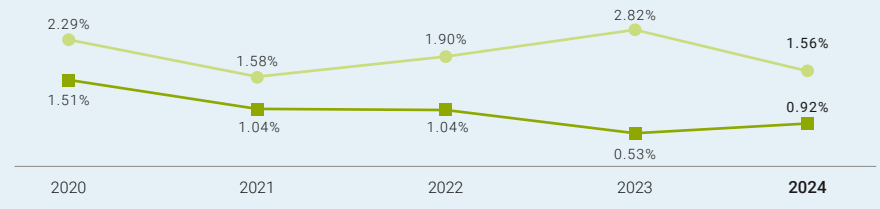
※ 1.Employment rate is the 12-month average of the total number of newcomers/annual average
2.Turnover rate is the 12-month average of the total number of leavers/annual average.

Number of Newcomers and Leavers over the Years (by Operating Location)

Unit: Person

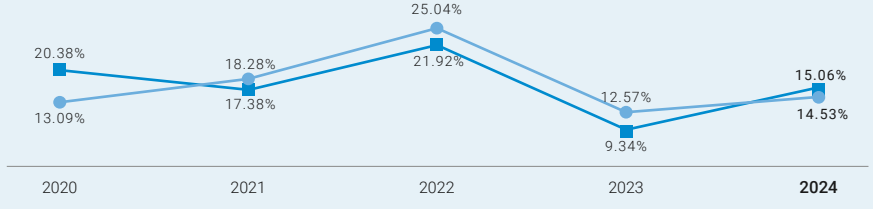


Employment Rate and Turnover Rate over the Years - Taiwan (by Operating Location) Unit: %



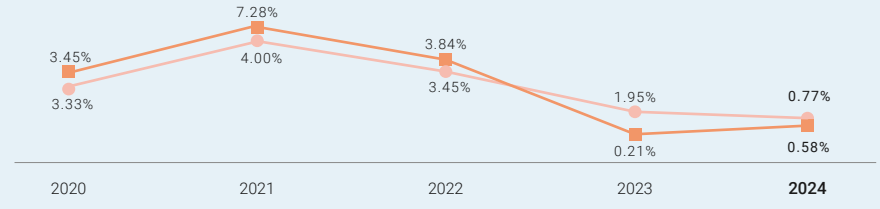
Turnover Rate (Taiwan) Employment Rate (Taiwan)

Employment Rate and Turnover Rate over the Years - China (by Operating Location) Unit: %



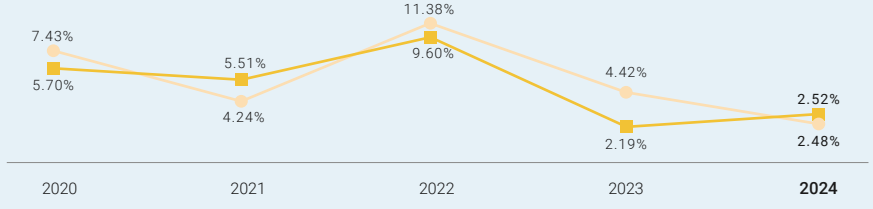
Turnover Rate (China) Employment Rate (China)

Employment Rate and Turnover Rate over the Years - Thailand (by Operating Location) Unit: %



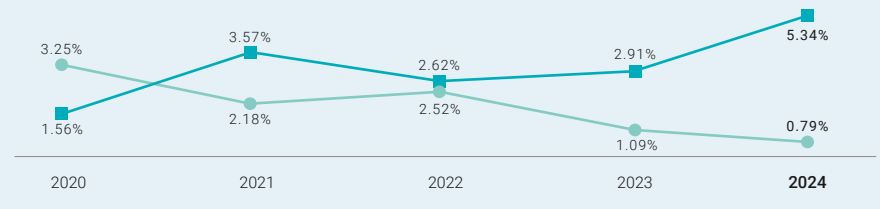
Turnover Rate (Thailand) Employment Rate (Thailand)

Employment Rate and Turnover Rate over the Years - Philippines (by Operating Location) Unit: %



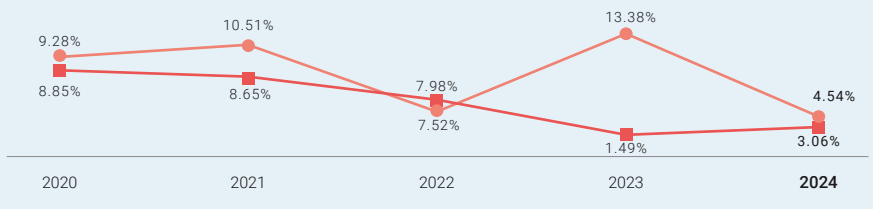
Turnover Rate (Philippines) Employment Rate (Philippines)

Employment Rate and Turnover Rate over the Years - Brazil (by Operating Location) Unit: %



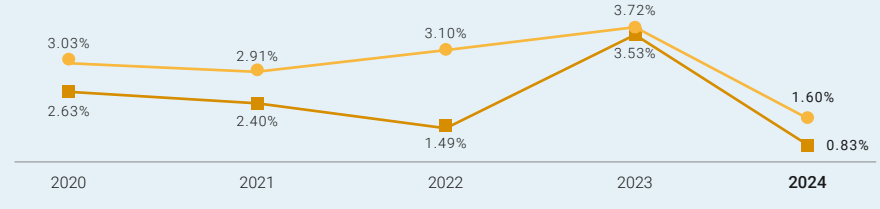
Turnover Rate (Brazil) Employment Rate (Brazil)

Employment Rate and Turnover Rate over the Years - Mexico (by Operating Location) Unit: %



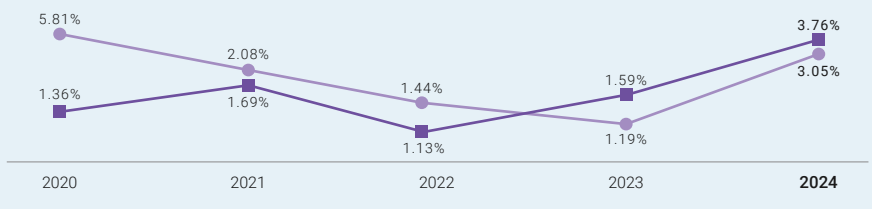
Turnover Rate (Mexico) Employment Rate (Mexico)

Employment Rate and Turnover Rate over the Years - Malaysia (by Operating Location) Unit: %



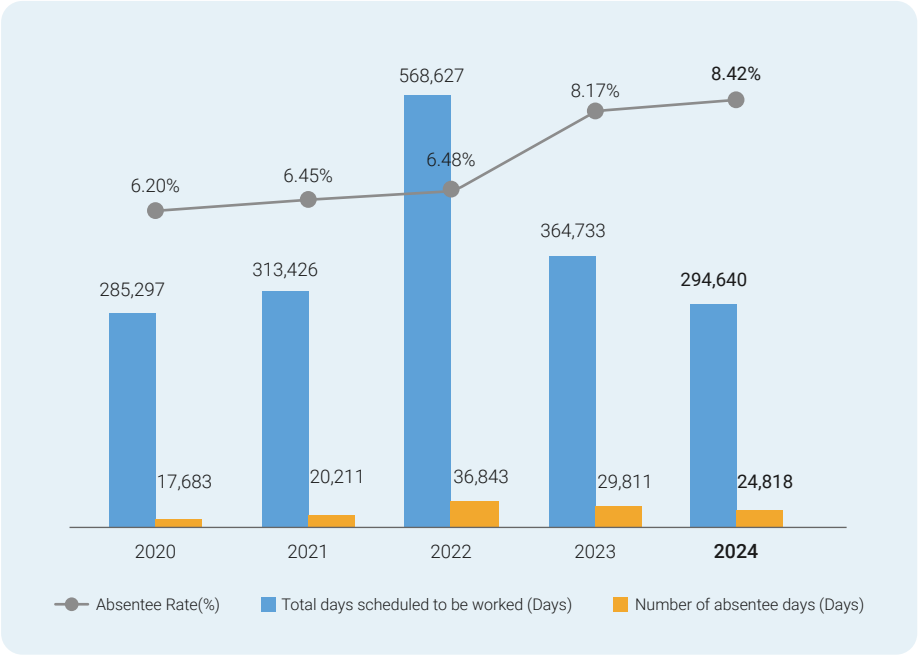
Turnover Rate (Malaysia) Employment Rate (Malaysia)

Employment Rate and Turnover Rate over the Years - USA (by Operating Location) Unit: %



Turnover Rate (USA) Employment Rate (USA)

Employee Absenteeism Statistics over the Years (in Headquarters)



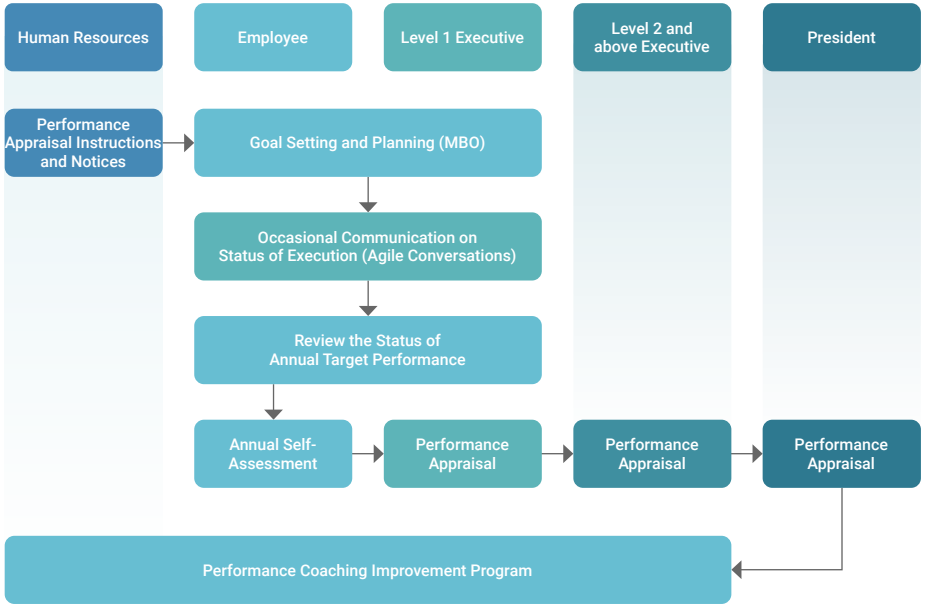
Performance Appraisal and Job Rotation

To effectively understand employee performance and use it as a basis for promotion recommendations, training and development, salary adjustments, employee rewards, and performance improvement plans, we have established the Employee Performance Appraisal Management Regulations. Evaluations are conducted semiannually using a multi-dimensional assessment framework. In addition to assessing work output, professional knowledge and skills, innovation ability, and teamwork, the President and senior executives are also evaluated on financial and strategic indicators. Starting in 2024, sustainability performance and risk management have been incorporated into performance appraisals to encourage executives and employees to implement the Company's sustainability strategy and strengthen risk control. When supervisors evaluate team members, they assess individual work performance based on unit team results and performance indicators. (Incentive mechanism and linkage to sustainability performance for senior executives, please refer to 3.1 Corporate Governance.)

Employees may apply for internal transfers if they meet the following criteria:

1. In the event of a change in the organization of a department, the staff of the department may be transferred to other units of the same department based on their professional qualifications and wishes.
2. Where a department intends to downsize, the staff chosen for redundancy may be transferred to other units in different departments according to their qualifications and wishes.
3. To nurture outstanding talents, the department head will select and arrange for them to be transferred to different units for training, so as to cultivate them into all-round personnel.

Kinpo's Performance Appraisal Process (Excluding Newcomers)



Promotion Mechanism

To make the most of human resources and their capabilities, and to motivate employees to deliver excellent performance, the Company has created a comprehensive internal promotion mechanism to ensure a smooth promotion mechanism across all positions and to cater for the development needs of the Company and its employees, so as to enhance the core competitiveness of the Company and its employees, thereby boosting the Company's operational performance.

Human Rights Policy

Kinpo abides by local employment laws and regulations in all countries and regions where we operate. We support the spirit and fundamental principles of human rights protection revealed in international human rights conventions, including the Universal Declaration of Human Rights (UDHR), the Unite Nations Guiding Principles on Business and Human Rights (UNGPs), the UN Global Compact (UNGC), and the International Labor Conventions (ILO). We also align our actions with the Responsible Business Alliance (RBA) Code of Conduct to uphold the human rights of all workers, including regular, contract, and temporary employees, and interns.

All of our subsidiaries and group-affiliate enterprise with substantial control capabilities, suppliers, and partners around the world, are required to follow the same standards as the guiding principles for Group's Human Rights Policy, as below:

1. Non-discrimination: Eradicate unlawful discrimination based on race, color, age, pregnancy, gender, sexual orientation, religion, disability, union membership or political orientation, and adopt a zero-tolerance policy towards discrimination, to ensure equal employment opportunities; also guarantee equal pay for equal work and equal pay for equal value.

2. Prohibit Child Labor: Forbid the employment or use of any person under the age of 15, or the age of non-compulsory education, or the minimum age of employment in the local country/region; and will not engage with suppliers or contractors that uses child labor.

3. Prohibit Human Trafficking: Forbid the use of any forced or bonded labor (including debt bondage), involuntary or exploitative prison labor, slavery, or human trafficking.

4. Prohibit Forced Labor: Employees' freedom is respected, and employees have the right to resign or terminate the employment at any time.

5. Fair Compensation and Benefits: Provide compensations and benefits that are in line with or even better than relevant local laws and regulations, including minimum wage, overtime, and statutory benefits.

6. Freedom Association & Collective Bargaining: Recognize that employees are free to associate and join a labor union or workers' organization, in accordance with the local laws and regulations of the country and region where we operate. Respects employees' right to take part in collective bargaining and negotiate terms and conditions of employment with the employer or management level peacefully, without fear, retaliation, threats, or harassment.

7. Diverse and Inclusive Working Environment: Ensure the labor rights of vulnerable groups or marginalized groups such as indigenous peoples, women, migrant workers, contracted labor, and persons with disabilities.

8. Healthy, Safe and Friendly Workplace: Provide a safe and secure work environment that is free of harassment.

9. Maintain the Physical and Mental Health of Employees: Support the physical and psychological well-being of employees, and the balance between work and life.

10. Maintain Open Channels of Communication: Enable a communication-friendly environment and maintain an open-style management system, and encourage candid expression of opinions.

11. Respect for Privacy: Ensure that the collection and use of personal data comply with legal requirements.

12. Continuous Improvement: Monitor and assess relevant risks and impacts regularly, and optimize management measures.

The Company strives to create a harmonious work environment, eliminating illegal discrimination and harassment (including sexual harassment and non-sexual harassment), and respecting individual uniqueness. Kinpo adheres to labor laws and international human rights conventions across all its locations, ensuring the protection of employee rights. Meanwhile, the Company provides fair compensation, comprehensive benefits, robust talent development, and effective communication channels.

In 2024, there were no incidents of child labor, forced labor, labor disputes, gender inequality, discrimination, or sexual harassment. In 2025, the Company will conduct a human rights due diligence investigation, and the results will be published on the ESG website.

8.2 Compensation & Benefits

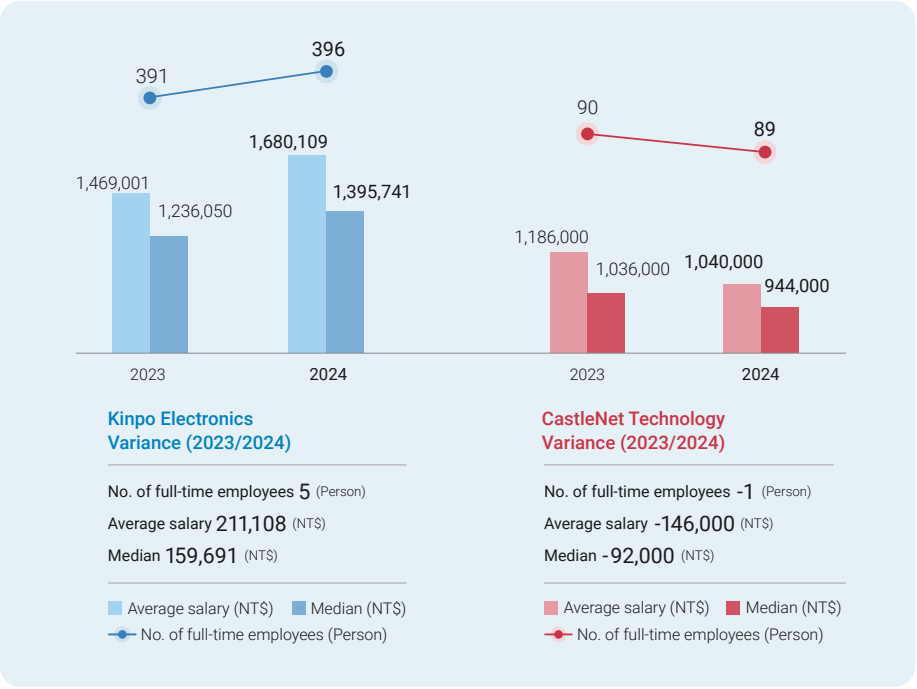
Decent Salary

The Company has established a compensation management regulation that combines the employee performance appraisal system with bonus payment standards, and provides year-end bonuses based on operational conditions and individual performance, and shares the Company's profits with employees. On top of providing social, medical and retirement benefits as required by the government, we also offer a wide range of benefits in order to win the hearts and minds of our staff, so that they can contribute to their work. In addition, we abide by government regulations and operate with ethical principles in order to attain our goal of sustainable business and prosperity.

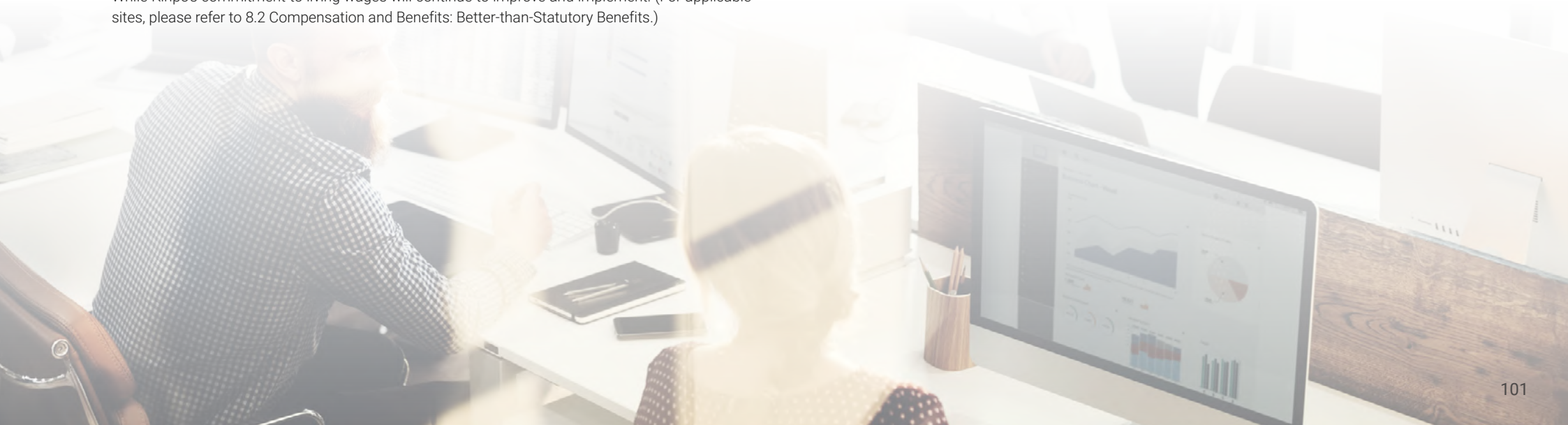
In accordance with the Taiwan Stock Exchange's disclosure requirements, listed companies must report the number of full-time employees (FTEs) not holding managerial positions, along with their average and median salaries, and disclose the differences from the previous year. In 2024, both the average and median salaries at Kinpo Electronics increased, primarily due to higher pre-tax earnings in 2023, resulting in greater profit-sharing bonuses for employees. Additionally, the average salary adjustment rate for 2024 was 4%, leading to higher overall employee compensation compared to 2023. Following a periodic review of index components by Taiwan Index Plus Corporation, Kinpo Electronics was selected as a constituent of the "Taiwan High Compensation 100 Index" for 2024.

In recent years, there has been increasing societal attention on the concept of living wages, which encompasses basic expenses for food, clothing, housing, and transportation. The Company currently provides transportation allowances and meal subsidies at headquarters; both the headquarters and certain plants offer shuttle services and employee lunches. For expatriates assigned to locations without dormitory facilities, the Company provides housing allowances. While Kinpo's commitment to living wages will continue to improve and implement. (For applicable sites, please refer to 8.2 Compensation and Benefits: Better-than-Statutory Benefits.)

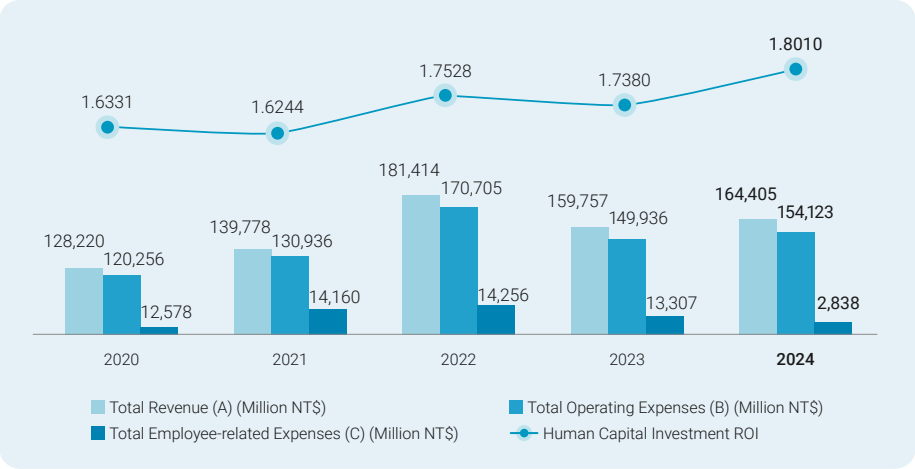
Full-Year Average and Median Salary



※ 2024 CEO-to-Employee Pay Ratio: Median salary ratio: 35.82; Average salary ratio: 29.76.



Human Capital Return on Investment (ROI)



※ Human Capital ROI=[A-(B-C)]/C

Better-than-Statutory Benefits

Item	Plant	Content
Flexible Working Hours	HQ/USA	Employees may arrange their own commuting time within their time slots.
Employee Remuneration/ Bonus	HQ/Mexico/Brazil	Payments are based on the Company's annual operating status and individual performance.
Employee Stock Option Certificates	HQ	Benefits based on individual performance.
KPI Performance Bonus	HQ	Payments based on individual performance.
Engagement Leave	HQ	Employees can apply for engagement leave if they hold an engagement ceremony before marriage.
Breastfeeding Time	HQ	The Company provides unrestricted breastfeeding and breast pumping time; employees can use the lactation room as needed.
Maternity Allowance	HQ	Maternity allowance of NT$1,000.
Maternity Bonus	HQ	Apart from the employee himself/herself, the employee's children are also entitled to a maternity bonus of NT$66,000 per newborn baby.
Club Grants	HQ	Application for club grants.
Scholarships	HQ	Employees and their direct descendants who are enrolled at senior grades in elementary schools, junior high schools, senior high schools, vocational high schools and tertiary institutions at home or abroad, and whose academic results meet the required standards, are eligible to apply for scholarships.
Tuition Assistance for Expatriates' Children	HQ	In some regions, expatriate employees receive tuition assistance for their children in the host country, up to US$2,500 per semester.
Language Learning Bonus	HQ/Thailand	HQ employees receive a 2-year bonus for passing language proficiency exams. Employees in Thailand receive an incentive of 1,000 to 2,000 THB.
Volunteer Leave	HQ	Volunteers can apply for volunteer leave during the working hours if they participate in volunteer activities organized by the Company.
Epidemic Childcare Leave	HQ	In response to an upsurge in COVID-19 cases and the closure of schools, staff were granted epidemic care leave to take care of children at home.
Typhoon Leave	HQ	Employees receive paid leave when the government declares a typhoon holiday.
Birthday Leave	HQ/Philippines	1 day of paid leave during the employee's birthday month.
Vacation Leave	HQ	3 days of paid vacation for personal travel.
Make-up Day Flex Leave	HQ	Paid leave granted on make-up workdays for government-declared flexible holidays.
Staff Transport	HQ/Thailand/Philippines/ Brazil/Mexico/Malaysia	The Company provides shuttle bus service for staff to and from work and overtime.
Staff Meals	HQ/China/Thailand/ Philippines/Brazil/Mexico	Staff lunch is provided on working days.
Housing Allowance for Expatriates	USA/Singapore/Japan	The Company provides a housing allowance for expatriates assigned to locations without company dormitories.
Stress Relief Massage	HQ	The Company employs visually impaired masseurs to provide stress relief massage services.
Travel Allowance	HQ	Travel allowance for staff.
Year-end Bonus	HQ/China/Thailand/ Singapore/Malaysia	Based on individual salary ratio/performance/annual employment ratio.
Lunar New Year and Birthday Bonus	HQ/China/Thailand/ Philippines/Brazil/Mexico	Birthday and Lunar New Year bonus/gifts for staff.
Staff Gathering/ Raffle	HQ/China/Thailand/Philippines/ Brazil/Mexico/Singapore/Malaysia	Spring party, year-end banquet, raffle.
Annual Health Check	HQ/China/Philippines/ Thailand/Brazil/Mexico/Malaysia	Free staff health check.
Staff Referral Bonus	China	Referral bonus for newcomers.
Medical Benefits	HQ	Medical benefits for staff.
Night Shift Allowance	China/Thailand/Philippines/ Malaysia/Brazil/Mexico	Night shift allowance.
Lunar New Year Retention Bonus	China	Bonus for no absence during Lunar New Year and return to work on time.
Full Attendance Bonus	China/Philippines/Thailand/ Brazil/Mexico/Malaysia	Full attendance bonus to motivate staff.

※ Site descriptions:
China: Site in China; Thailand: Site in Thailand; Philippines: Site in Philippines; Brazil: Site in Brazil; Mexico: Site in Mexico; Malaysia: Site in Malaysia; USA: Site in the USA; Singapore: Site in Singapore; Japan: Site in Japan.
※ Applicable to all full-time staff.

Employee Support Programs

Kinpo Electronics offers a variety of employee assistance programs (EAPs), which are categorized into employee benefits, working conditions, and family welfare. Through these initiatives, we aim to enhance the health and well-being of our employees.

1. Employee Benefits

Stress Relief Massages - Workplace Stress Management

The headquarters hires visually impaired massage therapists to provide stress-relief massage services. Between 1 to 3 therapists are scheduled on each working day, and employees can make appointments via the internal system. Each session lasts 20 minutes and helps relieve muscle tension and stiffness in the neck and shoulders.

Retirement System

Headquarters administers these plans under the government-enacted Labor Standards Act (Old Labor Retirement System, Defined Benefit Plan) and the Labor Pension Act (New Labor Retirement System, Defined Contribution Plan).

- Labor Standards Act Pension System: The Company contributes 15% of the total salary of employees under the Old Labor Retirement System to the retirement reserve fund each month. The recognized amount for the Old Labor Retirement System pension contribution in 2024 is NT$19,531,274, deposited in the Bank of Taiwan.
- Labor Pension Act Pension System: The Company contributes 6% of employee salary each month to the individual employee accounts of the Bureau of Labor Insurance. The recognized amount for the New Labor Retirement System pension contribution in 2024 is NT$20,069,727.

Employee Clubs - Sport & Health Initiatives

To promote both physical and mental well-being, we encourage employees to form clubs. Participation in these activities helps relieve stress, foster camaraderie, and improve family relationships. In 2024, 3 employee clubs hosted physical competitions and other wellness-related events, with a total of 100 participants. Subsidies amounted to approximately NT$173,000. (For additional headquarters and plant activity highlights, please refer to 8.6 Employee Engagement.)

Item	2020	2021	2022	2023	2024
Employee club (Person)	195	164	104	101	100
Subsidy amount (NT$)	166,656	137,537	60,299	158,247	173,835

Employee Recreation Center - Sport & Health Initiatives

To support employees' well-being, the Company converted an unused space at headquarters into an employee recreation center, officially opened in May 2024. It is open every working day. The center includes coin-operated massage chairs, and all proceeds are donated to the Hsu Chauing Social Welfare Charity Foundation for charitable use.

Annual Health Checkups and Follow-up - Sport & Health Initiatives

Kinpo Electronics prioritizes employee physical and mental health. Except for the site in the USA, all sites conduct annual health checkups. On-site physician consultations are also provided to offer health advice and support. In 2024, in addition to the mandatory checkup items required by law, the headquarters proactively added various cancer screening items. (For more details, please refer to 8.5 Employee Health.)

2. Work Conditions

Flexible Working Hours

Employees at the headquarters and site in the USA are allowed to arrange their work hours within a flexible schedule.

Paid Annual Leave

By the labor laws and regulations of various countries, the Group provides employees with paid annual special leave. If employees have not taken their full leave by the end of the year or contract termination, the company will pay them their wages.

Work-from-Home - Part-time Working Options

In cases of unexpected family emergencies or special medical needs, employees at the headquarters and the site in Singapore may apply to work from home, enabling them to manage family obligations while taking proper care of their health.

3. Family Benefits

Childbirth Incentive - Childcare Facilities or Contributions

Since 2011, all official employees at headquarters, or their children, have been eligible to receive a newborn subsidy of NT$66,000 per child. In 2024, 27 employees received the newborn subsidy, with a total disbursement of NT$1,782,000. From 2011 to 2024, a total of 856 employees received the subsidy, amounting to a cumulative disbursement of NT$56,496,000.

Year	2020	2021	2022	2023	2024
Number of Recipients (Person)	58	53	47	27	27
Total Subsidy (NT$)	3,828,000	3,498,000	3,102,000	1,782,000	1,782,000

Tuition Subsidy for Children of Long-Term Overseas Assignees - Childcare Facilities or Contributions

To support employees on long-term overseas assignments and help address their children's education needs, the Company provides tuition subsidies for children aged 3 to 23 who attend school in the assigned country. For assignees stationed in the Philippines, Malaysia, Thailand, Japan, the United States, Brazil, and Mexico, each child may receive a subsidy ranging from USD 1,000 to USD 2,500 per semester, depending on the region.

Breast-feeding/Lactation Facilities or Benefits

The Company has established dedicated lactation rooms, and female employees are allowed to breastfeed or express milk during working hours with no restrictions on frequency or duration.

Paid Maternity Leave

Under the Gender Equality in Employment Act, the Company provides paid maternity leave. Work is suspended before and after childbirth, granting 8 weeks of maternity leave. Salary calculation during maternity leave is by relevant laws and regulations.

Paid Parental Leave for the Primary Caregiver

By the Regulations for Implementing Unpaid Parental Leave for Raising Children, employees, regardless of whether they are the primary caregiver, are eligible to apply for parental unpaid leave after 6 months of service. Applications can be submitted before the child reaches the age of 3, with a statutory maximum leave period of 2 years. (For female care-related data and parental leave application/return figures at headquarters, please refer to 8.5 Employee Health.)

Employee Welfare Committee

As required by law, the Company allocates 0.05% to 0.15% of its monthly turnover to the Employee Welfare Committee, which uses the funds to provide various benefits to its employees. We have also set up an "Employee Welfare Committee", which is comprised of both employers and employees, with members of the committee being elected by and from among the departments. The committee holds regular meetings to discuss and implement matters and activities related to staff welfare and to design staff welfare activities, including the provision of benefits such as Labor Day cash gifts, birthday cash gifts, wedding and funeral allowances, education grants and scholarships for children, company tours and annual year-end banquets to cater for the daily needs of staff.

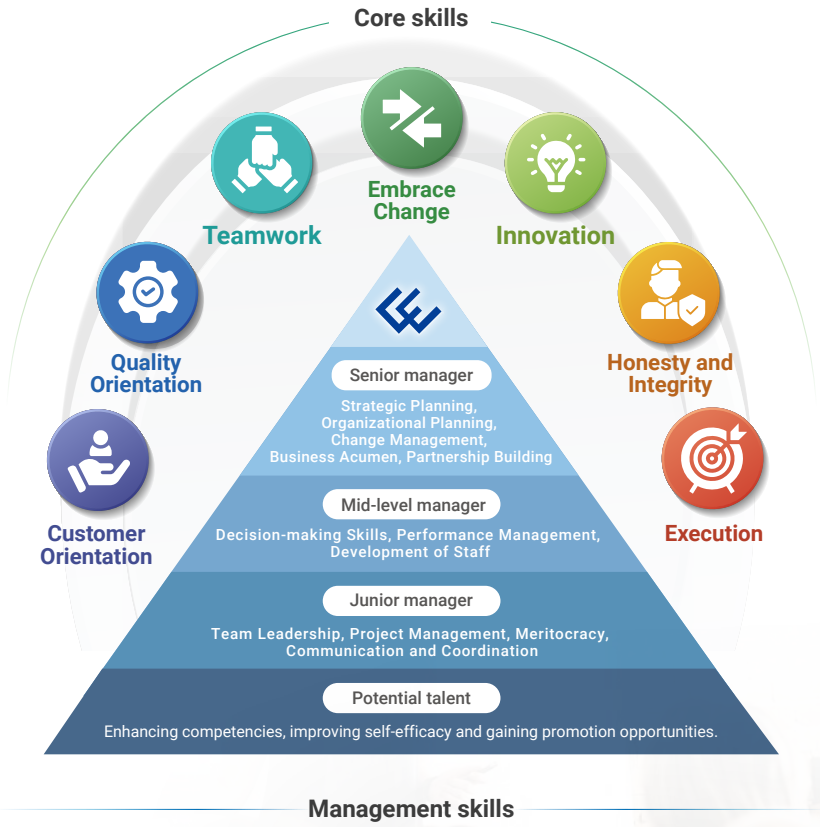
Headquarters Staff Welfare Programs and Input Costs

Item	2021	2022	2023	2024
Benefits (Marriage, Funeral, Maternity and Hospitalization)	722,100	439,000	511,000	380,170
Travel Allowance	2,917,349	0	3,717,284	3,318,520
Festival and Birthday Bonus	6,834,000	8,684,231	5,990,000	4,912,000
Scholarships for Employees' Children	359,000	678,000	580,500	551,000
Club Grants	137,537	60,299	158,247	173,835
Departmental Social Events and Lunar New Year gifts	0	8,230,362	5,507,136	5,005,067
Year-end Party	6,406,000	6,815,793	10,975,364	7,105,516
Professional Certification and Language Learning Bonus	4,822,531	4,329,668	3,249,398	2,701,469
Total	22,198,517	29,237,353	30,688,929	24,147,577

8.3 Employee Development

Complete Training Plan

Kinpo upholds the belief that "talent is the fundamental and most valuable asset of the Company", committed to providing excellent opportunities for cultivation and development to assist employees in achieving personal growth. When new employees join our company, their respective departments will assign them a mentor. From the first day of employment, we offer comprehensive learning programs, promoting continuous exploration of new knowledge through flexible learning methods, and creating an innovative and progressive environment. Amid constant change, we cultivate a diverse and supportive workplace, promoting awareness of diversity, equality, and inclusion. We ensure every member feels valued within the organization, striving together for an inclusive future.



Kinpo offers diversified programs and resources to help employees (Including full-time employees, part-time employees and contract employees) realize their self-worth, thereby increasing their identification with the organization and fostering mutual growth. To enhance training effectiveness, Kinpo provides a conducive learning environment that focuses on practical employee needs. Each year, the Company conducts a training needs survey to guide next year's training direction, ensuring alignment with job requirements. Kinpo promotes various educational and training activities aimed at improving productivity, continuously elevating organizational talent value and competitive advantage, and facilitating high-efficiency job performance among employees. At the same time, we have established an online learning platform to provide digital courses so that employees can study independently according to their needs.

Through various internal training programs (including but not limited to new employee orientation, group quality fundamentals, fire drills, legal, ESG, and cybersecurity courses, etc.), functional training courses (including but not limited to core skills, management training, technical skills training (including AI major), language training, anti-discrimination/anti-harassment training, diversity and equality training, etc.), external training, and on-the-job training within departments, Kinpo ensures a diverse approach to employee development. With facilities spanning globally, Kinpo has introduced additional courses in English and Thai to sharpen employees' language proficiency, broaden their learning scope, and promote international talent within the organization. Mandatory educational training courses and credits are incorporated into promotion criteria across job levels, aiming to strengthen employees' professional knowledge, skills, and learning motivation, thus boosting job performance and fostering continuous growth. In addition, we have introduced AI knowledge bases and learning communities to improve learning efficiency and promote knowledge management.

In addition to the planned enhancement of related managerial and professional competencies, the Company passed its first Talent Quality-management System (TTQS) evaluation in 2023. Moving forward, we are committed to continuous improvement, with the goal of maintaining certification in the future.

KINPO GROUP Online Library

Kinpo has partnered with HyRead ebook in building the Group's online library, providing staff with more access to ebooks. Online Library offers a wide range of magazines and books for self-study and further study. Not only are their specialist knowledge reinforced, but through the use of technology and mobile apps, staff can study anytime and anywhere, utilizing fragmented time to enhance their learning output.

KINPO GROUP E-Learning School

With the ever-changing environment, digital transformation has become an integral part of business. Kinpo's headquarters has also introduced an online learning platform, KINPO GROUP E-Learning School, which features convenient, flexible, diverse learning resources, including language training, tools and skills series (e.g. Excel and PowerPoint), soft-skills seminars (e.g. emotional management, workplace stress relief, etc.) and industry trend seminars to cater to the different needs and learning styles of employees. Our digital learning transformation model will also be extended to other overseas plants of the Group, furnishing employees with more diverse learning channels to enrich their skills and knowledge. Additionally, we also leveraged the online platform's discussion forums to foster continuous growth through interactive exchanges among employees, ensuring effective and uninterrupted learning.

KINPO GROUP E-Learning School

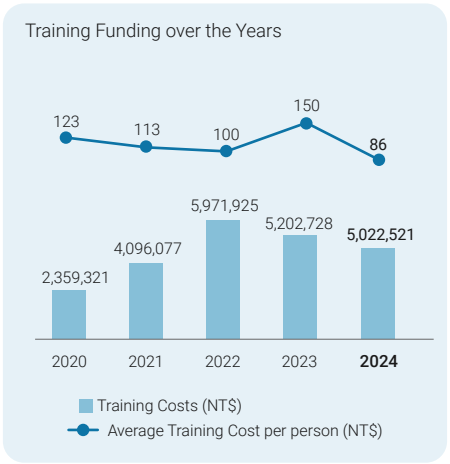
Added 16 new online courses in 2024, with **12,763** attendees and **15,843** hours of study.

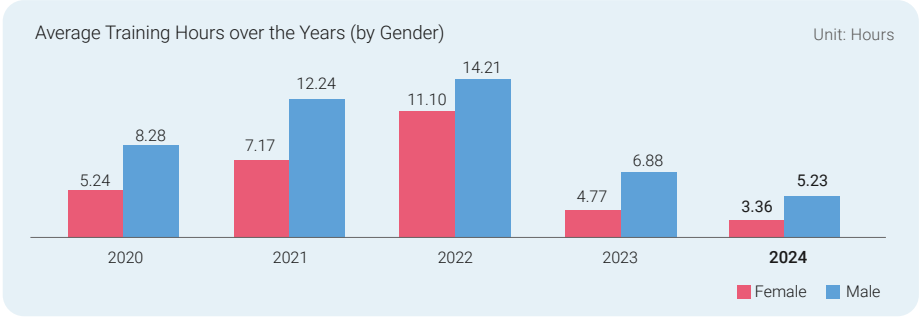
KINPO GROUP Online Library

Each month in 2024, we updated and made available 6 books and 19 magazines for staff to read.

Throughout the year, a total of 72 books and 228 magazines were uploaded, resulting in **1,506** borrowings.

Education and Training Delivery Outcomes





8.4 Employee Communication

Promoting Harmonious Labor Relations

Harmonious labor relations and a friendly working environment are the strength driving a company's constant growth. Dedicated to the management philosophy of "Innovation, Harmony and Excellence", Kinpo has attached special significance on labor relations since its inception in 1973. On top of its management philosophy revealing the idea of "harmony", the Company also seeks to understand the voices and thoughts of its employees at all levels through various communication channels in its daily operations. To enhance two-way communication between management and employees and to foster good labor relations, we have built up various channels of communication within the Company, through which employees can express their views and suggestions to senior management, thus eliminating misunderstandings and barriers, and enabling employees' ideas and opinions to be responded to and dealt with immediately.

Channel	Content
KINPO GROUP EIP	Set up the Company's intranet site to publish important corporate news, regulations and activities.
Social media	Post updates and photos related to important company events on Facebook/ LinkedIn/Instagram for staff to view.
Youtube Video Channel	A Youtube video channel was set up on the YouTube platform, featuring videos of the Company's executives' talks and important events for employees to watch.
TV Wall	A TV wall was set up at each major entrance of the Shenkeng plant to broadcast the Company's initiatives and activities and invite staff to join.
WeChat Public Official Account across Plants	Set up a dedicated public account for each plant to disseminate information on plant-related activities.
Employee Computer Desktops	Set up the Group's media icon in the bottom right corner of the desktop, as well as monthly slogans promoting relevant content.
Sustainability Journal	Focusing on corporate governance, environmental sustainability, and social inclusion, the Journal on internal practices, recommendations from leading companies, and facilitates internal dialogue among employees.

2024 of the Sustainability Journal

▲SPRING ▲SUMMER ▲AUTUMN ▲WINTER

▲TV Wall

▲ KINPO GROUP EIP and Computer Desktops

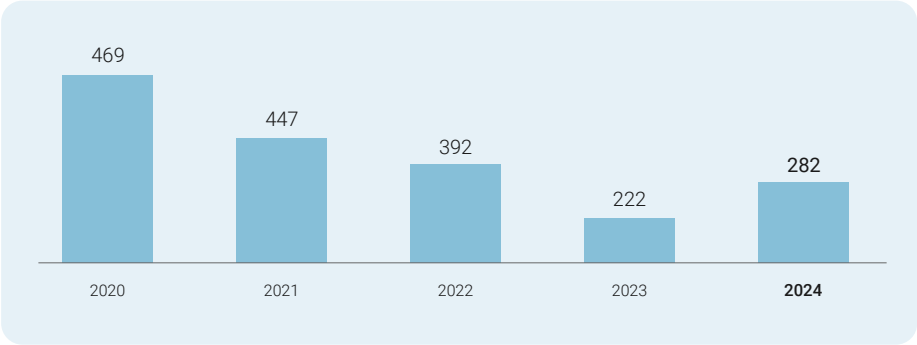
Create Diverse Communication Channels

The Company provides a wide range of channels for reporting and filing complaints to prevent unlawful, unethical and other violations of government regulations and corporate rules, and has set up an employee mailbox as a way for employees to voice their problems and receive suggestions. Alternatively, employees can lodge a complaint or report to their BU head, local auditing officer, human resources officer, legal officer, local report box, or suggestion box, and the relevant officer will respond and handle the matter appropriately. We are committed to safeguarding the rights and interests of our employees, and we have instituted various policies that take into consideration the rights and interests of our employees so that they are fully protected. The Company expects its employees to live up to its corporate culture of "Innovation, Harmony and Excellence". The Company has maintained harmonious labor relations with each of its plants, and the work rules are governed by the relevant laws and regulations, and the notice period for the departure of employees is regulated under the Labor Standards Act. In 2024, we did not suffer any losses due to labor disputes.

Communication Channels	Description
Physical Mailbox	Physical mailboxes in each plant.
Online Complaints	A mailbox on the Company's intranet site for staff to fill in forms and express their views directly online.
E-mail	A dedicated e-mail address at **CEO_Andrew@kinpogroup.com** for employees to send their opinions.

Staff Communication and Feedback

Unit: Cases



Labor Organization/Employee Welfare Committee

Kinpo and most of its plants have a well-established Employee Welfare Committee, which is composed of elected representatives from each department and holds regular meetings to discuss relevant topics. The committees conduct relevant employee welfare measures and activities from time to time to create a work-life balance for employees through various events. In 2024, the Employee Welfare Committee met 4 times.

Furthermore, the Taiwan Headquarters holds regular labor-management meetings to coordinate labor-management relations. The company also provides excellent working conditions, a workplace, communication channels, and employee support to protect and promote worker rights and harmonious labor-management relations. Currently, headquarters employees have not yet proposed forming a union, and therefore, no collective agreement has been signed.

Item	Taiwan	China	Philippines	Thailand	Brazil	Mexico
Total Number of Participants	34	34	54	48	44	5
Number of Labor Representatives	17	23	40	33	10	3
Number of Management Representatives	17	11	14	15	22	2
Ratio of Labor to Management	5 : 5	6.8 : 3.2	7.4 : 2.6	6.9 : 3.1	2.3 : 5	6 : 4

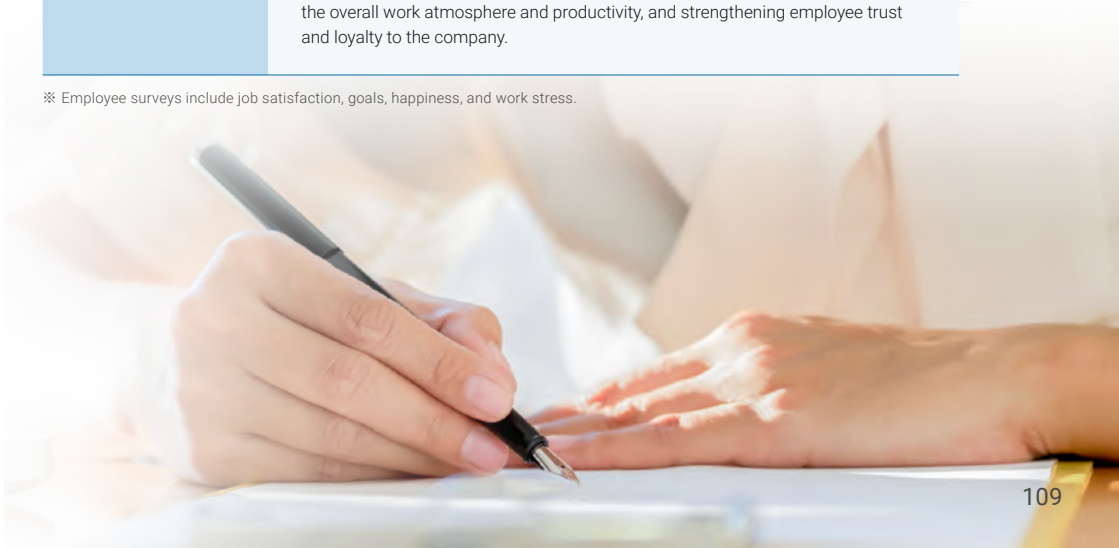
※ The plant in Malaysia and the US have not set up a labor union, so no information is available.
※The percentage of employees covered by collective bargaining agreements is 99.56%.
※ Currently, only the Brazil and Mexico plants have labor unions. The table below discloses the Employee Welfare Committees for each plant.

Employee Satisfaction Survey

In 2024, the Human Resource Department conducted a satisfaction survey on all colleagues at headquarters. The survey results and improvement plans are as follow.

Survey Content	• Workplace • Health Insurance Policy • Health Promotion Activities • Flexible Working Hours • Shuttle Service or Commuting Allowance • Free Lunch • Monthly Afternoon Tea Treats • Paid leave beyond labor law (e.g., birthday leave, vacation leave, typhoon leave) • Training Programs and Subsidies • Employee Activities • Group Purchase Opportunities • Work-life Balance
Number of respondents	1,067 employees
Coverage Rate	52.1%
Survey Time	1 time per year (2024/1/1~2024/11/30)
Survey Result	• The average satisfaction score was 8 out of 10. • The first satisfaction score was 9.1 for "paid leave beyond labor law" for employees in the headquarters, and other score was between 7.2 to 8.7.
Improvement Plan	Based on the survey results, the following continuous improvement plans will be implemented in 2025: • Continuously address areas of employee dissatisfaction (such as lunch menus, health promotion activities, shuttle routes, and employee group purchases) and implement improvements based on employee feedback to increase employee satisfaction. • Plan to expand the scope of the survey to understand employee needs and expectations in other areas. Through employee feedback, we will effectively evaluate improvement plans and enhance employee satisfaction, thereby improving the overall work atmosphere and productivity, and strengthening employee trust and loyalty to the company.

※ Employee surveys include job satisfaction, goals, happiness, and work stress.



8.5 Employee Health

Environmental, Safety, and Health Policy

Our company will make every effort to implement an environmental and occupational safety and health management system that complies with regulations and international requirements, and we promise to:

- Comply with relevant national and government environmental and occupational safety and health laws.
- Promote education and training activities related to environment, safety, and health management, enhance employees' awareness of the environment, safety, and health, and promote their participation in implementation.
- Continuously improve environmental, safety, and health performance via pollution and accident prevention, energy conservation, and responsible care.
- Focus on the control of pollution source, waste reduction in the manufacturing process, and improvement of safety and health facilities to achieve the purpose of pollution prevention and risk reduction.
- Establish good communication channels to continuously communicate our company's environmental safety policy to employees, suppliers, related groups, and the public.

※ This Environmental, Safety, and Health Policy applies to all KINPO GROUP companies.

Badge of Accredited Healthy Workplace

Kinpo Electronics and Cal-Comp Electronics & Communications Co., Ltd. passed the 2024 Health Promotion Badge certification issued by the Health Promotion Administration (HPA). The Company is committed to promoting a smoke-free and healthy workplace, and will continue to create a happier and better working environment where employees can achieve a balance between work and life, enhancing their overall well-being.

Occupational Safety Management System

To put into practice the occupational safety and health practices, Kinpo has built an occupational safety and health management system in accordance with ISO 45001:2018 and produced an occupational safety and health manual and related procedures to systematize the relevant management mechanisms and operational processes. We conduct ISO 45001 internal and external audits every year and remedy any deficiencies detected in the audits to ensure the efficient operation of our occupational safety and health system and to fulfill our environmental safety and health policy and objectives.

In 2024, all of Kinpo's global operational sites adopted the ISO 45001 Occupational Health and Safety Management Systems. With the exception of the plants in Mexico and the United States, all other plants are ISO 45001 certified. 1,167 people are employed at the Shenkeng plants at Kinpo and Cal-Comp Electronics & Communications, with a coverage rate of 99.067% at the headquarters in Taiwan.

Occupational Safety and Health Committee

Since 2022, Kinpo has formed an internal Occupational Health and Safety Implementation Team at its Shenkeng headquarters as per ISO 45001 guidelines. Representatives from different departments have been chosen to improve occupational health and safety capabilities through education and training, thereby ensuring effective management of health and safety practices. All BU heads convene the Occupational Safety and Health Committee meeting on a quarterly basis to discuss the implementation of safety and health practices through the Occupational Safety and Health Committee and post the minutes on the Company's intranet site for public access by all employees. In 2024, the Occupational Safety and Health Committee met 4 times.

Risk Identification and Assessment Improvement Plan

Through the ISO 45001 Hazard Identification & Risk Procedure, we identify potential safety and health risks in the workplace and develop appropriate control measures to reduce the incidence of occupational hazards and diseases. Risk identification and assessment includes routine and non-routine operations. The risk level is determined by the combination of the severity and likelihood of a hazard event, and where the risk level is rated high, engineering improvements and management measures are applied to lessen the likelihood of a hazard event occurring or to alleviate the severity of the consequences. In 2024, improvements were implemented for risks assessed at Level 2. Specifically, the air conditioning and ventilation systems in Headquarters Building A had been in use for many years. To reduce the risk posed by high carbon dioxide concentrations in the office, a ventilation enhancement project was carried out to improve air circulation and lower indoor CO_2 levels.

Occupational Safety and Health Education and Training

We are devoted to protecting the health and safety of our employees. We provide a safe and suitable workplace and take an active role in disseminating safety and health information to heighten employees' safety awareness. We have made safety and health education and training courses compulsory for new recruits, teaching them how to avoid possible injuries and emergency response techniques at work, so that they can have a proper and professional consciousness of safety and lower the chance of hazards when they start working.

We educate our staff on occupational safety and health through workplace safety promotion campaigns and internal training, by engaging experts to give lectures at our factory, as well as through our intranet site, e-mails and bulletin boards. In addition, we have set up a comprehensive emergency response procedure and notification mechanism to protect the health and safety of our employees.

2024 Occupational Safety Education and Training at Headquarters

Category	Course Title	Target Audience	No. of people
Safety and Health Training	Occupational Safety and Health Education Training for Newly Employed Workers	New staff	105
	Occupational Health and Safety Education and Training for On-the-Job Workers	Current staff	17
	On-the-job Training for Occupational Safety and Health Personnel	Occupational safety and health staff	3
Emergency Response Training	Shuttle Bus Evacuation Drills	Employees using company transportation	268
Fire Safety Training	Fire Safety Training	New employees and members of self-defense firefighting teams	67

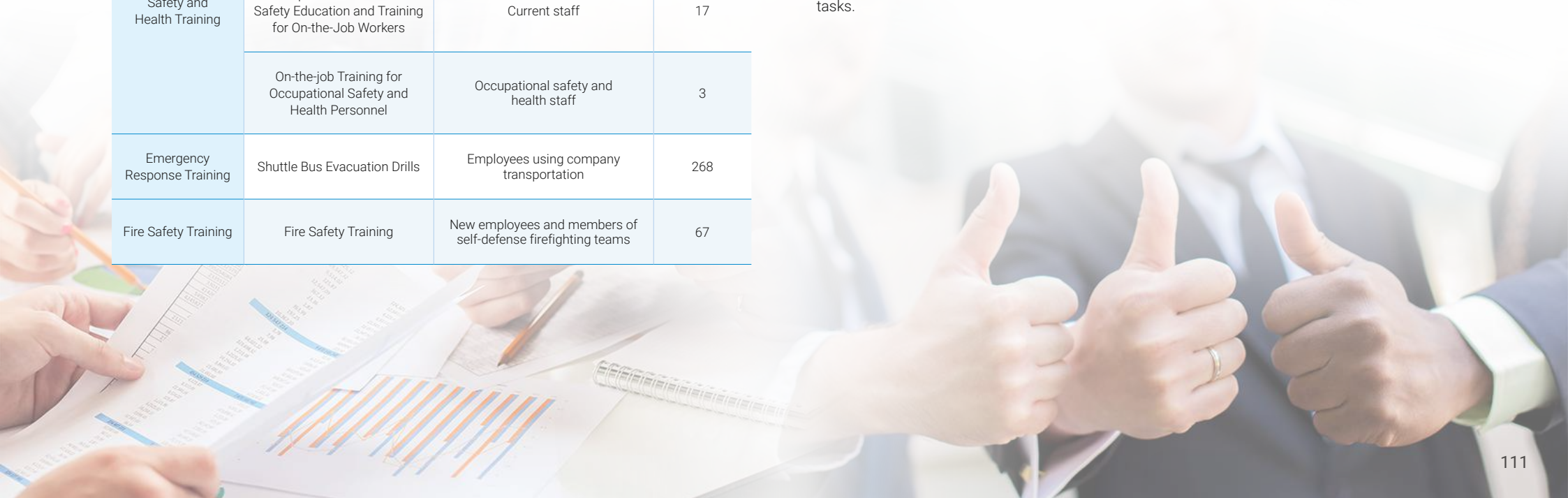
Safety Management Measures

We are committed to providing a safe and comfortable working environment for our staff and to ensuring their safety and health. To safeguard the safety of the plant grounds, we do so by the following means:

- Employees are required to swipe their cards to enter the plant and wear identification cards for identification purposes.
- Vehicles leaving the plant are thoroughly inspected for the trunk, boot, cab, roof and the body to see if the release permit matches the goods.
- All areas are equipped with surveillance cameras with infrared alarms installed at the perimeter for infrared detection and timely reporting of irregularities.
- Security guards patrol the plant 24 hours a day to eliminate potential safety hazards.
- CCTV cameras are installed to ensure the safety of our personnel and assets.

Contractor Safety and Health Management

We continue to practice contractor safety and health management. In accordance with the Occupational Safety and Health Act, we communicate the construction safety and health requirements to our contractors prior to their operations at the plant, and undertake pre-, mid-, and post-construction inspections to prevent occupational hazards at Kinpo's workplaces. In addition, the contractor can communicate with our Occupational Safety and Health Office at any time on matters pertaining to construction safety and health, in order to safely complete all contracted tasks.



Occupational Injury Data

To gain knowledge of the causes and effects of accidents, we have laid down the Accident Investigation and Occupational Injury Handling Procedures to probe into and analyze the source of hazards and keep them in check so as to prevent them from occurring and mitigate the risk of injury to personnel, loss of property and increased costs. For near-miss events that do not result in casualties, property loss or process interruptions, but do cause alarm, we encourage our staff to react promptly while immediately developing preventive measures to pre-empt accidents.

	2020	2021	2022	2023	2024
Annual Working Hours (hrs)	95,957,192	115,664,176	120,743,552	95,574,280	95,872,194
Occupational Injury Fatalities (Persons)	1	-	-	-	-
Serious Occupational Injuries (Persons)	17	14	10	13	10
Lost Time of Occupational Injury (Cases)	1,005	1,016	740	66	45
Restricted or Temporarily Transferred Days without Days away from Work (Cases)	26	14	8	17	3
Near Miss Incidents (Cases)	-	4	1	13	7
Work Day Lost (Days)	1,939	1,683	794	594	393
Recordable Occupational Injury Cases (cases)	179	125	110	156	118
Occupational Injury Fatality Rate	0.00	0.00	0.00	0.00	0.00
Serious Occupational Injury Rate	0.04	0.02	0.02	0.03	0.02
Total Recordable Incident Rate (TRIR) or Lost Time Incident Rate (LTIR)	0.37	0.22	0.18	0.33	0.25
Days Away/Restricted or Job Transferred Rate (DART)	2.51	1.78	1.24	0.17	0.10
Near Miss Frequency Rate (NMFR)	0.00	0.01	0.00	0.03	0.01
Lost Workday Rate (LWD)	4.04	2.91	1.31	1.24	0.82

※ 1. Starting from 2024, QBit began independently reporting its occupational injury statistics. Therefore, data from 2024 onward no longer includes QBit.
2. Occupational injury fatality rate = (number of occupational injury mortalities x 200,000) / hours worked in a year.
3. Serious occupational injury rate = (number of serious occupational injuries) x 200,000/hours worked in a year.
4. Total Recordable Incident Rate (TRIR) or Lost Time Incident Rate (LTIR) = ((number of recordable occupational injuries + number of lost time injuries) x 200,000) / hours worked in a year.
5. Days Away/Restricted or Job Transfer Rate (DART) = ((number of lost time injuries + number of restricted or transferred days without days away from work) x 200,000)/hours worked in a year.
6. Near Miss Frequency Rate (NMFR) = (number of near miss incidents x 200,000) / hours worked in a year.
7. Lost Workday Rate (LWD) = (number of workdays lost x 200,000)/hours worked in a year.

Employee Health Screening and Follow-Up

Kinpo is concerned about the physical and mental health of our employees. We produce health newsletters regularly and send them to all employees via e-mail to enhance their knowledge of health care. We also offer free annual health checks for all employees, and give health advice and support through on-site consultations with doctors, with a dedicated department building a health check-up database to track their health status.

The Company's onsite medical center shows special care for female employees by conducting annual cancer screenings, including Pap smears, mammograms, and HPV testing, to enable early detection and treatment. In 2024, in addition to the legally required health check items, the President, in recognition of the hard work of frontline employees, proactively added several examination items for headquarters staff, including ultrasound, electrocardiograms, cardiac function testing, and fundus photography. Additional cancer screening items were also included, such as for colorectal, nasopharyngeal, and gender-specific cancers, allowing employees to better understand their own health status.

After receiving their health check reports, employees were invited to 2 one-on-one explanation sessions by professionals. For employees with 2 or more abnormal health indicators flagged at Level 2 or higher, the medical center provided individual health education materials via email and arranged monthly onsite physician consultations for follow-up care and guidance. In 2024, a total of 1,016 employees at headquarters participated in health checkups.

Every year, the Company arranges for the Shenkeng Public Health Center (for publicly funded vaccines) and partner hospitals (for self-paid vaccines) to administer seasonal influenza vaccines onsite. In 2024, 160 employees received flu vaccinations. Starting in 2023, the medical center also coordinated with the Shenkeng Public Health Center to provide COVID-19 vaccinations onsite. In 2024, 81 vaccine doses were administered.

Staff Health Promotion Program

Unit: Person

Annual Health Check	2020	2021	2022	2023	2024
Annual Staff Health Check	1,338	1,612	1,541	1,160	1,016
Mammography	64	84	75	35	51
Pap Smear	170	181	206	107	163
Consultation with Occupational Medicine Specialist	40	122	136	57	66
Influenza Vaccination	234	256	263	207	160

On August 27, a smoking cessation event and seminar titled "Nicotine Addiction and Proper Use of Smoking Cessation Medications" was held, with 2 participants. In the second half of the year, a stair-climbing campaign titled "Step Up for Health" attracted 572 participants, who collectively climbed over 260,000 floors, equivalent to 2,000 Taipei 101 buildings, burning a total of 884,000 calories. Each participant received a NT$500 healthy living award. On October 22, a health seminar titled "Gender Sensitivity - It Affects Everyone" promoted workplace gender equality and mutual respect, with 16 participants.

Group Meal Safety Regulations

Our Company pays attention to the food safety of our staff, hoping to let our staff eat with peace of mind and protect their health.

- Inspect group meals monthly.
- Keep samples of each meal for 72 hours and keep them monitored by special staff.
- Educate staff on food hygiene and safety.
- Group meal kitchen managers are certified in food safety management.
- Group meal kitchen staff hold a food and beverage service health certificate.

Care for Female Employees

Kinpo is concerned with the issue of female employees, emphasizing diversity and inclusion, echoing gender equality, and enhancing the welfare and rights of women in the workplace through various means.

- A breastfeeding room and unlimited breastfeeding leave during working hours are available for female employees. Starting in 2024, in line with global paperless trends, registration is now digitalized, more eco-friendly, and convenient.
- We provide maternity leave, pregnancy check-up leave, paternity leave and leave without pay for childcare as required by law.

To welcome newborns, Kinpo's various plants adjusted job duties for pregnant employees. In Thailand, a designated area for meals and rest was set up to ensure pregnant employees could work comfortably and take adequate breaks. Additionally, plants in Thailand, Mexico, and Brazil prepared maternity packages or newborn supplies for pregnant employees and their newborns, exceeding regulatory welfare standards.

※ For more details on applicable plants and superior benefits, please refer to 8.2 Compensation and Benefits.

Miss CE and Muse Beauty Pageants - Philippines Site

Miss CE and Muse beauty pageants are designed for confident female employees. Participants must showcase their specialties on stage, such as cat-walking, singing and dancing.

Number of Applications/Reinstatements for Unpaid Parental Leave for Raising Children at Headquarters

Unit: Person

		2020	2021	2022	2023	2024
Female	Employees Eligible for Unpaid Parental Leave (A)	88	80	67	63	46
	Employees Applying for Unpaid Parental Leave (B)	13	7	14	10	14
	Employees Projected to Reinstated in the Year (C)	9	13	14	8	9
	Employees Actually Reinstated to Work (D)	5	7	10	8	9
	Employees Still Employed 12 Months After Reinstatement (E)	9	5	6	8	9
	Unpaid Parental Leave Application Rate (B)/(A)	14.77%	8.75%	20.90%	15.87%	30.43%
	Reinstatement Rate upon Expiry of Unpaid Leave (D)/(C)	55.56%	53.85%	71.43%	100%	100%
	Retention Rate 1 Year After Reinstatement (E)/ Previous Year (D)	69.23%	100%	85.71%	80%	112.5%
Male	Employees Eligible for Unpaid Parental Leave (A)	148	143	133	101	62
	Employees Applying for Unpaid Parental Leave (B)	3	3	6	3	2
	Employees Projected to Reinstated in the Year (C)	1	4	5	6	1
	Employees Actually Reinstated to Work (D)	-	4	2	2	1
	Employees Still Employed 12 Months After Reinstatement (E)	1	4	-	1	-
	Unpaid Parental Leave Application Rate (B)/(A)	2.03%	2.10%	4.51%	2.97%	3.23%
	Reinstatement Rate upon Expiry of Unpaid Leave (D)/(C)	0%	100%	40.00%	33.33%	100%
	Retention Rate 1 Year After Reinstatement (E)/ Previous Year (D)	100%	0%	0%	50%	0%

※ Retention rates refer to employees who were reinstated in the previous year and are still employed 1 year later. Some employees may be reinstated across different years, so the rate may sometimes exceed 100%.

Human Factors Engineering

Based on the musculoskeletal symptom checklist completed by our employees, for those employees whose most painful and uncomfortable sites are scored ≧ 3 and whose symptoms are work-related, our occupational safety staff or doctors will choose the appropriate checklist according to the characteristics of the employee's work to assess the risk of human factors at work. For those who are at high risk, the medical office will arrange a consultation with a doctor to provide medical and job congruence advice.

According to the musculoskeletal symptom checklist completed by our employees in 2024, the infirmary will arrange a consultation with a doctor on site for 74 employees whose most painful and uncomfortable sites are scored ≧ 3 and whose symptoms are work-related using the KIM assessment form and provides relevant health education information.

Overload

Based on the results of the annual personal health risk assessment and work hazard risk assessment, if a worker is at high risk, the medical office will arrange a consultation with a doctor on site. At the same time, we will make a comprehensive assessment of the risk of illness caused by abnormal workloads and provide medical and job congruence advice, taking into account personal health and work hazard data.

According to the results of the personal health risk assessment and work hazard risk assessment for the year 2024, 10 employees were classified as being at medium or high risk, and the medical office scheduled meetings and consultations with doctors when they were stationed every month at the factory and provided relevant health education information.

Middle-Aged and Older Employees

The Company provides appropriate job accommodations for middle-aged and older employees based on hazard identification and risk assessment results. If an employee is aged 45 or older and exhibits any risk factor, the medical center arranges consultations with onsite physicians to provide medical advice, job fitness recommendations, and relevant health education.

In 2024, 47 employees aged 45 or above were identified with at least one risk factor. The medical center scheduled consultations during monthly physician visits and provided relevant health information accordingly.

Unlawful Assault

Kinpo has declared zero tolerance for workplace violence to ensure the physical and mental health of all employees, to prevent internal and external workplace violence against all employees in the performance of their duties, and to build a work culture of safety, dignity, non-discrimination, freedom from harassment, mutual respect and tolerance, and equal opportunity. All employees can report workplace misconduct and violations through a dedicated hotline and email. This ensures a safe and healthy work environment. In 2024, no cases of workplace violence or unlawful assault occurred.

8.6 Employee Engagement

1. Family Fun Reading

The Company values employees' work-life balance and wellness. From July 16 to 19, Kinpo hosted a book fair in collaboration with Book Republic. The fair featured seven major book categories, covering themes such as wellness, workplace competence, lifestyle aesthetics, and parenting. A special section was dedicated to Diversity, Equity, and Inclusion (DEI), with over 1,200 titles available to enrich and diversify the reading experience. Around 200 employees participated in the event, with 35 joining the Book Republic Reading Passport membership. A total of 282 books were purchased, with total sales reaching NT$199,106.

2. Zero-Waste Christmas Market

To promote resource sharing and the spirit of sustainability, a "Zero-Waste" Christmas Market was held on December 25. Employees were invited to donate unused items from home for others to freely take or exchange, encouraging material circulation and reuse. The market featured 8 booths and engaged approximately 150 employees. Over 100 items were offered and all were successfully exchanged or claimed.

3. Blood Donation Activities at Global Sites

KINPO GROUP has long collaborated with local communities to host regular/irregular blood donation drives across global facilities. In 2024, a total of 543 employees participated in these activities, reflecting the Group's enduring commitment to social contribution.

09

SOCIAL INCLUSION

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9.1 Inclusive Development Strategy Blueprint

If the Chinese character for "enterprise" (企業) is written without the character for "person" (人), it becomes "stop" (止). This illustrates that people are the most important asset of an enterprise. The core concept of Kinpo Electronics' approach to social inclusion is: "Connecting society through action, gathering and linking cooperative resources to amplify influence and jointly build a blueprint for sustainable inclusion". For over 50 years, the Company has quietly contributed to and given back to society by integrating its own resources. It promotes co-prosperity through 6 strategic pillars: Food and Agriculture Education, Local Engagement, Youth Empowerment, Core Business Integration, Arts and Culture Co-Creation, and Sustainability Advocacy.

We are committed to becoming a bridge between needs and resources, linking every partner to expand our collective impact. Through tangible actions, we continue to bring energy and warmth into society, moving steadfastly toward sustainable inclusion and creating a lasting positive influence for the future.

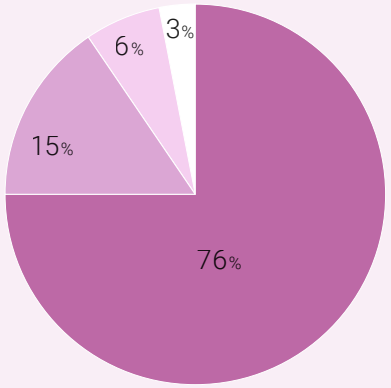
Connecting society through action, gathering and linking cooperative resources to amplify influence and jointly build a blueprint for sustainable inclusion

Strategic Pillars	Drivers	Key Actions	Target Audience	Corresponding SDGs
Food and Agriculture Education	Raise diet and environmental awareness; inspire youth to return home.	• Mustard Seed Mission Food & Agriculture Education.	Rural youth Local communities Underprivileged children General public Arts and cultural organizations Internal employees	
Local Engagement	Strengthen community ties between industries and residents.	• Jingmei riverbank adoption • Meal delivery program for disadvantaged elders • global site community care programs		
Youth Empowerment	Support underprivileged children to develop talents and overcome challenges.	• Hsu Chao-Ying Foundation "Dreams Come True" program		
Core Business Integration	Apply core expertise to enhance resource efficiency.	• Small appliance repair volunteer clinics		
Arts and Culture Co-Creation	Promote arts and culture, narrowing resource gaps.	• Partner with the National Theater & Concert Hall on cultural sustainability		
Sustainability Advocacy	Enhance sustainability awareness and internal impact.	• Sustainability-related lectures and training • Kinpo Volunteer Club • Earth Day events • Kinpo-Compal Group joint coastal cleanups		

9.2 Performance in Inclusive Engagement

Kinpo Electronics aims to connect with various nonprofit organizations, partners, and local communities to maximize the synergy of pooled resources and jointly respond to the diverse needs of society. In 2024, the Company invested a total of NT$10,880,557 in inclusive social initiatives. Through strategic allocation of resources and long-term partnerships, we ensure that every contribution is precisely directed toward the social issues we seek to address, enhancing effectiveness and expanding the real impact of public welfare actions. This reflects the Company's commitment and responsibility as a driver of sustainability.

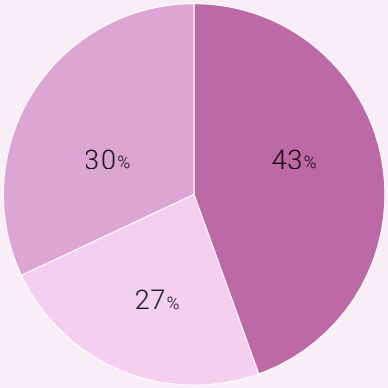
Social Inclusion Resource Investment



- Cash Contributions 8,266,956 (NT$)
- In-kind Donations 1,664,400 (NT$)
- Volunteer Engagement 633,981 (NT$)
- Management Expenses 315,220 (NT$)

Unit: in NT$

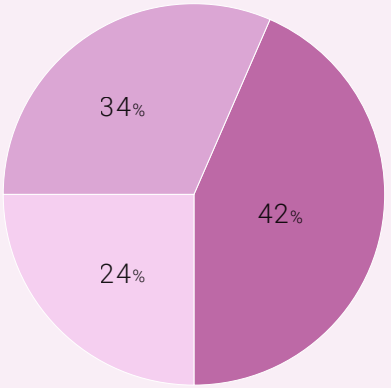
Social Inclusion Participation Type



- Business Initiatives 4,717,256 (NT$)
- Charitable Giving 3,289,300 (NT$)
- Community Investment 2,874,001 (NT$)

Unit: in NT$

Social Inclusion Impact Areas



- Access to Resources & Market Development 4,566,256 (NT$)
- Quality of Life & Well-being Enhancement 3,682,001 (NT$)
- Skills & Personal Development 2,632,300 (NT$)

Unit: in NT$

9.3 Action for Inclusion

Food and Agriculture Education

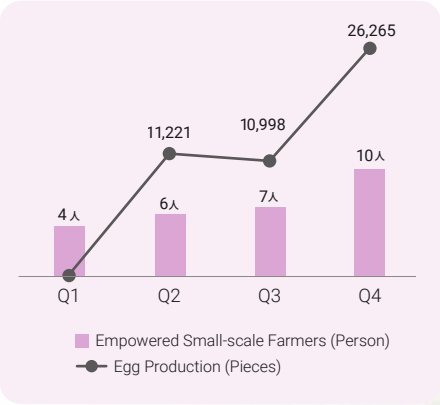
"Sustainable Food and Agriculture Education" Program - Promoting the Return of Indigenous Youth to Their Hometowns

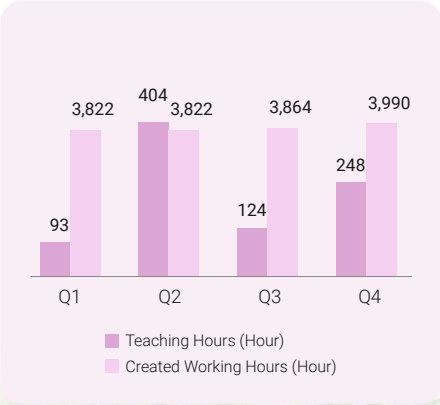
In recent years, growing concerns in Taiwanese society over food safety, local agricultural challenges, environmental impacts, and rural population outflow have widened the urban-rural gap. In response, and to fulfill our commitment to social inclusion and environmental friendliness, Kinpo partnered with the Mustard Seed Mission to launch the "Indigenous Youth Returning Home for Industry Development Project". A collaboration ceremony was held in August 2024 at the 31MSM Dream Center in Jianshi Township, Hsinchu. The goal is to align corporate social responsibility with local needs and address fundamental issues.

The program uses the 31MSM Dream Center as a demonstration site for cultivating small-scale tribal farmers. It employs natural, eco-friendly farming methods for egg production and guides local farmers in learning and establishing circular farming systems. Once equipped with skills, farmers can earn a stable income and become technical pillars in their communities, passing on their knowledge to family members and other youth, and creating a positive cycle. Simultaneously, it encourages youth entrepreneurship, such as establishing egg farms and natural farms, which not only provide safe and healthy food but also generate local employment and promote rural economic development. Through this virtuous cycle, elders and children in the tribes can also find purpose and belonging on these farms, strengthening the cohesion and solidarity of the community.

The Company and the Mustard Seed Mission will continue to support the sustainable development of remote areas by empowering tribal industries and creating job opportunities for youth, from assistance to independence. We look forward to this partnership inspiring more enterprises to engage in rural development and social inclusion efforts.

2024 Achievements





Local Engagement

(1) "Kinpo Cares - Guardians of the Jingmei River" Riverbank Care Initiative

In 2022, Kinpo Electronics launched the "Jingmei River Public Care Project", a regularly held monthly activity aimed at maintaining the riverbank. Through this initiative, the environmental quality behind the Shenkeng Plant has been significantly improved, providing a clean and comfortable recreational area. The initiative has also had a positive impact on the local community, enhancing the surrounding area's environmental image and improving residents' quality of life.

We believe this riverbank care initiative conveys the spirit of environmental stewardship to every employee and community neighbor. In addition to improving the quality of life and living experience for local residents, the initiative also encourages social participation and a sense of responsibility, fostering a harmonious relationship between the Company and the community. Local residents have praised Kinpo's efforts, with expressions of appreciation posted on Shenkeng's community Facebook groups, further enhancing the Company's image, cohesion, and unity. In 2024, a total of 11 events were held, with 203 total participants and approximately 30.28 kilograms of waste collected.

Since the project's inception in 2022, it has accumulated 1,369 participant engagements and approximately 166 kilograms of waste cleared. These riverbank cleanup activities have facilitated interdepartmental communication and cooperation, helping to boost overall work efficiency and team cohesion while raising environmental awareness and a sense of social responsibility. The Company's active participation has brought positive influence to the community and advanced the ideals of sustainable development.

(2) Delivering Warmth with Love - Meal Delivery Program for Underprivileged Seniors

Since establishing its headquarters in Shenkeng in 1979, Kinpo Electronics has remained committed to giving back to society. For many years, the Company has partnered with the Huashan Social Welfare Foundation and the Wanshun Borough Office to provide meal delivery services to elderly residents in the community. Starting in 2013, Kinpo began cooperating with the Gong-Hao Charity Association to expand the service scope to include single individuals with disabilities. In 2024, a total of 4,840 meal boxes were delivered as part of the Company's ongoing efforts to support the underprivileged through action.

Every working day, the Company's staff cafeteria prepares 25 lunch boxes for elderly residents in the Shenkeng District. These meals are personally delivered by local borough chiefs and volunteers to those in need. Over the past 40 years, Kinpo has delivered more than 200,000 meal boxes, each carrying the Company's sincere care and unwavering support for the local community. This continuous stream of compassion represents not just material aid, but also love and responsibility toward society and the community. Through consistent actions, Kinpo Electronics embodies the social influence of corporations and has remained steadfast in this commitment over the decades.

(3) Community Engagement at Global Sites

Thailand Site

On Children's Day, the Thailand Plant donated THB 55,000 to provide gifts and scholarships to 11 elementary schools. During the "Relationship Football Activity", 5 HP printers and office supplies were also donated to local schools. In addition to supporting children and their learning environments, eye health is equally important. In collaboration with the Subdistrict Health Promotion Hospital, the Thailand site provided eyeglasses to 120 residents in surrounding communities with vision impairments prior to Mother's Day, totaling THB 80,000. Furthermore, the plant co-organized a charity event with Thammikawittaya School in Phetchaburi Province (a school for the visually impaired), supporting visually impaired students aged 6 to 11 in developing life skills through a summer camp that attracted 530 participants. The plant also donated THB 70,000 to a charitable organization in Phetchaburi to support the construction of a temple hall for use by nearby residents.

Brazil Site

The Brazil site actively engages with local communities and schools by promoting environmental awareness among students. Through the distribution and planting of saplings, students are taught environmental responsibility and sustainability.

The plant also encouraged employees to donate essential goods, such as clothes, shoes, and diapers, which were delivered by volunteers to institutions caring for children and teenagers with disabilities. Additionally, the plant donated 300 food baskets to the Vida Abundante Institute to assist residents in need.

China Site

Employees at the China site visited Qingpo Welfare Institution to comfort elderly residents, offering milk, cereal, fruit, and engaging in conversations, group exercise, and musical performances to create a joyful atmosphere. During Mother's Day, employees also visited a local senior care home, providing care packages including fruit, cake, and condolence money to celebrate the occasion together. The team also extended environmental protection initiatives beyond the plant into the community by involving children in a clean-up event at Baiyang Lake, with about 100 participants in total. The China site donated RMB 200,000 to Huarong Tuanzhouyuan, an area affected by flooding in Huarong County, to support local residents in recovering daily life, production, and rebuilding efforts.

Philippines Site

Since 2020, the Philippines site has supported nearby elementary schools in improving their learning environments by conducting regular visits to understand their needs and donating appropriate supplies to alleviate shortages. The plant also promotes environmental conservation, with 20 employees representing the Company in planting 200 tree saplings at Mount Malaraya as part of their nature preservation efforts. In addition to these environmental activities, employees visited a local senior care center to deliver essential supplies and spend time with the elderly, organizing interactive games that brought laughter and warmth to the facility.

Youth Empowerment

(1) Hsu Chauing Social Welfare Charity Foundation Care Program

The Hsu Chauing Foundation is committed to supporting education in remote areas and providing assistance to disadvantaged groups. Through the Foundation, the goodwill of employees is gathered with the hope that acts of kindness will ripple outward, reaching more people in need and spreading love across the world. In 2024, the Foundation supported 263 remote schools, reaching a total of 27,880 underprivileged children.

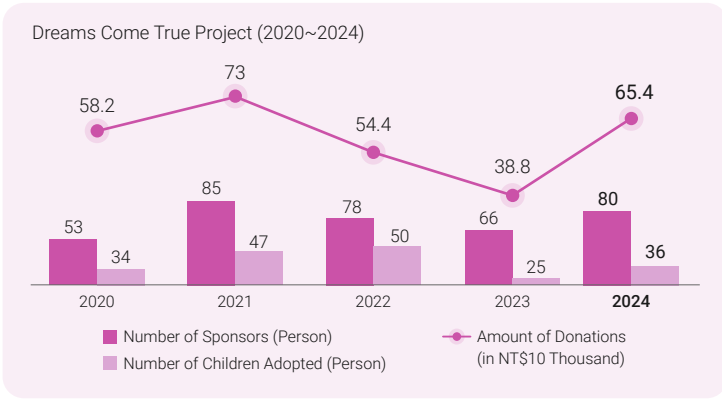
Remote Area Education:
The Foundation helped resource-limited schools establish programs such as arts and culture classes for disadvantaged children, experimental newspaper reading classes, morning English reading, maker STEAM classes, and teacher training. Services extended across regions including New Taipei, Keelung, Taoyuan-Hsinchu, Changhua-Nantou, Yunlin-Chiayi-Tainan, and Kaohsiung-Pingtung, benefiting 15,528 disadvantaged children.

Aid for the Disadvantaged:
The Foundation mainly supports low-income families, orphans, grandparent-headed households, families with significant age gaps between parents and children, victims of domestic violence, and children under the care of social welfare agencies. Through home visits, the Foundation assesses needs and provides daily necessities. Activities include New Year care packages, back-to-school kits, Children's Day dream fulfillment, psychological support, emergency disaster relief, Mid-Autumn Festival care, study incentives, and year-end assistance, reaching a total of 12,352 individuals.

(2) Soaring Dreams with Children - Dreams Come True Program

For many years, the Hsu Chauing Foundation has run the "Dreams Come True" Program, aiming to build children's confidence through encouragement and companionship, while also developing their skills and talents. The program inspires children who may be at risk of dropping out of school to pursue a more positive life path and face challenges with courage. In 2024, the program garnered support from 80 employees, raising a total of NT$654,000 and sponsoring 36 children.

▲ Dreams Come True Program



To: Brothers/Sisters

Thank you for sponsoring my scholarship, which has made my studies much easier!
Thanks! I will repay you all with the same gratitude,
"A drop of water should be repaid with a spring of water".
Thank you for everything you've done. You've made me a better person,
and I'm sincerely grateful for that!!

To: Brothers/Sisters

Thank you for your generous donations, which have given me more opportunities to participate in various interesting activities and enriched my school life. I will continue to work hard to live up to your expectations.
I wish you happiness, success, and a good mood every day!

(3) Protecting with Love, Letting Love Soar - Charity Concert

The 2024 charity concert opened with a vibrant performance by the Shoushan Elementary School Taiko Drum Team. The school has received long-term support from the Hsu Chauing Social Welfare Charity Foundation, which has helped establish taiko and choir programs that support students' diverse development and foster the school's unique artistic identity.

The concert's next highlight featured performances by the Eden Social Welfare Foundation's choir for the visually impaired and the Percstars Band composed of individuals with autism. These performers expressed their love for life and showcased their limitless potential through music, composing their own unique life melodies.

Core Business Integration

Fixing the Past, Creating Treasure - Small Appliance Repair Campaignt

Rooted in its core business, the Company launched a repair movement focused on small household appliances. For 2 consecutive year, the Company partnered with the Small Appliance Repair Center and Mr. Yang Wen-Te, the head of Wanshun Borough in Shenkeng District, to organize the 2024 Small Appliance Repair Campaign held on November 30. In the morning, employee volunteers participated in training sessions to build basic repair knowledge, while those with prior experience received advanced courses to enhance their skills and ensure quality service. In the afternoon, the team visited the Wanshun Community Activity Center in Shenkeng District to offer free appliance inspections and repairs for local residents.

A total of 22 employees took part in this campaign, successfully repairing 35 appliances, thereby reducing an estimated 154 kg of waste and 1,466 kg of carbon emissions. Through this initiative, the Company aims to promote the concept of "repair over replacement" as a sustainable lifestyle choice, reducing emissions associated with manufacturing new products. The program also reinforces circular economy principles by fostering repair skills through hands-on experience and promoting interaction with the local community. Through repairing small appliances, the Company hopes to help reduce electronic waste and gradually realize the goal of resource recycling and environmental harmony.

Arts and Culture Co-Creation

Kinpo Inspires Art: Cultural Sustainability

Culture shapes communities and fuels progress. KINPO GROUP is dedicated to supporting Taiwan's arts and cultural initiatives through resource investment and cross-industry partnerships, ensuring the creative sector continues to thrive. In 2024, KINPO GROUP has allocated over NT$4 million to various domestic arts and cultural public welfare programs, committed to integrating art into business and daily life, and taking concrete actions to inject positive momentum into Taiwan's cultural development, fulfilling its corporate responsibility to give back to society.

Mainly invested programs include:

- Empowering Soft Skills through Books:
  Deepened the humanistic literacy and diversified thinking by purchasing books and distributing them to employees.
- Exclusive Musical Theater Bookings to Support Local Performing Arts:
  Supported original theater performances, allowing employees and families to experience the charm of local art together.
- Sponsorship of Cultural Events by the Domestic Arts Foundation:
  Promoted the arts in schools and international stage for cultural exchanges.
- Infusing Creativity into the Workplace - A Corporate-Art Collaboration:
  Introduced art creativity into the workplace to create a humanistic flavor atmosphere.
- Advancing the "FormosArt 2.0" Initiative and Bridging Cultural Resource Gaps:
  Partnered with national art and cultural institutions to bring cultural experiences into local communities and fulfill cultural equity.

Through these 5 programs, Kinpo not only demonstrates its commitment to culture but also fulfills its commitment to the United Nations Sustainable Development Goals (SDGs) regarding "quality education", "reduced inequalities", and "partnership". Going forward, we will continue to serve as a driving force for cultural sustainability, making art a vital force for corporate communication and social engagement.

Empowering Soft Skills Through Books - Strengthening Taiwan's Soft Power

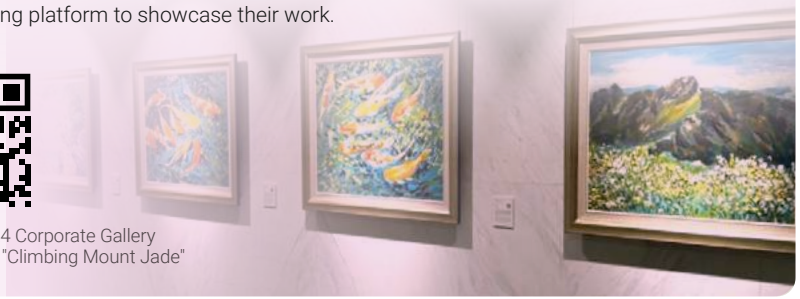
As part of its dedication to cultural and intellectual enrichment, Kinpo supports Global Views - Commonwealth Publishing Group's public welfare initiative. In 2024, the Company purchased 300 sets of the collector's edition of "Building Taiwan as an Island of Soft Power" by Professor Gao Xijun and distributed them to employees. This initiative aims to deepen the values of openness, civilization, progress, peace, and lifelong learning, encouraging employees to cultivate essential soft skills and contribute to Taiwan's continuous growth.

Exclusive Musical Theater Bookings to Support Local Performing Arts

In August, the Company exclusively booked the performance of "Have iTunes In My Head? " by All U People Theatre, and in December, it exclusively booked "A-Nee-Gu's Doggy Can Talk!" by A-Nee-Gu Theatre and Punctum Drama Workshop. These 2 musical theater events invited employees and their families to enjoy the charm of drama and music, demonstrating the Company's support for Taiwan's original performing arts.

Infusing Creativity into the Workplace - A Corporate-Art Collaboration

Kinpo is redefining the corporate environment by partnering with Zigong Art Sharing Co., Ltd. And holding "Climbing Mount Jade" corporate gallery exhibition to introduce an in-office art exhibition featuring 13 unique works spanning multiple artistic media. By bringing art beyond traditional galleries and into workspaces, Kinpo cultivates a vibrant and inspiring atmosphere, fostering creativity, cultural appreciation, and a deeper connection between employees and the arts. At the same time, this initiative supports emerging artists by providing them with a new and engaging platform to showcase their work.



▲ Kinpo 2024 Corporate Gallery Exhibition "Climbing Mount Jade"

Advancing the "FormosArt 2.0" Initiative - Bridging Cultural Resource Gaps

Art has the power to connect and inspire. This October, Kinpo joined forces with the National Theater & Concert Hall (NTCH) to advance "FormosArt 2.0", an initiative designed to bring cultural experiences beyond traditional venues and directly into local communities. Through mobile performances, the program highlights real-world issues surrounding aging, elder care, dementia, and long-term care. By sparking conversations on senior-friendly environments, Kinpo encourages broader awareness and collective action toward a more inclusive and compassionate society.

Sponsorship of Cultural Events by Taoyuan City Cultural Foundation and Taiwan Academy of Fine Arts Cultural and Arts Foundation

To make quality performances accessible to schools and promote equal access to the arts, Kinpo donated to the Taoyuan City Cultural Foundation, enabling the organization to hold 10 performances. Additionally, the Company sponsored the Taiwan Academy of Fine Arts Cultural and Arts Foundation in organizing the ART CAPITAL 2025, giving Taiwanese art a chance to shine on the international stage.

Sustainability Advocacy

(1) Circular Regeneration, Creative Sustainability - Giving New Life to Scrapped Electronic Components

In line with the concept of a circular economy, Kinpo explored how to transform discarded resources into valuable, innovative elements. At its Shenkeng Headquarters, the Company unveiled the "Kinpo Sustainability Map", a 240x180 cm installation, with a meaningful opening ceremony held in August. The map was crafted using scrap materials and marine waste-recycled panels. From planning, design, material sourcing, to processing, every step of the creation reflected the core principles of sustainable development and achieved 99% material reuse.

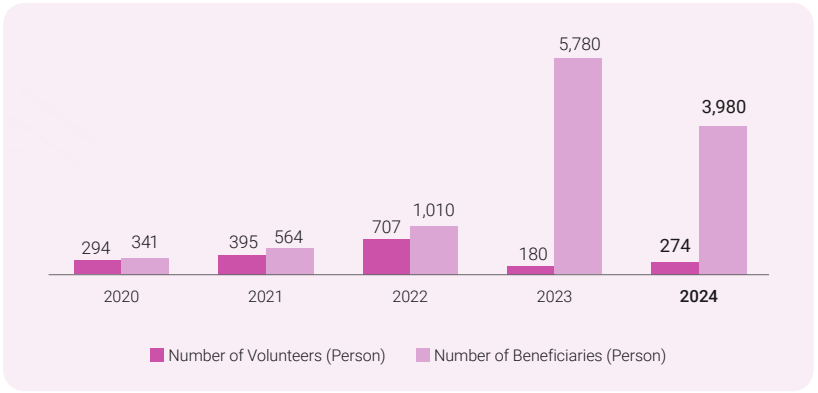
KINPO GROUP is known for its expertise in electronic product manufacturing and design services. The map uses scrapped wooden pallets and printed circuit boards (PCBs) to depict the ocean background, while landmasses are formed using recycled marine waste panels. Laser engraving technology was used to mark the operational locations of the Group. Additionally, an interactive generator and illuminated back panel incorporated fans, guide rods, cables, and LED lights salvaged from decommissioned equipment.

The "Kinpo Sustainability Map" not only demonstrates the circular use of discarded resources, but also aims to expand sustainability awareness through art and education. It inspires employees to reflect on their roles and responsibilities in sustainable development. KINPO GROUP will continue to implement its sustainability strategies and strive to plant ESG seeds worldwide, aspiring to be a pioneering force in leading a sustainable future.

(2) Kinpo Volunteer Club

On the joyful eve of Christmas, during the Company's annual year-end public benefit concert, Kinpo officially announced the relaunch of the Kinpo Volunteer Club, symbolizing the Company's firm commitment to corporate social responsibility and public welfare. The announcement was marked by a ceremonial signing conducted in person by Group CEO Hsu, Sheng-Hsiung and Hsu Chauing Social Welfare Charity Foundation Chairperson Tsai, Li-Chu, calling on Kinpo colleagues to actively join the ranks of volunteers, transforming compassion into tangible action to bring more energy and warmth to society.

To demonstrate its commitment to long-term volunteer engagement, the Company has officially registered its corporate volunteer team with the Social Welfare Department of the New Taipei City Government. Volunteerism will be a core initiative for promoting social inclusion. Moving forward, more Kinpo volunteers will be seen spreading warmth through genuine acts of service, bringing light to those corners of society most in need of care.



(3) ESG Public Benefit Market

Kinpo Electronics supports local businesses and organizations such as the Yu-Cheng Social Welfare Foundation and sheltered workshops. As part of its commitment to social responsibility and sustainable development, the Company regularly invites these featured local vendors or foundations to set up booths at its offices ahead of major holidays. These events provide employees with more gift options while simultaneously raising awareness about the needs of underprivileged groups and promoting the value of social inclusion. With strong employee participation, the proceeds from these charity bazaars are contributed to the foundations to support their daily operations after deducting costs. In 2024, a total of 1,420 employees participated, generating an estimated total purchase amount of NT$151,000.

Family of Joy Social Welfare Foundation

Supports persons with disabilities with the philosophy of "insisting on not hiding our children." It's not about being strong enough to start; it's about bravely stepping into society.

Yu Cheng Sheltered Workshop, Yu Cheng Social Welfare Foundation

Diligently working and wholeheartedly doing their best in every task. Their small but profound wish is to take care of themselves and not burden their beloved families.

Down Syndrome Foundation R.O.C.

Provides lifelong care services for individuals with Down syndrome and other disabilities.

Carrefour Shenkeng Branch

Carrefour promotes the "Food Transition Starts with i" initiative, advocating humane animal husbandry and eco-friendly farming to contribute to sustainable agricultural ecosystems.

Awan Bakery

Supports local businesses and reduces the carbon footprint of food.

(4) "Buying Power" Award for Social Innovation Product and Service Procurement

Kinpo Electronics actively responds to Taiwan's growing focus on social innovation organizations and related issues. Embracing the core philosophy of "finding business value through corporate social engagement", the Company channels its resources to support social sustainability. Through concrete action, Kinpo prioritizes the procurement of products and services from social innovation organizations in Taiwan, helping them obtain resources and expand market opportunities, thereby energizing the social innovation ecosystem.

In 2024, the Company procured a total of NT$665,817 worth of goods and services, earning government recognition through the "Buying Power Award for Social Innovation Product and Service Procurement". Kinpo's actions demonstrate a steadfast commitment to supporting social innovation. Going forward, the Company will continue to invest in this area, deepening its collaboration with social innovation organizations and expanding impact to jointly advance the achievement of sustainable development goals.

(5) Sustainability-Related Lectures and Training Programs

Kinpo Electronics actively promotes internalization of sustainability concepts by continually organizing a variety of sustainability-themed lectures and training sessions, covering key topics such as ESG, carbon management, circular economy, and DEI. Through systematic knowledge sharing and practical case discussions, the Company aims to enhance employees' awareness and understanding of sustainability issues, inspiring internal resonance and driving action. The goal is to empower every Kinpo team member to become both a practitioner and advocate of sustainability, starting from daily behavior and working together to co-create resilient and future-oriented sustainable value for the Company and society. In 2024, a total of 31 online and in-person courses and lectures were conducted, with 2,143 participants accumulating 2,747 training hours. (For a detailed list of lectures and training sessions, please refer to the Appendix - Social Inclusion Indicators.)

(6) Earth Day Series of Activities

Green Lecture - Corporate Applications of Carbon Sinks

In recent years, forest carbon sinks have become a topic of interest. According to the National Development Council's 2050 Net Zero Pathway, residual emissions that are difficult to eliminate through existing means may be offset through carbon sinks, with forest carbon sinks being one such method. In light of the increasing importance of carbon sinks, which also highlights opportunities for forest conservation, a green lecture was held at headquarters on April 11. Professor Chiu, Chi-Jung of National Taiwan University was invited to deliver a talk titled "Corporate Applications of Carbon Sinks", guiding colleagues through international carbon offset mechanisms, Taiwan's current status, and case studies and action plans from domestic and global enterprises. Through professional insights and case analysis, the session explored how carbon sinks can be effectively leveraged as corporate assets.

Turning Used Batteries into Love

The Company has long provided battery recycling bins in the workplace to encourage recycling of used batteries. In celebration of Earth Day, an 11-day campaign titled "Turning Used Batteries into Love" was launched, encouraging employees to collect used batteries from both their offices and homes, with suppliers also invited to join as ESG partners. A total of 39.5 kilograms of used batteries were collected. The resulting recycling incentives were used to purchase cookies and snacks, which were donated to children through the Hsu Chauing Foundation, turning a small battery into a big gesture of love and care for children.

Bag It Forward - Resource Circularity and Reuse

With the rising global awareness of environmental protection, reducing plastic usage has become everyone's responsibility. The 2024 Earth Day theme, "Planet vs. Plastics", calls for global unity to end plastic pollution and its threats to the planet and all living beings. In response to this, the Company hosts the "Bag It Forward" circular reuse campaign each year. Beginning in 2024, dedicated recycling cabinets have been placed in designated areas within the office to collect clean and undamaged paper bags, plastic shopping bags, and reusable eco-bags. The initiative encourages employees to minimize single-use plastic by promoting the habit of reuse and reducing waste generation, moving toward a more sustainable lifestyle.

In addition to internal reuse, collected paper bags during the campaign period were also donated to retailers who support paper bag reuse. This year, donations were made to 3 businesses: Waffle Cabin, Chunho, and Decathlon, thereby extending the campaign's impact beyond the Company to the public and building collective momentum for change toward upstream plastic reduction.

Sustainability Action Plan Proposal Campaign

The Company is committed to promoting sustainability from multiple dimensions. In 2024, the Company launched it's first-ever Sustainability Action Plan Proposal Campaign, inviting employees to submit their ideas in areas such as environmental protection, social responsibility, and corporate governance. The campaign aimed to inspire creativity and collective efforts to safeguard the planet. A total of 16 submissions were received, covering diverse topics such as green energy, carpooling systems, plastic reduction lifestyles, and secondhand item exchanges. These proposals not only demonstrated employees' strong awareness and passion for sustainability but also highlighted their innovation and initiative in environmental and social responsibility. Each submission represented a contribution to the Company's sustainability goals and a commitment to creating a better future for our planet.

We look forward to seeing these innovative ideas put into action in the future. With collective efforts, we believe the Company will achieve even greater progress in all aspects of sustainability and bring about a more positive impact on both society and the environment. Every small change and action is a valuable investment in a better world.

Earth Hour - Lights Out for One Hour

Initiated by the World Wide Fund for Nature (WWF) in 2007, Earth Hour encourages people around the world to turn off non-essential lights for 1 hour at 8:30 PM local time on the last Saturday of March each year. It is now the world's largest voluntary public environmental movement, with over 192 countries and more than 18,000 global landmarks participating in this global climate action, including Taipei 101.

On March 23, the Company's headquarters in Shenkeng turned off external signage lighting and other non-essential lights. The President, management team, and employees joined the campaign by holding signs and advocating the message that through this symbolic lights-out gesture, anyone, regardless of age, background, or position, has the power and responsibility to change the world in the face of global climate change.

(7) Secondhand Clothes and Book Recycling in Collaboration with Eden Social Welfare Foundation - Supporting the "Old Shoes Save Lives" Campaign

The Company collaborates with the Eden Social Welfare Foundation to set up permanent recycling stations within the Company for secondhand clothes and books, where employees can donate freely. This initiative combines resource reuse and social welfare to create a greater positive impact. Donated clothes are sorted by the Foundation; usable items are donated or sold in charity auctions, with proceeds supporting the Foundation's operations. Clothes that cannot be reused are sold to recycling plants, shredded, and repurposed as raw materials, achieving goals of sustainable resource circulation and waste reduction. Secondhand books are donated to organizations in need, continuing the value of knowledge. Employees were also invited to donate old shoes and clothing to support the "Old Shoes Save Lives" campaign, delivering compassion and resources to impoverished villages and schools in Africa. In 2024, a total of 329 kilograms of secondhand clothes and 154 secondhand books were donated. The Old Shoes Save Lives campaign collected approximately 270 pairs of used shoes, 770 pieces of used clothing, and around 20 used bags.

(8) Kinpo-Compal Group Beach Cleanup - Working Together to Protect Marine Ecosystems

Marine waste pollutes our oceans and threatens marine life. Microplastics generated from this waste drift through the oceans and accumulate in the food chain, indirectly endangering human health. Beach cleanup efforts provide an opportunity for us to reflect on the relationship between humans and nature. We hope to raise awareness that solving marine litter issues is a crucial task for protecting the environment, promoting biodiversity, and achieving sustainable development.

To raise employees' awareness of ecological and environmental protection and to encourage active response to the marine ecological crisis in Taiwan, KINPO GROUP, Compal Electronics, AcBel Polytech, and Shennona Co., Ltd. jointly organized a beach cleanup at Chouziwan Beach in Tamsui on October 18. Employees were called to protect this beautiful coastline and to help fulfill SDG 14: Life Below Water.

Led by KINPO GROUP Chief Sustainability Officer Yu Nai-Pu, Compal Senior Vice President Wei Chiu-Jui, and AcBel Polytech Chief Sustainability Officer Chen Kuo-Long, a total of 162 volunteers participated and collected 713.9 kilograms of marine waste, helping to restore the natural beauty of Chouziwan Beach. We hope this event serves not merely as a one-time activity, but as a new beginning, encouraging us to implement environmental protection in every corner of our daily lives and to inspire others to embrace this green spirit.

APPENDIX

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P.134 GRI Standards Content Index

P.136 UN Global Compact Comparison Table

P.137 SASB Standards/
Sustainability Disclosure Indicators -
Other Electronics Industry

P.138 ISO 26000 Comparison Table

P.139 Management System Certificate

P.140 Environmental Sustainability Indicators

P.146 Social Inclusion Indicators

P.154 Sustainable Governance Indicators

Independent Limited Assurance Report

Auditors' Limited Assurance Report

Kinpo Electronics, Inc.

Scope
We have been engaged by Kinpo Electronics, Inc. (the "Company") to perform a 'limited assurance engagement,' as defined by Accounting Research and Development Foundation of the Republic of China on Assurance Engagements, to report on sustainability performance information (the "Subject Matter") contained in the Company's Sustainability Report ("the Report") for the year ended December 31, 2024.

Subject Matter and Criteria Applied
The Subject Matter of the Company and its applicable criteria arc detailed in Appendix I.

Responsibilities of Management
Management is responsible for the preparation of the Report in accordance with Rules Governing the Preparation and Filing of Sustainability Reports by TWSE and with reference to appropriate standards, including the 2021 GRI Standards published by the Global Reporting Initiative (GRI). The management is responsible for selecting the applicable standards and ensuring that, in all material respects, the subject matter information is reported in accordance with such applicable standards. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities
Our responsibility is to express a conclusion on the presentation of the Subject Matters based on evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000 (Revised)'). Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our independence and quality management
We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed
Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information, and applying analytical and other appropriate procedures.

Our procedures included:

- Conducted interviews with personnel to understand the business and reporting process;
- Understanding the main stakeholders of the Company and their expectations and needs through interviews and examination of relevant documents, the specific communication channels between both parties, and how responds to such expectations and needs;
- Conducted interviews with key personnel to understand the process for collecting, collating and reporting the subject matter during the reporting period;
- Checked that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria;
- Undertook analytical procedures of the data and made inquiries of management to obtain explanations for any significant differences we identified; and, where necessary, perform testing on a sample basis;
- Performed analytical procedures to support the reasonableness of the data;
- Tested, on a sample basis, underlying source information to check the accuracy of the data;
- Reading the Report to ensure the implementation of overall sustainable responsibility and reporting process is consistent with our understanding.

Inherent limitations
Due to the measurement uncertainties affecting the non-financial information included in the sustainability report, choosing different measurement methods may lead to significant variances in performance measurement. Furthermore, since the assurance work is conducted on a sampling basis, any internal controls are subject to inherent limitations, and therefore may not necessarily detect all material misstatements that already exist, whether they arise from fraud or error.

Conclusion
Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the Subject Matter, in order for it to be in accordance with the Criteria.

Chen, Chih Chung

Ernst & Young, Taiwan
July 28, 2025

Notice to Readers
For the convenience of readers. the independent auditors' limited assurance report and the accompanying summary of identified subject matter information have been translated into English from the original Chinese version prepared and used in the Republic of China. If there is any conflict between the English version and the original Chinese version or any difference in the interpretation of the two versions. the Chinses-language independent auditors ' limited assurance report and summary' of identified subject matter information shall prevail.

Independent Limited Assurance Report

Appendix I：

<table>
<tr><th>No.</th><th>Page</th><th>Content Title</th><th>Indicator Information</th><th>Criteria</th></tr>
<tr><td>1</td><td>141、143</td><td>Major Energy Consumption</td><td>The energy usage of Taiwan plant in 2024 are as follows:<table><tr><th>Liquefied natural gas (1,000 cubic meters)</th><th>Liquefied petroleum gas (kg)</th><th>Motor Gasoline (liters)</th><th>Diesel (liters)</th><th>Total electricity consumption (1,000 degrees)</th></tr><tr><td>-</td><td>-</td><td>9,663.18</td><td>3,863.16</td><td>3,012.73</td></tr></table>The 2024 annual outsourced electricity for the Taiwan plant is 100%.
The 2024 annual renewable energy usage rate for the Taiwan plant is 0%.</td><td>According to Article 4, Paragraph 3 of the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies", Appendix 1-14 Sustainability Disclosure Indicators 2- Other Electronic Industries:
Total energy consumption, percentage of outsourced electricity, and renewable energy use rate</td></tr>
<tr><td>2</td><td>144</td><td>Annual water consumption</td><td>In 2024, the water consumption of the Taiwan plant will be 35.10 million liters.</td><td>According to Article 4, Paragraph 3 of the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies", Appendix 1-14 Sustainability Disclosure Indicators 2- Other Electronic Industries:
Total water withdrawal and total water consumption</td></tr>
<tr><td>3</td><td>145</td><td>Waste management</td><td>In 2024, the weight of hazardous waste at the Taiwan plant is 0 metric tons.</td><td>According to Article 4, Paragraph 3 of the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies", Appendix 1-14 Sustainability Disclosure Indicators 2- Other Electronic Industries:
Total hazardous waste generated and percentage recycled</td></tr>
<tr><td>4</td><td>153</td><td>Occupational Injury Information by Plant</td><td>The number of occupational accidents in Taiwan plant in 2024 are as follows:<table><tr><td>Hours Worked in a Year (Hours)</td><td>2,441,336</td></tr><tr><td>Lost Time of Occupational Injury (Cases)</td><td>5</td></tr><tr><td>Recordable Occupational Injury (Cases)</td><td>5</td></tr><tr><td>Total Recordable Incident Rate (TRIR) or Lost Time Incident Rate (LTIR) (%)</td><td>0.41</td></tr></table>Total Recordable Incident Rate (TRIR) or Lost Time Incident Rate (LTIR) = ((number of recordable occupational injuries + number of lost time injuries) x 200,000) / hours worked in a year.
The statistics of occupational accidents in Taiwan plant in 2024 are as follows:<table><tr><td>Falling</td><td>1</td></tr><tr><td>Other</td><td>4</td></tr></table></td><td>According to Article 4, Paragraph 3 of the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies", Appendix 1-14 Sustainability Disclosure Indicators 2- Other Electronic Industries:
Types of, number of employees in and rate of occupational accidents</td></tr>
<tr><td>5</td><td>137</td><td>Corporate Governance</td><td>In 2024, the amount of monetary loss caused by legal proceedings related to the anti-competitive conduct ordinance at the Taiwan plant is NT$0</td><td>According to Article 4, Paragraph 3 of the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies", Appendix 1-14 Sustainability Disclosure Indicators 2- Other Electronic Industries:
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations</td></tr>
</table>

<table>
<tr><th>No.</th><th>Page</th><th>Content Title</th><th>Indicator Information</th><th>Criteria</th></tr>
<tr><td>6</td><td>148</td><td>Composition of the employees</td><td>2024 Taiwan Plant Employees Composition (by Gender):<table><tr><th>Gender</th><th>Male</th><th>Female</th><th>Total</th></tr><tr><td>Full-time employees</td><td>716</td><td>599</td><td>1,315</td></tr><tr><td>Part-time employees</td><td>3</td><td>1</td><td>4</td></tr><tr><td>Total</td><td>719</td><td>600</td><td>1,319</td></tr></table></td><td>GRI Standards 2-7 employee
Full-time and part-time employees by gender</td></tr>
<tr><td>7</td><td>150、151</td><td>Total number of the new employee and departing employee (by gender/age)</td><td>Total number of new employees in Taiwan in 2024 (by gender):<table><tr><th>Gender</th><th>New employees</th><th>%</th></tr><tr><td>Male</td><td>80</td><td>0.01%</td></tr><tr><td>Female</td><td>66</td><td>0.01%</td></tr><tr><td>Total</td><td>146</td><td>0.03%</td></tr></table>Total number of new employees in Taiwan 2024 (by age):<table><tr><th>Age</th><th>New employees</th><th>%</th></tr><tr><td>Under 30 years old</td><td>29</td><td>0.01%</td></tr><tr><td>30-50 years old</td><td>99</td><td>0.04%</td></tr><tr><td>Over 50 years old</td><td>18</td><td>0.11%</td></tr><tr><td>Total</td><td>146</td><td>0.16%</td></tr></table>Total number of departing employees in Taiwan plant 2024 (by gender):<table><tr><th>Gender</th><th>New employees</th><th>%</th></tr><tr><td>Male</td><td>145</td><td>0.03%</td></tr><tr><td>Female</td><td>102</td><td>0.02%</td></tr><tr><td>Total</td><td>247</td><td>0.05%</td></tr></table>Total number of departing employees the in Taiwan plant 2024 (by age):<table><tr><th>Age</th><th>New employees</th><th>%</th></tr><tr><td>Under 30 years old</td><td>24</td><td>0.01%</td></tr><tr><td>30-50 years old</td><td>156</td><td>0.06%</td></tr><tr><td>Over 50 years old</td><td>67</td><td>0.40%</td></tr><tr><td>Total</td><td>247</td><td>0.47%</td></tr></table></td><td>GRI Standards 401-1
New and former employees
In FY2024, the number of new employees in Taiwan plant will be divided by gender and calculated ratio based on the average of the entire accounting period.
In FY2024, the number of new employees in Taiwan plant will be divided by age and calculated ratio based on the average of the entire accounting period.
In FY2024, the number of departing employees in Taiwan plant will be divided by gender and calculated ratio based on the average of the entire accounting period.
In FY2024, the number of departing employees in Taiwan plant will be divided by age and calculated ratio based on the average of the entire accounting period.</td></tr>
<tr><td>8</td><td>152</td><td>Education and training statistics for employees (by gender)</td><td>The statistics of training hours in Taiwan in 2024 are as follows:<table><tr><th rowspan="2">Position \ Gender</th><th colspan="2">Male</th><th colspan="2">Female</th></tr><tr><th>Training Hours (Hrs)</th><th>Hours per Employee</th><th>Training Hours (Hrs)</th><th>Hours per Employee</th></tr><tr><td>Senior (Level 1) Manager</td><td>343.5</td><td>7.99</td><td>118.5</td><td>11.85</td></tr><tr><td>Mid-level Manager</td><td>2,965.5</td><td>19.77</td><td>1,349.0</td><td>25.94</td></tr><tr><td>Junior Manager</td><td>7,338.0</td><td>27.69</td><td>4,403.0</td><td>27.35</td></tr><tr><td>Specialists</td><td>7,785.0</td><td>29.83</td><td>11,737.0</td><td>31.13</td></tr><tr><td>Total</td><td>18,432.0</td><td>25.64</td><td>17,607.5</td><td>29.35</td></tr></table></td><td>GRI Standards 404-1
The average hours of training per year per employee
The average hours of training per position is the total hours of training hours divided by the total hours on the end date of the reporting period</td></tr>
</table>

GRI Standards Content Index

Declaration of Use	Kinpo Electronics, Inc. has published the 2024 Sustainability Report with reference to the GRI Standards. The reporting period covers January 1 to December 31, 2024.		
GRI 1 Used	GRI 1: Foundation 2021	GRI Sector Standards	Not applicable

Disclosure	Corresponding Report Sections	Omission	Page
GRI 2: General Disclosures 2021			
The organization and its reporting practices			
2 - 1 Organizational details	1.1 Company Profile		P.12
2 - 2 Entities included in the organization's sustainability reporting	About this Report		P.1
2 - 3 Reporting period, frequency and contact point	About this Report		P.1
2 - 4 Restatements of information	About this Report There were no significant changes to Kinpo Electronics' information during the reporting period.		P.1
2 - 5 External assurance	Appendix - Independent Limited Assurance Report		P.132
Activities and workers			
2 - 6 Activities, value chain and other business relationships	1.3 Operational Overview Chapter 7 Sustainable Procurement		P.13 P.83
2 - 7 Employees	8.1 Human Resource Management Policy		P.91
2 - 8 Workers who are not employees	8.1 Human Resource Management Policy		P.91
Governance			
2 - 9 Governance structure and composition	2.1 ESG Governance Organization 3.1 Corporate Governance		P.15 P.24
2-10 Nomination and selection of the highest governance body	3.1 Corporate Governance		P.24
2-11 Chair of the highest governance body	3.1 Corporate Governance		P.24
2-12 Role of the highest governance body in overseeing the management of impacts	2.1 ESG Governance Organization 3.1 Corporate Governance		P.15 P.24
2-13 Delegation of responsibility for managing impacts	2.1 ESG Governance Organization 3.1 Corporate Governance		P.15 P.24
2-14 Role of the highest governance body in sustainability reporting	About this Report 2.1 ESG Governance Organization 3.1 Corporate Governance		P.1 P.15 P.24
2-15 Conflicts of interest	3.1 Corporate Governance 3.2 Ethical Corporate Management and Regulatory Compliance		P.24 P.29
2-16 Communication of critical concerns	3.1 Corporate Governance 3.2 Ethical Corporate Management and Regulatory Compliance		P.24 P.29
2-17 Collective knowledge of the highest governance body	2.2 Sustainability Blueprint and UN Sustainable Development Goals 3.1 Corporate Governance		P.15 P.24
2-18 Evaluation of the performance of the highest governance body	3.1 Corporate Governance		P.24
2-19 Remuneration policies	3.1 Corporate Governance 8.2 Compensation & Benefits		P.24 P.101
2-20 Process to determine remuneration	3.1 Corporate Governance 8.2 Compensation & Benefits		P.24 P.101
2-21 Annual total compensation ratio	Omission	Due to confidentiality policies regarding compensation, Kinpo Electronics does not disclose the highest annual total compensation.	
Strategy, policies and practices			
2-22 Statement on sustainable development strategy	Message from the Chairman Message from the President Message from the Chief Sustainability Officer 2.2 Sustainability Blueprint and UN Sustainable Development Goals		P.5 P.6 P.7 P.15
2-23 Policy commitments	3.1 Corporate Governance 3.3 Risk Management 5.3 Energy and Resource Management 7.1 Sustainable Procurement Policy and Goals 8.1 Human Resource Management Policy		P.24 P.33 P.63 P.83 P.91
2-24 Embedding policy commitments	2.1 ESG Governance Organization 2.2 Sustainability Blueprint and UN Sustainable Development Goals 7.1 Sustainable Procurement Policy and Goals 8.1 Human Resource Management Policy		P.15 P.15 P.83 P.91
2-25 Processes to remediate negative impacts	3.2 Ethical Corporate Management and Regulatory Compliance 4.1 R&D and Green Design 5.1 Climate Change Risks and Management 7.3 Supply Chain Risk Management 8.3 Employee Development Chapter 9 Social Inclusion		P.29 P.44 P.51 P.86 P.106 P.117
2-26 Mechanisms for seeking advice and raising concerns	3.2 Ethical Corporate Management and Regulatory Compliance		P.29
2-27 Compliance with laws and regulations	3.2 Ethical Corporate Management and Regulatory Compliance		P.29
2-28 Membership associations	2.5 Major Initiatives and Involvement		P.21
Stakeholder engagement			
2-29 Approach to stakeholder engagement	2.4 Stakeholder Communication		P.19
2-30 Collective bargaining agreements	8.4 Employee Communication There were no collective bargaining agreements at Kinpo Electronics in 2024.		P.108
GRI 3: Material Topics 2021			
3-1 Process to determine material topics	2.3 Analysis of Material Topics		P.17
3-2 List of material topics	2.3 Analysis of Material Topics		P.17
3-3 Management of material topics	2.3 Analysis of Material Topics		P.17

Material Topics

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305 Emissions	305-1 Direct (Scope 1) GHG emissions	5.2 GHG Management	P.60
	305-2 Energy indirect (Scope 2) GHG emissions	5.2 GHG Management	P.60
	305-3 Other indirect (Scope 3) GHG emissions	5.2 GHG Management	P.60
	305-4 GHG emissions intensity	5.2 GHG Management	P.60
	305-5 Reduction of GHG emissions	5.2 GHG Management	P.60
Energy Management			
3-3 Management of material topics		5.3 Energy and Resource Management	P.63
302 Energy	302-1 Energy consumption within the organization	5.3 Energy and Resource Management Appendix - Environmental Sustainability Indicators	P.63 P.140
	302-3 Energy intensity	5.3 Energy and Resource Management Appendix - Environmental Sustainability Indicators	P.63 P.140
	302-4 Reduction of energy consumption	5.3 Energy and Resource Management	P.63
Talent Attraction and Retention			
3-3 Management of material topics		Chapter 8 Employee Wellbeing	P.91
202 Market Presence	202-2 Proportion of senior management hired from the local community	8.1 Human Resource Management Policy Appendix - Social Inclusion Indicators	P.91 P.146
401 Employment	401-1 New employee hires and employee turnover	8.1 Human Resource Management Policy Appendix - Social Inclusion Indicators	P.91 P.146
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	8.2 Compensation & Benefits	P.101
	401-3 Parental leave	8.5 Employee Health	P.110
Sustainable Supply Chain			
3-3 Management of material topics		Chapter 7 Sustainable Procurement	P.83
204 Procurement Practices	204-1 Proportion of spending on local suppliers	7.2 Supplier Selection and Evaluation	P.85
308 Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	7.2 Supplier Selection and Evaluation	P.85
	308-2 Negative environmental impacts in the supply chain and actions taken	7.3 Supply Chain Risk Management	P.86
409 Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	7.1 Sustainable Procurement Policy and Goals Kinpo Electronics explicitly prohibits forced or compulsory labor in the Suppliers' Code of Conduct and does not accept any suppliers or contractors who use forced or compulsory labor.	P.83
414 Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	7.2 Supplier Selection and Evaluation	P.85
	414-2 Negative social impacts in the supply chain and actions taken	7.3 Supply Chain Risk Management	P.86
Quality Management			
3-3 Management of material topics		3.6 Quality Management	P.41
417 Marketing and Labeling	417-1 Requirements for product and service information and labeling	3.6 Quality Management 6.3 Restricted Substance Management	P.41 P.79
	417-2 Incidents of non-compliance concerning product and service information and labeling	3.6 Quality Management No violations occurred in 2024.	P.41
Information Security			
3-3 Management of material topics		3.4 Information Security	P.36
418 Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.4 Information Security No violations occurred in 2024.	P.36

Ongoing Topics of Concern

GRI Standard	Disclosure	Corresponding Report Sections	Page
Water Resource Management			
303 Water and Effluents	303-3 Water withdrawal	Appendix - Environmental Sustainability Indicators	P.140
	303-4 Water discharge	Appendix - Environmental Sustainability Indicators	P.140
	303-5 Water consumption	Appendix - Environmental Sustainability Indicators	P.140
Waste Management			
306 Waste	306-3 Waste generated	Appendix - Environmental Sustainability Indicators	P.140
	306-4 Waste diverted from disposal	Appendix - Environmental Sustainability Indicators	P.140
	306-5 Waste directed to disposal	Appendix - Environmental Sustainability Indicators	P.140
Biodiversity			
101 Biodiversity	101-4 Identification of biodiversity impacts	5.4 Biodiversity	P.67
	101-5 Locations with biodiversity impacts	5.4 Biodiversity	P.67
Product Responsibility			
416 Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	3.6 Quality Management 6.3 Restricted Substance Management	P.41 P.79
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	3.6 Quality Management No violations occurred in 2024.	P.41
Diversity and Inclusion			
405 Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	8.1 Human Resource Management Policy Appendix - Social Inclusion Indicators	P.91 P.146

Human Capital Development			
201 Economic Performance	201 - 3 Defined benefit plan obligations and other retirement plans	8.2 Compensation & Benefits	P.101
404 Training and Education	404 - 1 Average hours of training per year per employee	8.3 Employee Development	P.106
406 Non-discrimination	406 - 1 Incidents of discrimination and corrective actions taken	8.1 Human Resource Management Policy 8.5 Employee Health	P.91 P.110
408 Child Labor	408 - 1 Operations and suppliers at significant risk for incidents of child labor	8.1 Human Resource Management Policy Kinpo Electronics prohibits the use of child labor and does not accept any suppliers or contractors who employ child labor.	P.91
Occupational Health and Safety			
403 Occupational Health and Safety	403 - 1 Occupational health and safety management system	8.5 Employee Health	P.106
	403 - 2 Hazard identification, risk assessment, and incident investigation	8.5 Employee Health	P.106
	403 - 3 Occupational health services	8.5 Employee Health	P.106
	403 - 4 Worker participation, consultation, and communication on occupational health and safety	8.5 Employee Health	P.106
	403 - 5 Worker training on occupational health and safety	8.5 Employee Health	P.106
	403 - 6 Promotion of worker health	8.5 Employee Health	P.106
	403 - 7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	8.5 Employee Health	P.106
	403 - 8 Workers covered by an occupational health and safety management system	8.5 Employee Health	P.106
	403 - 9 Work-related injuries	8.5 Employee Health	P.106
	403-10 Work-related ill health	8.5 Employee Health	P.106
Ethical Management			
205 Anti-corruption	205 - 2 Communication and training about anti-corruption policies and procedures	3.2 Ethical Corporate Management and Regulatory Compliance	P.29
	205 - 3 Confirmed incidents of corruption and actions taken	3.2 Ethical Corporate Management and Regulatory Compliance No violations occurred in 2024.	P.29
206 Anti-competitive Behavior	206 - 1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	3.2 Ethical Corporate Management and Regulatory Compliance	P.29
415 Public Policy	415 - 1 Political contributions	2.5 Major Initiatives and Involvement	P.21
Tax Management			
207Tax	207 - 1 Approach to tax	3.5 Tax Policy	P.39

UN Global Compact Comparison Table

Classification	10 Principles	Report Content/ Description	Corresponding Report Sections
Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights.	Kinpo supports and respects international human rights and has a corresponding human rights management policy and manifesto.	8.1 Human Resource Management Policy
	Make sure that they are not complicit in human rights abuses.	Kinpo aims for "zero violations" in the areas of anti-discrimination, anti-sexual harassment, anti-bullying, prohibition of forced labor and prohibition of child labor as part of its human rights management policy and manifesto. As a member of the RBA, Kinpo adheres to the RBA Code of Conduct and supports the RBA's Responsible Mineral Sourcing.	6.4 Responsible Mineral Management 8.1 Human Resource Management Policy
Labor	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Kinpo supports freedom of association and recognizes the right to collective bargaining.	8.4 Employee Communication
	The elimination of all forms of forced and compulsory labor.	Kinpo prohibits all forms of forced and compulsory labor.	8.1 Human Resource Management Policy
	The effective abolition of child labor.	Kinpo prohibits child labor.	3.2 Ethical Corporate Management and Regulatory Compliance 8.1 Human Resource Management Policy
	The elimination of discrimination in respect of employment and occupation.	Kinpo eliminates discrimination in employment and occupation.	8.1 Human Resource Management Policy
Environment	Businesses should support a precautionary approach to environmental challenges.	Kinpo has established a climate change risk identification process as per the TCFD guidelines, and set up a response strategy and made disclosures by taking stock of risk items and ranking their significance.	5.1 Climate Change Risk and Management
	Undertake initiatives to promote greater environmental responsibility.	Kinpo has established a climate change risk identification process as per the TCFD guidelines, and set up a response strategy and made disclosures by taking stock of risk items and ranking their significance.	5.1 Climate Change Risk and Management
	Encourage the development and diffusion of environmentally friendly technologies.	Kinpo minimizes the environmental impact of its manufacturing process and continues using sustainable materials, taking final product packaging and transportation into account to lower the environmental footprint and mitigate environmental impact from the design stage.	4.1 R&D and Green Design
Anti-Corruption	Businesses should work against corruption in all its forms, including extortion and bribery.	Kinpo works against corruption in all its forms, including extortion and bribery.	3.2 Ethical Management and Regulatory Compliance

SASB Standards/Sustainability Disclosure Indicators - Other Electronics Industry

Sustainability Disclosure Topics & Accounting Metrics

Disclosure Topics	SASB Accounting Metrics		FSC Sustainability Disclosure Indicators	2024 Disclosure Status	Units	SASB Codes	Corresponding Report Sections
Energy Management	-		Total Energy Consumption	1,250,576.62	GJ	-	5.3 Energy and Resource Management Appendix - Environmental Sustainability Indicators
			Percentage of Purchased Electricity	92.3	%		
			Renewable Energy Utilization Rate	8.5	%		
Water Management	Water Withdrawal		Total Water Withdrawal	1,630.56	1,000m³	TC-ES-140a.1	Appendix - Environmental Sustainability Indicators
	Water Consumption		Total Water Consumption	100.15	1,000m³		
	Percentage of Water Withdrawn in Water-Stressed Areas		-	63.75	%		
	Percentage of Water Consumed in Water-Stressed Areas		-	61.86	%		
Waste Management	Amount of Hazardous Waste from Manufacturing		Weight of Hazardous Waste Generated	632.30	t	TC-ES-150a.1	Appendix - Environmental Sustainability Indicators
	Percentage of Hazardous Waste Recycled		Percentage of Hazardous Waste Recycled	0.2	%		
Labor Incidents	Number of Work Stoppages		-	45	Incidents	-	8.5 Employee Health
	Total Days Idle			393	Days		
	-		Number of Persons in Occupational Incidents*	45	Persons	TC-ES-310a.1	8.5 Employee Health
			Rate of Occupational Incident Cases	0.10	%		
Labor Conditions	Total Recordable Incident Rate (TRIR)		-	0.25	%	TC-ES-320a.1	8.5 Employee Health
	Near Miss Frequency Rate (NMFR)			0.01	%		
	Percentage of Audited under RBA VAP	All Facilities**	-	85	%	TC-ES-320a.2	7.3 Supply Chain Risk Management
		High-Risk Facilities	-	2	%		
	Non-conformance Rate of Tier-1 Suppliers Audited under RBA VAP		-	2	%	TC-ES-320a.3	7.3 Supply Chain Risk Management
	Corrective Action Rate of Tier-1 Suppliers Audited under RBA VAP		-	100	%		
Product Lifecycle Management	Weight of End-of-life Products and E-waste		Weight of Disposed Products and E-waste	1,304.54	t	TC-ES-410a.1	Appendix - Environmental Sustainability Indicators
	Percentage Recycling Rate of End-of-life Products and E-waste		Recycling Rate	7.10	%		
Materials Sourcing	Description of the Management of Risks Associated with the Use of Critical Materials		Description of the Management of Risks Associated with the Use of Critical Materials	The Company fully complies with regulations regarding restricted hazardous substances and responsible minerals. Related issues have been incorporated into supplier management, and suppliers are required to sign procurement agreements.	-	TC-ES-440a.1	6.3 Restricted Substance Management 6.4 Responsible Mineral Management 7.2 Supplier Selection and Evaluation
Anti-competitive Behavior	-		Total Amount of Monetary Loss Due to Legal Actions Related to Anti-competitive Behavior	0	NT$	-	3.2 Ethical Corporate Management and Regulatory Compliance
Main Product Output	-		Output of Main Products by Product Category	27,364,276	Unit	-	-

*The number of occupational injury incidents reported by the Company is based on global site data submitted to the Occupational Safety and Health Administration (OSHA), Ministry of Labor, for the indicator regarding loss of working hours.
*As required by GRI 403-9, the number of recordable occupational injury cases is compiled globally. For detailed results, please refer to the Appendix - Social Inclusion Indicators, 5-2 2024 Global Employee Occupational Incident Statistics (by category).
**In 2024, a total of 104 Suppliers passed the audit under RBA VAP or homogeneous audits, and the significant supplier introduction rate was 85%.

Activity Metrics

Activity Metrics	2024 Disclosure	Unit	Code	Chapter
Number of manufacturing facilities	19	Facilities	TC-ES-000.A	1.1 Company Profile
Area of manufacturing facilities	1,511,511	Square meters (m2)	TC-ES-000.B	1.2 Operating Locations
Number of employees	45,575	Persons	TC-ES-000.C	1.2 Operating Locations

ISO 26000 Comparison Table

Categories	Main Issues	Relevant Sections
Organizational Governance	Systems for decision-making and implementation in the execution of goals	2.1 ESG Governance Organization 3.1 Corporate Governance
Human Rights	Auditing of legal compliance and human rights risks	8.1 Human Resources Management Policy
	Situations posing risks to human rights	
	Avoiding complicity - direct, benefit, and silent complicity	
	Addressing grievances	8.4 Employee Communication
	Discrimination and vulnerable groups	8.1 Human Resources Management Policy
	Civil and political rights	
	Economic, social, and cultural rights	
	Fundamental rights at work	
Labor Practices	Contractual and employment relationships	8.1 Human Resources Management Policy
	Working conditions and social protection	
	Social dialogue	8.4 Employee Communication
	Occupational health and safety	8.5 Employee Health
	Human development and training	8.3 Employee Development
Environment	Pollution prevention	5.3 Energy and Resource Management
	Sustainable resource use	
	Climate change mitigation and adaptation	5.1 Climate Change Risk and Management
	Environmental protection, biodiversity, and habitat restoration	5.4 Biodiversity
Fair Operating Practices	Anti-corruption	3.2 Ethical Management and Regulatory Compliance
	Responsible political engagement	
	Fair competition	
	Promoting social responsibility in the value chain	
	Respect for intellectual property rights	4.2 R&D Patents
Consumer Issues*	Fair marketing, information, and contract practices	-
	Consumer health and safety protection	-
	Sustainable consumption	-
	Consumer service, support, complaints, and dispute resolution	-
	Consumer data protection and privacy	-
	Providing essential services	-
	Education and awareness	-
Community Involvement and Development	Community involvement	Chapter 9 Social Inclusion
	Education and culture	
	Increasing employment and technical development	
	Technological development	
	Creating wealth and income	
	Health	
	Social investment	

*Kinpo Electronics is a B2B assembly plant and does not directly face consumers, so the section on "Consumer Issues" is irrelevant.

Management System Certificate

Scope	Standard	Validation Status										
		Taipei / Taiwan	Changan / China	Wujing / China	Yueyang / China	MAH / Thailand	PET / Thailand	LIMA/ Philippines	FPIP/ Philippines	SD / USA	Reynosa / Mexico	Manaus / Brazil
Quality	ISO9001 Quality Management Systems	V	V	V	V	V	V	V	V	V	V	V
	TL9000 Communication Industry Quality Management						V				V	
	IATF 16949 Automotive Quality Management System					V						
	ISO 13485 Medical Devices Quality Management Systems							V		V		
	ISO17025 Laboratory Quality Management System					V						
	AS 9100 Aerospace Quality Management System									V		
	ANSI ESD S20.20 Electrostatic Discharge Control Certification						V				V	
Environment	IECQ QC 080000 Hazardous Substance Process Management System	V	V	V			V	V				
	ISO14001 Environmental Management Systems		V	V	V	V	V	V	V		V	V
	ISO14064 GHG Accounting & Verification	V	V	V	V	V	V	V	V	V	V	V
	ISO14067 Product Carbon Footprint	V*										
	ISO50001 Energy Management Systems	V	V	V	V	V	V	V	V	V	V	V
	OEM GP Environmental Management Systems	V				V						
	UL2799 Validation of Landfill Waste Stream Declaration						V*					
	RBA Responsible Business Alliance		V		V	V	V					
	SONY Green Partner Environmental Certification	V				V	V					
Operations	ISO22301 Business Continuity Management Systems								V			
Occupational Safety	ISO45001 Occupational Health and Safety Management Systems	V	V	V	V	V	V	V	V			V
Information	ISO 27001 Information Security Management Systems	V				V						

*This verification is limited to specific product lines.
**The verification status and certification validity period have been disclosed on the official website. Please refer to the link below: https://www.kinpo.com.tw/kpo_file/Related_Certification_Information.pdf

Environmental Sustainability Indicators

1. Environmental Management Cost Statistics

	2021			
	Investment in Pollution Control Equipment	Pollution Control Cost	Waste Disposal Fees	Costs of Management Activities
Taiwan	-	-	41.90	-
China	24,816.20	12,783.64	1,044.95	939.40
Thailand	-	399.06	351.82	-
Philippines	-	-	2,819.38	-
Brazil	396.25	83,864.81	3,873.25	368.00
Mexico	-	-	47.78	-
Malaysia	47.61	174.97	287.19	74.20
USA	-	-	529.01	-
Total	25,260.07	97,222.47	8,995.29	1,381.60

Unit: NT$1,000

	2022			
	Investment in Pollution Control Equipment	Pollution Control Cost	Waste Disposal Fees	Costs of Management Activities
Taiwan	-	-	58.10	-
China	2,910.85	1,855.70	12,642.12	1,223.93
Thailand	-	561.93	216.51	-
Philippines	-	-	5,480.40	-
Brazil	497.82	55,677.58	2,980.86	415.91
Mexico	-	-	31.06	-
Malaysia	151.07	280.58	286.53	208.52
USA	-	-	595.22	-
Total	3,559.74	58,375.80	22,290.8	1,848.36

Unit: NT$1,000

	2023			
	Investment in Pollution Control Equipment	Pollution Control Cost	Waste Disposal Fees	Costs of Management Activities
Taiwan	-	-	732.06	398.00
China	787.15	443.59	1,032.15	3,557.90
Thailand	161.16	81.82	225.75	1,008.06
Philippines	175,722.50	123,074.00	6,844.43	20,724.25
Brazil	-	1,032.61	2,967.11	7,917.34
Mexico	-	-	25.21	100.11
Malaysia	263.89	168.66	377.40	996.61
USA	-	-	672.02	571.95
Total	176,934.70	124,800.69	12,876.14	35,274.22

Unit: NT$1,000

	2024			
	Investment in Pollution Control Equipment	Pollution Control Cost	Waste Disposal Fees	Costs of Management Activities
Taiwan	-	-	861.80	215.00
China	912.01	155.30	1074.47	3476.28
Thailand	177.99	46.52	341.55	934.33
Philippines	-	-	-	1250.38
Brazil	-	-	1362.85	414.19
Mexico	-	-	78.62	4350.23
Malaysia	-	223.94	822.99	3478.56
USA	-	-	209.64	410.21
Total	1,089.99	425.76	4,751.93	14,529.18

Unit: NT$1,000

※ The 2023 Philippines site's "losses from Environmental Violations" have been confirmed to be additional water treatment costs, not fines. The 2023 statistical items have been modified.

2-1 Major Energy Consumption (by Energy Type)

	2021				
	LNG (10^3m^3)	LPG (kg)	Motor Gasoline (L)	Diesel (L)	Total electricity consumption (MWh)
Taiwan	-	-	15,601.68	3,964.93	4,619.47
China	71,522.53	-	12,281.45	11,638.40	104,827.89
Thailand	-	119,470.00	10,307.00	330,979.77	167,825.25
Philippines	-	52,800.00	7,778.04	117,676.35	104,443.93
Brazil	-	17,120.00	10,228.45	10,122.47	20,161.00
Mexico	-	537,316.00	2,000.00	800.00	6,850.40
Malaysia	-	-	-	-	8,781.12
USA	-	33.07	181.70	-	273.33
Total (Original Unit of Statistics)	71,522.53	726,739.07	58,378.32	475,181.92	417,782.40
Total (GJ)	2,693.25	36,677.94	1,905.19	16,700.55	1,504,016.65
Share of each type of energy in total use (%)	4.53	61.66	3.20	28.08	96.29

	2022				
	LNG (10^3m^3)	LPG (kg)	Motor Gasoline (L)	Diesel (L)	Total electricity consumption (MWh)
Taiwan	-	-	10,952.46	3,538.69	4,522.60
China	113,725.00	-	11,377.62	9,172.80	91,763.62
Thailand	-	110,326.84	9,062.73	252,194.69	211,096.74
Philippines	-	90,450.00	544.48	29,840.01	114,315.03
Brazil	-	15,260.00	8,198.02	12,541.50	19,429.00
Mexico	-	12,017.00	2,632.00	600.00	6,424.66
Malaysia	-	-	-	-	6,813.08
USA	-	21.77	135.52	-	278.70
Total (Original Unit of Statistics)	113,725.00	228,075.61	42,902.83	307,887.69	454,643.42
Total (GJ)	4,282.43	11,510.80	1,400.14	10,820.90	1,636,716.31
Share of each type of energy in total use (%)	0.26	0.69	0.08	0.65	98.32

	2023				
	LNG (10^3m^3)	LPG (kg)	Motor Gasoline (L)	Diesel (L)	Total electricity consumption (MWh)
Taiwan	-	-	9,806.15	4,013.46	3,514.66
China	55,978.00	-	18,239.01	5,411.70	59,427.25
Thailand	-	98,833.00	8,712.24	184,521.31	141,893.03
Philippines	-	27,550.00	1,096.01	667,792.96	88,274.41
Brazil	-	15,580.00	16,200.31	14,589.97	12,928.00
Mexico	5,256.00	-	2,207.37	200.00	3,906.20
Malaysia	-	-	-	12.00	7,189.15
USA	-	48.00	30.87	-	321.90
Total (Original Unit of Statistics)	61,234.00	142,011.00	56,291.96	876,541.39	317,454.60
Total (GJ)	2,305.83	7,167.18	1,837.10	30,806.57	1,142,836.55
Share of each type of energy in total use (%)	0.19	0.60	0.16	2.60	96.45

	2024				
	LNG (10^3m^3)	LPG (kg)	Motor Gasoline (L)	Diesel (L)	Total electricity consumption (MWh)
Taiwan	-	-	9,663.18	3,863.16	3,012.73
China	72,132.62	-	13,765.43	3,046.00	48,105.65
Thailand	-	98,640.00	6,467.64	200,302.70	160,872.06
Philippines	-	14,650.00	9,795.00	109,078.39	92,222.43
Brazil	-	18,811.00	13,385.56	9,684.33	19,070.00
Mexico	4,940.00	-	2,877.10	100.00	2,851.99
Malaysia	-	-	-	-	6,774.13
USA	-	188.00	-	-	998.08
Total (Original Unit of Statistics)	77,072.62	132,289.00	55,953.90	326,074.58	333,907.05
Total (GJ)	2,902.25	6,676.52	1,826.07	11,460.09	1,202,065.39
Share of each type of energy in total use (%)	0.24	0.55	0.15	0.94	98.13

2-2 Major Energy Consumption (by Renewable and Non-Renewable Energy)

	2021	2022	2023	2024		
				Taiwan	Overseas	Total
Total Non-Renewable Energy	411,876.11	438,722.10	304,292.27	3,138.05	318,050.37	321,188.42
Total Renewable Energy	22,011.00	23,703.06	17,309.15	-	29,139.51	29,139.51
Total Energy Consumption	433,887.11	462,425.16	321,601.42	3,138.05	347,189.88	350,327.93

Unit: MWh

3-1 Electricity Consumption

2021

	Non-Renewable Electricity (Purchased) (A)	Renewable Electricity (Own Use) (B)	Renewable Electricity (Purchased) (C)	Total Renewable Electricity Consumption (without Purchase of Renewable Energy Certificates) (D)=(B)+(C)	Total Electricity Consumption (E)=(A)+(D)	Purchased Renewable Energy Certificates (F)	Total Non-Renewable Electricity Consumption (without Renewable Energy Certificate) (G)=(A)-(F)
Taiwan	4,619.47	-	-	-	4,619.47	-	4,619.47
China	104,827.89	-	-	-	104,827.89	-	104,827.89
Thailand	167,825.25	-	-	-	167,825.25	-	167,825.25
Philippines	104,443.93	-	-	-	104,443.93	-	104,443.93
Brazil	20,161.00	-	-	-	20,161.00	20,161.00	-
Mexico	5,000.40	-	1,850.00	1,850.00	6,850.40	-	5,000.40
Malaysia	8,781.12	-	-	-	8,781.12	-	8,781.12
USA	273.33	-	-	-	273.33	-	273.33
Total	415,932.40	-	1,850.00	1,850.00	417,782.40	20,161.00	395,771.40

Unit: MWh

2022

	Non-Renewable Electricity (Purchased) (A)	Renewable Electricity (Own Use) (B)	Renewable Electricity (Purchased) (C)	Total Renewable Electricity Consumption (without Purchase of Renewable Energy Certificates) (D)=(B)+(C)	Total Electricity Consumption (E)=(A)+(D)	Purchased Renewable Energy Certificates (F)	Total Non-Renewable Electricity Consumption (without Renewable Energy Certificate) (G)=(A)-(F)
Taiwan	4,522.60	-	-	-	4,522.60	-	4,522.60
China	89,224.69	2,538.93	-	2,538.93	91,763.62	-	89,224.69
Thailand	211,096.74	-	-	-	211,096.74	-	211,096.74
Philippines	114,315.03	-	-	-	114,315.03	-	114,315.03
Brazil	19,429.00	-	-	-	19,429.00	19,429.00	-
Mexico	4,689.54	-	1,735.13	1,735.13	6,424.66	-	4,689.54
Malaysia	6,813.08	-	-	-	6,813.08	-	6,813.08
USA	278.70	-	-	-	278.70	-	278.70
Total	450,369.36	2,538.93	1,735.13	4,274.06	454,643.42	19,429.00	430,940.36

Unit: MWh

2023							
	Non-Renewable Electricity (Purchased) (A)	Renewable Electricity (Own Use) (B)	Renewable Electricity (Purchased) (C)	Total Renewable Electricity Consumption (without Purchase of Renewable Energy Certificates) (D)=(B)+(C)	Total Electricity Consumption (E)=(A)+(D)	Purchased Renewable Energy Certificates (F)	Total Non-Renewable Electricity Consumption (without Renewable Energy Certificate) (G)=(A)-(F)
Taiwan	3,514.66	-	-	-	3,514.66	-	3,514.66
China	55,947.53	3,479.72	-	3,479.72	59,427.25	-	55,947.53
Thailand	141,893.03	-	-	-	141,893.03	-	141,893.03
Philippines	80,722.15	-	-	-	80,722.15	-	80,722.15
Brazil	12,928.00	-	-	-	12,928.00	12,928.00	-
Mexico	3,004.77	150.24	751.19	901.43	3,906.20	-	3,004.77
Malaysia	7,189.15	-	-	-	7,189.15	-	7,189.15
USA	321.90	-	-	-	321.90	-	321.90
Total	305,521.19	3,629.95	751.19	4,381.15	309,902.34	12,928.00	292,593.19

Unit: MWh

2024							
	Non-Renewable Electricity (Purchased) (A)	Renewable Electricity (Own Use) (B)	Renewable Electricity (Purchased) (C)	Total Renewable Electricity Consumption (without Purchase of Renewable Energy Certificates) (D)=(B)+(C)	Total Electricity Consumption (E)=(A)+(D)	Purchased Renewable Energy Certificates (F)	Total Non-Renewable Electricity Consumption (without Renewable Energy Certificate) (G)=(A)-(F)
Taiwan	3,012.73	-	-	-	3,012.73	-	3,012.73
China	48,105.65	-	6,108.94	6,108.94	54,214.59	-	48,105.65
Thailand	160,872.06	-	2,945.54	2,945.54	163,817.60	-	160,872.06
Philippines	92,222.43	-	158.64	158.64	92,381.07	-	92,222.43
Brazil	19,070.00	-	-	-	19,070.00	19,070.00	-
Mexico	2,851.99	142.60	713.00	855.60	3,707.58	-	2,851.99
Malaysia	6,774.13	-	0.80	0.80	6,774.93	-	6,774.13
USA	998.08	-	-	-	998.08	-	998.08
Total	333,907.05	142.60	9,926.91	10,069.51	343,976.56	19,070.00	314,837.05

Unit: MWh

※ Kinpo started using renewable energy in 2021.
※ At the Taiwan headquarters, external electricity purchases totaled 3,514.66 MWh in 2023 and 3,012.73 MWh in 2024, showing a decrease of 14% from 2023 to 2024.
※ At Kinpo's Thailand Site (Cal-Comp Electronics (Thailand) Public Company Limited (CCET)), external electricity purchases totaled 118,864.61 MWh in 2023, with an energy intensity of 36.69 MWh/Million USD. In 2024, external electricity purchases totaled 129,950.75 MWh, with an energy intensity of 37.91 MWh/Million USD, indicating an increase of 3.33% from 2023 to 2024.

3-2 Renewable Energy Consumption

	2021		2022		2023		2024	
	Electricity Consumption (MWh)	Percentage of Total Electricity Consumption (%)	Electricity Consumption (MWh)	Percentage of Total Electricity Consumption (%)	Electricity Consumption (MWh)	Percentage of Total Electricity Consumption (%)	Electricity Consumption (MWh)	Percentage of Total Electricity Consumption (%)
Onsite Renewable Energy	-	0	2,538.93	0.6%	3,629.95	1.2%	142.60	0.04%
Power Purchased Agreements	1,850.00	0.4%	1,735.13	0.4%	751.19	0.2%	9,926.91	2.89%
Renewable Energy Certificates	20,161.00	4.8%	19,429.00	4.3%	12,928.00	4.2%	19,070.00	5.54%
Total	22,011.00	5.3%	23,703.06	5.2%	17,309.15	5.6%	29,139.51	8.5%

※ The 2023 Onsite Renewable Energy data was recorded incorrectly. The renewable electricity consumption and usage ratio for 2023 have been corrected.

4-1 Water Management (by Total Volume)

Water Consumption	2021	2022	2023	2024
Taiwan	42.96	42.99	36.95	35.10
China	706.85	417.33	110.69	169.64
Thailand	643.70	671.69	700.08	757.39
Philippines	667.50	927.95	518.20	590.08
Brazil	1.11	0.68	0.03	53.07
Mexico	9.25	5.86	5.26	2.51
Malaysia	28.60	26.58	15.42	21.77
USA	0.50	1.00	1.01	1.00
Total	2,100.47	2,094.08	1,387.64	1,630.56

Unit: Million Liters

4-2 Water Management (by Type)

	2024		
	Water Withdrawal	Water Discharge	Water Consumption
Taiwan	35.10	35.10	-
China	169.64	150.22	19.42
Thailand	757.39	757.39	-
Philippines	590.08	528.12	61.95
Brazil	53.07	53.07	-
Mexico	2.51	2.51	-
Malaysia	21.77	2.99	18.78
USA	1.00	1.00	-
Total	1,630.56	1,530.41	100.15

Unit: Million Liters

4-3 Water Management (by Water-Stressed Areas)

	2021	2022	2023	2024
Water withdrawal from water-stressed areas	734.50	747.26	519.21	591.08
Percentage of water withdrawal from water-stressed areas (%)	61.83%	64.32%	62.58%	63.75%
Water consumption in water-stressed areas	104.82	105.67	75.61	61.95
Percentage of water consumption in water-stressed areas (%)	18.65%	30.61%	71.86%	61.86%

Unit: Million Liters

5-1 Waste Management (by Total Volume)

	2021	2022	2023	2024
Domestic Waste	10,373.18	2,224.42	973.58	1,027.82
General Industrial Waste	15,674.12	12,978.47	8,579.36	16,710.78
Hazardous Waste	2,223.19	3,872.31	2,247.88	632.30
Total	19,790.12	19,075.04	11,800.81	18,370.90

Unit: Tons

5-2 Waste Management (by Type)

			2021	2022	2023	2024
Recycled and Reused			10,229.75	12,991.98	8,160.46	14,152.16
Direct Disposal (Non-Recyclable)	Landfilling		72.16	463.32	594.60	52.40
	Incineration	With Energy Recovery	1,119.47	739.58	108.46	475.12
		Without Energy Recovery	2,105.21	1,128.02	339.13	258.11
	Other Disposal		6,263.53	3,752.15	2,598.16	3,433.11
Total			19,790.12	19,075.04	11,800.81	18,370.90

Unit: Tons

5-3 2024 Waste Management (by GRI Classification)

2024	Domestic Waste			General Industrial Waste							Hazardous Waste					
	Recovery & Recycling	Direct Disposal		Recovery & Recycling			Direct Disposal				Recovery & Recycling		Direct Disposal			
	Recycling	Incineration (with Energy Recovery)	Incineration (without Energy Recovery)	Recycling	Other Recovery Operations	Prepare for Reuse	Incineration (with Energy Recovery)	Incineration (without Energy Recovery)	Landfilling	Other Disposal	Recycling	Other Recovery Operations	Incineration (with Energy Recovery)	Incineration (without Energy Recovery)	Landfilling	Other Disposal
Taiwan	-	-	105.34	0.30	-	-	-	5.50	-	-	-	-	-	-	-	-
China	-	353.00	-	1,692.42	1,386.07	-	-	-	-	-	1.85	3.11	20.61	98.69	-	0.22
Thailand	569.48	-	-	107.29	374.25	6,278.83	-	-	-	3,067.00	3.85	-	36.81	1.23	22.89	321.79
Philippines	-	-	-	3,262.00	-	163.03	-	-	-	-	-	13.62	-	-	-	43.95
Brazil	-	-	-	223.77	-	-	62.70	0.26	-	-	-	6.67	2.00	45.09	-	0.15
Mexico	-	-	-	55.53	-	-	-	-	-	-	0.74	-	-	2.00	0.62	-
Malaysia	-	-	-	2.94	-	-	-	-	28.90	-	6.41	-	-	-	-	-
USA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	569.48	353.00	105.34	5,344.25	1,760.32	6,441.86	62.70	5.76	28.90	3,067.00	12.85	23.41	59.42	147.01	23.51	366.11
Percentage of Total Waste by Waste Type (%)	3.10%	1.92%	0.57%	29.09%	9.58%	35.07%	0.34%	0.03%	0.16%	16.69%	0.07%	0.13%	0.32%	0.80%	0.13%	1.99%

Unit: Tons

5-4 E-Waste Management (by Type)

2024	Recovery & Recycling			Direct Disposal			
	Recycling	Other Recovery Operations	Prepare for Reuse	Incineration (with Energy Recovery)	Incineration (without Energy Recovery)	Landfilling	Other Disposal
Taiwan	-	-	-	-	-	-	-
China	1.85	1,274.04	-	16.00	0.13	-	-
Thailand	0.71	-	3.37	-	-	-	278.64
Philippines	23.54	-	-	-	-	-	3.06
Brazil	-	0.93	-	-	4.89	-	-
Mexico	0.10	-	-	-	-	-	-
Malaysia	-	-	-	-	-	-	-
USA	-	-	-	-	-	-	-
Total	26.20	1,274.97	3.37	16.00	5.02	-	281.70
Sum	1,607.25						
Percentage of E-Waste in Total Waste (%)	7.10%			1.65%			

Unit: Tons

5-5 Waste Management (by Treatment Method)

Plant/ Type	Domestic Waste	Hazardous Waste	General Industrial Waste
Taiwan	80% Incineration, 20% Recycling Off-site Treatment	-	-
China	100% Incineration with Energy Recovery Off-site Treatment	100% Incineration Off-site Treatment	100% Recycled and Reused Off-site Treatment
Thailand	90% Recycling, 10% Landfilling Off-site Treatment	70% Incineration, 30% Recycling Off-site Treatment	100% Recycling Off-site Treatment
Philippines	60% Recycling, 40% Landfilling Off-site Treatment	Disposal and Transport Off-site Treatment	100% Recycling Off-site Treatment
Brazil	70% Recycling, 30% Incineration Off-site Treatment	70% Recycling, 30% Incineration Off-site Treatment	70% Recycling, 30% Incineration Off-site Treatment
Mexico	100% Incineration Off-site Treatment	70% Incineration, 30% Recycling Off-site Treatment	100% Recycling Off-site Treatment
Malaysia	100% Treated at Professional Landfill Sites ☒ Off-site Treatment	100% Recycled and Reused Off-site Treatment	100% Recycling Off-site Treatment
USA	60% Recycling, 40% Landfilling Off-site Treatment	100% Professionally Collected and Transported Off-site Treatment	100% Recycling Off-site Treatment

6. ESG Indicators in 2023 & 2024

ESG Indicators			2023	2024	2024 Compared to the Last Year
GHG Emissions (tons CO_2e)	Taiwan	Taiwan headquarters decreased by over 2% than last year.	2,067.1760	1,678.1777	-19%(Compliance)
	Thailand	-	60,551.42	66,329.68	-
GHG Emission Intensity (tons CO_2e/Million USD)	Taiwan	-	-	-	-
	Thailand	Thailand Site (CCET) decreased by over 2% than last year.	18.69	19.35	3.53%(Non-compliance)
Energy Usage by External Electricity Purchases (MWh)	Taiwan	Taiwan headquarters decreased by over 2% than last year.	3,514.66	3,012.73	-14% (Compliance)
	Thailand	-	118,864.61	129,950.75	-
Energy Usage Intensity by External Electricity Purchases (MWh/Million USD)	Taiwan	-	-	-	-
	Thailand	Thailand Site (CCET) decreased by over 2% than last year.	36.69	37.91	3.33% (Non-compliance)
Corporate Governance Evaluation	Taiwan	Kinpo ranked in the top 35% tier of listed companies.	6-20% (Compliance)	21-35% (Compliance)	-
	Thailand	Kinpo ranked in the top 5% or 6%-20% tier.	6-20% (Compliance)	21-35% (Non-compliance)	-

Social Inclusion Indicators

1-1 Number of Staff (by Gender)

		2020	2021	2022	2023	2024		
						Taiwan	Overseas	Total
Headcount (Person)	Female	20,628	29,332	29,346	23,314	600	24,952	25,552
	Male	24,060	25,969	24,745	19,359	719	19,304	20,023
	Total	44,688	55,301	54,091	42,673	1,319	44,256	45,575
Pct (%)	Female	46.16%	53.04%	54.25%	54.63%	1.32%	54.75%	56.07%
	Male	53.84%	46.96%	45.75%	45.37%	1.58%	42.36%	43.93%

1-2 Number of Staff (by Age)

		2020	2021	2022	2023	2024		
						Taiwan	Overseas	Total
Headcount (Person)	Under 30	24,964	31,386	30,196	19,988	81	21,468	21,549
	31-50	18,847	22,925	22,680	21,463	921	21,705	22,626
	Over 50	877	990	1,215	1,222	317	1,083	1,400
	Total	44,688	55,301	54,091	42,673	1,319	44,256	45,575
Pct (%)	Under 30	55.86%	56.75%	55.82%	46.84%	0.18%	47.10%	47.28%
	31-50	42.17%	41.45%	41.93%	50.30%	2.02%	47.62%	49.65%
	Over 50	1.96%	1.79%	2.25%	2.86%	0.70%	2.38%	3.07%

1-3 Number of Staff (by Business Location)

	2020		2021		2022		2023		2024	
	Headcount (Person)	Pct (%)	Headcount (Person)	Pct (%)	Headcount (Person)	Pct (%)	Headcount (Person)	Pct (%)	Headcount (Person)	Pct (%)
Taiwan	2,061	4.61%	2,015	3.64%	1,825	3.37%	1,400	3.28%	1,319	2.89%
China	12,955	28.99%	11,371	20.56%	7,616	14.08%	5,072	11.89%	5,338	11.71%
Thailand	16,872	37.76%	26,336	47.62%	28,103	51.96%	24,574	57.59%	25,898	56.83%
Philippines	10,619	23.76%	13,192	23.85%	14,025	25.93%	9,805	22.98%	11,074	24.30%
Brazil	1,109	2.48%	1,500	2.71%	1,717	3.17%	1,367	3.20%	1,518	3.33%
Mexico	840	1.88%	654	1.18%	595	1.10%	241	0.56%	226	0.50%
Malaysia	146	0.33%	149	0.27%	129	0.24%	130	0.30%	120	0.26%
USA	86	0.19%	84	0.15%	81	0.15%	84	0.20%	82	0.18%

1-4 Staff by Education

Education	2020	2021	2022	2023	2024
Master or above	2%	2%	1%	1%	1%
Bachelor	19%	18%	18%	21%	15%
High School	39%	35%	33%	29%	28%
Below High School	40%	45%	48%	49%	57%

Unit: %

1-5 Number of Staff (by Full-time/Part-time)

		2020	2021	2022	2023	2024		
						Taiwan	Overseas	Total
Permanent Workers (Non-fixed Term)	Female	15,603	13,567	26,467	21,331	599	22,972	23,571
	Male	16,429	9,934	21,982	17,919	716	17,874	18,590
Temporary Workers (Fixed-term Contract)	Female	1,155	1,282	286	95	1	175	176
	Male	1,978	1,785	328	78	3	195	198
Workers without Guaranteed Hours	Female	3,870	3,930	2,593	1,888	-	1,706	1,706
	Male	5,653	4,751	2,435	1,362	-	1,117	1,117
Workers from Employment Agency		-	22	19	277	-	217	217
Full-time Workers	Female	14,720	16,322	15,332	11,106	599	24,917	25,516
	Male	14,442	13,510	11,913	8,006	716	19,231	19,947
Part-time Workers	Female	24	35	55	39	1	84	85
	Male	31	35	40	28	3	24	27

Unit: Person

1-6 Number of Staff (by Diversification Indicators)

	2020	2021	2022	2023	2024		
					Taiwan	Overseas	Total
% of Local Senior Manager	48.72%	46.43%	58.97%	46.94%	34.72%	55.44%	90.16%
% of Female Business Manager	53.54%	48.15%	45.19%	57.92%	23.46%	16.76%	40.22%
Female STEM Senior (Level 1) Manager Ratio (%)				0.005%	-	0.01%	0.01%
Female STEM Mid-Level Manager Ratio (%)				0.08%	-	0.12%	0.12%
Female STEM Junior Manager Ratio (%)				0.50%	0.04%	0.30	0.34%
Female STEM Professionals Ratio (%)				1.41%	0.18%	1.95	2.13%
Female STEM Direct Staff Ratio (%)				7.84%	-	15.70	15.70%
Female STEM Ratio (%)	0.85%	0.70%	0.73%	9.83%	0.14%	18.08	18.23%
Number of LGBTQI+ Members (Person)	-	-	-	1,002	-	2	2
Number of Staff with Disabilities (Person)	138	241	252	92	16	357	373
Number of Aboriginal Workers (Person)	-	-	-	-	-	-	-
Number of All Managers (Person)	1,959	2,075	2,025	1,759	681	1,269	1,950
Number of All Female Managers (Person)	546	603	625	577	223	440	663
Number of All Non-managers (Person)	42,729	53,226	52,066	40,914	638	42,987	43,625
Number of Annual Average Staff (Person)	43,878	54,658	56,649	43,353	1,345	44,532	45,877

1-7 Distribution of All Employees (by Nationality)

	2020	2021	2022	2023	2024
Taiwan	2,247	2,038	1,857	1,433	1,335
China	12,934	11,411	7,673	5,072	4,708
Thailand	6,706	9,423	7,415	5,546	6,596
Philippines	11,130	13,500	15,282	9,771	10,953
Singapore	26	24	23	17	15
Malaysia	109	107	87	80	80
Japan	12	17	13	3	3
Hong Kong/Macao	1	4	3	1	2
India	126	109	124	129	124
Myanmar	9,582	16,898	20,168	18,680	18,948
Paraguay	3	1	-	1	-
Vietnam	6	6	4	3	2
Indonesia	3	3	18	2	1
Pakistan	2	1	1	1	1
Cambodia	186	225	176	143	110
Nepal	22	17	11	4	3
Bangladesh	23	31	26	20	19
Peru	-	-	1	1	1
Sri Lanka	6	3	3	3	4
USA	206	75	79	62	73
Mexico	852	661	601	247	232
Brazil	1,117	1,552	1,759	1,345	1,507
Venezuela	2	3	6	2	4
Netherlands	4	5	4	-	-
Spain	1	1	1	-	-
Poland	1	1	1	-	-
Italy	1	-	-	-	-
Iran	-	-	1	-	-
Republic of Cameroon	-	-	-	-	1
Total	45,308	56,116	55,337	42,566	44,722

※ The number of employees by nationality is based on data as of December 31 each year.

Unit: Person

2-1 Number of staff (by Position/Gender)

		2020	2021	2022	2023	2024		
						Taiwan	Overseas	Total
Senior (Level 1) Manager	Female	14	13	14	27	10	25	35
	Male	103	99	103	120	43	115	158
Mid-level Manager	Female	133	132	145	133	52	97	149
	Male	459	484	451	325	150	247	397
Junior Manager	Female	399	458	466	417	161	318	479
	Male	851	889	846	737	265	467	732
Specialists	Female	2,603	2,979	3,112	2,457	377	2,102	2,479
	Male	3,637	3,896	3,975	2,930	261	2,560	2,821
Direct Staff	Female	17,479	25,750	25,609	20,280	-	22,410	22,410
	Male	19,010	20,601	19,370	15,247	-	15,915	15,915

Unit: Person

2-2 Number of staff (by Position/Age)

		2020	2021	2022	2023	2024		
						Taiwan	Overseas	Total
Senior (Level 1) Manager	Under 30	-	-	-	-	-	-	-
	31-50	45	39	35	61	8	72	80
	Over 50	71	73	82	85	45	68	113
Mid-level Manager	Under 30	3	7	2	2	-	6	6
	31-50	447	453	398	290	107	266	373
	Over 50	146	158	196	144	95	71	166
Junior Manager	Under 30	67	49	41	20	2	21	23
	31-50	1,138	1,142	1,076	945	328	646	974
	Over 50	128	153	195	191	96	118	214
Specialists	Under 30	2,443	2,907	2,865	1,706	79	1,677	1,756
	31-50	3,543	3,794	3,991	3,482	478	2,836	3,314
	Over 50	157	174	233	220	81	149	230
Direct Staff	Under 30	22,451	28,423	27,288	18,260	-	19,764	19,764
	31-50	13,674	17,497	17,180	16,685	-	17,885	17,885
	Over 50	375	432	509	582	-	677	677

Unit: Person

3-1 Incoming and Outgoing Staff (by Gender)

		2020	2021	2022	2023	2024			5-year Average %
						Taiwan	Overseas	Total	
Newcomer (Person & %)	Female	18,592	25,432	24,917	4,793	66	7,076	7,142	-
		3.47%	3.83%	3.84%	0.94%	0.01%	1.29%	1.31%	2.68%
	Male	28,858	31,654	25,592	4,751	80	8,823	8,903	-
		5.38%	4.77%	3.94%	0.93%	0.01%	1.61%	1.63%	3.33%
	Total	47,450	57,086	50,509	9,544	146	15,899	16,045	-
			8.60%	7.78%	1.86%	0.03%	2.91%	2.93%	6.01%
Employee Turnover (Person & %)	Female	15,672	19,558	26,452	10,451	102	6,818	6,920	-
		2.92%	2.95%	4.08%	2.04%	0.02%	1.25%	1.27%	2.65%
	Male	22,942	26,394	28,735	9,265	145	8,508	8,653	-
		4.28%	3.98%	4.43%	1.81%	0.03%	1.56%	1.58%	3.21%
	Total	38,614	45,952	55,187	19,716	247	15,326	15,573	-
		7.20%	6.92%	8.50%	3.85%	0.05%	2.80%	2.85%	5.87%
Voluntary Employee Turnover (Person & %)	Female	13,804	15,193	22,129	7,941	66	5,574	5,640	-
		2.57%	2.29%	3.41%	1.55%	0.01%	1.02%	1.03%	2.17%
	Male	19,835	21,096	23,096	6,302	74	6,465	6,539	-
		3.70%	3.18%	3.56%	1.23%	0.01%	1.18%	1.20%	2.57%
	Total	33,639	36,289	45,225	14,243	140	12,039	12,179	-
			5.47%	6.97%	2.78%	0.03%	2.20%	2.23%	4.74%

3-2 Incoming and Outgoing Staff (by Age)

		2020	2021	2022	2023	2024			5-year Average %
						Taiwan	Overseas	Total	
Newcomer (Person & %)	Under 30	31,530	39,658	35,429	6,235	29	11,100	11,129	-
		10.53%	10.53%	9.78%	2.60%	0.01%	4.29%	4.30%	7.55%
	31-50	15,845	17,322	14,927	3,283	99	4,778	4,877	-
		7.01%	6.30%	5.48%	1.27%	0.04%	1.76%	1.80%	4.37%
	Over 50	76	123	153	26	18	21	39	-
		0.72%	1.04%	1.05%	0.18%	0.11%	0.13%	0.23%	0.64%
Employee Turnover (Person & %)	Under 30	27,372	31,192	37,694	11,521	24	9,875	9,899	-
		9.14%	8.28%	10.40%	4.80%	0.01%	3.82%	3.83%	7.29%
	31-50	11,034	14,584	17,273	7,957	156	5,338	5,494	-
		4.88%	5.30%	6.35%	3.09%	0.06%	1.97%	2.02%	4.33%
	Over 50	175	176	218	238	67	113	180	-
		1.66%	1.48%	1.50%	1.62%	0.40%	0.67%	1.07%	1.47%
Voluntary Employee Turnover (Person & %)	Under 30	24,138	24,652	30,959	8,581	20	7,804	7,824	-
		8.06%	6.55%	8.54%	3.58%	0.01%	3.02%	3.03%	5.95%
	31-50	9,354	11,511	14,107	5,600	101	4,179	4,280	-
		4.14%	4.18%	5.18%	2.17%	0.04%	1.54%	1.58%	3.45%
	Over 50	115	126	157	62	27	56	83	-
			1.06%	1.08%	0.42%	0.16%	0.33%	0.49%	0.83%

3-3 Incoming and Outgoing Staff (by Operating Location)

	Newcomers					Employee Turnover				
	2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
Taiwan	373	251	228	89	146	566	383	417	473	247
	1.51%	1.04%	1.04%	0.53%	0.92%	2.29%	1.58%	1.90%	2.82%	1.56%
China	31,680	23,722	20,030	5,685	9,644	20,355	24,937	22,882	7,650	9,306
	20.38%	17.38%	21.92%	9.34%	15.06%	13.09%	18.28%	25.04%	12.57%	14.53%
Thailand	6,980	23,010	12,946	607	1,801	6,750	12,629	11,619	5,754	2,405
	3.45%	7.28%	3.84%	0.21%	0.58%	3.33%	4.00%	3.45%	1.95%	0.77%
Philippines	7,258	8,722	16,161	2,572	3,349	9,462	6,712	19,151	5,203	3,296
	5.70%	5.51%	9.60%	2.19%	2.52%	7.43%	4.24%	11.38%	4.42%	2.48%
Brazil	207	642	540	477	973	433	393	519	179	143
	1.56%	3.57%	2.62%	2.91%	5.34%	3.25%	2.18%	2.52%	1.09%	0.79%
Mexico	892	679	570	43	83	935	825	537	387	123
	8.85%	8.65%	7.98%	1.49%	3.06%	9.28%	10.51%	7.52%	13.38%	4.54%
Malaysia	46	43	23	55	12	53	52	48	58	23
	2.63%	2.40%	1.49%	3.53%	0.83%	3.03%	2.91%	3.10%	3.72%	1.60%
USA	14	17	11	16	37	60	21	14	12	30
		1.69%	1.13%	1.59%	3.76%	5.81%	2.08%	1.44%	1.19%	3.05%

Unit: Person/%

3-4 Absentee Statistics of Employees in Taiwan

	2020	2021	2022	2023	2024
Total Working Days (Day)	285,297	313,426	568,627	364,733	294,640
Days of Absence (Day)	17,683	20,211	36,843	29,811	24,818
Absentee Rate (%)	6.20%	6.45%	6.48%	8.17%	8.42%

4-1 Staff Training (by Cost/Hours/Attendance)

	2020	2021	2022	2023	2024
Training Fee (NT$)	2,359,321	4,096,077	5,971,925	5,202,728	5,022,521
Total Number of Sessions (Stage)	1,228	2,050	2,594	2,161	2,396
Total Hours of Training Given (Hrs)	185,161	259,684	267,557	93,478	113,811
Total Hours of Training Received (Hrs)	196,646	282,446	339,487	108,059	190,077
Total Number of Attendances (Person)	19,257	36,364	59,680	34,628	58,302
Average Training Cost Per Person (NT$)	123	113	100	150	86
Average Training Hours Received (Hrs)	10	8	6	3	3

4-2 Staff Training in Hours (by Operating Location)

		2020	2021	2022	2023	2024
Training Hours	Taiwan	12,748.50	35,571.00	43,157.00	32,028.90	36,099.50
	China	151,416.00	194,195.00	162,932.00	2,059.00	3,235.00
	Thailand	10,382.00	9,978.00	11,542.00	3,028.50	450.50
	Philippines	1,158.60	1,845.10	2,419.00	407.10	69,262.00
	Brazil	2,520.00	11,440.30	40,526.20	31,513.28	-
	Mexico	6,831.00	6,262.00	4,603.00	24,290.00	4,173.00
	Malaysia	102.00	92.00	864.00	139.00	591.00
	USA	2.50	301.00	1,514.20	12.00	-
Average Training Hours	Taiwan	6.06	17.69	23.65	22.88	27.37
	China	11.69	17.08	21.39	0.41	0.61
	Thailand	0.62	0.38	0.41	0.12	0.02
	Philippines	0.11	0.14	0.17	0.04	6.25
	Brazil	2.27	7.63	23.60	23.05	-
	Mexico	8.13	9.57	7.74	100.79	18.46
	Malaysia	0.70	0.62	6.70	1.07	4.93
	USA	0.03	3.58	18.69	0.14	-

Unit: Hours

4-3 Education and Training Statistics for All Employees (by Position/Gender)

			2020	2021	2022	2023	2024
Training Hours	Senior (Level 1) Manager	Female	88.50	129.50	68.00	273.97	234.00
		Male	294.50	544.50	322.50	520.97	491.50
	Mid-level Manager	Female	431.00	1,063.00	1,629.00	1,260.90	1,825.40
		Male	987.00	2,688.00	4,255.30	3,245.00	3,867.60
	Junior Manager	Female	1,597.00	5,854.35	6,320.40	6,736.66	7,049.10
		Male	3,466.00	8,975.60	10,817.50	10,128.92	9,538.70
	Specialists	Female	9,578.00	21,520.65	58,942.10	30,384.17	23,297.20
		Male	9,531.50	19,071.05	24,769.10	24,698.55	30,022.10
	Direct Staff	Female	65,435.00	88,483.30	103,228.10	14,346.28	53,431.50
		Male	105,237.50	134,116.35	129,135.40	16,464.01	60,320.00
Average Training Hours	Senior (Level 1) Manager	Female	6.32	9.96	4.86	10.15	6.69
		Male	2.86	5.50	3.13	4.34	3.11
	Mid-level Manager	Female	3.24	8.05	11.23	9.48	12.25
		Male	2.15	5.55	9.44	9.98	9.74
	Junior Manager	Female	4.00	12.78	13.56	16.16	14.72
		Male	4.07	10.10	12.79	13.74	13.03
	Specialists	Female	3.68	7.22	18.94	12.37	9.40
		Male	2.62	4.90	6.23	8.43	10.64
	Direct Staff	Female	3.74	3.44	4.03	0.71	2.38
		Male	5.54	6.51	6.67	1.08	3.79

Unit: Hours

4-4 2024 Education and Training Statistics for Taiwan Employees

	Male		Female	
	Training Hours (Hrs)	Hours per Employee	Training Hours (Hrs)	Hours per Employee
Senior (Level 1) Manager	343.50	7.99	118.50	11.85
Mid-level Manager	2,965.50	19.77	1,349.00	25.94
Junior Manager	7,338.00	27.69	4,403.00	27.35
Specialists	7,785.00	29.83	11,737.00	31.13
Total	18,432.00	25.64	17,607.50	29.35

4-5 Lectures and Training on Sustainability-Related Topics

Title of Lecture/Course	Hours	Participants
(Company Policy) DEI – Diversity, Equity, Inclusion: Overcoming Unconscious Bias	108	72
(Sustainability Management Series) Achieving Sustainability Through Human Rights	545	545
(Professional Competency) Introduction to C2C Green Creative Design	132	33
(Green Lecture) "The Truth Taiwan Must Face" – Coping with Extreme Climate Challenges	60	30
(Green Lecture) "After Seeing Taiwan" – Facing the Truth, Taking Action, Embracing the Land	30	15
(Green Lecture) "UN SDGs and Corporate Sustainability"	18	18
(Green Lecture) [Circular Economy] Series Courses	102	34
(Green Lecture) Biodiversity – Nature Is Our Home	64	46
(Green Lecture) Corporate Path to Carbon Neutrality	31.5	21
(Green Lecture) Applied Analysis of Corporate Carbon Offset Strategies	48	32
(Green Lecture) Applied Analysis of Corporate Carbon Offset Strategies	77	77
(Green Lecture) How to Plan a Green Trip	27	27
(Green Lecture) Disaster Preparedness PLUS – Planning and Preparation	36	24
(Green Lecture) Mission-Driven Social Innovation	25	25
(Green Lecture) Analysis of Net-Zero Technology Development	31.5	21
(Green Lecture) Analysis of Net-Zero Technology Development	165	110
(Green Lecture) Carbon Credit Strategy Series Courses	130	52
(Green Lecture) Inescapable Plastic Fate – Unprecedented Plastic Pollution	40.5	27
(Green Lecture) Let's Repair – The Global Repair Movement and Practice	36	24
(Trend Lecture) Analysis of Carbon Pricing Impacts on the Electronics Industry Under Global Net-Zero Trends	81	54
ESG and Its Impact on Electric Vehicles	46	23
Sustainability Lecture: "From Waste to Wealth: Unlocking the Innovation Power of Circular Economy"	34	34
Kinpo Group Sustainability Planning and Practices – Design Session	279	279
Kinpo Group Sustainability Planning and Practices	90	90
Kinpo Group Sustainability Planning and Practices (Procurement Session)	125	125
Kinpo Group Sustainability Planning and Practices (Sales Session)	122	122
Emerging Green Energy Business Opportunities under Energy Transition	81	54
Sustainability Awareness Orientation for New Employees	60	60
Carbon Neutrality Standards and Practices	40	20
Carbon Footprint Data Collection Methods	36	18
Green Lecture: "Corporate Sustainability and Greenwashing"	46.5	31
Total	2,747	2,143

5-1 2024 Disabling Injuries Statistics for All Employees (by Operating Location)

	Taiwan	Overseas	Total
Hours Worked in a Year (Hours)	2,441,336	93,430,858	95,872,194
Lost Time of Occupational Injury (Cases)	5	40	45
Recordable Occupational Injury (Cases)	5	113	118
Total Recordable Incident Rate (TRIR) or Lost Time Incident Rate (LTIR)	0.41	0.09	0.10

5-2 2024 Disabling Injuries Statistics for All Employees (by Type)

	Taiwan	Overseas	Total
Fell off	-	4	4
Trips	1	6	7
Collisions	-	-	-
Falling Objects	-	4	4
Structural Collapse	-	1	1
Struck By Moving Machinery	-	27	27
Caught in or between Hazard	-	13	13
Cuts and Lacerations	-	34	34
Trample	-	-	-
Exposure to High/ Low Temperature	-	2	2
Exposure to harmful substances	-	1	1
Electric Shock	-	-	-
Explosion	-	1	1
Object Broken	-	2	2
Fire	-	-	-
Improper Actions	-	3	3
Others	4	15	19
Total Recordable Occupational Injury	5	113	118

Unit: Cases

6. Social Inclusion Investment

Category	Item	Amount Invested (NT$)	Proportion (%)
Social Inclusion Resources Investment	Cash Contributions	8,266,956	76%
	In-kind Donations	1,634,400	15%
	Volunteer Services	633,981	6%
	Management Expenses	315,220	3%
Social Inclusion Participation Types	Business Initiatives	4,717,256	43%
	Community Investment	2,841,001	26%
	Charitable Giving	3,289,300	30%
Social Inclusion Impact Areas	Skills & Personal Development	2,632,300	24%
	Quality of Life & Well-being	3,649,001	34%
	Access to Resources & Market Development	4,566,256	42%

Sustainable Governance Indicators

1. Information Security Management

	Implementation Measures	2024 Management Performance
Network Protection	• Deployment of XVR network surveillance systems in plants • Deployment of group-wide WAF system • Email APT defense • Threat intelligence sharing	1. Deployed XVR network surveillance systems at Mexico and Philippines plants to enhance real-time monitoring of abnormal network activities and strengthen plant cybersecurity defenses. 2. Successfully implemented a group-wide Web Application Firewall (WAF) system to improve application-layer security. Centralized deployment and policy management enhanced efficiency and consistency in cybersecurity governance. 3. Email Advanced Persistent Threat (APT) defense blocked 14,011 malicious file emails and 214,630 malicious URL emails. 4. Threat intelligence collaboration: Engaged in information sharing with TWCERT/CC and external sources; 7 major threat alerts were issued internally in 2024.
System Management	• Continued implementation of ISO 27001 Information Security Management System	1. Passed the ISO 27001 surveillance audit by British Standards Institution (BSI) in 2024 with no major or minor non-conformities; upgraded the system to comply with ISO 27001:2022 standards. 2. Thailand plant obtained ISO 27001:2022 certification in July 2024.
Software Protection	• NGAV antivirus software / Dual MDR endpoint security detection • Compliance software inspection platform	1. Implemented dual Managed Detection and Response (MDR) endpoint protection on servers for 24/7 monitoring and rapid incident response, effectively reducing cybersecurity risks. 2. Enhanced software license usage monitoring: Real-time tracking of endpoint software activity via Endpoint Access Management System, combined with the existing monitoring platform, ensures visibility and lawful use of R&D software through dual-layer supervision.
Hardware Protection	• Network equipment/server upgrades • Host/website vulnerability scanning	Conducted biannual routine and ad hoc vulnerability scans on hosts/websites to promptly patch and reinforce defenses.
Regular Testing	• Email social engineering drills • Host/website vulnerability scanning • Third-party penetration testing • Outbound email inspections • Information asset value assessment	1. Conducted social engineering email drill across the Group, achieving a 99.43% pass rate. 2. Routine and threat-based scanning of host/website vulnerabilities with timely remediation. 3. Performed one-time penetration testing on plant networks to identify and resolve multiple vulnerabilities, optimizing security configurations. 4. Inspected emails from key projects and resigned employees to prevent data leaks; no customer data breaches were reported in 2024. 5. Periodically assessed information asset value, conducted risk evaluations, and compiled Business Impact Analysis reports; continued high-risk business continuity planning and drills.
Group-wide Coordination	• Regular Group IT meetings • Weekly cybersecurity news bulletins • Threat intelligence sharing	1. Conducted regular Group IT meetings to align cybersecurity policies and enhance the effectiveness of collective defense. 2. Issued 33 cybersecurity news bulletins covering global security updates. 3. Shared 23 internal threat intelligence reports across the Group.

2. Number of Patent Applications, Approvals and Renewals

Unit: Cases

	2020	2021	2022	2023	2024
Number of Applications in the Year	9	50	59	27	26
Number of Applications Approved in the Year	281	38	18	23	11
Number of Lapsed/ Abandoned Applications in the Year	487	181	37	93	48
Number of Valid Renewals in the Year	348	205	186	116	97

3. IFRS S1/S2 Sustainability Disclosure Standards Implementation

Steps	Implementation Items	Completion/Implementation Process
Analysis & Planning	• Established an IFRS S1/S2 task force • Preliminary identification of significant differences and impacts between current sustainable information and IFRS disclosure standards • Preliminary identification of the reporting individual • Develop an introduction plan	2024 Q4 (Completed)
Design & implementation	• Identify sustainability-related risks and opportunities and their financial impact, and assess significant sustainability-related financial information • Identify and collect required information • Revise and adjust company processes, financial and non-financial reporting processes, information systems, supply chain management processes, internal controls, and daily operations of various departments	2025 Q1-2025 Q4
Introduction	• Pilot program to compile a Sustainability Information Chapter in the Annual Reports • Continuously update the internal control manual related to IFRS sustainability information and conduct education and training	2026 Q1-2026 Q4
Adjustment & improvement	• Announcement of a Sustainability Information Chapter in the Annual Report	2027 Q1

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