泰銘實業股份有限公司
THYE MING INDUSTRIAL CO.,LTD.

2025
Sustainability Report
永續報告書

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1. About This Report

1.01 Message from Management

The Company was established in 1983. Its principal business activities include the import of pure lead ingots, the manufacture of yellow lead (massicot/litharge) and red lead, and the recycling of domestic spent lead-acid batteries and lead residues, which are reprocessed into lead ingots to supply both domestic and international markets.

In response to climate change, the Company tackles process-generated pollution through both short-term and fundamental measures. In terms of short-term measures, the Company installs or upgrades pollution prevention facilities, strengthens operator training, and continually reduces emissions. In terms of fundamental solutions, the Company pursues source reduction across wastewater and lead smelting processes to achieve environmental protection while creating profit.

Potential occupational safety and health risks within the plant are managed in strict compliance with applicable occupational safety, health, and fire prevention regulations. To ensure the physical and mental well-being of all workers, the Company is dedicated to creating and continuously improving the workplace environment, thereby mitigating occupational injury and illness risks associated with physical, chemical, biological, ergonomic, and psychosocial hazards arising from our activities, products, and services.

Guided by a shared consensus among all employees, the Company operates under the principles of integrity, concrete execution, and pragmatic standards. Through continuous improvement, we strive for superior quality and ever-increasing customer satisfaction, with the ultimate goal of pursuing excellence in quality and maintaining leadership in service.

Since its inception, TMI has been determined to be a market leader in the lead ingot metal industry, focusing on recycling domestic spent lead-acid batteries and lead residues into lead ingots. Following more than a decade of dedicated efforts, the Company officially registered its products under an LME-approved brand in 1999 and went public on the Taiwan Stock

Exchange in the same year. Once an enterprise reaches a certain scale, brand development becomes an essential long-term investment. We aspire to stand on the same starting line and compete on an equal footing with global competitors, thereby strengthening the global competitiveness of Taiwanese industry. TMI’s sustained growth and vigor today are the direct result of these long-standing investments and perseverance.

1.02 About the Company

1. TMI was founded on February 19, 1983. Initially focusing on the trading of non-ferrous metals, the Company progressively developed lead-acid battery recycling and resource recovery into its core businesses.
2. Over the years, the Company has earned ISO 9001, ISO 14001, and ISO 45001 certifications across different stages, and received Environmental Management Awards from the Environmental Protection Administration (now the Ministry of Environment), underscoring its commitment to quality management, environmental stewardship, and occupational health and safety.
3. TMI’s premium-quality products are traded not only in the Taiwanese domestic market but also across global markets under its London Metal Exchange (LME) registered brand name "TMI," actively broadening its international market presence.
4. The Company continuously conducts technical R&D, including developing novel electrode materials, reducing manufacturing costs, and enhancing the recycling and processing of spent lead-acid batteries to meet market demand and reinforce market competitiveness.
5. The Company’s overseas subsidiary, TMI (Vietnam) Co., Ltd., is engaged in the manufacturing of various lead-based products, as well as the recycling and reprocessing of spent lead-acid batteries, diverse lead products, and plastics, further expanding the group’s operational footprint.
6. TMI’s future development strategies include capitalizing on growth opportunities in

Southeast Asian markets, researching and developing new high-value-added products, and continuously monitoring shifts in the external competitive landscape, regulatory requirements, and overall business environment to maintain a sustainable competitive advantage.

1.03 Report Information

1.03.1 Basis of Preparation

This Report aligns with the United Nations Sustainable Development Goals (SDGs) and has been prepared in accordance with the GRI Sustainability Reporting Standards 2021 (GRI Standards 2021) Core Option, published by the Global Reporting Initiative (GRI). It also incorporates disclosures based on the Metals & Mining industry within the Extractives & Minerals Processing sector under the Sustainability Accounting Standards Board (SASB) Standards, as well as the framework of the Task Force on Climate-related Financial Disclosures (TCFD).

1.03.2 Reporting Period and Frequency

This Report discloses the economic, social, and environmental performance of TMI as a standalone entity for the year 2025 (from January 1 to December 31, 2025). This Sustainability Report is independently issued by TMI Co., Ltd.

- Publication date of this Report: August 2026
- Publication date of the next Report: August 2027

1.03.3 Reporting Boundary and Scope

TMI Co., Ltd. (Main Plant) No. 6, Juguang 3rd St., Daliao Dist., Kaohsiung City, Taiwan

1.03.4 Restatement of Information

There were no restatements of information in TMI Co., Ltd.'s 2025 Sustainability Report.

1.03.5 External Assurance

This Sustainability Report has not yet obtained an assurance or verification opinion from an independent third-party assurance provider.

1.03.6 Department Responsible for the Sustainability Report

If have any questions or comments regarding this Report, please contact us via the following channels:

- **Department:** Finance and Accounting Department
- **Contact Person:**Tung, Hsin-Yuan, Manager
- **Telephone:** +886-7-787-2278
- **Company Website:** www.tmicl.com.tw
- **Company ESG Section:** http://www.tmicl.com.tw/inside-c-7.html
- **Address:** No. 6, Juguang 3rd St., Daliao Dist., Kaohsiung City, Taiwan (R.O.C.)

2. Sustainable Management

2.01 Sustainable Development Strategy Overview of the 2026 Business Plan

I. Business Policy

The Company obtained ISO 9002 quality assurance certification in early 1996, which contributed to enhancing its technical capabilities and expanding its market reach. In 1997, the Company obtained ISO 14001 Environmental Management System certification, fulfilling its corporate responsibility for environmental protection. In 2023, the Company also obtained ISO 45001 Occupational Health and Safety Management System certification. Looking ahead, the Company's business development strategy will continue to uphold the principle of "Quality First, Service Foremost." In addition to maintaining steady growth in its core business, the Company will continually pursue the objective of vertical integration.

II. Projected Sales Volume and Basis of Estimation

(1) Projected sales volume: Approximately 93,738 metric tons.

(2) Basis of estimation: Projections are estimated based on industry supply and demand conditions, international lead price trends, and related market factors.

III. Production and Sales Policies

(1) Diversify procurement regions and suppliers, actively develop new material sources, and reduce procurement costs.

(2) Collect and analyze market trends in lead products, strengthen the development of both domestic and export markets, and diversify the customer base.

(3) Respond to customer needs by providing relevant information on lead products and establishing after-sales consultation channels to help customers resolve issues and

enhance service quality.

(4) Collaborate with customers to develop new products, increase product added value, and create win-win outcomes.

IV. Future Corporate Development Strategy

Driven by the economic rise of emerging ASEAN markets and the rapid development of the automotive and motorcycle industries, demand for automotive lead-acid batteries continues to rise. Coupled with growing demand for consumer applications such as electric motorcycles, electric bicycles, and uninterruptible power supply (UPS) systems, the storage battery industry presents immense application potential. TMI's lead alloys and lead ingots are supplied to battery manufacturers for lead-acid battery production, accounting for approximately 91% of total revenue in 2025. Moving forward, TMI will leverage this foundation for vertical integration, advancing R&D for novel electrode materials, reducing manufacturing costs, and enhancing the recycling and processing of spent lead-acid batteries.

2.02 Sustainable Development Promotion Mechanism

2.02.1 Governance Structure for Promoting Sustainable Development

The General Manager's Office serves as the dedicated unit for promoting sustainable development and reports regularly to senior management on the implementation of corporate social responsibility. The concrete practices are outlined below:

I. Human Rights

To fulfill corporate social responsibility and protect the human rights of employees and stakeholders, the Company strictly abides by the *United Nations Universal Declaration of Human Rights* and the *International Labour Organization Declaration on Fundamental Principles and Rights at Work*. The Company eliminates any human rights violations, prevents forced and compulsory labor, ensures workplace safety, maintains non-discrimination policies, and safeguards the rights and interests of all employees and stakeholders.

II. Labor

The Company strictly prohibits child labor, provides statutory and reasonable compensation, and enrolls all employees in statutory social insurance programs. An Employee Welfare Committee has been established to provide comprehensive welfare measures. Since achieving ISO 45001 certification in 2023, the Company has continuously maintained this standard. To promote a healthy workplace, annual employee health checkups, fire drills, and occupational safety training are conducted to enhance emergency response and self-safety management capabilities while minimizing occupational hazards. Upholding diversity and equal opportunity, the Company provides education and training programs and holds regular labor-management meetings as a constructive communication platform; a total of four labor-management meetings were convened in 2025.

III. Society

The Company prioritizes local hiring within its operating communities to foster local identity and cohesion. It regularly sponsors community and religious organizations for student lunch programs, scholarships, and blood drives, utilizing business practices to address social and environmental challenges. Furthermore, the Company complies with the *Ethical Corporate Management Best Practice Principles*, strictly prohibiting any bribery of public officials or clients, and actively enforces antitrust and fair competition practices.

IV. Economy

While conducting business operations, the Company actively fulfills corporate social responsibility, expands revenue, contributes to national tax revenues, and enhances its overall contribution to the national economy.

V. Environment

The Company strictly complies with environmental regulations, ensuring that air emissions, soil pollution prevention, and wastewater discharges fully meet national regulatory standards. The Company obtained ISO 14001 certification in 1997 and has maintained it continuously to date.

VI. Product Responsibility

All Company products comply with government standards and service regulations. Having maintained ISO 9001 certification since 1996, the Company delivers stable product quality through rigorous quality control systems and conducts proactive annual customer satisfaction surveys to reinforce long-term client partnerships.

2.02.2 Operational Status

Corporate Governance Practices:

I. Operations of the Board of Directors

The Board of Directors held four meetings during the most recent fiscal year. Director attendance is detailed below:

Position	Name	Number of Actual Attendances	Number of Attendances by Proxy	Actual Attendance Rate (%)	Remarks
Chairperson	Tai Yong Investment Co., Ltd. Representative: Chen, Li-Ming	4	0	100	none
Director	Chang-Hao Chen	4	0	100	none
	Tai Lin Investment Co., Ltd. Representative: Chi-Lin Chen	4	0	100	none
	Tai Lin Investment Co., Ltd. Representative: Chung-Fa Chou	4	0	100	none
	Jin Jun Investment Co., Ltd. Representative: Han-Wen Chen	4	0	100	none
	Mao Sheng Investment Co., Ltd. Representative: Lee, Mao- Shen	4	0	100	none

Independent Director	Chen, Yi-Ming	4	0	100	none
	Lee, Wen-Fa	4	0	100	none
	Lo, Yu-San	4	0	100	none

Other Matters to Be Disclosed:

I. If any of the following circumstances occur during the operations of the Board of Directors, the date of the meeting, session, proposal content, opinions of all independent directors, and the Company's response to such opinions shall be stated:

(1) Matters specified in Article 14-3 of the Securities and Exchange Act: Please refer to page 18 of the Annual Report under "Operations of the Audit Committee" for relevant information.

(2) Other matters resolved by the Board of Directors with recorded or written objections or reservations by independent directors (other than the aforementioned matters): None.

II. Implementation of directors' recusal from proposals involving conflicts of interest (stating the director's name, proposal content, reasons for recusal, and voting participation): None.

III. Implementation of the Company's Board Performance Evaluation:

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Content
Executed once a year / Conducted annually	Performance evaluation conducted for the period from January 1, 2025 to December 31, 2025	Board of Directors, individual directors, Audit Committee, and Remuneration Committee	Internal self-evaluation by the Board, self-evaluation by board members, and peer evaluation	**Evaluation Content & Results** **1. Board Performance Evaluation** (1) Degree of participation in Company operations. (2) Enhancement of Board decision-making quality. (3) Board composition and structure. (4) Election and continuous professional development of directors. (5) Internal controls. **2. Individual Director Performance Evaluation** (1) Alignment with Company goals and missions. (2) Awareness of director duties and responsibilities. (3) Degree of participation in Company operations. (4) Internal relationship management and communication. (5) Directors' professional expertise and continuous

				education. (6) Internal controls. **3. Audit Committee Performance Evaluation** (1) Degree of participation in Company operations. (2) Awareness of Audit Committee duties and responsibilities. (3) Enhancement of Audit Committee decision-making quality. (4) Composition and member selection of the Audit Committee. (5) Internal controls. **4. Remuneration Committee Performance Evaluation** (1) Degree of participation in Company operations. (2) Awareness of Remuneration Committee duties and responsibilities. (3) Enhancement of Remuneration Committee decision-making quality. (4) Composition and member selection of the Remuneration Committee.

				(5) Internal controls. **Evaluation Results:** (1) **"2025 Board Performance Self-Evaluation":** Out of a total score of 5 points, the overall average score was **4.78**. (2) **"2025 Individual Director Performance Self-Evaluation":** Out of a total score of 5 points, the overall average score was **4.94**. (3) **"2025 Audit Committee Performance Self-Evaluation":** Out of a total score of 5 points, the overall average score was **5.00**. (4) **"2025 Remuneration Committee Performance Self-Evaluation":** Out of a total score of 5 points, the overall average score was **5.00**. **Overall Assessment:** All evaluation scores reached high standards, demonstrating smooth and effective overall

				operations.

Enhancing Board Functions and Execution Status

IV. Objectives and implementation status for strengthening board functions in the current and most recent years (e.g., establishing an Audit Committee, enhancing information transparency, etc.):

In accordance with the Regulations Governing Procedure for Board of Directors Meetings of Public Companies, the Company has established the Rules of Procedure for Board of Directors Meetings for compliance. As required by regulations, director attendance records are uploaded to the Market Observation Post System (MOPS), and major Board resolutions are disclosed on the Company's official website.

Furthermore, the Company has established an Audit Committee and a Remuneration Committee pursuant to applicable laws and regulations. The Audit Committee is composed of all independent directors. The Remuneration Committee is responsible for establishing and regularly reviewing the annual and long-term performance targets, compensation policies, systems, standards, and structures for directors and managerial officers, as well as determining their individual compensation packages and amounts, thereby assisting the Board of Directors in executing remuneration management functions.

2.03 Board of Directors and Functional Committees

2.03.1 The Role and Achievements of the Board of Directors in Sustainable Governance

2.03.1.1 The Role and Oversight Status in Sustainable Governance

Assessment Question:

Has the Company established a governance structure for promoting sustainable development, established a dedicated (or concurrently tasked) unit to promote sustainable development, authorized senior management by the Board of Directors to handle related affairs, and reported on the Board of Directors' oversight status

I. Establishment and Mandate of the Sustainable Development Promotion Task Force:

On November 12, 2024, the Board of Directors approved the establishment of the Sustainable Development Promotion Task Force, with the General Manager serving as the Convener. Together with department heads across diverse functional areas, the task force reviews the Company's core operational capabilities, establishes medium- and long-term sustainable development plans, and reports regularly to the Board of Directors on corporate sustainability performance and progress.

II. Organizational Structure and Operational Execution:

The Sustainable Development Promotion Task Force is led by the General Manager as Convener, with the General Manager's Office serving as the designated executive unit. The Convener oversees task force operations. The task force is responsible for planning ESG performance and standard compliance across environmental, social, and corporate governance dimensions, as well as compiling data, preparing the annual ESG Sustainability Report, and completing statutory regulatory filings.

III. Promotion Units and Functional Responsibilities:

(1) Sustainable Environment (E): Promoted by the Environmental Sanitation Office, Occupational Safety Office, and Production Department.
Responsibilities: Greenhouse gas (GHG) emission data collection, energy management, water stewardship, waste management, climate-related issues, fuel management, product life cycle assessments (LCA), etc.

(2) Social Responsibility (S): Promoted by the Sales Department, Business Planning Department, International Trade Department, Administration Department, Occupational Safety Office, and IT Office. Responsibilities: Human capital development, food safety (employee canteen/welfare), supply chain management, product quality and safety, community relations, information security, etc.

(3) Corporate Governance (G): Promoted by the Administration Department, Finance and Accounting Department, and Internal Audit Office. Responsibilities: Board governance matters, risk management policies, functional committees, equity control, legal proceedings regarding anti-competitive behavior, investor relations and communications, etc.

(4) Reporting Frequency and Implementation: The Sustainable Development Promotion Task Force is mandated to report on corporate sustainability progress to the Board of Directors at least once a year. Following its establishment on November 12, 2024, the task force submitted its formal progress report to the Board of Directors on November 12, 2025.

2.03.1.2 Performance Evaluation of Sustainable Management Oversight

Board Performance Evaluation

The Company has formulated the Rules for Performance Evaluation of the Board of Directors and defined evaluation methods. The scope of evaluation encompasses the overall Board of Directors, individual board members, the Audit Committee, and the Remuneration Committee. The evaluation is conducted on an annual cycle. Evaluation methods include internal self-evaluation by the Board, self-evaluation by individual directors, peer evaluation, engagement of external professional institutions or experts, or other appropriate approaches.

The relevant regulations of the Rules for Performance Evaluation of the Board of Directors are disclosed on the Company's official website:

(http://www.tmicl.com.tw/inside-c-7.html)

The performance evaluations of the Board of Directors, individual directors, Audit

Committee, and Remuneration Committee for 2023 were completed, and the evaluation results were reported to the Board of Directors on March 12, 2024, serving as a reference for individual directors' remuneration and nomination for reappointment.

2.03.1.3 Continuous Professional Development on Sustainable Development

Board of Directors Training and Education

The Company arranges annual training and continuing education courses for directors to enhance their knowledge and expertise in corporate governance, economic, environmental, and social (ESG) issues, thereby strengthening the Board's risk management capabilities. In 2025, the total training hours for all directors reached 63 hours, with an average of 7 hours per director, exceeding the statutory recommendation of 6 hours per year.

2025 Board of Directors Continuing Education Status

Position	Name	Training Date	Hosting Institution	Name of Course	Hours (hrs)
Representative of Corporate Director	Chen, Li-Ming	2025/7/9	Taiwan Stock Exchange (TWSE)	2025 Cathay Sustainable Finance and Climate Change Summit	6
		2025/5/23	Securities and Futures Institute (SFI)	2025 Seminar on Prevention of Insider Trading	3
Representative of Corporate Director	Chen, Chi-Lin	2025/7/9	Taiwan Stock Exchange (TWSE)	2025 Cathay Sustainable Finance and Climate Change Summit	6
		2025/5/23	Securities and Futures Institute (SFI)	2025 Seminar on Prevention of Insider Trading	3
Director	Chen, Chang-Hao	2025/7/9	Taiwan Stock Exchange (TWSE)	2025 Cathay Sustainable Finance and Climate Change Summit	6

Representative of Corporate Director	Lee, Mao-Sheng	2025/7/9	Taiwan Stock Exchange (TWSE)	2025 Cathay Sustainable Finance and Climate Change Summit	6
		2025/6/19	Taiwan Academy of Banking and Finance (TABF)	Corporate Governance Forum	3
Representative of Corporate Director	Chen, Han-Wen	2025/7/9	Taiwan Stock Exchange (TWSE)	2025 Cathay Sustainable Finance and Climate Change Summit	3
		2025/6/19	Taiwan Academy of Banking and Finance (TABF)	Corporate Governance Forum	3
Representative of Corporate Director	Chou, Chung-Fa	2025/7/9	Taiwan Stock Exchange (TWSE)	2025 Cathay Sustainable Finance and Climate Change Summit	6
Independent Director	Chen, Yi-Ming	2025/6/19	Taiwan Academy of Banking and Finance (TABF)	Corporate Governance Forum	3
		2025/5/23	Securities and Futures Institute (SFI)	2025 Seminar on Prevention of Insider Trading	3
Independent Director	Lee, Wen-Fa	2025/6/19	Taiwan Academy of Banking and Finance (TABF)	Corporate Governance Forum	3
		2025/5/2	Securities and Futures Institute (SFI)	2025 Seminar on Prevention of Insider Trading	3
Independent Director	Luo, You-San	2025/7/9	Taiwan Stock Exchange (TWSE)	2025 Cathay Sustainable Finance and Climate Change Summit	6

2.03.2 Board Structure and Operations

2.03.2.1 Board Composition and Diversity

Diversity and Independence of the Board of Directors:

I. Board Diversity Policy:

Pursuant to Article 20 of the Company's Corporate Governance Best Practice Principles, the composition of the Board of Directors shall be determined by taking into consideration the knowledge, skills, and literacy required for the execution of duties. To achieve the ideal objectives of corporate governance, the Board as a whole shall possess the following capabilities:

(1) Operational judgment capabilities.

(2) Accounting and financial analysis capabilities.

(3) Business management capabilities.

(4) Crisis management capabilities.

(5) Industry knowledge.

(6) Global market perspective.

(7) Leadership skills.

(8) Decision-making capabilities.

II. Board Composition and Diversity Criteria:

The composition of the Board of Directors shall be diverse. In addition to the requirement that directors concurrently serving as Company managerial officers should not exceed one-third of the total board seats, the Company shall formulate an appropriate diversity policy based on its operations, business model, and development needs. The policy should include, but is not limited to, standards across the following two major dimensions:

(1) Basic Conditions and Values: Gender, age, nationality, and culture, etc., with a recommended target of female directors accounting for one-third of total board seats.

(2) Professional Knowledge and Skills: Professional background (e.g., law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience, etc.

Implementation Status of Board Diversity

Core Diversity Item / Name of Director	Demographics										Professional		Industry Experience			Overall Capabilities						
	Nationality	Gender	Concurrently serving as employee	Age				Tenure as Independent Director			Finance & Accounting	Medical Science	Metallurgy Industry	Healthcare	Construction	Operational Judgment	Accounting and financial	Business management capability	Crisis Management	Global Market Perspective	Leadership & Decision-making	Decision-making capability
				< 51 / Under 51	50–60	61–70	Over 70	Less than 3 years	3–9 years	More than 9 years												
Chen, Li-Ming	ROC	M					✓						✓		✓	✓	✓	✓	✓	✓	✓	✓
Chen, Chang-Hao	ROC	M		✓									✓			✓	✓	✓	✓	✓	✓	✓
Chen, Chi-Lin	ROC	M					✓						✓		✓	✓	✓	✓	✓	✓	✓	✓
Chou, Chung-Fa	ROC	M	✓		✓								✓			✓	✓	✓	✓	✓	✓	✓
Chen, Han-Wen	ROC	M				✓						✓		✓		✓	✓	✓	✓	✓	✓	✓
Lee, Mao-Shen	ROC	M	✓			✓							✓		✓	✓	✓	✓	✓	✓	✓	✓
Chen, Yi-Ming	ROC	M					✓		✓		✓		✓			✓	✓	✓	✓	✓	✓	✓
Lee, Wen-Fa	ROC	M					✓		✓		✓		✓			✓	✓	✓	✓	✓	✓	✓
Lo, Yu-San	ROC	M				✓		✓			✓		✓			✓	✓	✓	✓	✓	✓	✓

Concrete management objectives and achievement status of the Board Diversity Policy are as follows:

Management Objectives	Achievement Status
Directors concurrently serving as Company managerial officers should not exceed one-third of total board seats	Achieved
Consecutive terms of independent directors shall not exceed three terms	Achieved
Female directors should ideally account for one-third of total board seats	Not Achieved

The Company currently has no female directors. Upon the expiration of the current Board of Directors' term in 2026, the Company plans to add female director seats during the board re-election to achieve its target for board composition diversity.

1. Independence of the Board of Directors:

The Company's current Board of Directors consists of 9 members, including 3 independent directors and 2 directors who are concurrent employees, accounting for 33.3% and 22.2% of the total board seats, respectively. In terms of age distribution, 2 directors are aged 51–60, 3 directors are aged 61–70, and the remaining directors are aged 71 and above. The proportion of independent directors reaches one-third of the total board seats, complying with relevant regulatory requirements for independent directors. Furthermore, there are no circumstances between and among directors and independent directors that violate Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act.

2.03.2.2 Operational Status

Operations of the Board of Directors

I. In the most recent year, the Board of Directors held 4 meetings. The attendance status of directors is as follows:

Position	Name	Number of Actual Attendances	Number of Attendances by Proxy	Actual Attendance Rate (%)	Remarks
Chairperson	Tai Yong Investment Co., Ltd. Representative: Chen, Li-Ming	4	0	100	none
Director	Chang-Hao Chen	4	0	100	none
	Tai Lin Investment Co., Ltd. Representative: Chi-Lin Chen	4	0	100	none
	Tai Lin Investment Co., Ltd. Representative: Chung-Fa Chou	4	0	100	none
	Jin Jun Investment Co., Ltd. Representative: Han-Wen Chen	4	0	100	none
	Mao Sheng Investment Co., Ltd. Representative: Lee, Mao- Shen	4	0	100	none
Independent Director	Chen, Yi-Ming	4	0	100	none
	Lee, Wen-Fa	4	0	100	none
	Lo, Yu-San	4	0	100	none

2.03.2.2 Nomination and Selection

Board of Directors

The Board of Directors of the Company shall guide corporate strategy, oversee management, and remain accountable to the Company and its shareholders. The various operations and arrangements of its corporate governance system shall ensure that the Board of Directors exercises its authority in accordance with applicable laws, regulations, the Articles of Incorporation, or resolutions of the Shareholders' Meeting.

Biographies of Directors

Criteria / Name	Professional Qualifications and Experience	Independence Status	Other Public Co. Independent Directorships
Representative of Tai-Yong Investment Co., Ltd.: Chen, Li-Ming	• Possesses more than 5 years of work experience required for the Company's business operations. • Chairman of TMI (Tai-Ming Industrial Co., Ltd.) • None of the circumstances specified in Article 30 of the Company Act applies.	Not Applicable	None
Director: Chen, Chang-Hao	• Possesses more than 5 years of work experience required for the Company's business operations. • General Manager of TMI Vietnam. • None of the circumstances specified in Article 30 of the Company Act applies.	Not Applicable	None

Representative of Tai-Lin Investment Co., Ltd.: Chen, Chi-Lin	• Possesses more than 5 years of work experience required for the Company's business operations. • Chairman of TMI (Tai-Ming Industrial Co., Ltd.) • None of the circumstances specified in Article 30 of the Company Act applies.	Not Applicable	None
Representative of Tai-Lin Investment Co., Ltd.: Chou, Chung-Fa	• Possesses more than 5 years of work experience required for the Company's business operations. • Special Assistant to the General Manager, TMI (Tai-Ming Industrial Co., Ltd.). • None of the circumstances specified in Article 30 of the Company Act applies.	Not Applicable	None
Representative of Jin-Jun Investment Co., Ltd.: Chen, Han-Wen	• Attending Surgeon, Chung-Ho Memorial Hospital, Kaohsiung Medical University. • Lecturer in Surgery, Kaohsiung Medical University. • Vice Superintendent of Medical Affairs, Yuan's General Hospital. • None of the circumstances specified in Article 30 of the Company Act applies.	Not Applicable	None
Representative of Investment Co., Ltd.: Lee, Mao- Shen	• Possesses more than 5 years of work experience required for the Company's business operations. • General Manager of TMI (Tai-Ming Industrial Co., Ltd.) • None of the circumstances specified in Article 30 of the Company Act applies.	Not Applicable	None
Director: Chen, Yi-Ming	• Possessing more than five years of work experience in commerce, legal affairs, finance, accounting, or otherwise necessary for the business of the Company • Audit Committee Member,	1. Not an employee of the Company or any of its affiliates.	None

	Tai-Mao / TMI Materials Co., Ltd. • Remuneration Committee Member, Tai-Mao / TMI Materials Co., Ltd. • Certified Public Accountant (CPA), T N Soong & Co. / Deloitte & Touche • No circumstances under any of the subparagraphs of Article 30 of the Company Act	2. Not a director or supervisor of the Company or any of its affiliates. (Note: This does not apply to independent directors serving concurrently in accordance with applicable regulations.) 3. Not a natural-person shareholder who holds, along with their spouse, minor children, or under others' names, 1% or more of the total issued shares of the Company, or ranks among the top 10 individual shareholders. 4. Not a spouse, relative within the second degree of kinship, or direct lineal relative within the third degree of kinship of a	
Director: Lee, Wen-Fa	• Possesses more than 5 years of work experience in commerce, law, finance, accounting, or otherwise required for the Company's business operations. • Member of the Audit Committee and Remuneration Committee, TMI (Tai-Ming Industrial Co., Ltd.). • Deputy Director-General, National Taxation Bureau of Kaohsiung, Ministry of Finance. • None of the circumstances specified in Article 30 of the Company Act applies.		None
Director: Lo, Yu-San	• Possesses more than 5 years of work experience in commerce, law, finance, accounting, or otherwise required for the Company's business operations. • Member of the Audit Committee and Remuneration Committee, TMI (Tai-Ming Industrial Co., Ltd.) • Managing Partner, Sincerely Certified Public Accountants. • Person-in-charge / Chairman, Sincerely Tax Consulting Co., Ltd. • None of the circumstances specified in Article 30 of the Company Act applies.		None

		managerial officer listed in (1) or of any person listed in (2) or (3). 5. Not a director, supervisor, or employee of an institutional shareholder that directly holds 5% or more of the total issued shares of the Company, ranks among the top 5 shareholders, or designates representatives to serve as directors or supervisors of the Company pursuant to Article 27, Paragraph 1 or 2 of the Company Act. 6. Not a director, supervisor, or employee of another company where a majority of the board seats or voting shares	

		are controlled by the same person as the Company. 7. Not a director, supervisor, or employee of another company or institution where the chairperson, general manager, or an equivalent officer is the same person as, or the spouse of, the Chairperson or General Manager of the Company. 8. Not a director (governor), supervisor, managerial officer, or shareholder holding 5% or more of the shares of a specific company or institution that has financial or business relationships with the	

		Company. 9. Not a professional individual who has received compensation for providing commercial, legal, financial, accounting, or related services to the Company or any of its affiliates within the past 2 years. 10. Does not have a spousal relationship or a familial relationship within the second degree of kinship with any other director. 11. Has not been elected as a director pursuant to Article 27 of the Company Act as a government entity, institutional shareholder, or representative thereof.	

2.03.2.4 Avoidance of Conflicts of Interest

Recusal of directors from proposals involving conflicts of interest, including the director's name, proposal content, reasons for recusal due to conflicts of interest, and voting participation status: None.

2.03.2.5 Remuneration Policy

I. Director Remuneration Policy:

Handled in accordance with the Company's Articles of Incorporation and the Organizational Regulations of the Remuneration Committee, proposed by the Remuneration Committee, and submitted to the Board of Directors for resolution.

(1) Director Remuneration: The remuneration for the Chairman's services is determined by the Board of Directors with reference to industry standards, taking into account the degree of participation in the Company's operations and the value of contribution. If the Company makes a profit, pursuant to Article 21 of the Articles of Incorporation, no less than 1% of the pre-tax profit of the current period before deducting employee and director remuneration shall be allocated as employee compensation, and no more than 3% shall be allocated as director remuneration. However, if the Company still has accumulated deficits, an amount to offset such deficits shall be reserved in advance.

(2) Independent Director Remuneration: Independent directors of the Company receive fixed remuneration, while the remuneration for other directors is explicitly defined in the Company's Articles of Incorporation.

(3) Attendance Fees: Travel subsidies (attendance fees) received by all directors must be paid regardless of operating profit or loss, and the amount is determined by the Board of Directors.

II. Managerial Officer Remuneration Policy:

The appointment and dismissal of managerial officers are conducted in accordance with the relevant provisions of the Company Act. Remuneration for managerial officers is handled in accordance with the Company's Remuneration Regulations for Directors and Managerial Officers. Managerial remuneration includes salary and bonuses, wherein base salary references industry standards, job titles, educational and professional background, professional capabilities, and job responsibilities.

Bonuses take into account managerial performance evaluations, which encompass financial indicators (achievement rates of revenue, sales volume, pre-tax net profit, and net profit after tax) and non-financial indicators (material deficiencies in legal compliance and operational risks within their respective departments, KPI achievement rates). Bonuses are approved by the Chairman based on operational performance in accordance with the allocation ratios passed by the Remuneration Committee.

III. Employee Remuneration Policy:

Employee remuneration mainly includes base salary, allowances/subsidies, year-end bonuses, and employee compensation. The overall remuneration policy sets salary payment standards with reference to market salary rates and company operational status, and is adjusted appropriately according to market wage and talent market dynamics, overall macroeconomic and industrial economic trends, and regulatory requirements.

Employee salaries and compensation are determined based on educational and work background, professional knowledge and skills, professional seniority, and individual performance. No distinctions are made based on age, gender, race, religion, political affiliation, marital status, or other factors. Annual personnel promotions and salary adjustments are conducted according to individual performance. Regarding the correlation between employee compensation and operating performance or results, if the Company makes a profit during the year, not less than 1% of the pre-tax profit for the current period shall be allocated as employee compensation pursuant to the Articles of Incorporation. However, if the Company has accumulated deficits, an amount to cover such deficits shall be reserved in advance.

IV. Annual Total Compensation Ratio:

Description: Annual total compensation may include salary, bonuses, stock awards, option awards, non-equity incentive plan compensation, pension amounts, and changes in unvested deferred compensation earnings provided throughout the year. When calculating the ratio, the organization should consider the following factors based on its remuneration policies and data availability:

(1) Base Salary: The sum of guaranteed, short-term, and fixed cash compensation.

(2) Total Cash Compensation: The sum of base salary, cash allowances, bonuses, commissions, cash profit sharing, and other forms of cash compensation.

(3) Direct Compensation: The sum of total cash compensation and the total fair value of all annual long-term incentives (e.g., stock options, restricted stock or units, performance shares or units, phantom stock, stock appreciation rights, long-term cash awards).

Formula

Unit: Percentage (%)

<table>
<tr><th>Item</th><th>Position</th><th>Compensation Type</th><th>Value (%)</th></tr>
<tr><td>Percentage increase in annual total compensation for the organization's highest-paid individual</td><td>General Manager</td><td rowspan="2">Salary, pensions/severance pay, bonuses, special allowances, and employee compensation</td><td>0.52</td></tr>
<tr><td>Percentage increase in median annual total compensation for all employees (excluding the highest-paid individual)</td><td>All Employees</td><td>7.02</td></tr>
<tr><td colspan="3">Ratio of percentage increase in annual total compensation (%)</td><td>7.41</td></tr>
</table>

2.03.3 Structure and Operations of Functional Committees

Corporate Governance Officer

On March 23, 2021, the Board of Directors approved the appointment of a Corporate Governance Officer, concurrently held by ManagerTung, Hsin-Yuan of the Finance and Accounting Department. The Finance and Accounting Department serves as the concurrent unit for corporate governance affairs, responsible for corporate governance-related matters.

Its duties include providing directors with information required to perform their duties, assisting directors with regulatory compliance, handling matters relating to meetings of the Board of Directors and Shareholders' Meetings in accordance with the law, assisting directors with onboarding and continuing education, handling company registration and amendment registrations, and preparing minutes of meetings of the Board of Directors and Shareholders' Meetings.

I. Business Execution in 2025

(1) Handled matters relating to meetings of the Board of Directors, functional committees, and Shareholders' Meetings, and prepared the meeting minutes.

(2) Assisted the Board of Directors, functional committees, and Shareholders' Meetings with meeting procedures and legal compliance of resolutions.

(3) Promoted the achievement of Corporate Governance Evaluation indicators.

(4) Arranged communications between independent directors, the certifying CPAs, and the internal audit officer.

(5) Reported matters regarding Directors' and Officers' Liability Insurance (D&O Insurance) to the Board of Directors.

(6) Conducted performance evaluations of the Board of Directors and functional committees.

(7) Assisted directors with onboarding and continuing education training programs.

II. Continuing Education and Training Status

No.	Organizer	Course Title	Date		Time
			Start	End	
1	Taiwan Stock Exchange (TWSE)	2025 Cathay Sustainable Finance and Climate Change Summit	2025/7/9	2025/7/9	6
2	Securities and Futures Institute (SFI)	2025 Seminar on the Prevention of Insider Trading	2025/5/23	2025/5/23	3
3	Taiwan Academy of Banking and Finance (TABF)	Corporate Governance Forum	2025/6/19	2025/6/19	3

(1) Composition and Operation of the Remuneration Committee

The Remuneration Committee aims to assist the Board of Directors in implementing and evaluating the Company's overall remuneration and benefits policies, as well as the remuneration of directors and managerial officers, convening at least twice annually. Its primary responsibilities include regularly reviewing the performance evaluation criteria, annual and long-term performance targets, as well as the policies, systems, standards, and structures of compensation and remuneration for directors and managerial officers.

1. Remuneration Committee Member Information

As of December 31, 2025

Title	Name / Criteria	Professional Qualifications and Experience	Independence Status	Number of Other Public Companies in Which the Member Concurrently Serves as a Remuneration Committee Member
Independent Director	Chen, Yi-Ming	Please refer to "Directors' Information" on page 7 of this Annual Report		0
Independent Director	Lee, Wen-Fa			0
Independent Director	Lo, Yu-San			0
other	Chen, Su Kuo	Has more than 5 years of work experience required for the business of the Company Director / Principal of Chen, Su Kuo Architects.	(1) Is not an employee of the Company or any of its affiliates. (2) Is not a director or supervisor of the Company or any of its affiliates. (3) Is not a natural person shareholder who holds shares,	0
other	Zhang, Ming-De	Over 5 years of experience in commerce, finance, accounting, or corporate business		0

		Former Chief Secretary of the National Taxation Bureau of Kaohsiung, Ministry of Finance	together with those held by the person's spouse, minor children, or held under others' names, in an aggregate amount of 1% or more of the total issued shares of the Company, or ranks among the top 10 individual shareholders. (4) Is not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship of any managerial officer listed in (1) or any person listed in (2) and (3). (5) Is not a director, supervisor, or employee of an institutional shareholder that directly holds 5% or more of the total issued shares of the Company, ranks among the top 5 shareholders, or appoints	

			representatives as directors or supervisors of the Company pursuant to Paragraph 1 or 2, Article 27 of the Company Act. (6) Is not a director, supervisor, or employee of another company where a majority of the board seats or voting shares are controlled by the same person as the Company. (7) Is not a director, supervisor, or employee of another company or institution where the chairperson, president, or person holding an equivalent position is the same person as, or the spouse of, the chairperson, president, or person holding an equivalent position of the Company. (8) Is not a director, supervisor, managerial officer, or shareholder holding	

			5% or more of the shares of a specific company or institution that has financial or business relationships with the Company. (9) Has not received remuneration for providing commercial, legal, financial, accounting, or related services to the Company or any of its affiliates in the past two years. Does not have any of the circumstances stipulated in Article 30 of the Company Act.	

2. Information on the Operation of the Remuneration Committee

(1) The Company's Remuneration Committee consists of 5 members.

(2) The term of the current committee members is from July 21, 2023 to June 8, 2026.

The Remuneration Committee convened 2 meetings (A) in the most recent year.

The qualifications and attendance status of the members are as follows:

Title	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B/A)	Remarks
Convener	Chen, Yi-Ming	2	0	100	none
Member	Lee, Wen-Fa	2	0	100	none
Member	Lo, Yu-San	2	0	100	none
Member	Zhang, Ming-De	2	0	100	none
Member	Chen, Su Kuo	2	0	100	none
Other Matters to be Disclosed: 1. If the Board of Directors declines to adopt or amends the recommendations of the Remuneration Committee: **None.** 2. If any member has objections or reservations with recorded or written statements regarding the resolutions of the Remuneration Committee: **None.**					

(3) Remuneration Committee Discussions, Resolutions, and Handling of Members' Opinions

Remuneration Committee	Proposal Content & Follow-up	Resolution Results	Company Response to Committee Opinions
5th Term, 6th Meeting March 12, 2025	1. Distribution method of employee and director remuneration for 2024. 2. Increasing base-level employee compensation in response to the Securities and Exchange Act.	Unanimously approved by all attending committee members.	Submitted to the Board of Directors and unanimously approved by all attending directors.
5th Term, 7th Meeting November 12, 2025	1. Principles for the distribution of managerial officer bonuses and all-employee year-end bonuses for 2025. 2. Salary adjustments of the Company for 2026. 3. Amendment to the "Regulations Governing Remuneration for Directors and Managerial Officers." 4. Adoption of the "Regulations Governing the Appointment, Dismissal, Performance Evaluation, and Remuneration of Internal Audit Personnel." 5. Attendance fees for directors attending Board meetings in 2026.	Unanimously approved by all attending committee members.	Submitted to the Board of Directors and unanimously approved by all attending directors.

3. Stakeholders and Material Topics

3.01 Stakeholder Engagement

The Company has established a dedicated "Stakeholder Section" on its official website to facilitate communication on relevant matters (including but not limited to shareholders, employees, customers, and suppliers).

In addition, the Company maintains dedicated sections for "Financial Information" and "Corporate Governance" on the website, allowing stakeholders to easily access and understand key information regarding financial performance and corporate governance. Through appropriate communication channels, the Company gains insight into the reasonable expectations and needs of stakeholders, provides sufficient information to facilitate their informed judgment, and properly addresses key corporate social responsibility (CSR) issues of concern.

Identification of Key Stakeholders

By examining the relevance and significance of stakeholders to TMI (Tai-Ming), the Company conducted discussions and analyses during the Stakeholder and Materiality Analysis Meetings, confirming key stakeholder groups, including shareholders, customers, employees, and suppliers.

Company Stakeholders

Table 1.1 Company Stakeholders

Stakeholder	Significance to the Company
Shareholders	Shareholders play a critical role in urging TMI to pursue stable growth and sustained profitability.
Customers	Providing a diversified range of products and delivering optimal sales service to customers through sound inventory management.Providing a diversified range of products and delivering optimal sales service to customers through sound inventory management.
Employees	The work performance and growth of employees within the Company serve as the key drivers for TMI's continuous business expansion.
Suppliers	Achieving sustainable development requires supplier collaboration in providing raw materials to manufacture products delivered to customers.

Communication with Key Stakeholders

Following the identification and confirmation of stakeholders, TMI engages with stakeholders through diverse communication channels in an open and transparent manner to ensure effective and fruitful communication outcomes.

The communication channels utilized across various key stakeholder groups during operational activities in 2025 are summarized below. Furthermore, the communication status with respective stakeholders for the year 2024 was reported to the Board of Directors on March 12, 2025.

Communication Methods and Frequency with Company Stakeholders

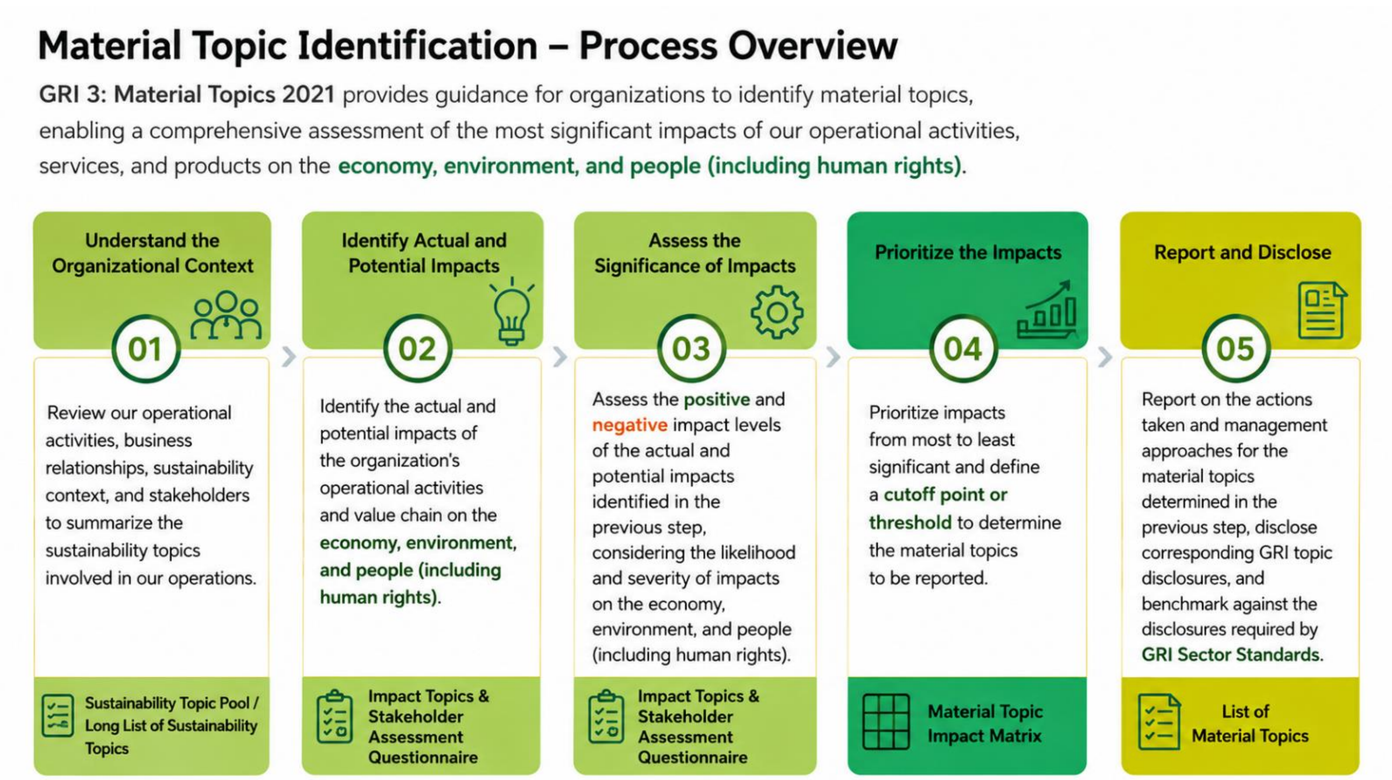
Table 1.2 Communication Methods and Frequency with Company Stakeholders

Stakeholder	Topics of Concern	Communication Channels	Frequency	2025 Communication Performance
Shareholders	• Corporate Governance • Sustainable Development Strategy • Risk Management • Shareholder Participation • Operational Performance	• Annual General Meeting (AGM) • Board of Directors Meetings • Market Observation Post System (MOPS) • Financial Reports, Annual Reports & E-Books • nvestor Conferences • Official Website Updates • Designated Contact: Manager Tung, Finance & Accounting Dept. frank@tmicl.com.tw	• At least once annually • At least once quarterly • Irregular At least once quarterly • At least once quarterly • Irregular	• Convened the Annual General Meeting on June 13. • Held 4 Board of Directors meetings on March 12, May 9, August 7, and November 12. • Disclosed a total of 48 material information announcements in Chinese and English. • Announced 4 quarterly Chinese financial reports, 1 annual English financial report, 1 Annual Report, and 1 AGM Meeting Minutes. • Held 2 investor conferences on August 18 and November 28.
Customers	• Information Security • Customer Protection and Communication	• Customer Satisfaction Surveys • Inspections • Designated	• At least once annually • Irregular	• Completed 2 customer satisfaction surveys with the overall result rated as "Very Satisfied." • Conducted 2 in-person

	• Information Transparency • Service Quality • Corporate Governance	Contact: Manager Chen, Sales Department (sales@tmicl.com.tw)		client visits or questionnaire-based audit reviews. • Maintained regular contact with clients, conducting a total of 280 communications via written correspondence, email, or telephone.
Employees	• Employee Welfare • Employee Performance Evaluation Mechanism • Operational Performance • Labor-Management Relations • Corporate Image	• Employee Welfare Committee Meetings • Labor-Management Meetings • Designated Contact: Manager Wu, Administration Department (management@tmic.com.tw)	• once quarterly • once quarterly	• Held 4 Employee Welfare Committee meetings and implemented welfare initiatives. • Held 4 Labor-Management meetings with no labor dispute cases.
Suppliers	• Information Security • Sustainable Development Strategy • Corporate Image	• Supplier Management & Evaluations • Designated Contact: Manager Wu, Administration Department (management@tmic.com.tw)	• At least once annually	• Completed 2 supplier evaluations; supplier quality, delivery schedule, and delivery volume all met the Company's requirements. • suppliers maintained a good corporate image with zero major occupational safety accidents and no negative media

				publicity. • Supplier management was conducted strictly in accordance with internal control procedures for requisition, procurement, and acceptance inspection, ensuring thorough information disclosure.

3.02 Process to Determine Material Topics



3.03 List of Material Topics

Impact Boundaries and Performance Targets of Material Topics

Material Topic	GRI Standard	Impact Description	Impact Drivers	Management Strategy	Mitigation Actions	Effectiveness Tracking	KPIs & Target		UN SDGs	Report Section
							2025 Status	2030 Target		
E1 Energy	GRI 302 Energy	▪Positive Impacts : Promoting high-efficiency equipment and the adoption of renewable energy drives a green transition in the local community's energy structure, lowers air pollutant and greenhouse gas (GHG) emissions, and enhances overall environmental quality. ▪Negative Impacts ： Reliance on high-polluting,	Company Operations (Causing Impact)	Led by corporate initiatives, the Company guides employees to practice energy conservation and carbon reduction across personal home life, green office routines, and daily activities, fostering an eco-friendly mindset and sustainable lifestyle.	• Build a Green Office: Actively champion environmental stewardship across all operations by conserving energy and resources, minimizing waste at the source, reducing single-use plastics, and enforcing green procurement practices. • Support International Initiatives: Respond to global sustainability frameworks and invite employees to serve as initiative ambassadors. • Promote	In alignment with government regulations and corporate group policies, the Company actively executes energy-saving and carbon-reduction initiatives to minimize environmental impacts, fulfilling its shared responsibility to protect the global environment.	• Process Motor Inverter Upgrades: Installed variable frequency drives (VFDs/inverters) on motors for reactors, continuous furnaces, 250HP exhaust fans, and screw conveyors, achieving electricity savings of 892,964.238 kWh and financial benefits of NT$3,795.097 thousand. • High-Efficiency IE3 Motor Replacement: Replaced motors on refining furnace channels and molding lead-extraction pumps with IE3 premium-efficiency motors,	Reduce energy consumption by at least 5% compared to the 2023 baseline.	SDG 7: Affordable and Clean Energy SDG 12: Responsible Consumption and Production SDG 13: Climate Action	6.03 Energy Management & Efficiency

		energy-intensive conventional energy sources for production exacerbates local environmental burdens, leads to the deterioration of ambient air quality, adversely affects residents' health, and increases public healthcare expenditures.			Sustainability Awareness: Continually educate and advocate sustainability concepts throughout the workforce.		achieving electricity savings of 732.350 kWh and financial benefits of NT$3.112 thousand. • Facility & HVAC Energy-Saving Upgrades: Replaced air conditioners and chillers with inverter systems in the Plant Engineering Section, Production Section 1, and offices; replaced aging transparent corrugated roofing sheets for natural lighting; and renewed cooling tower fill materials, achieving electricity savings of 24,253.669 kWh and financial benefits of NT$103.079 thousand.			

E2 Materials	GRI 301: Materials	▪Positive Impacts ： Promoting the use of recycled/secondary raw materials mitigates resource depletion risks for external stakeholders and enhances environmental quality. ▪Negative Impacts ： Reliance on non-renewable resources or the procurement of conflict minerals escalates resource depletion risks; corporate purchasing that inadvertently fuels illegal mining or labor	Supply Chain (Contributing to Impact)	▪Incoming Raw Material Quality Control: Ensure all incoming raw materials strictly comply with quality acceptance criteria and statutory environmental standards. ▪Sustainable Procurement Priority: Prioritize the procurement of low-carbon, energy-efficient, and green mark-certified products.	▪Third-Party Material Inspection: Commission certified testing centers to conduct rigorous inspections based on inbound raw material inspection forms. ▪Equipment Energy-Efficiency Upgrades: Phase out high-energy-consuming, low-efficiency machinery and equipment in favor of high-efficiency models.	▪Equipment Energy-Efficiency Upgrades: Phase out high-energy-consuming, low-efficiency machinery and equipment in favor of high-efficiency models. ▪Energy Policy Review & Target Tracking: Periodically review performance milestones under the energy policy and formulate actionable improvement plans to track target attainment.	▪Conflict-Free Procurement Policy Formulation: Establish and enforce reasonable corporate policies for ethical metal procurement, ensuring all raw materials originate strictly from non-conflict sources. ▪Recycled Secondary Lead Sourcing: Utilize spent lead-acid batteries as primary production raw materials, eliminating the use of conflict metals and involvement in illegal mining.	▪Continuous Ethical Sourcing Commitment: Continuously execute ethical metal procurement to ensure 100% of procured materials remain conflict-free. ▪Industrial Waste Circularity: Reprocess and valorize industrial waste into secondary raw materials to achieve closed-loop resource circularity and recycling targets.	SDG 12: Responsible Consumption and Production SDG 17: Partnerships for the Goals	6.03 Energy Management & Efficiency

		exploitation causes long-term environmental and social devastation to local communities.								

E3 Materia l Topic: Air Quality	GRI 305: Emissi ons	▪Positive Impacts: Installing advanced air pollution control equipment mitigates emissions of ozone-depleting substances (ODS) and air pollutants, reducing respiratory disease risks for surrounding communities and enhancing overall quality of life. ▪Negative Impacts: Excessive emissions of harmful gases exacerbate local ambient air pollution, inflict long-term damage	Company Operations (Direct Cause of Impact)	Install advanced air pollution control facilities across manufacturing processes and proactively maintain operational efficiency.	• Enforce routine inspection and maintenance logs. • Conduct scheduled preventive equipment servicing and timely component replacement. • Perform periodic environmental emissions testing to track and verify equipment treatment efficiency.	Track and evaluate performance through periodic logging records, regular environmental monitoring tests, and internal operational review meetings.	• Ensure air pollutant emissions from manufacturing processes remain strictly below statutory emission standards. • Air pollutant emissions from all manufacturing processes strictly complied with and remained below statutory emission standards.	Continuously maintain air pollutant emissions from all manufacturing processes well below statutory emission limits.	SDG 11: Sustain able Cities and Communiti es SDG 13: Climat e Action	6.02 Greenh ouse Gas (GHG) Manag ement

		on public health, and trigger community protests or environmental litigation.								

E4 Environmental Policy and Management Systems	GRI 2: General Disclosures 2021 GRI 2-23: Policy commitments GRI 2-24: Embedding policy commitments	▪Positive Impacts: Formulating and executing rigorous environmental policies, actively curbing greenhouse gas emissions, and managing energy consumption effectively ensure strict regulatory compliance, reinforce corporate social responsibility, elevate brand reputation, and satisfy market demands for environmental stewardship. ▪Negative Impacts: Failure to	Company Operations (Causing Impact)	• Energy Efficiency Optimization: Enhance energy utilization efficiency to curb overall electricity demand. • Low-Carbon Mechanical & Electrical Revamping: Drive electromechanical maintenance, retrofits, and upgrades grounded in internal low-carbon practices to assist the enterprise in systemic carbon reduction.	• Sustainability Policy Statement: Formalize and declare comprehensive corporate sustainability policy commitments. • Internal Carbon Pricing Mechanism: Establish an internal carbon pricing (ICP) framework to quantify, monitor, and manage carbon emission costs. • TCFD Climate Governance: Advance strategic initiatives addressing climate-related risks and opportunities aligned with TCFD recommendations. • Continuous Energy-Saving Improvement Proposals: Promote	• Waste Minimization: Rigorously execute industrial and general waste reduction programs. • 2030 Energy Target: Achieve a 5% electricity consumption reduction by 2030 (compared to the baseline)	• Process Motor Inverter Upgrades: Installed variable frequency drives (VFDs/inverters) on motors for reactors, continuous furnaces, 250HP exhaust blowers, and screw conveyors, achieving electricity savings of 892,964.238 kWhand financial benefits of NT$3,795.097 thousand. • High-Efficiency IE3 Motor Replacement: Replaced motors on refining furnace channels and molding lead-extraction pumps with IE3 premium-efficiency motors, achieving electricity savings of 732.350 kWh and financial benefits of NT$3.112 thousand.	Reduce energy consumption by at least 5% compared to the 2023 baseline.	SDG 12: Responsible Consumption and Production SDG 13: Climate Action SDG 16: Peace, Justice and Strong Institutions	5.01 Human Capital Development & Talent Cultivation 2.03 Board of Directors and Functional Committees 4.09 Sustainable Supply Chain Management

		thoroughly implement environmental and energy management risks causing pollution or energy waste; non-compliance with statutory regulations can trigger legal exposure and adverse public reactions, damaging corporate reputation and driving up operational costs.			bottom-up employee and operational proposals for energy efficiency and decarbonization. • Internal Carbon Pricing Mechanism: Establish an internal carbon pricing (ICP) framework to quantify, monitor, and manage carbon emission costs. • TCFD Climate Governance: Advance strategic initiatives addressing climate-related risks and opportunities aligned with TCFD recommendations. • Continuous Energy-Saving Improvement Proposals: Promote bottom-up employee and operational		• Facility & HVAC Energy-Saving Upgrades: Replaced air conditioners and chillers with inverter systems across the Plant Engineering Section, Production Section 1, and administrative offices; replaced aging transparent corrugated roofing sheets for natural daylighting; and renewed cooling tower fill materials, achieving electricity savings of 24,253.669 kWhand financial benefits of NT$103.079 thousand.			

					proposals for energy efficiency and decarbonization. • Periodic Decarbonization Review Meetings: Convene regular energy conservation and carbon reduction advancement meetings to evaluate, review, and drive decarbonization proposals.					

S1 Work-Life Balance	GRI 2: General Disclosures 2021 GRI 2-7: Employees	▪Positive Impacts: Providing effective work-life balance initiatives enhances employee job satisfaction and well-being, alleviates workplace stress, and boosts productivity and organizational loyalty, thereby fostering the Company's long-term sustainable development and positive reputation. ▪Negative Impacts: A lack of supportive measures or workplace	Company Operations (Causing Impact)	• Formulate comprehensive labor policies to protect workers' rights and promote equitable, harmonious labor relations.	• Build cooperative labor-management partnerships through statutory compliance, robust communication mechanisms, labor-management consultations, comprehensive training and development, competitive welfare/benefits, effective workforce management, and active work-life balance promotion to achieve shared prosperity, workforce well-being, and corporate competitiveness.	• Periodically verify and maintain 100% compliance with relevant labor laws and statutory regulations to ensure employee rights and welfare are fully protected.	• Maintain full compliance with statutory labor regulations to protect and uphold employee rights.	Continuously maintain 100% statutory labor compliance, ensuring worker rights, competitive welfare, and sustained work-life balance.	SDG 3: Good Health and Well-Being SDG 4: Quality Education	5.01 Human Capital Development & Talent Cultivation

		policies that fail to address employee needs can increase stress levels, escalate turnover rates, and impair employer brand reputation, undermining the Company's capacity to attract and retain top talent.								

S2 Employee Welfare and Compensation	GRI 401: Employment	▪Positive: Providing compensation and benefits superior to local statutory minimums bolsters regional economic vitality and improves living standards. ▪Negative: Offering only statutory minimum wages and substandard benefits widens the socioeconomic wealth gap and stirs societal discontent.	Company Operations (Causing Impact)	• Align compensation and benefit frameworks with long-term corporate strategy, establishing equitable, incentive-driven pay systems tied to future organizational milestones.	• Routinely benchmark and update salary grade structures against current market dynamics and competitive industry standards.	• Routinely benchmark and update salary grade structures against current market dynamics and competitive industry standards.	• Provide competitive remuneration packages and benefits to attract and retain top talent.	• Maintained competitive remuneration packages, proactively reviewing and adjusting base salaries in alignment with statutory labor mandates and inflation trends.	SDG 3: Good Health and Well-Being SDG 4: Quality Education SDG 5: Gender Equality	5.01 Human Capital Development & Talent Cultivation

G1 Business Integrity	GRI 205: Anti-corruption GRI 206: Anti-competitive Behavior	▪Positive: Upholding ethical corporate management fosters fair market competition and builds stakeholder trust through transparency and justice, eliminating illicit practices while enhancing socioeconomic efficiency and rule of law. ▪Negative: Ineffective enforcement of antitrust and anti-corruption policies subjects external stakeholders to unfair competition, eroding healthy	Company Operations (Causing Impact)	• Establish robust corporate governance systems grounded in statutory regulations and ethical integrity, ensuring strict compliance with applicable laws, statutory mandates, and internal bylaws.	▪Accounting & Internal Controls: Maintain effective accounting and internal control systems, with internal auditors conducting regular and unannounced compliance audits. • Regulatory Horizon Scanning: Monitor regulatory changes closely, ensure timely cross-departmental communication, and adapt internal bylaws promptly to guarantee all new business operations remain legally compliant. • Risk Mitigation: Formulate and enforce compliance policies to mitigate financial and reputational risks arising from corporate integrity violations.	• Internal Control Audits: Execute systematic internal audit engagements to evaluate operational compliance. • Supplier Due Diligence: Require new suppliers to sign Integrity Pledges and embed integrity metrics into vendor performance evaluations. • Board Reporting & Public Disclosure: Disclose ethical management practices in the Shareholder Section on the corporate website and report operational status to the Board of Directors at least once annually.	• Achieved 100% ethical conduct orientation for new employees. • Maintained zero incidents of non-compliance, corruption, or anti-competitive behavior. • Successfully reported ethical management progress to the Board of Directors and disclosed practices on the corporate website. • Upheld full protection and confidentiality across all grievance/whistleblower mechanisms.	• Continuously uphold the highest standards of business integrity and prevent all forms of corporate fraud. • Proactively align with competent authority mandates and statutory shifts to achieve long-term ethical and sustainable governance. • Continually strengthen whistleblower channels, safeguard whistleblower confidentiality	• SDG 8: Decent Work and Economic Growth • SDG 9: Industry, Innovation and Infrastructure • SDG 16: Peace, Justice and Strong Institutions	4.03 Ethical Corporate Management

		market dynamics and undermining socioeconomic welfare.			• Stakeholder Communication: Strengthen open communication channels (corporate website, stakeholder emails, etc.) with external parties. •			, and maintain zero integrity violations.		

G2 Regulatory Compliance	GRI 2: General Disclosures 2021 GRI 2-27: Compliance with laws and regulations	• Positive: Strict adherence to statutory regulations ensures legitimate operations, actively mitigates environmental and social impacts, advances sustainable development, and elevates corporate brand reputation. • Negative: Failure to comply with applicable laws risks environmental pollution, infringement on labor rights, or CSR deficiencies, triggering legal disputes,	Company Operations (Causing Impact)	• Strictly comply with all relevant statutory laws and regulations enacted by central and local governments. • Focus on pollution prevention, continuous operational improvement, and enhanced energy efficiency to protect environmental quality and natural ecosystems for sustainable development	• Routinely identify, evaluate, and track statutory amendments via the "Internal and External Issues Register." • Establish robust whistleblower systems and protection mechanisms while cultivating compliance awareness across the workforce. • Implement rigorous internal controls and compliance systems to mitigate compliance risks and protect corporate reputation. • Strictly prohibit anti-competitive practices to uphold fair and open market competition.	• Maintain rigorous internal compliance reviews and dynamic tracking of regulatory changes to ensure legitimate business operations with zero compliance violations.	• Strictly adhered to all applicable statutory regulations, maintained fully legitimate operations, and achieved zero incidents of legal or regulatory violations.	• Continuously uphold full compliance with all relevant laws and statutory regulations, ensuring 100% legitimate operations and maintaining zero legal violations or regulatory penalties.	SDG 16: Peace, Justice and Strong Institutions	4.05 Enterprise Risk Management

		regulatory fines, and severe reputational damage.								

G3 Tax Policy	GRI 207: Tax	• Positive: Paying taxes lawfully and transparently supports government infrastructure and public welfare programs, contributing positively to local socioeconomic development. • Negative: Engaging in aggressive tax avoidance leads to public revenue loss, weakening local governments' capacity to deliver public services and drive economic growth while triggering	Company Operations (Causing Impact)	• Comply with local tax laws and regulations, honestly declare and remit taxes within statutory deadlines, and fulfill corporate social responsibility as a conscientious taxpayer.	• Disclose tax information in financial statements in accordance with applicable regulations to ensure information transparency. • Refrain from using tax havens or low-tax jurisdictions for tax planning purposes aimed at tax avoidance.	• Establish honest, trust-based communication and cooperative relationships with tax authorities. • Evaluate and account for tax impacts and compliance implications across all major corporate transactions and business decisions.	• Fully complied with statutory tax laws, honestly filed and remitted all taxes within prescribed deadlines, and achieved zero incidents of tax-related violations or regulatory penalties.	Continuously maintain zero tax violations, ensuring timely and honest tax filings in full alignment with local tax regulations and statutory frameworks.	SDG 16: Peace, Justice and Strong Institutions	4.02 Tax Governance & Strategy

		public backlash.								
G4 Fair Trade and Fair Competition	GRI 2: General Disclosures (Disclosure 2-6) • GRI 308: Supplier Environmental Assessment • GRI 414: Supplier Social Assessment	• Positive: Strict compliance with fair trade regulations eliminates monopolistic or unfair practices, fosters an equitable market landscape, drives healthy industry growth, and safeguards the legitimate rights of all stakeholders. • Negative: Engaging in monopolistic practices, price-fixing, or unfair competitive actions disrupts market order, impairs the	Supply Chain (Contributing Factor to Impact)	• Reinforce communication and policy advocacy through meetings and liaison channels. • Implement comprehensive vendor evaluations and performance appraisals. • Prioritize local procurement and sustainable green purchasing. •	• Elevate supply chain awareness across corporate social responsibility (CSR), environmental protection, business ethics, operations management, and Net-Zero emissions. • Execute supplier audits, ESG evaluations, and mandatory corrective action plans.	Require vendors to sign CSR Agreements, Supplier Codes of Conduct, and Sustainability & Net-Zero Commitment Letters; conduct vendor evaluations to elevate supplier ESG performance, foster a virtuous cycle, and expand positive sustainability impacts across the supply chain.	• Strictly adhered to fair trade laws and antitrust regulations, maintained 100% vendor commitment sign-offs, and achieved zero incidents of unfair competition or fair trade violations.	Continuously enforce fair competition compliance, advance 100% responsible supply chain evaluations, and safeguard stakeholder rights across all business partnerships.	SDG 12: Responsible Consumption and Production	2.01 Sustainable Development Strategies 4.07 Participation in Associations and Organizations 4.08 Product and Service Management (Quality & Safety) 4.09 Sustainable Supply Chain Management

		interests of suppliers, partners, and consumers, and exposes the Company to legal sanctions and reputational damage.								

G5 Customer Service and Relationship Management	GRI 416: Customer Health and Safety • GRI 418: Customer Privacy	• Positive: Actively listening to and addressing customer feedback, conducting regular customer satisfaction surveys, and optimizing service workflows and product quality enhance customer loyalty and brand equity, fostering long-term partnerships and market competitiveness. • Negative: Neglecting customer needs or feedback and failing to resolve	Supply Chain (Contributing Factor to Impact)	Safeguard confidential corporate and customer information while elevating service quality, customer satisfaction, and mutual trust.	• Engage in proactive communication with customers during the product design phase to identify and address customer requirements early. • Consult and retain multi-industry experts to precisely capture end-market demands and exceed customer expectations. • Conduct email-based customer satisfaction surveys to analyze prospective and existing client pain points, driving year-over-year satisfaction gains.	Maintain comprehensive satisfaction tracking and close customer communication to fulfill end-user demands, protect customer rights and data privacy, and elevate service standards.	Conducted annual customer satisfaction surveys; results demonstrated strong overall customer satisfaction ratings, with zero substantiated customer privacy or safety complaints.	Maintain proactive, close communication channels with customers, continually optimize service response times, and sustain high customer satisfaction benchmarks.	SDG 12: Responsible Consumption and Production	4.08 Product and Service Management (Quality & Safety)

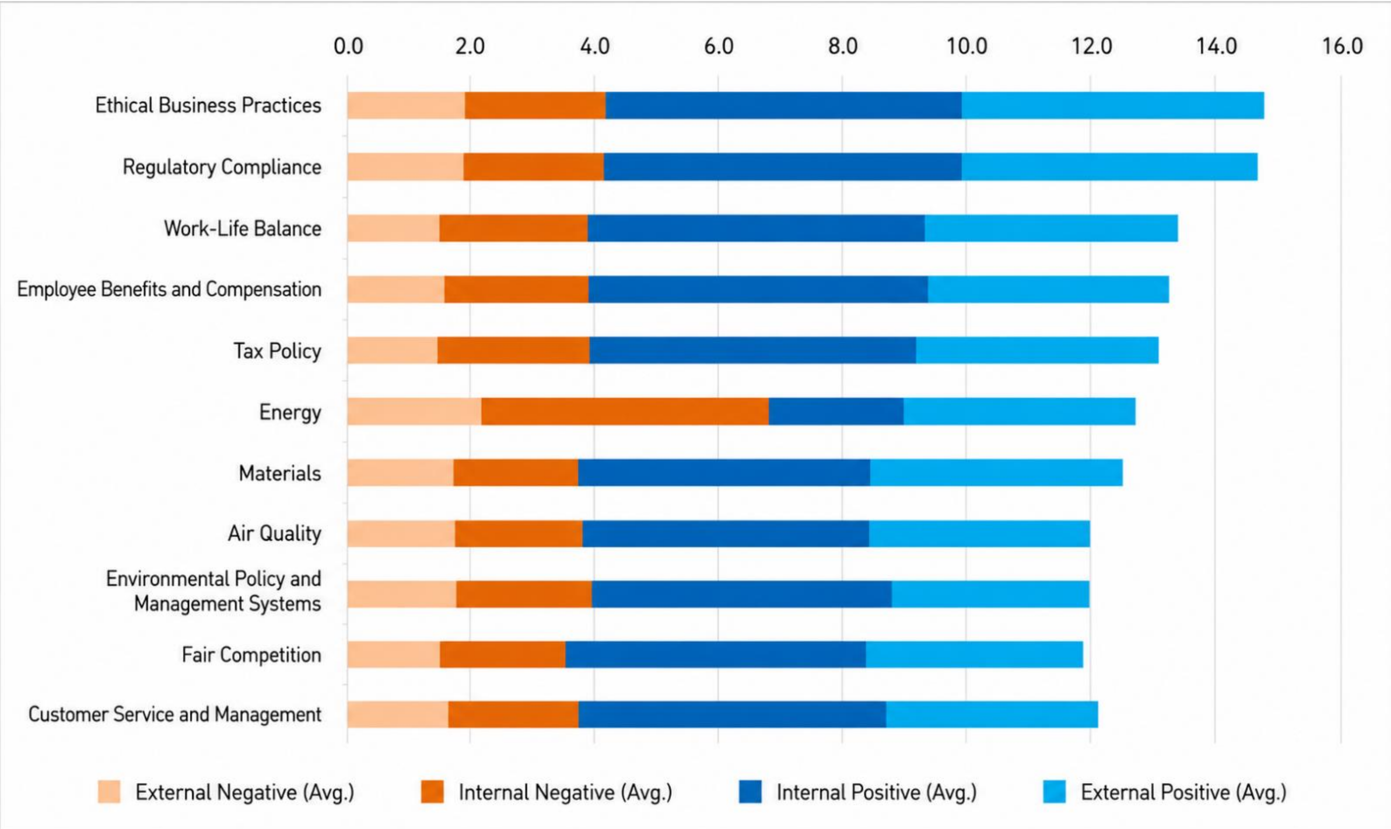
		customer issues effectively reduce customer satisfaction, erode brand reputation, and risk market share loss, impairing sustainable corporate development.								

3.04 Management of Material Topics

Material Topic Identification Results and Analytical Overview

In 2024, TMI conducted its inaugural materiality assessment by consolidating 38 ESG issues and assessing their levels of impact on both internal and external stakeholders to identify the core key issues for the Company's sustainable development strategy. The assessment results indicate that among the three pillars—Environmental (E), Social (S), and Governance (G)—the most impactful topics encompass corporate compliance governance, employee rights and welfare, and environmental management. These findings demonstrate that TMI must continue to strengthen transparency, responsible management, and eco-friendly strategies in its sustainable operations.

Figure 1.1 Material Issues Bar Chart



Governance (G) Pillar

<u>Ethical Business Practices (13.4):</u> Ethical business practices ranked as the most

significant topic in this assessment, reflecting stakeholders' high attention to business ethics and corporate transparency. TMI continuously strengthens internal control mechanisms, anti-corruption policies, and corporate integrity governance to ensure all operational activities comply with ethical standards and mitigate operational risks.

Regulatory Compliance (13.3): Regulatory compliance is the core cornerstone of TMI's sustainable operations, ensuring operations conform to local and international regulations and reducing legal compliance risks. TMI has established regulatory monitoring and internal audit mechanisms to ensure all business units comply with relevant statutory requirements.

Tax Policy (12.7): Financial transparency and compliant tax management are vital components of sustainable corporate operations. TMI is committed to paying taxes in accordance with the law and continually refining tax management policies to ensure tax strategies adhere to fairness and compliance requirements.

Social (S) Pillar

Work-Life Balance (12.8): Employee well-being is at the core of human capital management. TMI is dedicated to fostering a friendly workplace environment by promoting flexible working arrangements, psychological health support, and employee care programs to enhance employee satisfaction and productivity.

Employee Benefits and Compensation (12.7): Fair compensation and comprehensive benefit systems directly affect employee satisfaction and corporate competitiveness. TMI continually reviews its salary structure and provides market-competitive compensation and incentive mechanisms to safeguard employee rights.

Human Rights (12.1): Human rights protection is a fundamental issue of corporate social responsibility. TMI adheres to international human rights standards, ensuring all employees enjoy a fair, dignified, and safe working environment, while continually optimizing human rights protection mechanisms.

Environmental (E) Pillar

Energy Management (12.5): Energy consumption and management are critical to TMI's operational costs and environmental impact. TMI continually optimizes energy management policies, promotes energy-saving and carbon-reduction technologies, and reinforces the use of renewable energy to minimize operational impacts on the environment.

Materials (12.5): Efficient resource utilization and sustainable supply chain management represent key strategies for TMI to reduce environmental impacts. The Company consistently promotes green procurement policies and optimizes production processes to enhance resource utilization efficiency.

Air Quality (12.3): Air pollution control is a vital topic in corporate environmental management. TMI implements stringent environmental standards through low-emission technologies and pollution prevention programs to ensure environmental impacts from operations are minimized.

Comprehensive Analysis and Outlook

The results of this materiality assessment indicate that governance integrity, regulatory compliance, employee rights, and environmental responsibility are the issues of most profound impact on both internal and external stakeholders, reflecting high market and societal expectations regarding compliant operations, labor rights protection, and environmental preservation.

Moving forward, TMI will utilize these assessment results to continuously strengthen governance mechanisms, deepen environmental sustainability strategies, and optimize employee welfare systems, ensuring sound corporate growth and responsiveness to stakeholder expectations. Concurrently, TMI will regularly review trends in material topics to align sustainable development goals with global standards and international ESG benchmarks, enhancing corporate competitiveness and social influence.

4. Governance

4.01 Economic Performance

For the fiscal year 2025, the Company generated consolidated operating revenue of NT8,048,159thousand,adecreaseof5.91847,936 thousand, reflecting a 36.02% decline from 2024. The operating performance for 2025 is outlined as follows:

I. 2025 Operating Results

(1) Implementation Results of the Business Plan

Unit: NT$ thousands

Item	FY2025	FY2024	Change	
			Amount	%
Operating Revenue	8,048,159	8,553,557	(505,398)	(5.91)
Operating Costs	7,048,123	7,324,463	(276,340)	(3.77)
Gross Profit	1,000,036	1,229,094	(229,058)	(18.64)
Operating Expenses	232,288	266,274	(33,986)	(12.76)
Net Operating Income	767,748	962,820	(195,072)	(20.26)
Net Profit Before Tax	847,936	1,325,374	(477,438)	(36.02)
Total Consolidated Net Income	656,276	1,055,040	(398,764)	(37.80)
Total Consolidated Net Income	652,954	1,052,318	(399,364)	(37.95)
Total Comprehensive Income	527,149	1,095,771	(568,622)	(51.89)

(2) Budget Execution for 2025

The Company was not required to publicly disclose financial forecasts for 2025.

(3) Financial Receipts and Expenditures Status

Item	FY2025	FY2024
Cash Flows from Operating Activities	450,582	702,779
Cash Flows from Investing Activities	(15,266)	(136,090)
Cash Flows from Financing Activities	(1,515,626)	(1,330,665)
Net Increase (Decrease) in Cash and Cash Equivalents	(1,2026,405)	(753,560)
Cash and Cash Equivalents at the Beginning of the Year	2,447,425	3,200,985
Cash and Cash Equivalents at the End of the Year	1,332,020	2,447,425

Net cash inflows from operating activities decreased compared to the previous period, primarily due to an increase in ending inventories and the disposal of financial assets. Net cash outflows from investing activities decreased compared to the previous period, mainly attributable to a decrease in foreign currency time deposits. Furthermore, cash outflows from financing activities increased over the previous period as a result of higher cash dividend payments.

(4) Profitability Analysis

Item	FY2025	FY2024
Return on Assets (ROA)	9.57	14.08
Return on Equity (ROE)	10.72	16.28
Ratio of Operating Profit to Paid-in Capital (%)	63.98	57.54
Ratio of Profit Before Tax to Paid-in Capital	70.66	79.21
Net Profit Margin	8.15	12.33
Earnings Per Share (EPS)	4.26	6.29

(5) Research and Development

Current research and development in the lead products market continues to focus on multiple areas, including reducing product costs, environmental protection and resource recycling, enhancing lead product performance, and technology development.

4.02 Tax

The Company paid NT$156.78 million in profit-seeking enterprise income tax for the year 2025, contributing to national tax revenues.

4.03 Ethical Corporate Management

4.03.1 Philosophy, Policies, and Codes of Conduct for Ethical Corporate Management

To implement its ethical corporate management policy and actively prevent unethical conduct, the Company has established whistleblowing and grievance reporting channels for internal and external personnel to report illegal (including corruption) or unethical behavior, in accordance with the relevant provisions of the "Ethical Corporate Management Best Practice Principles." All reported information is kept strictly confidential, and appropriate protective measures are implemented in accordance with the law to safeguard the whistleblower's personal data and privacy.

The relevant provisions of the Ethical Corporate Management Best Practice Principles are as follows:

(Disclosed on the Company website: http://www.tmicl.com.tw/inside-c-7.html)

Personal data provided by the whistleblower, including name, telephone number, and email address, may be processed and utilized by the Company during the investigation period solely for verifying the reported matter and communication purposes. Whistleblowers must provide concrete, relevant information and documentation; if the required information or documents are incomplete, the Company will be unable to conduct an investigation. Whistleblowers shall not deliberately fabricate facts. If a report is subsequently proven to be made maliciously or with intentionally fabricated false statements, the whistleblower shall bear the relevant legal responsibilities. In 2025, no whistleblowing reports regarding violations of the ethical corporate management policy were received.

To strengthen anti-corruption management, the Company requires each department to conduct self-assessments and inspections of internal control systems, including accounting systems, which are subsequently reviewed by internal auditors. In 2025, the Chief Internal Auditor found no incidents of corruption.

If Company personnel provide or promise facilitation payments as a result of threats or intimidation, they shall record the process, report to their direct supervisor, and notify the Company's designated unit. In 2025, the Company neither provided nor promised any facilitation payments. Any single political contribution of NT$1 million or more must be submitted to the Board of Directors for approval. The Company made no political contributions in 2025.

Any single charitable donation or sponsorship of NT$2 million or more must be submitted to the Board of Directors for approval. In 2025, the Company verified that the fund flows for all charitable donations and sponsorships aligned with the intended charitable purposes.

To protect shareholder rights and ensure the equitable treatment of shareholders, the Company prohibits insiders from trading securities during closed periods—specifically within 30 days prior to the publication of annual financial reports and within 15 days prior to the publication of quarterly financial reports. In 2025, the Company notified insiders a total of 4 times via email or other communication tools.

4.03.2 Anti-Corruption Mechanisms

To implement its ethical corporate management policy and actively prevent unethical conduct, TMI has established whistleblowing and grievance reporting channels for internal and external personnel to report illegal (including corruption) or unethical behavior, in accordance with the relevant provisions of the "Ethical Corporate Management Best Practice Principles." All reported information is kept strictly confidential, and appropriate protective measures are implemented in accordance with the law to safeguard the whistleblower's personal data and privacy.

4.03.3 Anti-Competitive Behavior

The Company values fair competition and market trading order, strictly adhering to fair trade regulations and internal corporate policies, and is committed to maintaining a fair and transparent market competition environment. To prevent restrictions on market competition resulting from improper commercial practices, the Company prohibits employees from engaging with competitors in price-fixing agreements, market or customer allocation, collective boycotts, bid-rigging, or the exchange of competitively sensitive information, and prohibits improperly restricting the transaction choices of customers or suppliers.

For personnel in sales, procurement, management, and other roles involved in market transactions, the Company conducts regulatory compliance advocacy and training to ensure employees understand fair competition regulations and potential risks, requiring employees to uphold the principles of fair trade and ethical management in all interactions with customers, suppliers, and industry peers.

In addition, the Company maintains internal grievance and whistleblowing channels. If any suspected violation of fair competition regulations is identified, it will be investigated and handled in accordance with internal procedures, and corrective and preventive measures will be implemented as necessary to mitigate the risks associated with anti-competitive behavior.

Implementation Status in 2025:

- No confirmed significant incidents of anti-competitive behavior occurred.
- No significant sanctions or fines were imposed for anti-competitive, antitrust, or monopoly-related practices.
- Continual training and legal advocacy were conducted to enhance employee awareness of fair competition and anti-competitive practices.

4.04 Communication Channels and Grievance Mechanisms

Communication Policy between Independent Directors, the Chief Internal Auditor, and the Certified Public Accountant (CPA)

Independent directors meet with the CPA at least once a year. Through the Audit Committee and the Board of Directors, the CPA reports to the independent directors on the Company's financial condition, the financial and operational status of domestic and overseas subsidiaries, and the review of internal controls. They also thoroughly communicate regarding whether there are significant adjusting entries or regulatory amendments affecting the accounts; meetings may be convened at any time if significant anomalies arise.

1. Independent directors meet with the Chief Internal Auditor at least twice a year to receive reports on the implementation of the Company's internal audits and the operation of internal controls; meetings may be convened at any time if significant anomalies arise.

Communication Status between Independent Directors and the Certified Public Accountant (CPA)

FY2025

Date	Attendees	Communication Matters	Communication Results
March 12, 2025 (Audit Conclusion of 2024 Financial Statements)	Independent Directors: Chen, Yi-Ming Lee, Wen-Fa Lo, Yu-San CPA: Wu,Chiu-Yen	1. Scope and methodology of the audit 2. Auditor independenc 3. Significant accounting policies, significant accounting estimates, and significant events or transactions 4. Significant risks 5. Key Audit Matters (KAMs 6. Audit of the risk of management override of controls 7. Other communication matters	The communication between the Independent Directors and the CPAs was effective, and consensus was reached on all discussed matters.
November 12, 2025 (Audit Plan for 2025 Financial Statements)	Independent Directors: Chen, Yi-Ming Lee, Wen-Fa Lo, Yu-San CPA: Wu,Chiu-Yen	1. Responsibilities of governance units 2. Scope and methodology of the audit 3. Group audits 4. Significant accounting policies, significant accounting estimates, and significant events or transactions 5. Significant risks and Key Audit Matters (KAMs) 6. Assessment of the going concern assumption 7. Internal control deficiencies identified during the audit process	The communication between the Independent Directors and the CPAs was effective, and consensus was reached on all discussed matters.

FY2024

Date	Attendees	Communication Matters	Communication Results
March 15, 2024 (Post-Audit Communication Meeting for 2023)	Communicated in written form only	1. Scope and methodology of the audit 2. Auditor independence 3. Significant accounting policies, significant accounting estimates, and significant events or transactions 4. Significant risks 5. Key Audit Matters (KAMs) 6. Other communication matters 7. Financial statement analysis	The communication between the Independent Directors and the CPAs was effective, and consensus was reached on all discussed matters.

November 12, 2024 (Audit Plan for 2024 Financial Statements)	Independent Directors: Chen, Yi-Ming Lee, Wen-Fa Lo, Yu-San CPA: Wu,Chiu-Yen	1. Responsibilities of governance units 2. Scope and methodology of the audit 3. Group audits 4. Significant accounting policies, significant accounting estimates, and significant events or transactions 5. Significant risks and Key Audit Matters (KAMs) 6. Assessment of the going concern assumption 7. Internal control deficiencies identified during the audit process	The communication between the Independent Directors and the CPAs was effective, and consensus was reached on all discussed matters.

Communication Status between Independent Directors and the Chief Internal Auditor

FY2025

Date	Attendees	Communication Matters	Communication Results
2025.03.12 (Audit Committee)	Independent Directors: Chen, Yi-Ming Lee, Wen-Fa Lo, Yu-San Chief Internal Auditor: Li, Shu-Fen	1. Report on the implementation status of the annual internal audit plan. 2. Presentation of the "Internal Control System Statement."	Reviewed and approved; submitted to the Board of Directors.
2025.05.09 (Audit Committee)	Independent Directors: Chen, Yi-Ming Lee, Wen-Fa Lo, Yu-San Chief Internal Auditor: Li, Shu-Fen	1. Report on the implementation status of the internal audit plan for Q1 2025.	Reviewed and approved; submitted to the Board of Directors.
2025.08.07 (Audit Committee)	Independent Directors: Chen, Yi-Ming Lee, Wen-Fa Lo, Yu-San Chief Internal Auditor: Li, Shu-Fen	1. Report on the implementation status of the internal audit plan for Q2 2025.	Reviewed and approved; submitted to the Board of Directors.

2025.11.12 (Audit Committee)	Independent Directors: Chen, Yi-Ming Lee, Wen-Fa Lo, Yu-San Chief Internal Auditor: Li, Shu-Fen	1. Report on the implementation status of the internal audit plan for Q3 2025. 2. Amendment to the written "Internal Control System - Salary Disbursement Operating Procedures (TMI-CW-109)." 3. Formulation of the Annual Internal Audit Plan for 2026.	Reviewed and approved; submitted to the Board of Directors.

FY2024

Date	Attendees	Communication Matters	Communication Results
2025.03.12 (Audit Committee)	Independent Directors: Chen, Yi-Ming Lee, Wen-Fa Lo, Yu-San Chief Internal Auditor: Li, Shu-Fen	1. Report on the implementation status of the annual internal audit plan. 2. Presentation of the “Internal Control System Statement.”	Reviewed and approved; submitted to the Board of Directors.
2025.05.09 (Audit Committee)	Independent Directors: Chen, Yi-Ming Lee, Wen-Fa Lo, Yu-San Chief Internal Auditor: Li, Shu-Fen	1. Report on the implementation status of the internal audit plan for Q1 2024.	Reviewed and approved; submitted to the Board of Directors.

2025.08.07 (Audit Committee)	Independent Directors: Chen, Yi-Ming Lee, Wen-Fa Lo, Yu-San Chief Internal Auditor: Li, Shu-Fen	1. Report on the implementation status of the internal audit plan for Q2 2024.	Reviewed and approved; submitted to the Board of Directors.
2025.11.12 (Audit Committee)	Independent Directors: Chen, Yi-Ming Lee, Wen-Fa Lo, Yu-San Chief Internal Auditor: Li, Shu-Fen	1. Report on the implementation status of the internal audit plan for Q3 2024. 2. Adoption of the internal control system for "Regulations Governing Sustainability Information Management." 3. Formulation of the Annual Internal Audit Plan for 2025.	Reviewed and approved; submitted to the Board of Directors.

4.05 Risk Management

4.05.1 Risk Management Mechanism

Risk Analysis and Assessment for the Most Recent Fiscal Year and up to the Date of Annual Report Publication

I. Impact of Changes in Interest Rates, Foreign Exchange Rates, and Inflation on Company Profit/Loss, and Future Responsive Measures

(1) Interest Rates

The Company regularly evaluates bank borrowing interest rates and maintains close contact with banks to secure favorable lending rates. Due to significant market interest rate fluctuations in recent years, the Company has repaid borrowings ahead of schedule using its own funds or refinanced with lower-interest loans, effectively reducing the debt ratio, lowering interest expenses, and mitigating interest rate volatility risks.

The Company incurs interest rate risk exposure through borrowing from financial institutions for operational needs, managing this operational risk through an appropriate portfolio of fixed and floating rates. Based on the balances of bank deposits and borrowings in 2025, a 1% increase or decrease in interest rates would increase or decrease net income by NT$5,603 thousand.

(2) Foreign Exchange Rate Fluctuations

Approximately 70% to 80% of the Company's raw materials rely on imports and are denominated in US dollars; therefore, exchange rate fluctuations impact company profitability. In 2024 and 2025, the Company's export ratios were 56% and 54%, respectively, while domestic sales were also pegged to the US dollar. Through natural hedging—offsetting revenues and expenses denominated in the same currency—the risk of exchange rate fluctuations has been substantially mitigated. Furthermore, the sales department incorporates exchange rate trends into quotations to reflect currency movements in a timely manner.

The finance department regularly monitors exchange rate reports, convenes meetings to analyze currency trends, and selects appropriate hedging instruments when suitable to keep foreign exchange exposure within controllable limits. Based on a sensitivity analysis of outstanding foreign currency monetary items for 2025, a 1% appreciation or depreciation of the NTD against the USD would decrease or increase pre-tax net profit by NT$13,248 thousand.

(3) Inflation

The Company's finished products include lead alloys and lead oxide, primarily supplied to essential consumer and industrial sectors. These products are vital for daily necessities—such as lead-acid batteries, plastic stabilizers, ceramic glazes, and lead glass—and do not experience significant fluctuations in demand due to macroeconomic changes.

In recent years, international raw material prices have stabilized, domestic fuel prices and utility rates have faced low upward pressure, and interest rates have remained relatively low; hence, there has been no material impact from inflation.

II. Policies on High-Risk, Highly Leveraged Investments, Loaning of Funds to Others, Endorsements/Guarantees, and Derivative Transactions; Main Reasons for Profits/Losses; and Future Responsive Measures

(1) The Company does not engage in high-risk or highly leveraged investments.

(2) In 2025, the Company had no instances of loaning funds to others or providing endorsements/guarantees. Should the need arise, all matters will strictly follow the regulations of the Financial Supervisory Commission (FSC) and the Company's "Procedures for Loaning of Funds to Others" and "Procedures for Endorsements and Guarantees."

(3) The Company did not engage in derivative financial transactions in 2025. Any future derivative transactions will be conducted primarily for hedging purposes in compliance with regulatory procedures for derivatives trading. To hedge against foreign exchange volatility, foreign exchange options or refinancing USD borrowings into NTD will be utilized; to hedge against raw material price fluctuations, futures hedging or spot delivery strategies will be adopted.

III. Future R&D Plans and Estimated R&D Expenses

The Company's future R&D plans focus on improving production processes, reducing process pollution, and assisting clients in developing new alloy formulations. Estimated R&D expenditures are approximately NT6milliontoNT8 million.

IV. Impact of Major Domestic and Foreign Policy and Legal Changes on the Company's Financial and Business Operations, and Responsive Measures

The Company continuously monitors major domestic and foreign policy and legal developments, consults relevant professional institutions for evaluation and recommendations, and plans responsive measures to mitigate potential impacts on financial and business operations. In the most recent fiscal year and up to the date of annual report publication, no such adverse events have occurred.

V. Impact of Technological Changes (Including Information Security Risks) on Financial and Business Operations, and Responsive Measures

The Company stays abreast of technological advancements and industrial transitions within the sector, forming specialized teams when necessary to evaluate the financial and operational implications and devise countermeasures. In the most recent fiscal year and up to the date of annual report publication, no such adverse events have occurred.

VI. Impact of Changes in Corporate Image on Corporate Crisis Management, and Responsive Measures

The Company maintains a strong corporate image, quietly cultivating its core philosophy of innovation, quality, and environmental protection while fulfilling corporate social responsibilities. There have been no corporate crises resulting from changes in corporate image.

VII. Expected Benefits, Potential Risks, and Responsive Measures of Mergers and Acquisitions

None.

VIII. Expected Benefits, Potential Risks, and Responsive Measures of Plant Expansion

The Company has had no plant expansion plans in the most recent fiscal year and up to the present date; therefore, no related risks exist.

IX. Risks Associated with Concentration of Purchases or Sales, and Responsive Measures

The Company diversifies its procurement regions and suppliers. In addition to extracting lead products from spent lead-acid batteries, the Company actively explores new supply sources worldwide to prevent over-reliance on any single region or country. Because major automotive/motorcycle manufacturers and end-users place high emphasis on the reliability of lead-acid batteries, brand concentration in the market is high. The Company's products comply with TS16494 standards (IATF 16949), offering stable and competitive quality; as major lead-acid battery makers are all clients of the Company, sales concentration is moderately high. To mitigate this risk, the sales department establishes credit limits for all customers and manages shipments closely. In addition, the finance and accounting department actively tracks the clearance of notes receivable and the collection of accounts receivable to prevent bad debts. Currently, no bad debts have occurred.

X. Impact, Risks, and Responsive Measures Regarding Substantial Transfer or Replacement of Shareholding by Directors, Supervisors, or Major Shareholders Holding Over 10% of Shares

None.

XI. Impact, Risks, and Responsive Measures Regarding Changes in Management Control

The statutory shareholding percentage of all Company directors complies with regulatory requirements. The management team is dedicated to enhancing operational performance and maximizing shareholder value, creating a positive impact on management stability and operations.

XII. Litigation or Non-Litigation Matters: Disclosing Major Determinations or Pending Litigious, Non-Litigious, or Administrative Disputes Concerning the Company, Directors, President, De Facto Responsible Persons, Major Shareholders Holding Over 10%, and Subsidiaries, Where the Outcome May Materially Affect Shareholder Equity or Securities Prices

None.

XIII. Other Significant Risks and Responsive Measures

None.

4.05.2 Regulatory Compliance

Implementation of Risk Management Policies and Risk Measurement Standards:

1. In accordance with ISO standards, the Company has formulated the "Context of the Organization and Risk Analysis Management Procedures" to conduct operational risk management and assessments across various domains.

4.06 Information Security and Customer Privacy Protection

4.06.1 Information Security Management

1. Cyber Security Risk Management Framework, Cyber Security Policies, Concrete Management Programs, and Resources Allocated to Cyber Security Management

Cyber Security Risk Management Framework

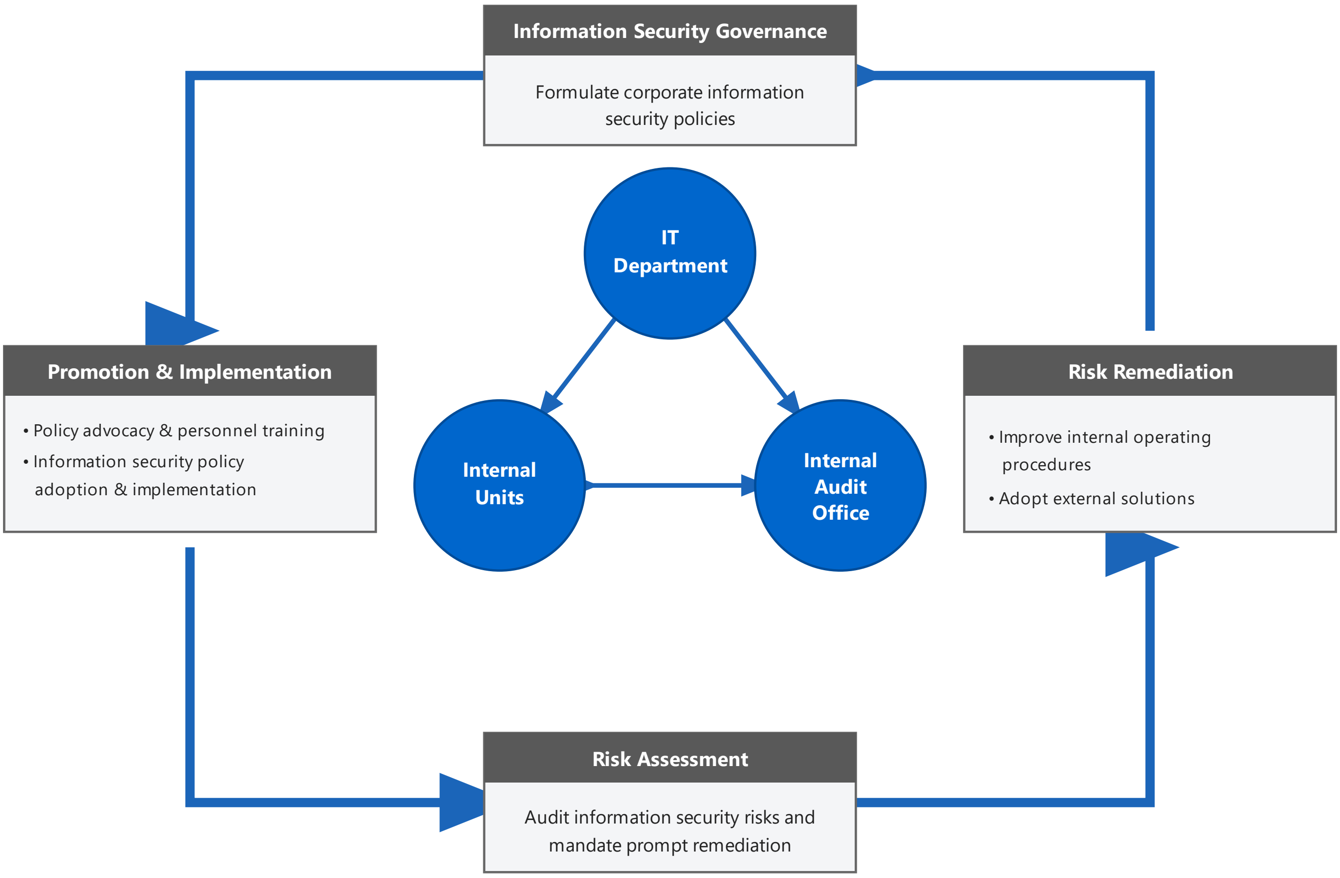
The dedicated unit responsible for cyber security (hereinafter referred to as "Information Security") at the Company is the Information Technology (IT) Department. This department is staffed with an IT Director and professional IT personnel responsible for formulating internal information security policies, planning and executing information security operations, and promoting and implementing security policies. These efforts ensure the confidentiality, integrity, and availability (CIA) of the information and information assets essential to the Company's operations.

The Company's Internal Audit Office serves as the supervisory unit for information security governance. Staffed with a Chief Internal Auditor and full-time internal auditors, it oversees the execution of internal information security measures. When audit findings or deficiencies are identified, the audited units are required to propose concrete improvement plans, and the Audit Office regularly tracks the effectiveness of these improvements to reduce internal information security risks.

Organizational Operating Model:

The IT Department establishes corporate information security policies and operating procedures. All internal business units execute and reinforce awareness of these policies, operating procedures, and personnel training to ensure their effective adoption and implementation. The Internal Audit Office conducts risk-based information security audits;

upon discovering any deficiencies, it mandates concrete corrective action plans from the audited units and tracks improvement progress on a regular basis.



Cyber Security Policies and Concrete Management Programs

The Company's cyber security management mechanism encompasses three dimensions:

1. **Systems & Policies:** Formulating corporate information security management regulations, standardizing personnel operating procedures, and periodically conducting internal audits to mitigate internal information security risks.
2. **Technology:** Deploying information security defense equipment to enhance environment security and implement operational security measures.
3. **Personnel:** Conducting information security training and awareness programs to enhance employee awareness and technical proficiency.

Cyber Security Management Measures

1. Antivirus software is installed on personal computers across all departments to prevent malware and virus intrusions.
2. The IT Department updates virus definition patterns and scanning engines on a daily basis.
3. Firewalls are deployed to isolate external threats and intrusions.
4. IT personnel regularly monitor server email traffic; any anomalies are immediately reported to designated managers for remediation.

Resources Allocated to Cyber Security Management

To implement cyber security management measures, the allocated resources include:

1. **Network Hardware:** Firewalls, email antivirus gateways, anti-spam filters, internet behavior management/analytics, and managed switches/hubs.
2. **Software Systems:** Endpoint protection platforms (EPP/EDR), backup management software, and encryption software.
3. **Infrastructure & Services:** Hard drive backup arrays, intrusion prevention services (IPS), etc.
4. **Human Resources & Operations:** Daily system health checks, weekly regular backups with off-site storage of backup media, at least one annual cyber security training session, annual system disaster recovery drills, annual internal audits of the computer information cycle, and independent CPA audits.

4.06.2 Customer Privacy Protection

The Company formulates product and service marketing and labeling protocols in accordance with ISO 9001 standards. The Company has established the "Customer Complaint Handling Procedures" to promptly address customer complaints, identify root causes, prevent recurring incidents, improve product and service quality, and safeguard corporate reputation. In 2025, no customer complaint incidents occurred

4.07 Participation in External Associations and Organizations

Currently, no collective bargaining agreements have been signed with trade unions.

4.08 Products and Services Management

4.08.1 Customer Health and Safety

The Company attaches great importance to the impact of its products and services on customer health and safety. All products and services are marketed and disclosed in adherence to the principle of integrity. Policies safeguarding customer rights and outlining grievance channels and handling procedures are as follows:

Policies for Safeguarding Customer Rights:

I. Customer Health and Product Safety

- **Product Safety and Process Control:** The Company establishes quality and safety management mechanisms in accordance with relevant ISO standards across all stages—including product design, raw material selection, manufacturing, and shipping—ensuring products satisfy customer health and safety requirements.

- **Quality Inspection and Risk Management:** Comprehensive quality inspection procedures are implemented to conduct regular and unscheduled testing of critical processes and finished goods. Product risk assessment and feedback mechanisms for anomalies are maintained to mitigate potential risks to customer health and safety.
- **Product Usage Information Disclosure:** Product specifications, hazardous ingredients, hazard warnings, and precautionary statements are clearly disclosed on packaging to assist customers with proper usage and prevent risks arising from improper handling.

II. Customer Grievance Channels and Handling Procedures

(1) Grievance Channels

Customers may submit complaints or feedback through the following channels:

1. In person to sales representatives.
2. By telephone to designated personnel: +886-7-7872278.
3. By fax or email:
   - Fax: +886-7-7872233
   - Email: sales@tmicl.com

(2) Receipt and Registration

Upon receiving a customer complaint, the designated unit records the case in a "Customer Complaint Handling Report" or "Customer Complaint Registration Form" to verify the details and supporting evidence.

(3) Investigation and Handling

Relevant departments trace related operational records and data, conduct root cause analysis, and dispatch personnel to the customer's premises to investigate when necessary.

(4) Response and Improvement

- If the investigation concludes that the Company is not responsible, findings are recorded in the "Customer Complaint Handling Report," and an explanation is provided to the customer within **5 working days**.
- If the Company bears responsibility, the Production Control Department records the root causes in a "Customer Complaint Corrective Action Form." The responsible implementation unit then formulates corrective and preventive actions alongside a final resolution, providing an explanation and corrective plan to the customer within **10 working days**.

(5) Tracking and Case Closure

Relevant departments collaborate to devise solutions, defining execution methods, timelines, and responsibilities. Upon resolution, records are documented in the "Customer Complaint Corrective Action Form," and corrective effectiveness is tracked continuously to serve as a reference for internal process optimization and risk prevention.

Through robust customer rights protection policies and grievance mechanisms, the Company remains dedicated to ensuring product and service quality, enhancing customer trust and satisfaction, and strengthening the foundation for corporate governance and sustainable operations.

4.08.2 Marketing and Labeling

I. Marketing Practices and Information Disclosure

- **Ethical Marketing Principles:** All marketing campaigns and external promotional materials of the Company adhere to the principles of honesty, fairness, and non-misleading representation, neither exaggerating nor concealing material information that may affect customer rights.

- **Review Mechanism for Advertising and External Information:** Marketing materials must undergo review by relevant internal units prior to release to ensure information accuracy and consistency, preventing instances of false, misleading, or non-conforming content regarding actual products.

II. Product Labeling and Instructions

- **Accurate and Complete Labeling:** Product labels provide necessary details including product name, specifications, ingredients, intended usage, and mandatory regulatory disclosures, ensuring customers fully understand product characteristics.
- **Regulatory Compliance:** Product labels and instructional documentation strictly comply with requirements stipulated by competent authorities and applicable laws, and are updated promptly in response to regulatory revisions to uphold customers' rights to know and choose.

4.09 Supply Chain Management

The Company signs contracting agreements with suppliers that incorporate specific requirements regarding environmental protection, occupational health and safety, and labor human rights:

1. Suppliers are required to maintain a clean and orderly work site, clearing all waste materials, debris, and objects that impede safety at all times.
2. Suppliers shall attend to the living conditions, board and lodging, and medical hygiene of their employees, strictly observing all industrial safety and health regulations promulgated by government authorities.
3. All employees of suppliers must be covered by insurance, with associated insurance premiums borne by the supplier.
4. If a supplier fails to comply with relevant occupational safety and health regulations,

the matter will be handled in accordance with the Company's applicable policies.

5. Qualified suppliers are selected to ensure quality (including environmental and occupational health and safety standards), punctual delivery, and volume stability that meet Company requirements. In accordance with ISO 9001 standards, the Company has established supplier management procedures, with specific management practices outlined as follows:

Supplier Evaluation	Supplier Audit	Supplier Advocacy
• Establish a "Supplier Profile Card" for selected vendors for evaluation purposes. • When evaluating suppliers, the Company's quality, environmental, and occupational health and safety (QEHS) policies shall be communicated. • A vendor may be approved as a qualified supplier by meeting any one of the following criteria: 1. Sample approval 2. Specification sheet approval 3. Issuance of an ethical commitment letter 4. Government-approved testing, clearance, or	• Monthly performance evaluations are conducted on suppliers' delivery quality, punctuality, and volume, with comprehensive performance assessments compiled and evaluated semi-annually. • All suppliers are categorized into management tiers based on their degree of impact on production operations and are listed and controlled under the "Supplier Environmental and Occupational Health & Safety Impact Planning Assessment Form."	• Quality, Environmental, and Occupational Health and Safety (QEHS) policies are communicated to qualified suppliers on an unscheduled basis.

occupational safety and health agency 5. Customer-designated or specialized vendor 6. Vendor certified by domestic or international accredited certification bodies 7. Recipient of national safety and health awards 8. Qualified vendor with traceable inspection reports dating back more than two years 9. Government-approved freight carrier		

5. Social

5.01 Human Resource Development

5.01.1 Human Rights Policies and Commitments

To fulfill corporate social responsibility and protect the human rights of employees and stakeholders, the Company strictly adheres to the United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. The Company eliminates any violations of human rights, prevents forced and compulsory labor, ensures workplace safety, upholds non-discrimination policies, and safeguards the rights and interests of employees and stakeholders.

The employment of domestic and foreign employees is conducted in full compliance with the Labor Standards Act and relevant regulatory requirements, ensuring that the fundamental human rights and entitlements of both domestic and foreign workers are protected. In 2025, the Company received no complaints from domestic or foreign employees regarding violations of their rights and interests.

5.01.2 Workforce Composition

5.01.2.1 Employee Demographics / Workforce Structure

Employee Demographics

As of December 31, 2025

Fiscal Year (FY)		FY2024	FY2025	As of March 31, 2026
Number of Employees	Direct Labor	88	86	85
	Indirect Labor	81	76	76
	Sales and Administrative Personnel	99	99	100
	Total	268	261	261
Average Age (Years)		40.9	41.1	41.3
Average Years of Service (Years)		11.2	11.4	11.3
Education Distribution (%)	Doctorate	0%	0%	0%
	Master's Degree	3.0%	3.1%	3.5%
	Bachelor's Degree	53.3%	52.9%	52.9%
	Senior High School	15.7%	14.9%	14.9%
	Below Senior High School	28.0%	29.1%	28.7%

5.01.2.2 Non-Employee Workers

The Company had no applicable matters or data regarding this item.

5.01.3 Diversity, Equity, and Inclusion (DEI)

Employee Diversity Policy

The Company is committed to providing a dignified and safe work environment. We implement diversity in hiring, fairness in compensation, and equality in promotion opportunities, ensuring that employees are not subjected to discrimination, harassment, or unequal treatment based on race, gender, religion, age, or political affiliation. The Company respects diverse cultural customs and traditions; in 2025, no incidents involving violations of labor rights or human rights occurred.

To maintain a workplace free from sexual harassment for all Company employees, dispatched workers, and job applicants, and to adopt appropriate preventive, corrective, remediating, disciplinary, and handling measures that safeguard the rights and privacy of all parties involved, the Company has established the "Regulations Governing the Prevention and Management of Sexual Harassment" in accordance with Paragraph 1, Article 13 of the Gender Equality in Employment Act and the Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace promulgated by the Ministry of Labor. In 2025, the Company received zero complaints regarding sexual harassment.

Workforce Diversity Indicators

	Male	Male
Domestic Employees	106	18
Foreign Employees	18	1
Subtotal	124	19
Total	143	

	Headcount	Percentage (%)
> 30 years	12	8.39%
31~50 years	87	60.84%
< 51years	44	30.77%
Total	143	100.0%

The Company has established a Remuneration Committee to provide competitive compensation to employees, offering transparent and equitable remuneration that shares the Company's operational performance with its workforce.

For entry-level employees within the same job category, starting salaries and benefits are identical upon hiring. For candidates with relevant professional qualifications and work experience, compensation is determined based on their educational background, past experience, professional expertise, and professional certifications, without any distinction based on gender or ethnicity.

5.01.4 Employee Rights and Benefits

I. Employee Welfare Committee

1. In January 1989, the Company established the "Employee Welfare Committee" to administer employee welfare affairs.
2. In January 2010, the Company amended the "Regulations Governing Educational Scholarships and Grants for Employees' Children" and the "Regulations Governing Subsidies for Marriage, Childbirth, Funerals, and Occupational Injuries."

II. Welfare Programs and Benefits

1. **Festival Bonuses:** Gift bonuses are disbursed for Labor Day, Dragon Boat Festival, Mid-Autumn Festival, and Lunar New Year.
2. **Cash Subsidies:** Financial allowances are provided for employee marriage, childbirth, funerals, hospitalization due to illness or injury, and birthdays.
3. **Education and Training:** On-the-job personnel periodically participate in training courses relevant to their duties to enhance operational efficiency and professional competence. On-site operational personnel are also provided with licensing and operational training for specialized equipment (e.g., forklifts, overhead cranes).
4. **Regular Health Examinations:** Periodic health examinations are conducted annually for all employees to continuously monitor their physical well-being.
5. **Employee Travel:** Annual employee travel activities are organized to foster camaraderie among colleagues and bolster work productivity.
6. **Scholarships and Grants:** Applications for scholarships and financial aid are accepted each semester for employees and their children.

III. Retirement Pension System and Implementation

To recognize long-term professional service and ensure the livelihood of employees during employment and post-retirement, the Company has established retirement and compassionate relief regulations pursuant to the *Labor Standards Act* and related statutory provisions.

Under the defined benefit (Old) pension scheme, employees may apply for voluntary retirement if they have worked for 25 years, or have worked for 15 years and reached age 55, or have reached age 60 under the defined contribution scheme. The Company established the Supervisory Committee of Workers' Retirement Reserve Funds and contributes monthly pension reserve funds accordingly. Under the compassionate relief regulations, in the event of death resulting from occupational accidents or occupational diseases, funeral compensation equivalent to 5 months of average wages and death compensation equivalent to 40 months of average wages are paid to the bereaved family.

The Company formally established the Supervisory Committee of Workers' Retirement Reserve Funds in May 1989 and formulated the Retirement Regulations, which stipulate voluntary retirement conditions as:

1. 15 years or more of service and aged 55 or older.
2. 25 years or more of service.
3. 10 years or more of service and aged 60 or older.

Employees shall be mandated to retire under either of the following circumstances:

1. Reaching the age of 65.
2. Incapable of performing duties due to mental disorder or severe physical disability.

Monthly pension reserve fund contributions made by the Company and its domestic subsidiaries are deposited in full into a dedicated account at the Bank of Taiwan. Following the implementation of the Labor Pension Act on July 1, 2005, employees hired on or before June 30, 2005, and remaining in service on July 1, were entitled to choose either to remain under the defined benefit pension scheme of the Labor Standards Act or transition to the defined contribution pension scheme under the Labor Pension Act with their prior seniority preserved. Employees hired on or after July 1, 2005, are subject exclusively to the defined contribution pension system of the Labor Pension Act.

For employees subject to the Labor Pension Act, the Company contributes 6% of their monthly wage into individual pension accounts at the Bureau of Labor Insurance. The overseas subsidiary, TMI Vietnam, makes pension contributions in accordance with local labor laws and regulations.

IV. Insurance and Compensation

The Company participates in Labor Insurance, National Health Insurance, and Group Insurance in accordance with the law; the Human Resources unit assists in processing insurance claims in the event of employee injury or death. In accordance with internal "Personnel Rules," the Company formulates and implements reasonable employee benefits, reflecting business performance within employee remuneration. The average salary of non-managerial full-time employees was NT746thousandin2024andNT687 thousand in 2025.

Pursuant to the Articles of Incorporation, if the Company makes a pre-tax profit for the year before deducting employee remuneration and director remuneration, no less than 1% shall be allocated as employee remuneration. In 2024 and 2025, employee remuneration accounted for 1.13% of pre-tax profit.

Employee paid leave and overtime pay calculations strictly adhere to the Labor Standards Act; employees who have not utilized all annual special leave entitlements may claim wages for unused leave days.

5.01.5 Collective Bargaining Agreements

Currently, no collective bargaining agreements have been signed with trade unions.

5.01.6 Talent Development and Cultivation

I. Performance Evaluation

The Company has deployed a Human Resource Management System (HRMS) to precisely track employee expertise, aptitudes, career backgrounds, and training records, fostering self-awareness among staff for career planning purposes. All units conduct regular performance appraisals based on annual operational goals and corporate policies. The Management Department reviews training outcomes to serve as reference criteria for subsequent annual training plans and career promotions.

II. Education and Training

The Company is dedicated to developing employee competencies throughout their careers, tailoring training plans based on operational targets and corporate policies into pre-employment training, on-the-job training, and advanced continuing education. To ensure operational safety across production facilities, the Company conducts specialized technical training—such as forklift operation, crane/hoist operation, hypoxia operational supervisors, and occupational accident first-aid personnel—ensuring that employees maintain comprehensive safety knowledge and professional skills.

Average Training Hours per Employee (Hours)

Course Category	Number of Sessions (Classes)	Target Audience	Total Participants (Person-Times)	Total Training Hours (Hours)
Managerial Competency Training	31	All Managers	53	172
Professional Expertise	38	All Employees	134	692.5
Practical Operations Knowledge	93	All Employees	384	746
New Hires	11	All Employees	30	645.5
Total	173	All Employees	601	2256

5.02 Occupational Health and Safety

5.02.1 Occupational Health and Safety Policies

I. Safety and Health

1. Management System Certification: Certified under the ISO 45001:2018 Occupational Health and Safety Management System.

2. Safety Codes and Inspections: To implement safety and health policies, the Company has formulated the "Labor Safety and Health Code of Practice." To establish clear responsibilities, the Environmental Management and Industrial Safety units conduct weekly safety and health inspections, supported by reward and disciplinary regulations to incentivize compliance and deter violations.

3. Monthly EHS Meetings: Environmental Health and Safety (EHS) meetings are

convened monthly to review deficiencies and promote safety and health protocols.

4. Personal Protective Equipment (PPE): Employees are required to wear mandated PPE within factory areas, including hard hats, dust masks or respirators, fire-retardant gloves, and safety shoes.
5. Fire Drills: Regular internal fire drills are conducted, alongside joint fire drills held in coordination with local fire departments.
6. Licensing and External Training: Licenses and certifications for machinery operations are reviewed periodically to prevent expiration, and external training programs are arranged accordingly.
7. Health Examinations: Annual health examinations are conducted for all employees, with additional specialized screening items provided for personnel engaged in special hazard operations.
8. Certified Professional OHS Personnel: Professional safety qualifications and certifications maintained across the workforce include:
    - Stationary Overhead Crane Operators (3T / 5T and above): 53 persons
    - Forklift Operators: 66 persons
    - Oxy-Acetylene Welding Operators: 28 persons
    - High-Pressure Gas Specified Equipment Operators: 10 persons
    - Lead Operations Supervisors: 21 persons
    - Specified Chemical Substances Operations Supervisors: 3 persons
    - Hypoxia Operations Supervisors (Confined Spaces): 6 persons
    - High-Pressure Gas Supply and Consumption Operations Supervisors: 1 person

- Organic Solvent Operations Supervisors: 1 person
- Level B Occupational Safety and Health Officers: 4 persons
- Class A Occupational Safety and Health Operations Directors: 7 persons
- Fire Prevention Managers: 3 persons
- Hazardous Substances Safety Supervisors: 3 persons
- Hazardous Substances Safety Inspectors: 2 persons
- Occupational Accident First-Aid Personnel: 23 persons
- Aerial Work Platform (MEWP) Operators: 11 persons

II. Occupational Safety and Health Code of Practice:

Precautions for Lead Operations Areas

1. Floors and equipment in lead operations areas must be cleaned using vacuum dust collectors or water washing.
2. Wash hoses or fully moistened foot mats must be installed at break room entrances and exits to remove lead dust adhering to workers' footwear, and garment cleaning brushes must be provided at entrances.
3. Respiratory protective equipment and work clothes used by workers must be stored in dedicated storage lockers and kept separate from clean street clothing.
4. Upon completing work, workers must shower and change into clean clothing to eliminate contaminating lead dust and prevent carrying lead dust into home environments.

5. To prevent lead dust from contaminating non-lead operational personnel's clothing or being carried home, work clothes must be laundered inside the facility and are strictly prohibited from being taken home.

6. Before resting, eating, smoking, drinking water, or upon completing lead operations, workers must wash hands using designated liquid soap, nail brushes, and bar soap, and thoroughly gargle with mouthwash.

7. Smoking, eating, and drinking in operational areas are strictly prohibited.

8. Personal protective equipment (PPE) must be utilized in accordance with operational procedures whenever required.

9. Workers must wash their faces and hands prior to eating. Bringing beverages, food, cigarettes, or cosmetics into operational areas is strictly prohibited. Regular tooth brushing is required, particularly after finishing daily work, along with thorough gargling.

III. Safety and Health Code of Practice for Supervisors

1. Supervisors (including foremen and persons in charge) shall actively assist the employer in preventing occupational accidents.

2. Supervisors shall be thoroughly familiar with the safety and health code of practice applicable to operations under their purview and apply them during routine supervision.

3. When onboarding new hires (including transferred employees), supervisors shall explain job-specific safety and health precautions in detail.

4. Supervisors shall routinely instruct employees on safety and health rules to ensure full understanding and compliance in daily work.

5. Supervisors shall maintain constant communication with related departmental heads to collaboratively prevent accidents.

6. Supervisors bear the responsibility to supervise the maintenance, upkeep, and inspection of safety equipment and PPE under their management.

7. Supervisors bear the responsibility for supervising the cleanliness, orderliness, and hazard prevention of the workplace environment.

8. Supervisors shall monitor employees' physical and mental health conditions and require them to seek medical attention or rest when necessary.

9. Supervisors shall encourage operational staff to collaboratively discuss accident possibilities and analyze preventive improvements.

10. In the event of an accident within the department, supervisors shall direct emergency response and assist safety and health personnel with investigations and preventive reviews. (Major incidents must be reported immediately to senior management for resolution).

IV. Safety and Health Code of Practice for General Employees

1. All employees bear responsibility for industrial safety and health within their respective scopes of work. Employees must adhere to all corporate safety and health regulations as well as precautions instructed by supervisors or foremen regarding personal safety, subordinate staff, equipment, and the work environment.

2. Unauthorized operation of unfamiliar machinery or non-assigned tasks is strictly prohibited. Any doubts or difficulties must be reported immediately to a foreman or supervisor.

3. Employees shall maintain professional discipline during working hours. Horseplay, practical jokes, disturbing others, distracting colleagues, and leaving posts without authorization are strictly prohibited.
4. All personnel entering operational areas must wear hard hats and change into work uniforms. Wearing slippers or being barefoot is prohibited. All occupational injuries, regardless of severity, must be reported to the foreman or supervisor immediately.
5. Workplaces must be kept clean and hygienic. Employees experiencing illness or low energy may seek medical care or rest.
6. Employees shall inspect and maintain workplace protective equipment and personal PPE at all times to keep them in optimal working condition.
7. Every employee has the duty to participate in firefighting and become proficient in using fire suppression equipment, maintaining assigned equipment regularly.
8. Employees must participate in mandatory annual health examinations and comply with physician guidance for prompt medical treatment when needed.
9. In an emergency, employees must remain calm, execute effective response measures, and dispatch assistance to notify supervisors, avoiding hesitation, panic, or screaming that causes disorder and escalates hazards.
10. Eating, drinking, or smoking (including chewing betel nuts and gum) in operational areas is strictly prohibited.
11. Workers must wash their faces and hands prior to eating. Bringing beverages, food, or cigarettes into operational areas is prohibited. Regular tooth brushing is required, particularly after finishing daily shifts, accompanied by mouthwash gargling.
12. Consumption of alcoholic beverages must be avoided, as alcohol accelerates the absorption of lead into the body.

13. PPE must be worn during operations where protective gear is mandated; employees must develop consistent habits of wearing protection and utilize gear correctly according to established standard methods.

5.02.2 Work-Related Injuries

Under the compassionate relief regulations, in the event of death resulting from occupational accidents or occupational diseases, funeral compensation equivalent to 5 months of average wages and death compensation equivalent to 40 months of average wages are paid to the bereaved family.

Work-Related Injuries and Occupational Diseases

The Company regularly compiles and analyzes occupational accident statistics across all facility operations. In 2025, total working hours amounted to 279,288 hours, with zero work-related fatalities recorded during the period.

5.03 Social Engagement

5.03.1 Infrastructure Investments and Supported Services

Social Contributions

1. Economic Value for Shareholders: Net profit after tax for 2025 reached NT652.95 million, with diluted earnings per share (EPS)ofNT4.26, creating robust economic returns for all shareholders.

2. Tax Contributions: Paid NT$156.78 million in corporate income tax for the 2025 fiscal year, contributing to national tax revenues.

3. Job Creation and Labor Relations: Sustained employment for 143 employees and operated the Employee Welfare Committee to enhance labor rights and welfare, maintaining harmonious labor-management relations with zero labor disputes to date.

Industry-Academia Exchange and Support Services

1. Sponsored the GTM International Industry-Academia Exchange Forum with a contribution of NT$300,000.

5.03.2 Local Communities

Community Engagement

Directors and employees of the Company actively dedicate leisure time to community public affairs. Concrete achievements and social initiatives include:

- Assisted 85 economically disadvantaged households totaling NT$2.13 million.
- Sponsored winter and summer vacation youth camps totaling NT$440,000.
- Donated student scholarships and educational grants totaling NT$150,000.
- Donated to social welfare and foster care institutions totaling NT$130,000.
- Provided winter emergency relief relief funds totaling NT$68,000.
- Sponsored winter and summer meal vouchers for disadvantaged students totaling NT$300,000.
- Sponsored philanthropic blood donation initiatives totaling NT200,000,along with other social welfare activities totaling NT170,000.

Social Services and Public Welfare Initiatives

1. Donated incentive gifts valued at NT$200,000 to the Kaohsiung Blood Center for blood donation campaigns.
2. Provided subsidized meal vouchers valued at NT$1.0 million for schoolchildren during winter and summer breaks.

6. Environmental

6.01 Climate Change

Board and Management Oversight and Governance of Climate-Related Risks and Opportunities

Although the Company has not established a dedicated Sustainability Committee under the Board, it has formed a Sustainability Task Force composed of the General Manager and heads of various departments. The General Manager designates the General Manager's Office to coordinate climate-related projects and periodically conduct climate risk assessments. The Sustainability Task Force reports periodically (at least once a year) to the Board of Directors on climate change risk management strategies, responses to policy risks such as carbon fees, and carbon credit trading mechanisms.

The Company promotes greenhouse gas (GHG) inventory management to meet downstream customers' ESG requirements, discloses the financial impacts of climate risks, details carbon emissions performance in its Sustainability Report, and actively participates in circular economy platforms and green supply chain initiatives to collaboratively enhance overall industrial resilience and green competitiveness.

Impact of Identified Climate Risks and Opportunities on Business, Strategy, and Financial Planning (Short-, Medium-, and Long-Term)

The Company assesses the physical risks, transition risks, and potential opportunities associated with climate change, categorized by time horizons as follows:

Short-Term (1–3 Years) — Operational Impacts:

1. Increased volatility in energy and raw material costs, leading to rising manufacturing costs.

2. The implementation of carbon fees and mandatory GHG inventories requires enhanced regulatory compliance and disclosure capabilities.
3. Brand customers requiring supply chain carbon footprint disclosure, directly influencing order procurement and customer retention.

Short-Term (1–3 Years) — Financial Impacts:

1. Initial carbon inventory audits and equipment upgrades increase capital expenditures (CAPEX).
2. The rollout of carbon fee systems increases operating expenses (OPEX).

Medium-Term (3–10 Years) — Operational Impacts:

1. Failure to aggressively decarbonize may result in the loss of major clients or exclusion from green supply chains.
2. Greater resources must be allocated to equipment replacement and energy transition.
3. Growing low-carbon competitive pressures within the industry will drive accelerated process innovation and low-carbon product development.

Medium-Term (3–10 Years) — Financial Impacts:

1. Increased medium-term capital expenditures (e.g., high-efficiency furnaces, renewable energy investments, etc.).
2. Significant increases in export costs if carbon credit prices rise or if Carbon Border Adjustment Mechanisms (e.g., EU CBAM) are enforced.
3. Opportunities to apply for government subsidies and green financing instruments (e.g., sustainability-linked loans, green bond issuances).

Long-Term (10+ Years) — Operational Impacts:

1. Extreme weather events are expected to threaten supply chain stability (e.g., raw material shortages, logistics disruptions).
2. Surge in market demand for low-carbon materials and circular economy products; successful first-movers will secure market leadership.
3. Corporate reputation and ESG ratings will significantly impact investment decisions and insurance underwriting.

6.02 Greenhouse Gas Management

6.02.1 Strategies, Methodologies, and Targets for Greenhouse Gas Management

Base Year, Baseline Data, and Reduction Targets

Total greenhouse gas (GHG) emissions are positively correlated with production volume. The Company continuously upgrades production equipment to reduce energy consumption. Through optimized factory operations and management, the operational efficiency of furnaces and conveyor systems is enhanced, thereby reducing water, electricity, and natural gas usage.

Over 90% of the Company's carbon dioxide emissions originate from water, electricity, and natural gas consumption. Consequently, conserving water, electricity, and natural gas serves as the primary objective for energy conservation and carbon reduction. Taking 2024 as the base year, the Company targets a 5% reduction in electricity consumption by 2030, driving sustained reductions in total GHG emissions.

GHG Reduction Strategies and Concrete Action Plans

To align with the Climate Change Response Act (formerly the Greenhouse Gas Reduction and Management Act), the Company promotes diverse energy-saving, water-saving, and carbon-reduction initiatives to minimize GHG emissions and waste generation. The Company's GHG emissions stem from purchased natural gas and electricity, diesel for emergency backup generators, and gasoline for company fleet vehicles. Because manufacturing processes rely on natural gas and electricity, carbon dioxide generated from these energy sources constitutes the Company's primary GHG emission source. Decarbonization efforts focus primarily on reducing gas and electricity consumption to fulfill corporate social responsibility and advance sustainable corporate development.

Employees are encouraged to conduct business communications via digital channels to minimize company vehicle travel, thereby curbing gasoline-related GHG emissions. Furthermore, vehicle replacement protocols prioritize hybrid electric vehicles (HEVs) or electric vehicles (EVs) to lower fleet emissions.

Progress on GHG Reduction Targets

Process motors were upgraded toIE3 premium-efficiency motors, achieving electricity savings of764,568.65 kWhand an electricity savings rate of6.94%in 2024.

6.02.2 Greenhouse Gas Emissions

The Company compiles GHG emissions, water consumption, and total waste generated over the past two years, and formulates policies for GHG reductions, water conservation, and comprehensive waste management.

GHG Emissions for the Past Two Years (Scope 1 and Scope 2 boundary covers all Company facility areas)

Unit: Metric tons CO_2e/year (MT CO2e/year)

year	Scope 1	Scope 2	GHG Emissions Intensity (MT CO_2e per Metric Ton of Product)
2024	13,568	4,863	0.81MT / tCO_2e
2025	12,300	4,556	0.84 MT / tCO_2e

In accordance with the "Sustainable Development Roadmap" issued by the Financial Supervisory Commission (FSC), the Company conducted preliminary calculations covering only Scope 1 and Scope 2 emissions. Pursuant to the ISO 14064-1:2018 standard and referencing the Sixth Assessment Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC), the "TMI 2025 Greenhouse Gas Data" was calculated.

Calculation results: In 2025, total facility-wide GHG emissions amounted to **16,856 metric tons CO_2e/year**, of which Scope 1 accounted for **12,300 metric tons CO_2 e/year** (71.75% of total facility emissions) and Scope 2 accounted for **4,556 metric tons CO_2 e/year** (27.03% of total facility emissions). Although the Company is not legally mandated to conduct official regulatory inventory registration, the calculation results have been compiled into a GHG Inventory Report and Inventory Register, maintained on file for inspection by competent authorities.

<u>Proportion of Emissions by Scope 1 Source (%)</u>

Unit: Metric tons CO_2e/year (MT CO_2e/year)

Years	Emissions and Share	Stationary	Mobile	Fugitive	Process	Total
2024	Emissions (MT)	13,338	206	23	1	13,568
	Proportion (%)	98.30	1.52	0.17	0.01	100.0
2025	Emissions (MT)	12,095	180	24	1	12,300
	Proportion (%)	98.33	1.46	0.19	0.01	100.0

GHG Inventory and Assurance Status for the Past Two Years

Greenhouse Gas Inventory Disclosure

GHG Inventory Info	2024		2025	
	Emissions (MT)	Intensity (MT / NT$M)	Emissions (MT)	Intensity (MT / NT$M)
Scope 1	13,568	2.4341	12,300	2.5075
Scope 2	4,863	0.8724	4,489	0.9288

6.03 Energy Management

6.03.1 Energy Consumption Policy

Energy Efficiency Improvement Policy

When procuring machinery and equipment, energy efficiency specifications are explicitly mandated in procurement requirements to prioritize high-efficiency models. Taking 2024 as the base year, the Company targets a 5% reduction in electricity consumption by 2030.

Improving Energy Efficiency and Utilizing Recycled Materials with Low Environmental Impact

The Company promotes diverse energy reduction measures and selects high-efficiency, energy-saving equipment to minimize energy consumption across operations and products, optimizing overall energy efficiency. Recognizing the environmental burden posed by spent lead-acid batteries, the Company fulfills corporate social responsibility by utilizing spent lead-acid batteries as a primary source of raw materials. In 2024, the Company's total recycled spent lead-acid batteries accounted for **37.07%** of the total recycled volume nationwide in Taiwan, and this increased to **37.42%** in 2025, transforming industrial waste into valuable resources and substantially alleviating environmental impacts.

In green manufacturing, the Company actively eliminates unnecessary packaging waste and adopts reusable packaging materials. Due to shipping requirements, 4,815 wooden pallets were procured in 2020. To reduce environmental footprint, shipping packaging has partially transitioned to recyclable plastic pallets; as a result, procurement of wooden pallets decreased to approximately 4,300 pieces in 2025 (a reduction of approximately 10.5%), achieving tangible progress in resource circularity. While used bulk bags (FIBC/jumbo bags) were not recycled in 2020, the Company successfully recovered and reused **700 used bulk bags** in 2025. Moving forward, the Company will continuously elevate the recycling and reuse ratio of packaging materials to minimize resource depletion and waste generation.

6.03.2 Energy Consumption Status

Energy Consumption Status

Year	Peak (kWh)	Mid-Peak (kWh)	Off-Peak (kWh)	Anthracite (MT)	Heavy Oil (kL)
2024	4,549,600	871,600	4,838,000	1,155.54	3,015.17
2025	4,302,000	778,400	4,532,000	948.68	2,814.17

Year	LPG (kg)	Natural Gas (m3)	Liquid Oxygen (L)	Diesel (L)
2024	2,440	209,499	26,420	74,587
2025	2,560	251,489	28,040	64,584

6.04 Water Resource Management

6.04.1 Water Resource Management and Reduction Targets

To reduce total water withdrawal and wastewater discharge volumes, treated wastewater is reclaimed and recycled in select manufacturing processes, achieving reduction targets while promoting water circularity. In addition to regularly testing effluent water quality, all raw materials are stored strictly indoors to prevent rainwater runoff pollution. Furthermore, rainwater downspouts and perimeter drainage gutters are installed around factory roofs and facilities to collect and divert stormwater runoff into two dedicated wastewater treatment systems, which separately treat industrial process wastewater, domestic sewage, and surface runoff.

6.04.2 Water Consumption and Wastewater Discharge

Wastewater Discharge Status for the Past Two Years (Boundary covers all Company facility areas)

Unit: Metric tons/year (MT/year)

Year	Tap Water Consumption	Wastewater Treatment Volume
2024	29,150 m^3	19,556.26 m^3
2025	32,578 m^3	19,282.02 m^3

Wastewater collected by the Company is treated by dedicated personnel utilizing internal wastewater treatment systems to prevent environmental pollution, after which it is discharged into the industrial park's combined wastewater treatment plant for centralized processing.

6.05 Waste Management

6.05.1 Waste Management and Reduction Targets

Waste Management Policy

The Company actively promotes waste reduction programs, enforcing rigorous waste sorting to minimize overall waste volume and accelerate resource circularity and recycling. Secondary waste generated during manufacturing processes is classified and stored in accordance with the primary characteristics and chemical compositions of industrial waste.

In accordance with the Standards for Determining Methods and Facilities for the Storage, Clearance and Disposal of Industrial Waste, the Company stores, labels, and manages all waste materials. Storage sites, containers, and facilities are maintained in clean, intact conditions, strictly preventing waste dispersal, fugitive emissions, leakage, soil/ground contamination, or foul odor generation. Furthermore, hazardous industrial waste is subjected to periodic testing and entrusted to licensed clearance and disposal contractors for treatment. The Company conducts at least one annual on-site tracking audit of waste disposal flow, maintaining comprehensive inspection logs and requiring contracted disposal vendors to provide certified legal disposal documentation for Company audit and verification.

6.05.2 Waste Generation Status

Waste Generation Status for the Past Two Years (Boundary covers all Company facility areas)

Unit: Metric tons/year (MT/year)

Year	Hazardous Industrial Waste	Hazardous Industrial Waste
2024	52.570	518.040
2025	27.260	375.640

Pursuant to the Management Regulations for the Testing and Recording of Hazardous Industrial Waste, the Company conducts sampling and testing once every six months. Because test results exceeded the Toxicity Characteristic Leaching Procedure (TCLP) standard (Lead: 5.0 mg/L), the Company classifies this industrial waste as hazardous toxicity-characteristic industrial waste.

In compliance with statutory requirements, the Company entrusts licensed clearance and disposal contractors to handle waste removal and disposal. The storage, clearance, and treatment of all industrial waste strictly adhere to the Standards for Determining Methods and Facilities for the Storage, Clearance and Disposal of Industrial Waste promulgated by the Ministry of Environment.

6.06 Air Quality Management

6.06.1 Air Quality Management Methodologies and Reduction Targets

Air Quality Management Measures and Reduction Targets

To ensure that air pollution control facilities operate at optimal efficiency and prevent fugitive emissions of air pollutants into the atmosphere, the Company implements the following mitigation measures:

1. **Preventive Maintenance:** Regularly clean, inspect, and maintain air pollution control equipment, including gas collection ducts, hoods, exhaust fans, and related pollution mitigation systems.

2. **Operational Reliability Monitoring:** Closely monitor the operational availability and reliability of pollution control equipment during production. If an equipment anomaly occurs, operations are suspended immediately and resumed only after complete repair and verified stable performance.

3. **Pipeline Inspection and Debris Prevention:** Conduct routine inspections of gas

collection and transport pipelines to prevent blockages from metallic or non-metallic sediment accumulation, which could impair gas flow. If abnormal motor noise or pipeline vibration is detected, repair procedures are initiated immediately.

Air Pollutant Generation and Control Status

The Company adopts Best Available Techniques (BAT) to control and minimize pollutant emissions. From the crushing stage through material feeding, battery lead paste/powder is maintained in a continuously wet state and transported via enclosed conveyance systems, eliminating risks of fugitive emissions.

1. **Acid Mist Control:** Acid mist generated during the crushing and separation of spent batteries is captured via localized exhaust ventilation systems and routed through wet scrubbing treatment facilities prior to stack discharge.
2. **Smelting and Refining Off-Gas Capture:** Exhaust gases from the smelting process are collected via closed systems and directed to downstream air pollution control equipment. For the refining process, capture hoods collect fumes and channel them through pollution control systems before discharge via designated exhaust stacks.
3. **Continuous Compliance and Testing:** Beyond regular maintenance of pollution control facilities, periodic annual stack testing and environmental monitoring are performed to ensure all emissions strictly comply with regulatory standards.

7. Appendix

7.01 Appendix I: GRI Content Index

GRI Standard	Disclosure Item	Section
GRI 2: General Disclosures 2021	2-1 Organizational details	1.02 About the Company
	2-2 Entities included in the organization’s sustainability reporting	1.03 Reporting Profile and Information
	2-3 Reporting period, frequency and contact point	1.03 Reporting Profile and Information
	2-4 Restatements of information	Zero incidents occurred
	2-5 External assurance	1.03 Reporting Profile and Information
	2-6 Activities, value chain and other business relationships	2.01 Sustainable Development Strategies 4.07 Participation in Associations and Organizations 4.08 Product and Service Management (Quality & Safety) 4.09 Sustainable Supply Chain Management
	2-7 Employees	5.01 Human Capital Development & Talent Cultivation
	2-8 Workers who are not employees	Zero incidents occurred
	2-9 Governance structure and composition	2.03 Board of Directors and Functional Committees 5.01 Human Capital Development & Talent Cultivation
	2-10 Nomination and selection of the highest governance body	2.03 Board of Directors and Functional Committees
	2-11 Chair of the highest governance body	2.03 Board of Directors and

		Functional Committees
	2-12 Role of the highest governance body in overseeing the management of impacts	2.02 Sustainability Implementation Mechanisms 3.01 Stakeholder Engagement
	2-13 Delegation of responsibility for managing impacts	2.02 Sustainability Implementation Mechanisms
	2-14 Role of the highest governance body in sustainability reporting	2.02 Sustainability Implementation Mechanisms Chapter 3: Stakeholder Engagement & Material Topics
	2-15 Conflicts of interest	2.03 Board of Directors and Functional Committees 3.01 Stakeholder Engagement
	2-16 Communication of critical concerns	3.02 Process to Determine Material Topics 3.03 List of Material Topics 3.04 Management of Material Topics
	2-17 Collective knowledge of the highest governance body	2.03 Board of Directors and Functional Committees
	2-18 Evaluation of the performance of the highest governance body	2.03 Board of Directors and Functional Committees
	2-19 Remuneration policies	2.03 Board of Directors and Functional Committees
	2-20 Process to determine remuneration	2.03 Board of Directors and Functional Committees 3.01 Stakeholder Engagement
	2-21 Annual total compensation ratio	2.03 Board of Directors and Functional Committees

		3.01 Stakeholder Engagement
	2-22 Statement on sustainable development strategy	2.01 Sustainable Development Strategies 2.02 Sustainability Implementation Mechanisms 2.03 Board of Directors and Functional Committees
	2-23 Policy commitments	5.01 Human Capital Development & Talent Cultivation
	2-24 Embedding policy commitments	2.03 Board of Directors and Functional Committees 4.09 Sustainable Supply Chain Management
	2-25 Processes to remediate negative impacts	4.03 Ethical Corporate Management
	2-26 Mechanisms for seeking advice and raising concerns	4.03 Ethical Corporate Management
	2-27 Compliance with laws and regulations	4.05 Enterprise Risk Management
	2-28 Membership associations	Not Applicable
	2-29 Approach to stakeholder engagement	3.01 Stakeholder Engagement
	2-30 Collective bargaining agreements	5.01 Human Capital Development & Talent Cultivation
GRI 3: Material Topics 2021	3-1 Process to determine material topics	3.02 Process to Determine Material Topics
	3-2 List of material topics	3.03 List of Material Topics
	3-3 Management of material topics	3.04 Management of Material Topics
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	4.01 Economic Performance
	201-2 Financial implications and other	6.01 Climate Change and

	risks and opportunities due to climate change	Resilience
	201-3 Defined benefit plan obligations and other retirement plans	5.01 Human Capital Development & Talent Cultivation
	201-4 Financial assistance received from government	Zero incidents occurred
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not disclosed in this reporting cycle
	202-2 Proportion of senior management hired from the local community	Not disclosed in this reporting cycle
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	5.03 Social Engagement and Community Investment
	203-2 Significant indirect economic impacts	3.03 List of Material Topics
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Zero incidents occurred
GRI 3: Material Topics 2021	3-3 Management of material topics	3.04 Management of Material Topics
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Zero incidents occurred
GRI 205: Anti-corruption 2016 GRI 3: Material Topics 2021	205-2 Communication and training about anti-corruption policies and procedures	3.04 Management of Material Topics
	205-3 Confirmed incidents of corruption and actions taken	4.03 Ethical Corporate Management
	3-3 Management of material topics	3.04 Management of Material Topics
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	4.02 Tax Governance & Strategy
GRI 3: Material Topics 2021	3-3 Management of material topics	Not disclosed in this reporting cycle
GRI 207: Tax 2019	207-1 Approach to tax	Not disclosed in this

		reporting cycle
GRI 207: Tax 2019 GRI 3: Material Topics 2021	207-2 Tax governance, control, and risk management	Not disclosed in this reporting cycle
	207-3 Stakeholder engagement and management of concerns related to tax	3.04 Management of Material Topics
	207-4 Country-by-country reporting	Not disclosed in this reporting cycle
	3-3 Management of material topics	6.03 Energy Management & Efficiency
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Not disclosed in this reporting cycle
GRI 301: Materials 2016 GRI 3: Material Topics 2021	301-2 Recycled input materials used	3.04 Management of Material Topics
	301-3 Reclaimed products and their packaging materials	6.03 Energy Management & Efficiency
	3-3 Management of material topics	Not disclosed in this reporting cycle
GRI 302: Energy 2016	302-1 Energy consumption within the organizatio	Not disclosed in this reporting cycle
GRI 302: Energy 2016 GRI 303: Water and Effluents 2018	302-2 Energy consumption outside of the organization	6.03 Energy Management & Efficiency
	302-3 Energy intensity	6.03 Energy Management & Efficiency
	302-4 Reduction of energy consumption	Not disclosed in this reporting cycle
	302-5 Reductions in energy requirements of products and services	Not disclosed in this reporting cycle
	303-1 Interactions with water as a shared resource	Not disclosed in this reporting cycle
GRI 303: Water and Effluents 2018 GRI 304: Biodiversity 2016	303-2 Management of water discharge-related impacts	Not disclosed in this reporting cycle
	303-3 Water withdrawal	6.04 Water Resource Management
	303-4 Water discharge	Not disclosed in this reporting cycle
	303-5 Water consumption	Not disclosed in this

		reporting cycle
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not disclosed in this reporting cycle
GRI 304: Biodiversity 2016 GRI 3: Material Topics 2021	304-2 Significant impacts of activities, products and services on biodiversity	Not disclosed in this reporting cycle
	304-3 Habitats protected or restored	3.04 Management of Material Topics
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	6.02 Greenhouse Gas (GHG) Management
	3-3 Management of material topics	6.02 Greenhouse Gas (GHG) Management
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Not disclosed in this reporting cycle
GRI 305: Emissions 2016 GRI 306: Waste 2020	305-2 Energy indirect (Scope 2) GHG emissions	Not disclosed in this reporting cycle
	305-3 Other indirect (Scope 3) GHG emissions	6.02 Greenhouse Gas (GHG) Management
	305-4 GHG emissions intensity	Not disclosed in this reporting cycle
	305-5 Reduction of GHG emissions	Not disclosed in this reporting cycle
	305-6 Emissions of ozone-depleting substances (ODS)	Not disclosed in this reporting cycle
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not disclosed in this reporting cycle
	306-1 Waste generation and significant waste-related impacts	6.05 Waste Management & Circularity
GRI 306: Waste 2020 GRI 3: Material Topics 2021	306-2 Management of significant waste-related impacts	Not disclosed in this reporting cycle
	306-3 Waste generated	Not disclosed in this reporting cycle
	306-4 Waste diverted from disposa	3.04 Management of

		Material Topics
	306-5 Waste directed to disposal	Not disclosed in this reporting cycle
	3-3 Management of material topics	4.09 Sustainable Supply Chain Management
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	3.04 Management of Material Topics
GRI 308: Supplier Environmental Assessment 2016 GRI 3: Material Topics 2021	308-2 Negative environmental impacts in the supply chain and actions taken	Not disclosed in this reporting cycle
	3-3 Management of material topics	5.01 Human Capital Development & Talent Cultivation
GRI 401：2016 GRI 401: Employment 2016	401-1 New employee hires and employee turnover	5.01 Human Capital Development & Talent Cultivation
GRI 401：2016 GRI 401: Employment 2016 GRI 402: Labor/Management Relations 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not disclosed in this reporting cycle
	401-3 Parental leave	5.02 Occupational Health and Safety
	402-1 Minimum notice periods regarding operational changes	Not disclosed in this reporting cycle
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Not disclosed in this reporting cycle
GRI 403: Occupational Health and Safety 2018 GRI 404: Training and Education 2016	403-2 Hazard identification, risk assessment, and incident investigation	Not disclosed in this reporting cycle
	403-3 Occupational health services	Not disclosed in this reporting cycle
	403-4 Worker participation, consultation, and communication on occupational health and safety	Not disclosed in this reporting cycle
	403-5 Worker training on occupational health and safety	Not disclosed in this reporting cycle
	403-6 Promotion of worker health	Not disclosed in this

		reporting cycle
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not disclosed in this reporting cycle
	403-8 Workers covered by an occupational health and safety management system	Not disclosed in this reporting cycle
	403-9 Work-related injuries	5.01 Human Capital Development & Talent Cultivation
	403-10 Work-related ill health	Not disclosed in this reporting cycle
	404-1 Average hours of training per year per employee	Not disclosed in this reporting cycle
GRI 404: Training and Education 2016 GRI 405: Diversity and Equal Opportunity 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Not disclosed in this reporting cycle
	404-3 Percentage of employees receiving regular performance and career development reviews	Not disclosed in this reporting cycle
	405-1 Diversity of governance bodies and employees	Not disclosed in this reporting cycle
GRI 405: Diversity and Equal Opportunity 2016 GRI 406: Non-discrimination 2016	405-2 Ratio of basic salary and remuneration of women to men	Not disclosed in this reporting cycle
	406-1 Incidents of discrimination and corrective actions taken	2.02 Sustainability Implementation Mechanisms
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2.02 Sustainability Implementation Mechanisms
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Not disclosed in this reporting cycle
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Zero incidents occurred
GRI 410: Security	410-1 Security personnel trained in human	5.03 Social Engagement

Practices 2016	rights policies or procedures	and Community Investment
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Zero Zero incidents occurred
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	3.04 Management of Material Topics
GRI 413: Local Communities 2016 GRI 3: Material Topics 2021	413-2 Operations with significant actual and potential negative impacts on local communities	4.09 Sustainable Supply Chain Management
	3-3 Management of material topics	Not disclosed in this reporting cycle
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Not disclosed in this reporting cycle
GRI 414: Supplier Social Assessment 2016 GRI 415: Public Policy 2016	414-2 Negative social impacts in the supply chain and actions taken	3.04 Management of Material Topics
	415-1 Political contributions	4.08 Product and Service Management (Quality & Safety)
GRI 3: Material Topics 2021	3-3 Management of material topics	Zero incidents occurred
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	4.08 Product and Service Management (Quality & Safety)
GRI 416: Customer Health and Safety 2016 GRI 417: Marketing and Labeling 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Zero incidents occurred
	417-1 Requirements for product and service information and labeling	Zero incidents occurred
GRI 417: Marketing and Labeling 2016 GRI 3: Material Topics 2021	417-2 Incidents of non-compliance concerning product and service information and labeling	3.04 Management of Material Topics
	417-3 Incidents of non-compliance concerning marketing communications	Zero incidents occurred
	3-3 Management of material topics	None / Nil

GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None / Nil

7.02 Appendix II: Climate-Related Financial Disclosures

Disclosure Item	Implementation Status
1.Describe the board's and management's oversight and governance of climate-related risks and opportunities. (Mandatory by 2028)	**Board Oversight & Executive Management:** Although the Company has not established a formal Sustainability Committee under the Board, it has instituted a dedicated Sustainable Development Task Force comprising the General Manager and heads of various operational departments. The General Manager has designated the General Manager's Office to coordinate all climate-related projects and conduct periodic climate risk assessments. The Sustainable Development Task Force reports to the Board of Directors on a regular basis (at least once a year) regarding climate change risk management strategies and policy risk responses, including carbon fees and carbon credit trading mechanisms. **Operational Implementation & Value Chain Alignment:** The Company actively conducts comprehensive greenhouse gas (GHG) inventories to meet the ESG compliance requirements of downstream clients, discloses the financial impacts of climate risks, and reports carbon emissions performance within the Sustainability Report. Furthermore, the Company proactively participates in circular economy platforms and green supply chain initiatives to collectively strengthen industry resilience and green competitiveness.
2. Describe how identified climate-related risks and opportunities impact the business, strategy, and financial planning of the enterprise across	The Company evaluates physical risks and potential opportunities associated with climate change, structured across distinct time horizons as follows:

the short, medium, and long term. (Mandatory by 2028)	**Short-Term (1–3 Years):** • **Operational & Business Impacts:** 1. Intensified volatility in energy and raw material costs, driving up production costs. 2. Introduction of carbon fee mechanisms and mandatory GHG inventories, necessitating reinforced compliance and ESG disclosure capabilities. 3. Downstream brand clients requiring supply chain product carbon footprint (PCF) disclosures, directly impacting order acquisition and contract awards. • **Financial Impacts:** 1. Increased capital expenditures (CapEx) for initial GHG inventories and energy-efficient equipment upgrades. 2. Rise in operational expenditures (OpEx) driven by carbon fee enforcement. **Medium-Term (3–10 Years):** • **Operational & Business Impacts:** 1. Failure to aggressively decarbonize risks losing key enterprise clients or exclusion from green supply chain ecosystems. 2. Necessity of allocating substantial resources toward machinery replacement and renewable energy transition. 3. Industry-wide low-carbon competitive pressures accelerating process innovation and eco-friendly product redesign. • **Financial Impacts:** 1. Substantial CapEx increases for mid-term upgrades (e.g., high-efficiency furnaces, renewable energy

	infrastructure installations). 2. Elevated export costs resulting from rising carbon pricing and the rollout of carbon border adjustment mechanisms (e.g., EU CBAM). 3. Capital cost optimization opportunities by securing government subsidies and green financing instruments (e.g., Sustainability-Linked Loans [SLLs], green bonds). **Long-Term (10+ Years):** • **Operational & Business Impacts:** 1. Escalating climate extremes jeopardizing global supply chain stability (e.g., raw material shortages, logistics disruptions). 2. Surging global demand for low-carbon materials and circular economy solutions, securing market leadership for early transitioners. 3. Corporate reputation and ESG ratings significantly dictating investor capital allocation and insurance underwriting decisions. • **Financial Impacts:** 1. Successful decarbonization enhances operating margins, narrows risk premiums, and attracts long-term institutional capital. 2. Failure to transition risks severe asset impairments (e.g., carbon-intensive assets becoming stranded assets), adversely impacting the balance sheet.
3. Describe the financial impacts of extreme climate events and transition actions. (Mandatory by 2028)	**Financial Impacts of Extreme Climate Events and Transition Actions:** **1. Direct Carbon Pricing Costs:** With the progressive enforcement of carbon fees and

	emissions trading schemes (ETS), the Company will incur direct compliance costs for its carbon emissions. In the absence of aggressive decarbonization measures, carbon pricing will escalate into a significant operating expenditure (OpEx) **2. Increased Capital Expenditure (CapEx) for Decarbonization:** To align with evolving low-carbon regulatory policies and fulfill customer ESG expectations, substantial upfront capital expenditures are required to invest in high-efficiency industrial equipment (such as energy-efficient furnaces and high-efficiency motors), renewable energy installations, digital GHG inventory systems, and energy management platforms. **3. Top-Line Revenue and Market Share Exposure:** Failure to comply with the ESG standards and carbon performance benchmarks mandated by downstream tier-1 clients or importing markets risks disqualification from green supply chains, adversely impacting contract wins, revenue generation, and overall profitability **4. Elevated Financing and Capital Costs** Suboptimal ESG and climate performance could lead to higher borrowing spreads, exclusion from preferential Sustainability-Linked Loans (SLLs), and ineligibility for green bond issuances, thereby raising weighted average cost of capital (WACC) and constraining funding access. **5. Risk of Asset Impairment and Stranded Assets:** Conventional carbon-intensive equipment and legacy machinery face accelerated obsolescence or

	regulatory decommissioning risks in the transition to a low-carbon economy. This leads to premature asset retirements, impairment losses, and balance-sheet write-downs.
4. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management system. *(Mandatory by 2028)*	The Sustainable Development Task Force regularly conducts comprehensive climate-related risk assessments, structured through the following integrated process: **1. Risk Identification:** The Task Force systematically identifies transition and physical climate-related risks across operational dimensions, covering equipment damage and supply chain disruptions caused by extreme weather events, regulatory policy impacts from carbon fees, downstream client ESG mandates, and capital costs associated with technological upgrades. **2. Risk Assessment and Prioritization Matrix** For each identified risk factor, the Task Force evaluates the likelihood of occurrence alongside the potential magnitude of financial impact, categorizing and mapping risks into High, Medium, and Low risk severity levels via a structured risk matrix **3. Integration into Enterprise Risk Management:** All climate-related assessment outcomes are directly incorporated into the Company's Enterprise Risk Management (ERM) framework, where they are reviewed holistically alongside conventional financial, strategic, and operational risks. The Sustainable Development Task Force reports climate risk profiles, mitigation progress, and management outcomes to the Board of Directors on a regular basis, ensuring executive leadership and board members maintain oversight of key risk dynamics.

5. If scenario analysis is used to assess resilience to climate-related risks, describe the scenarios, parameters, assumptions, analytical factors, and key financial impacts considered.	As of the publication date of the Annual Report, the Company has not yet finalized the formal identification of climate-related risks and opportunities; therefore, climate scenario analysis has not been utilized to assess resilience. Relevant findings and disclosures will be published on the Company's official website upon completion.
6. If a transition plan exists for managing climate-related risks, describe the content of the plan, as well as the metrics and targets used to identify and manage physical and transition risks.	As of the publication date of the Annual Report, the Company has not yet finalized the identification of climate-related risks and opportunities; therefore, a formal transition plan for managing climate-related risks has not been completed. Relevant contents will be disclosed on the Company's official website once finalize
7. If internal carbon pricing is used as a planning tool, describe the basis on which the price was determined.	Not Applicable (N/A): As of the publication date of the Annual Report, the Company does not utilize internal carbon pricing as a strategic planning tool.
8. If climate-related targets have been established, describe the covered activities, GHG emission scopes, planned time horizons, and annual progress achieved; if carbon offsets or Renewable Energy Certificates (RECs) are used to achieve these targets, specify the source and quantity of carbon credits offset or RECs retired.	Not Applicable (N/A): As of the publication date of the Annual Report, the Company does not meet the regulatory criteria requiring mandatory climate-related target disclosures under applicable exchange listing guidelines.
9. Describe the GHG inventory and assurance status, as well as reduction targets, strategies, and concrete action plans (to be detailed separately in Tables 1-1 and 1-2). *(Mandatory by 2029)*	Not Applicable (N/A): As of the publication date of the Annual Report, the Company does not meet the regulatory criteria requiring mandatory climate-related target disclosures under applicable exchange listing guidelines.

7.03 Appendix III: Industry-Specific Sustainability Metrics

Not Applicable (N/A)

7.04 Appendix IV: Content Index for Other Standards (e.g., TCFD / SASB)

SASB Industry categories: Metals & Mining

SASB Metric Code	Topic	Disclosure	Category	Response	Unit of Measure	Report Section	Page (p.)
EM-MM-110a.1	Greenhouse Gas Emissions	Gross global Scope 1 emissions	Quantitative	12,300	Metric tons (t)CO_2-e	6.02.2 Greenhouse Gas Emissions	118
EM-MM-110a.1	Greenhouse Gas Emissions	Percentage of Scope 1 emissions covered under emissions-limiting regulations	Quantitative	72.04	Percentage(%)	6.02.2 Greenhouse Gas Emissions	118
EM-MM-110a.2	Greenhouse Gas Emissions	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	-	-	6.02.1 GHG Management Strategies, Methodologies, and Targets	117
EM-MM-140a.1	Water Management	(2) Total water consumed	Quantitative	32,578	Cubic meters(m^3)	6.04.2 Water Consumption Status	122

EM-MM-140a.2	Water Management	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	-	Count	No non-compliance incidents regarding wastewater discharge during the 2025 reporting period	
EM-MM-150a.4	Waste & Hazardous Materials Management	Total weight of non-mineral waste generated	Quantitative	27.26	Metric tons	6.05.2 Waste Generation Status	123
EM-MM-150a.5	Waste & Hazardous Materials Management	Total weight of tailings produced	Quantitative	-	Metric tons	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-150a.6	Waste & Hazardous Materials Management	Total weight of waste rock generated	Quantitative	-	Metric tons	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-150a.7	Waste & Hazardous Materials Management	Total weight of hazardous waste generated	Quantitative	518.04	Metric tons	6.05.2 Waste Generation Status	123

EM-MM-150a.9	Waste & Hazardous Materials Management	Number of significant incidents associated with hazardous materials and waste management	Quantitative	-	Count	Zero related incidents occurred during the 2025 reporting period	
EM-MM-150a.10	Waste & Hazardous Materials Management	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Discussion and Analysis	-	-	6.05.1 Waste Management and Reduction Targets	123
EM-MM-160a.1	Biodiversity Impacts	Description of environmental management policies and practices for active sites	Discussion and Analysis	-	-	2.01 Sustainable Development Strategies 2.02 Mechanisms for Promoting Sustainable Development 6.02 Greenhouse Gas (GHG) Management	5~6 7~8 118 ~120
EM-MM-160a.2	Biodiversity Impacts	Percentage of mine sites where acid rock drainage is: (1) predicted to occur	Quantitative	-	Percentage(%)	Not Applicable (N/A)	
EM-MM-160a.2	Biodiversity Impacts	Percentage of mine sites where acid rock drainage is: (2) actively mitigated	Quantitative	-	Percentage(%)	Not Applicable (N/A)	
EM-MM-160a.2	Biodiversity Impacts	Percentage of mine sites where acid rock drainage is:	Quantitative	-	Percentage(%)	Not Applicable (N/A)	

		(3) under treatment or remediation					
EM-MM-160a.3	Biodiversity Impacts	Percentage of (1) proved reserves in or near sites with protected conservation status or endangered species habitat	Quantitative	-	Percentage(%)	Not Applicable (N/A)	
EM-MM-160a.3	Biodiversity Impacts	Percentage of (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Quantitative	-	Percentage(%)	Not Applicable (N/A)	
EM-MM-210a.1	Security, Human Rights & Rights of Indigenous Peoples	Percentage of (1) proved reserves in or near areas of conflict	Quantitative	-	Percentage(%)	Not Applicable (N/A)	
EM-MM-210a.1	Security, Human Rights & Rights of Indigenous Peoples	Percentage of (2) probable reserves in or near areas of conflict	Quantitative	-	Percentage(%)	Not Applicable (N/A)	
EM-MM-210a.2	Security, Human Rights & Rights of Indigenous	Percentage of (1) proved reserves in or near indigenous land	Quantitative	-	Percentage(%)	Not Applicable (N/A)	

	Peoples						
EM-MM-210a.2	Security, Human Rights & Rights of Indigenous Peoples	Percentage of (2) probable reserves in or near indigenous land	Quantitative	-	Percentage(%)	Not Applicable (N/A)	
EM-MM-210a.3	Security, Human Rights & Rights of Indigenous Peoples	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in conflict zones	Discussion and Analysis	-	-	5.01.1 Human Rights Policy and Commitments	98
EM-MM-310a.2	Labor Relations	(1) Number of strikes and lockouts / work stoppages	Quantitative	-	Number	Zero strikes and lockouts / work stoppages occurred during the 2025 reporting period	
EM-MM-310a.2	Labor Relations	(2) Duration of strikes and lockouts / work stoppages	Quantitative	-	Time	Zero strikes and lockouts / work stoppages occurred during the 2025 reporting period	
EM-MM-320a.1	Workforce Health & Safety	(4)(a) Average hours of health, safety, and emergency response training for direct	Quantitative	3.75	Hours (hr)	5.01.6 Talent Cultivation and Development	105

		employees					
EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (1) Facility name	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (2) Location	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (3) Ownership status	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (4) Operational status	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	

EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (5) Construction method	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (6) Maximum permitted storage capacity	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (7) Current amount of tailings stored	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (8) Consequence classification	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (9) Date of most recent independent technical review	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not	

						applicable.	
EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (10) Material findings	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (11) Mitigation actions	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (12) Site-specific Emergency Preparedness and Response Plan (EPRP)	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-540a.2	Tailings Storage Facilities Management	Summary of tailings management systems and structural stability monitoring for tailings storage facilities	Discussion and Analysis	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-540a.1	Tailings Storage Facilities	Tailings storage facility inventory: (3) Ownership	Quantitative	-	-	TMI does not engage in ore extraction or refining	

	Management	status				processes, hence tailings storage facilities are not applicable.	
EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (4) Operational status	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (5) Construction method	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (6) Maximum permitted storage capacity	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (7) Current amount of tailings stored	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	

EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (8) Consequence classification	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (9) Date of most recent independent technical review	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (10) Material findings	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (11) Mitigation actions	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	
EM-MM-540a.1	Tailings Storage Facilities Management	Tailings storage facility inventory: (12) Site-specific Emergency Preparedness and Response Plan (EPRP)	Quantitative	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not	

						applicable.	
EM-MM-540a.2	Tailings Storage Facilities Management	Summary of tailings management systems and structural stability monitoring for tailings storage facilities	Discussion and Analysis	-	-	TMI does not engage in ore extraction or refining processes, hence tailings storage facilities are not applicable.	

7.05 Appendix V: Independent Assurance Statement

This Sustainability Report has not yet obtained an external third-party assurance or independent verification opinion.