tsti 大世科

2025 ESG Report

Tatung System Technologies Inc.

大同世界科技股份有限公司

2025 永 續 報 告 書

驅動 AI 應用　引領企業智勝未來

AI Empowering. Future Sustaining.

2025 tsti ESG Report　2025 大世科永續報告書

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SUSTAINABILITY

About tsti ESG Report

Welcome to the 2025 tsti ESG Report, published in 2026 by Tatung System Technologies Inc. (hereinafter referred to as tsti). Centered around seven major chapters—"Sustainability Strategy and Stakeholder Engagement," "Ethical Governance and Risk Management," "Sustainable Partnerships," "Digital Trust," "Healthy & Happy Workplace," "Environmental Sustainability," and "Social Co-Prosperity"—this report illustrates tsti's current sustainability status and performance across corporate governance, environmental, and social (ESG) dimensions. Through this report, stakeholders can gain a clearer understanding of tsti's determination and commitment to advancing sustainable development.

Reporting Period and Scope

GRI 2-2、GRI 2-3、GRI 2-4

The scope of this report covers Tatung System Technologies Inc. (tsti) and its subsidiaries, including Chyun Huei Commercial Technologies Inc., TISNet Technology Inc., and Tsti Technologies (Shanghai) Co., Ltd.Published in August 2026, this report is issued annually on a regular basis, with electronic copies available for online browsing and downloading in the "ESG" section of our official website.

The boundary of the data and information disclosed herein is consistent with tsti' s consolidated financial statements for fiscal year 2025 (covering January 1 to December 31, 2025). There were no significant changes in organizational size or structure during the reporting period. Any restatements of information concerning specific topics are explicitly noted beneath the relevant paragraphs or charts. For more detailed information regarding affiliates, please refer to tsti' s 2025 Annual Report (114th Fiscal Year), official website, and the Market Observation Post System (MOPS).

Report Compiling and Quality Management Process

GRI GRI 2-5、GRI 2-14

On December 19, 2025, the Board of Directors approved the amendment to tsti's "Procedures for the Preparation and Verification of Sustainability Reports."

1 Report Compilation Framework

- Taipei Exchange (TPEx): Rules Governing the Preparation and Filing of Sustainability Reports by TPEx-Listed Companies.
- Financial Supervisory Commission (FSC): "Sustainable Development Roadmap for TWSE/TPEx-Listed Companies" under the "Sustainable Development Action Plans for TWSE/TWSE-Listed Companies".
- Global Reporting Initiative (GRI): GRI Standards 2021.
- United Nations: Sustainable Development Goals (SDGs).
- Sustainability Accounting Standards Board (SASB): Software & IT Services Sector Standard.
- Financial Stability Board (FSB): Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

2 Collection

- Content is drafted by tsti' s Sustainability and Risk Management Task Force.

3 Verification

- Initial verification is conducted by the heads of respective departments.

4 Proofreading & Consolidation

- The Sustainability and Risk Management Task Force performs integration, proofreading, and compilation.

5 Reporting & Executive Submission

- The final complete draft is submitted to regular executive management meetings for review and confirmation.

6 Third-Party External Assurance

- AA1000AS v3 Assurance: BSI Group Singapore Pte. Ltd., Taiwan Branch was engaged to conduct independent assurance in accordance with the AA1000 Assurance Standard v3 (AA1000AS v3), applying Type 1 engagement and Moderate Level of Assurance to ensure that the report contents adhere to GRI Standards and Accountability Principles.
- Financial Data Audit: Financial numbers are audited and certified by KPMG Taiwan in accordance with International Financial Reporting Standards (IFRS), denominated uniformly in New Taiwan Dollars (NT$).

7 Publication

- Published following review and approval by the Board of Directors:
- Official Website
- Market Observation Post System (MOPS)

Feedback and Contact Information

GRI 2-3

Tatung System Technologies Inc. / Sustainability & Development Division
Email：esg@etatung.com
Tel：+886-2-55625670
Website：https://www.etatung.com/

Official Website

Official Website ESG Sustainability Section

SUSTAINABILITY

Letter from tsti Chairman

GRI 2-12、GRI 2-22

Cultivating Digital Trust and Co-creating Sustainable Resilience

The world currently stands at the intersection of geopolitical shocks, extreme climate challenges, and rapid digital technology iterations. In 2025, Tatung System Technologies Inc. (tsti) demonstrated extraordinary adaptability amid changing environments, with consolidated revenue surpassing NT$ 5 billion to reach a record high. This milestone represents not only numerical growth in operating performance, but also strong recognition from customers for our long-standing dedication to ICT expertise and ethical governance. In the face of the AI wave, we consistently adhere to management principles of "clear goals and pragmatic execution," ensuring that tsti takes the most practical steps to transform the positive influence of technology into tangible sustainability value.

Digital Trust Governance: Building a Protection Network for Sustainable Operations

In a highly interconnected digital era, "trust" is a corporate entity's core intangible asset. In 2025, tsti elevated "Digital Trust" to a strategic priority. By integrating dual ISO/IEC 27001 and ISO/IEC 27701 certifications, we constructed an information security and privacy governance framework aligned with international standards. This not only earned us the BSI Digital Trust Excellence Award and the Platinum Award for Taiwan Corporate Sustainability Reports (TCSA), but also deeply ingrained stakeholders' trust in us.

To reinforce governance resilience, tsti's Board of Directors officially established the "Sustainability and Risk Management Committee" at the end of 2025, embedding ESG risk control into the core of decision-making. From the data accuracy of greenhouse gas (GHG) inventories to real-time defense against cybersecurity risks, tsti is committed to building a transparent, traceable governance framework, ensuring that stakeholders' rights are fortified with the solid protection amid digital waves.

Twin-Axis Empowered Transformation: Responding to Societal Needs with Technological Resilience

Facing the market's strong demand for high-performance computing, tsti not only focuses on technology development, but also pays close attention to the underlying sustainability implications. By integrating the Group's profound foundation in power management and green energy, we provide customers with a turnkey "AIDC (AI Data Center)" solution that balances energy efficiency and performance, helping industries address energy consumption pain points during digital transformation.

In 2026, we will progressively introduce Agentic AI and application templates, aiming to assist clients in optimizing process efficiency and mitigating labor shortages, rather than merely pursuing technology stacking. We advocate "Technology for Common Good." Through Smart IoT and AIoT solutions, we apply technology to low-carbon smart buildings and precision carbon footprint tracking, empowering customers to achieve Twin Transformation across digital and green dimensions, while jointly fulfilling our responsibility as global corporate citizens.

People-Centric Approach: Cultivating Resilient Workplaces and Talent Sustainability

A corporate entity's grand vision relies on an outstanding team for execution. tsti regards employees as our most valuable assets. We continuously promote Diversity, Equity, and Inclusion (DEI) policies, striving to foster an equal working environment with a strong sense of belonging. In 2025, beyond focusing on colleagues' professional growth, we emphasized "Mental and Physical Resilience," caring for every partner's health through the "Corporate Health Coach" program and comprehensive benefit measures.

In an era of rapid technological iteration, we not only assist employees in mastering digital tools, but also cultivate their awareness of digital governance. Only with talents possessing both professional expertise and ethical literacy can tsti consistently deliver warm, professional services in an ever-changing market.

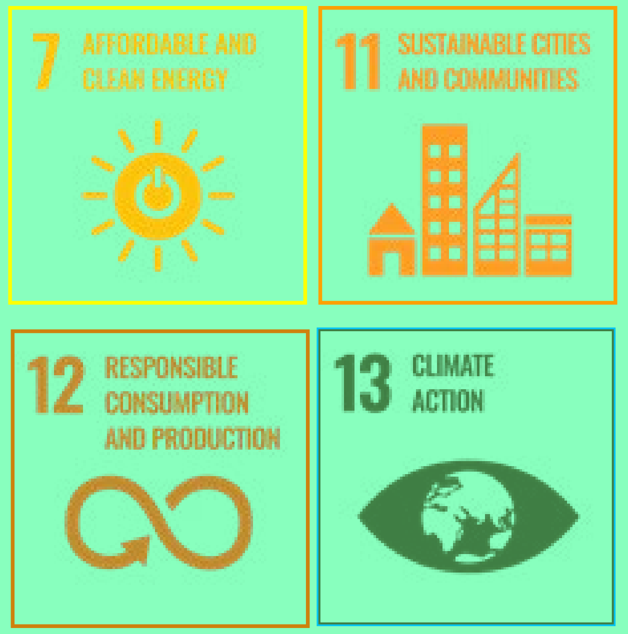
Social Engagement and Technology for Common Good

Looking forward, tsti will continue to uphold a pragmatic spirit, connecting Group resources with societal needs to become the most trusted navigator in industrial transformation. We sincerely appreciate the steadfast support from all shareholders, customers, and partners. Let us join hands in the digital era to create a more resilient, transparent, and prosperous sustainable future.

2025 Sustainability Highlights: ESG x SDGs Action Initiatives

ESG Pillar	2025 Performance & Achievements	2026 Targets
(G) Corporate Governance Ethical Management & Compliance (Corporate Governance Evaluation) Risk Management SDGs 8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	• Actively invested in corporate governance, achieving a ranking in the top "6% to 20%" in the 12th Corporate Governance Evaluation for TPEx-listed companies (FY2025). • Published a total of 40 material announcements in 2025 (including the Annual General Shareholders' Meeting announcements). • Held two investor conferences (2025/05/20 and 2025/09/18). • Formed a cross-departmental IFRS project team in Q4 2024 and completed discussions on the timeline for the FSC's "Sustainable Development Roadmap" in 2025; actively promoted the identification of climate-related risks and opportunities and conducted financial impact analyses. • Convened 4 regular meetings of the Sustainable Development Promotion Team during the year. • Completed third-party assurance and disclosure for the ESG report; the report won the Platinum Award for Sustainability Reporting at the TCSA Taiwan Corporate Sustainability Awards for consecutive years. • Drove stakeholder communication, material topic identification and confirmation, and the implementation of the sustainability organizational charter. • Completed written ESG self-assessment forms for 30 procurement suppliers during the year and conducted on-site audits for 5 suppliers. • Responded to a total of 92 ESG questionnaires, due diligence requests, and external stakeholder cybersecurity audit requirements from clients and stakeholders. • Introduced the ISO/IEC 27701:2019 Privacy Information Management System (PIMS) standard, conducted employee training, and successfully passed third-party verification in 2025. • Completed renewal certification for the ISO/IEC 20000:2018 Service Management System (SMS) and ISO/IEC 27001:2022 Information Security Management System (ISMS). • Honored with multiple awards from vendors, suppliers, and client partners, including the "Grade A Excellent Supplier & Sustainability Excellence Award" and "Sustainable Partner Outstanding Contribution Award"; received external accolades including the "TCSA Sustainability Report - Platinum Award," "CSEA Best Service Innovation Enterprise Award," and "BSI Digital Trust Excellence Award."	• Strengthen risk management mechanisms across internal, external, environmental, climate, information security, financial, and supplier dimensions. • Convene at least two investor conferences to uphold integrity and transparency. • Enhance the operational functions of the sustainability governance organization (Corporate Governance Evaluation). • Continuously promote ISO 27001 and ISO 27701 standards; implement response measures for cybersecurity threat detection and privacy information management. • Maintain stakeholder topic engagement and publish the sustainability report.

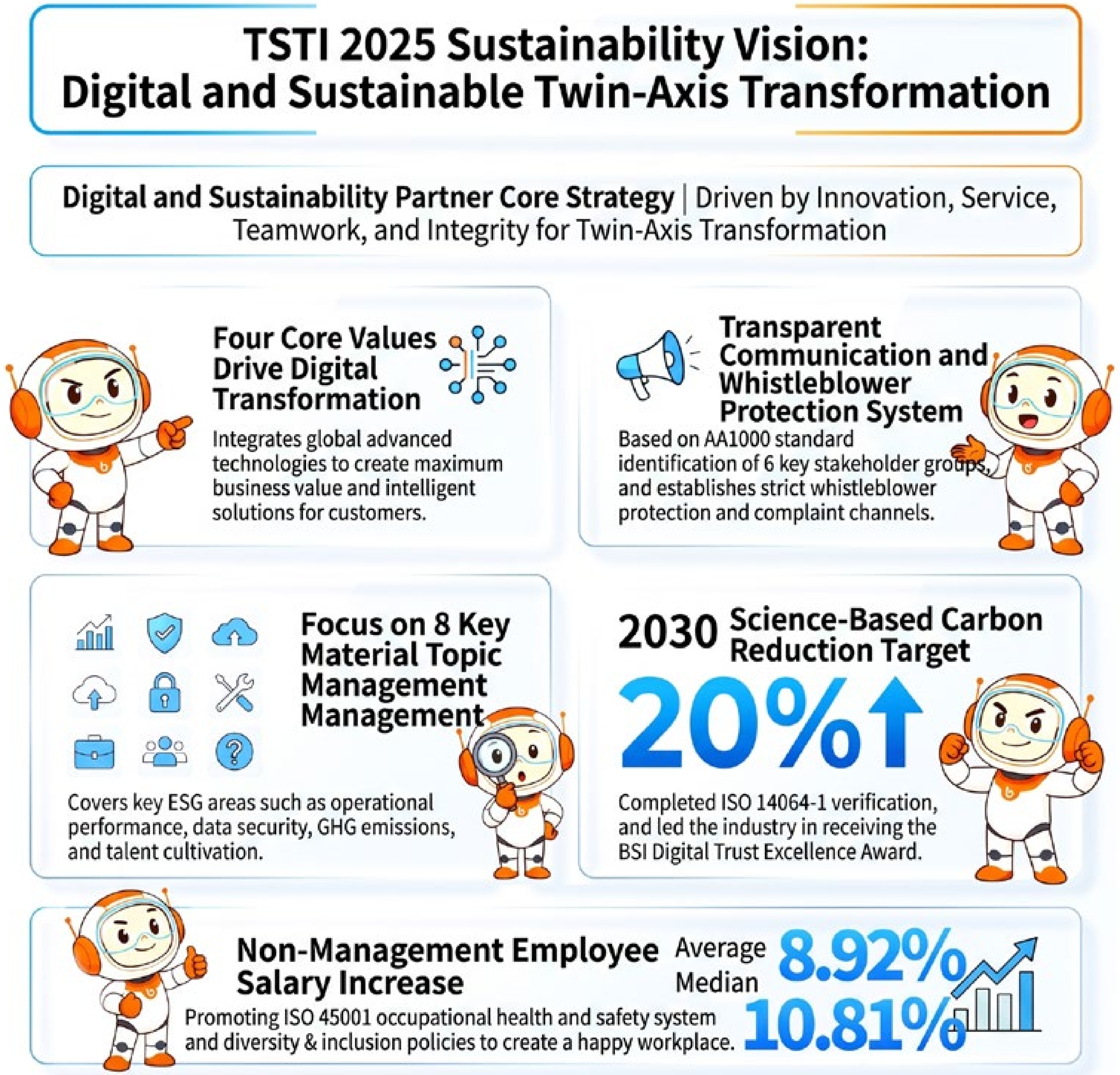
2025 Sustainability Highlights: ESG x SDGs Action Initiatives

ESG Pillar	2025 Performance & Achievements	2026 Targets
(E) Environmental Sustainability **ISO 14064-1:2018 GHG Inventory Energy Conservation & Carbon Reduction; Green Procurement** **SDGs**  	• Conducted the ISO 14064-1:2018 greenhouse gas inventory and internal audits. • Passed third-party verification for ISO 14064-1:2018 greenhouse gas emissions. • Totaled NT$ 3,308,279 (tax included) in green procurement, achieving an execution rate of 165.41%. • Honored with a Letter of Appreciation from the Department of Environmental Protection, Taipei City Government, for promoting the "Private Enterprise and Organization Green Procurement Evaluation Program" in FY2025. • Deepened the sustainable value chain by incorporating supplier ESG sustainability communications and advocacy. • Conducted supplier ESG questionnaires and supplier evaluation operations. • Hosted the sustainable environmental education seminar "Discovering the Beauty of Wetlands" and executed the environmental sustainability action "Do One Thing for Tamsui River" Yuanshan Stream Cleaning. • Participated in 2 green initiatives and actions, including responding to "Earth Hour" and the Earth Day Carbon Reduction Contest. • Organized a family day mountain hiking activity for employees.	• Disclose ISO 14064-1:2018 GHG inventory results and obtain third-party verification. • Reach NT$ 3 million in green procurement. • Continuously promote environmental sustainability awareness. • Optimize office environments by gradually replacing equipment with energy-saving and low-carbon alternatives. • Drive innovative technology solutions. • Respond to relevant environmental initiatives and participate in public welfare activities (Earth Day, energy conservation, carbon reduction, and related topical events).

2025 Sustainability Highlights: ESG x SDGs Action Initiatives

ESG Pillar	2025 Performance & Achievements	2026 Targets
(S) Social Co-Prosperity ISO 45001:2018 Occupational Health and Safety (OH&S) Management Healthy & Happy Workplace Technology for Social Good SDGs 1 NO POVERTY 3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES 17 PARTNERSHIPS FOR THE GOALS	• Officially published the written statement titled "Statement on the Prevention of Unlawful Infringement in the Workplace" on December 2, 2025. • Successfully passed the periodic surveillance audit for the ISO 45001:2018 Occupational Health and Safety Management System standard. • Reported an 8.92% growth in average annual salary and approximately 10.81% growth in median annual salary for full-time non-managerial employees during the reporting year. • Incurred total expenses of approximately NT$ 5.51 million for health promotion initiatives during the year. • Executed training, education, performance management, and career development programs. Promoted specialized training sessions (covering DEI, environmental protection, legal compliance, information security, etc.), completing a total of 413 internal and external training courses in 2025, reaching 11,976 total participant enrollments and cumulative training duration of 17,737 hours. • Launched the employee physical and mental health "Relief Stretching & Muscle Endurance" fitness program for the first time. • Incentivized internal clubs to engage in volunteer and community care activities; participated in corporate partner sustainability initiatives (including mangrove restoration, stream cleaning, mountain hiking, and charity bazaars); and maintained long-term sponsorships and participation in rural education programs supported by World Vision Taiwan and Taiwan Fund for Children and Families (TFCF). • Honored with the "Recognition for Hiring Corporate Physical Education Instructors" from the Ministry of Sports and recognized as a "TOP 10% Outstanding Enterprise in the Annual Occupational Health and Safety Performance Disclosure Evaluation" by the Ministry of Labor.	• Emphasize employee physical and mental health and well-being programs to promote work-life balance, provide mental health support, subsidize sports and leisure activities, and continuously optimize the working environment and employee experience. • Drive the implementation of the ISO 45001:2018 OHS management system; perform OHS organizational context identification and execute action plans addressing risks and opportunities. • Encourage employee participation and learning in sustainable services and solution innovations, raising awareness and engagement in technology for social good and digital solutions. • Respond to relevant social initiatives through support for vulnerable groups, public welfare activities, and community involvement.

Sustainability Strategy and Stakeholder Engagement



Highlights and Key Achievements

tsti comprehensively promotes ESG governance centered on the core concept of "Sustainable Partnerships." In 2025, the company was once again honored with the Platinum Award for Sustainability Reporting at the TCSA Taiwan Corporate Sustainability Awards. In corporate governance, tsti achieved dual certification for ISO/IEC 27001:2022 and ISO/IEC 27701:2019. In environmental sustainability, the company completed third-party verification for both its ISO 14064-1 greenhouse gas (GHG) inventory and ESG report, achieved a green procurement execution rate exceeding 165%, and established carbon reduction targets for 2030.
In social co-prosperity, tsti promoted the ISO 45001 occupational health and safety management system, increased the average salary of non-managerial full-time employees by 8.92%, and won 3rd place in the Senior Technology category at the Young Generation Awards for its "tiCARE Telehealth Application." Furthermore, at the 2025 BSI Digital Trust International Standards Management Summit, tsti received the "Digital Trust Excellence Award," demonstrating its comprehensive strength across sustainable governance, tech inclusion, and digital trust.

Obtaining Resagnition and Governance Certifications

Digital Trust Excellence Awards

Improve Systems and Supplier Poricies

▼ Highlights and Key Achievements of tsti's "Sustainability Strategy and Stakeholder Engagement"

2023

- Revised the "Corporate Social Responsibility Code" to the "Sustainable Development Practice Principles" in 2022.
- Published the inaugural ESG Sustainability Report in 2023; established a dedicated section on the official website to announce ESG corporate sustainable development achievements.
- Internally completed the FY2022 GHG inventory and published the first GHG inventory report.
- Participated in ESG supplier questionnaires for 17 clients and due diligence assessments for 4 clients in 2023.

2024

- Won the Platinum Award for Sustainability Reporting at the 2024 TCSA Taiwan Corporate Sustainability Awards.
- Published the second ESG Sustainability Report and obtained an Independent Assurance Statement from a third party.
- Passed ISO 14064-1:2018 third-party verification.
- Completed certification renewals for ISO/IEC 20000:2018, ISO/IEC 27001:2022, and ISO 45001:2018.
- Formed a cross-departmental IFRS project team in Q4 2024.
- Integrated the management of sustainability information into the internal control system (approved by the Board of Directors on December 12, 2024).
- Revised supplier onboarding and management policies to incorporate sustainability topics.
- Promoted climate-related risk and opportunity identification and financial impact analysis.
- Approved and published the "Energy Management Measures" and "Waste Management Measures" on December 20.

2025

- Established the Sustainability and Risk Management Committee: formulated the "Charter of the Sustainability and Risk Management Committee" and revised tsti's ESG project organizational structure.
- Revised the "Sustainable Development Practice Principles" and the "Procedures for the Preparation and Verification of Sustainability Reports."
- Revised the "Annual Supplier Corporate Sustainability Communication Policy."
- Won the Platinum Award for Sustainability Reporting at the 2025 TCSA Taiwan Corporate Sustainability Awards.
- Received the "Digital Trust Excellence Award" at the BSI Digital Trust International Standards Management Summit.

Sustainability Governance

GRI2-12

Vision and Mission

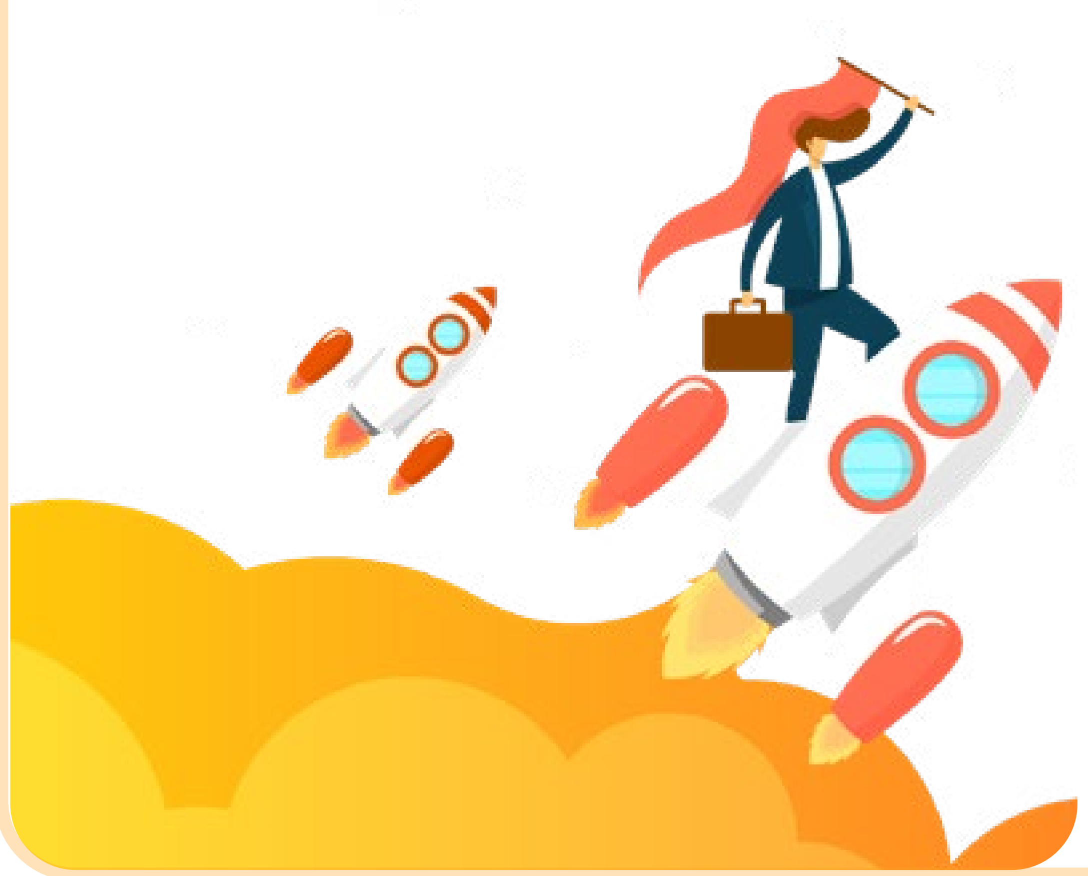
Vision

To serve as an operational benchmark for innovation and service competitiveness in the ICT service industry, striving to become the premier integrator and practitioner of Twin-Axis Transformation (Digital and Sustainability).

We are customer-centric, service-oriented, and value-focused, delivering exceptional customer experiences and outstanding business outcomes.

Mission

Integrating global advanced digital technologies to create maximum overall benefit and commercial value for our clients.



Core Value Proposition

Assisting government agencies and enterprises in driving Twin-Axis Transformation (Digital and Sustainability), enhancing operational efficiency and decision-making analysis, and achieving transformation goals. We provide intelligent solutions, professional consulting services, cloud services, ICT system integration, as well as robust data security and business continuity guarantees.

Innovation is the driving force of company progress.	Service is the cornerstone of maintaining long-term trust with our clients.	Teamwork is the foundation for delivering comprehensive customer service and technology solutions.	Integrity is the bedrock of corporate sustainability
We not only focus on the introduction, integration, innovation, and promotion of Information and Communications Technology (ICT), but also embrace new perspectives to reform operational processes, formulate development strategies, and drive organizational change. In an era of highly integrated ICT and network environments, we provide end-to-end data and voice solutions, delivering valuable and professional integrated services to our clients.	We aspire to apply empathy and systematic holistic thinking to understand client pain points and requirements, building long-term, solid relationships. This commitment spans the entire service lifecycle from preliminary system planning and consulting services to mid-term system deployment, go-live, and training, through to post-implementation maintenance, expansion services, and 0800 customer support.	We believe that optimal solutions stem from collaboration, regarding talent as our most vital asset. We place immense value on professional employee training and the cultivation of teamwork. Through continuous learning and professional development, our teams stay ahead of global ICT trends and technologies, while accumulating organizational process assets via our internal knowledge management platform.	Upholding the principle of integrity, we deliver our services on time, within quality standards, and within budget, taking pride in high-quality delivery. Embracing a spirit of dedication and deep research, we maintain long-term, stable relationships with global leading brands to acquire solid experience and cutting-edge technology. This enables us to provide high-quality products and services, empowering clients to capitalize on emerging trends.

Stakeholder Engagement

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Communication and Grievance Channels

tsti provides dedicated communication and grievance channels for stakeholders to submit inquiries and express opinions. To gain a deeper understanding of stakeholders' areas of concern and the issues that create impacts on them, tsti complements operational practical experience and observations with diverse, proactive internal and external communication channels. These channels allow stakeholders to make inquiries and share feedback, enabling the company to collect and respond to their topics of concern through various avenues. For detailed information, please visit the official website at "Corporate Sustainability > Stakeholder Communication Channels > Communication and Grievance Channels and Contact Windows."

Communication and grievance channels (TSTI) Complaint Flow Chart

GRI 2-25、GRI 2-26

▼ Stakeholder Contact Information

Category	Contact Window	Tel: +886-2-2591-5266	Email
Shareholders / Investors, Government Agencies	Ms. Chen, Audit Office	Ext. 4668	audit@etatung.com
Employees	Mr. Chang, HR Manager	Ext. 5736	employee@etatung.com
Suppliers / Vendors	Mr. Yang, Procurement Manager	Ext. 5648	audit@etatung.com
Customers / Media / General Public / Local Residents & Organizations	Mr. Chang, Designated Officer	Ext. 4722	0800@etatung.com

GRI 2-25

Review, Operation, and Improvement of tsti's Stakeholder Grievance Mechanism

1. Diverse Grievance Channels: tsti has established multiple grievance channels (including telephone, email, and mobile apps) and publicly disclosed them on the official website and in the Sustainability Report to ensure easy access for all stakeholders.
2. Stakeholder Feedback Integration: tsti incorporates open-ended questions in various stakeholder questionnaires to gather opinions and suggestions for improvement from colleagues, suppliers, and customers (including their practical experiences and recommendations regarding the grievance mechanism). This feedback serves as a crucial basis for refining the company's grievance procedures.
3. Operational Review and Governance Oversight: During the quarterly meetings of the Sustainable Development Promotion Team in 2025, cross-departmental teams and senior executives were invited to jointly review the operational status of stakeholder communications. Processes and measures were improved based on stakeholder feedback to ensure that communication and grievance channels remain open and effective. Furthermore, the performance and outcomes of stakeholder communications are regularly reported to the Board of Directors on an annual basis.

Effectiveness of tsti's Grievance Mechanism and Stakeholder Feedback

1. Addition of Grievance Flowchart: In FY2024, tsti added a grievance process flowchart to its official website and Sustainability Report, making it easier for stakeholders to understand the grievance steps.
2. Optimization of Customer Communication and Grievance Mechanisms: In 2025, tsti continuously optimized exceptional customer experiences. If an anomaly occurred in customer service satisfaction survey scores, the Operations Logistics Center transferred the relevant information via a standardized form to the designated manager responsible for case quality management. Once the service was completed, the form was submitted back to the reviewing and approving executive for sign-off and case closure. In 2025, the average Net Promoter Score (NPS) satisfaction reached 99.28. Moving forward, tsti will continue to invite customer feedback to refine service quality.
3. Cybersecurity Audit Improvement and Response: During the FY2025 cybersecurity audit for outsourced vendors, external stakeholders submitted an improvement recommendation: "Evaluate and refine retention period settings for backup data." In response, tsti initiated an internal review process based on the recommendation, updating backup policies and strengthening redundancy and retention period management to ensure that data retention standards are clearer and continuously compliant with government cybersecurity requirements.

Whistleblowing System for Illegal and Unethical Conduct

• GRI 2-25、GRI 2-26

To implement ethical management and build a transparent and accountable corporate culture, tsti has established the following whistleblowing system to provide internal and external personnel with reporting channels for illegal (including corruption) and unethical conduct.

Reporting Channels and Acceptance Units

tsti has established diverse and independent reporting channels, open to both internal and external personnel:

- Independent Whistleblowing Mailbox: tsti - Communication and Grievance Channels and Contact Windows
- Whistleblowing Hotline: +886-2-2591-5266 Ext. 4668 (Handled by designated personnel in the Audit Office)
- Designated Acceptance Units:

- - General Cases: Handled by functional managers from the Audit Office, Procurement, Customer Service Center, or Human Resources Department.
- - Cases Involving Directors or Senior Management: Directly accepted and supervised for investigation by the Audit Committee (Independent Directors).

Case Handling Process and Escalation Levels

Upon receiving a report, tsti handles the case rigorously according to the following procedures:

1. Case Receipt and Assignment: Categorized by the aforementioned units based on the subject. Cases involving general staff are handled by the HR Manager; cases involving Directors or Vice Presidents and above are directly submitted to the Audit Committee (Independent Directors).
2. Investigation Execution: An investigation team is formed to conduct interviews or on-site audits. The process maintains impartiality, with individuals having conflicts of interest recusing themselves.
3. Closure and Deliberation: Once verified, confirmed violations will be penalized under company regulations, and legal liabilities will be pursued.
4. Record Retention: Records and documents of receipt, investigation, and results are securely stored using encryption by the designated unit.

Information Required from the Whistleblower

Whistleblowers should provide the following information, either named or anonymously, to facilitate the investigation process:

1. The name or other identifiable characteristics of the accused.
2. Specific illegal or non-compliant facts, including time, location, and evidence or leads available for investigation.
3. Contact information of the whistleblower (except for anonymous reports).

Whistleblower Protection System

tsti commits to executing the following protection measures for whistleblowers to prevent retaliation:

- Identity Confidentiality: tsti maintains strict confidentiality obligations regarding the whistleblower's identity and report content, disclosing it to no third party unless required by law.
- Strict Anti-Retaliation: Termination, demotion, pay cuts, harassment, or any form of discrimination and adverse action against whistleblowers are strictly prohibited.
- Recusal Mechanism: The accused is strictly prohibited from participating in the investigation or decision-making process, or interfering using their authority.

Identification and Communication with Stakeholders

Based on departmental experience and peer practices, and referencing the international AA1000 Stakeholder Engagement Standard (SES), tsti identified six key stakeholder groups: (1) Shareholders / Investors, (2) Customers, (3) Employees, (4) Government Agencies, (5) Suppliers / Vendors, and (6) Media / General Public / Local Residents and Organizations. We have established diverse communication channels to engage proactively, thereby mitigating conflicts and misunderstandings. Furthermore, by analyzing key stakeholders and their primary topics of concern, we prevent misalignment of positions between stakeholders and tsti, reducing operational or litigation risks caused by misunderstandings. The Sustainable Development Task Force analyzed tsti' s stakeholder engagement outcomes for FY2025, discussed them during regular Sustainable Development Promotion Team meetings, and submitted a consolidated report to the Board of Directors in the fourth quarter of 2025.

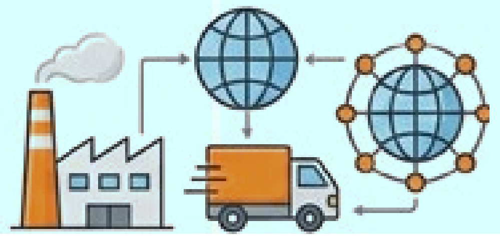
▼ Stakeholder Engagement Performance- 1/3

Stakeholder	Significance to tsti	Communication Topics	Communication Frequency & Channels	2025 Our Responses	Responding Chapters
Shareholders / Investors 	Shareholder support provides the momentum for steady growth; creating maximum value for shareholders is our primary operational principle, complemented by transparent disclosure of operational and financial information.	Economic Performance Ethical Management & Regulatory Compliance	Annually: Shareholders' Meeting, Annual Report, Sustainability Report, Investor Conferences Quarterly: Board of Directors Meetings, Functional Committees, Financial Reports Monthly | Announcement of Operating Performance, Market Observation Post System (MOPS) Ad hoc | Material Information Announcements	» Improved Corporate Governance Evaluation ranking among TPEx-listed companies from top 21%–35% to top 6%–20%. » Convened two investor conferences (2025/05/20 and 2025/09/18); held a by-election for two Independent Director seats at the Shareholders' Meeting (2025/06/16). » Disclosed critical information in real-time via media and the Market Observation Post System (MOPS), including corporate governance, key business developments, and operating performance that concern shareholders and investors. A total of 40 material announcements were published in 2025 (including Annual General Shareholders' Meeting announcements). » Continuing education for Board members reached a total of 22 participant enrollments and 72 cumulative training hours. » Updated regulatory compliance and corporate governance policies on the official website, including: tsti Articles of Incorporation (2025/06/16), tsti Sustainable Development Practice Principles (2025/12/19), and tsti OH&S Policy (2026/01/23). » Newly published policy statements: Tatung System Technologies Inc. Statement on the Prevention of Unlawful Infringement in the Workplace (2025/12/02) and tsti Charter of the Sustainability and Risk Management Committee (2025/12/19). » Convened 4 regular meetings of the Sustainable Development Promotion Team during the year. In accordance with the materiality principle, presented risk reports (assessment, policy, management) on operational ESG topics, evaluating and responding to topics such as greenhouse gas emissions, human rights, and information security. Simultaneously, drove the identification of climate-related risks and opportunities alongside financial impact analyses. » Compiled and published the ESG report with third-party assurance in August; the report was honored with the Platinum Award at the TCSA Taiwan Corporate Sustainability Awards.	Sustainability Strategy and Stakeholder Engagement Ethical Governance and Risk Management
Customers 	Serving clients across diverse industries, tsti places client needs at the core, focusing on elevating customer experience to co-create growth.	Data Security and Privacy Protection Emission of Greenhouse Gases Customer Relations Labor Relations Diversity, Equity, and Inclusion Environmental Climate Change and Biodiversity	Ad hoc | Account Manager Visits, Customer/Supplier Audits (written surveys / on-site reviews), Phone Calls, Dedicated Mailboxes, Customer Satisfaction Surveys via App	» Recorded zero data breach incidents in the reporting year; received zero complaints concerning customer privacy violations or loss of customer data. » Implemented ISO/IEC 27701:2019 standards, executed relevant employee training, and successfully achieved third-party certification. Honored with the "Digital Trust Excellence Award" at the BSI 2025 Summit. » Cybersecurity Engagement & Activities: Organized annual information security and personal data protection training sessions for employees, covering topics such as data encryption, password management, and the identification and prevention of cyberattacks (e.g., phishing). » Responded to Power Account (PA) client ESG questionnaires and audit requirements, totaling 92 instances during the year. This included 31 self-assessment questionnaire responses, 7 annual concern surveys, 5 research studies, 9 operational data submissions, 4 on-site due diligence audits, 8 supplier exchange sessions, and 28 external stakeholder cybersecurity audit requests. » Actively participated in customer-hosted supplier exchange meetings to collaboratively discuss topics spanning ESG, human rights, and information security. » Published promotional and technical insights on media platforms on an ad-hoc basis: Organized 18 physical seminars and booth exhibition events, 2 webinars, 6 press releases, and 1 topical interview during the year.	Sustainability Strategy and Stakeholder Engagement Ethical Governance and Risk Management Sustainable Partnerships Social Co-Prosperity

▼ Stakeholder Engagement Performance-2/3

Stakeholder	Significance to tsti	Communication Topics	Communication Frequency & Channels	2025 Our Responses	Responding Chapters
Employees 	Employees are the most vital partners of Tatung System Technologies Inc. (tsti). Human talent and continuous innovation serve as the foundation for building core corporate competitiveness and driving sustainable business operations.	Labor Relations Diversity, Equity, and Inclusion Employee Care and Welfare Talent Development and Career Advancement Occupational Health and Safety	Annually | Annual Sales & Business Conference, Annual Technology Conference Quarterly | Labor-Management Meetings, Occupational Health and Safety (OHS) Committee Meetings Monthly: Regulatory Compliance Promotion & Awareness Initiatives, Monthly Operational & Sales Meetings Ad hoc | Internal Announcements & Notices, Topic-Specific Meetings, Employee Communication & Feedback Box, Training Courses and Development Programs	» Employee satisfaction showed a positive upward trend. In 2025, the average annual compensation for non-executive full-time employees reached NT$952 thousand (an 8.92% increase from the previous year), while the median annual compensation was NT$789 thousand (an increase of approximately 10.81% from the previous year). In addition to attracting top talent through open recruitment, the proportion of candidates recruited through employee referrals also increased significantly. » Successfully passed the periodic surveillance audit for the ISO 45001:2018 Occupational Health and Safety Management System standard. » tsti convened 4 Labor-Management Meetings during the year; subsidiary Quantek held 4 Labor-Management Meetings; and the newly established subsidiary TISNet Technology Inc. (TISNet) held 1 meeting for its 1st term Labor-Management Committee. » Occupational Health and Safety (OHS) Promotion and Training: Published 58 OHS awareness notices; conducted a warehouse emergency prevention drill on May 13 and a fire drill on the 2nd floor of the Peitou Engineering Center on September 19; and completed two fire safety inspections (equipment testing by fire protection vendors from March 18 to 21, and a regulatory compliance check of facilities by the local fire department on July 30). » Organized a total of 413 internal and external training courses during the year, with total attendance reaching 11,976 person-times and total training hours accumulating to 17,737 hours. Among these, 8 mandatory courses for all employees were conducted, covering Business Ethics & Integrity, Regulatory Compliance, Information Security, Environmental Sustainability, and Diversity, Equity, and Inclusion (DEI). » In 2025, a total of 5 grievance cases were received. All cases were reported, investigated, and handled in strict accordance with relevant institutional procedures. The company continuously promoted communication and organized workplace DEI workshops, striving to build an inclusive, integrated, and prosperous corporate culture. In-person seminars included "The Art of Communication" (2025/05/09; 69 participants) and "Workplace Sexual Harassment Prevention" (2025/08/01; 291 participants); online courses included "Workplace Sexual Harassment Prevention" (2025/08/04; 95 participants) and "Definition of Workplace Bullying and Self-Protection" (2025/08/07; 526 participants). » A total of 7 employee clubs were active in 2025, providing employees with diverse social activities and actively encouraging team members to participate, interact, and foster camaraderie. » Employee Satisfaction (EEE) & Workplace Human Rights Surveys: Conducted three digital questionnaire surveys in 2025, including the Q1 EEE survey (451 respondent-times), Q2 EEE survey (432 respondent-times), and the Q3 Workplace Human Rights Climate survey (108 respondent-times), covering all full-time employees with at least one year of tenure.	Sustainability Strategy and Stakeholder Engagement Ethical Governance and Risk Management Healthy & Happy Workplace
Government Agencies 	Comply with local government regulations, create local employment opportunities, and generate local tax revenues.	Economic Performance Greenhouse Gas Emissions Ethical Management & Regulatory Compliance Occupational Health and Safety Environmental Climate Change and Biodiversity	Annually | Government agency evaluations Ad hoc | Official correspondence, meetings, phone calls, emails, public disclosures, forums, and seminars/ workshops	» Ensured full operational compliance with applicable laws and regulations through robust internal control systems and internal audit mechanisms across all management systems. » Updated and publicly disclosed key compliance policies and governance regulations on the official corporate website, including: » Articles of Incorporation of tsti (2025/06/16) » Rules of Procedure for Board of Directors Meetings of tsti (2024/08/07) » Organizational Charter of the Audit Committee of tsti (2024/08/07) » Operating Procedures for Financial and Business Matters Between Related Parties (2024/08/07) » Achieved NT$3,308,279 (tax included) in green procurement expenditure, exceeding the annual target by approximately 65%. » Received a Certificate of Appreciation from the Taipei City Government in 2026 in recognition of active participation in the "2025 Private Enterprises and Organizations Green Procurement Promotion Program." » Completed third-party verification and assurance for the ISO 14064-1 Greenhouse Gas (GHG) inventory. » Through the progressive fleet electrification and hybridization of corporate vehicles, tsti reduced fuel consumption by 271.06 liters in 2025 compared to 2024.	Sustainability Strategy and Stakeholder Engagement Ethical Governance and Risk Management Healthy & Happy Workplace Environmental Sustainability Climate-Related Issues Management for TPEx-Listed Companies (ESG Indicators)

▼ Stakeholder Engagement Performance- 3/3

Stakeholder	Significance to tsti	Communication Topics	Communication Frequency & Channels	2025 Our Responses	Responding Chapters
Suppliers / Original Technology Vendors (OEMs) 	We build long-term strategic partnerships with suppliers to jointly maximize value and benefits for our customers. Furthermore, we collaborate closely with original technology vendors (OEMs) to expand market reach, delivering a comprehensive portfolio of diversified products, services, and end-to-end integrated solutions to our clients.	Sustainable Supply Chain Management Data Security and Privacy Protection	Ad Hoc | Price Negotiation Meetings, Communication & On-Site Visits, Email Correspondence, Supplier Meetings Ad Hoc | Meetings & Email Correspondence, Original Technology Vendor (OEM) Meetings, Product Seminars & Workshops	» To ensure the effectiveness and sustainability of our supply chain, tsti maintains open and accessible communication and grievance channels, including a dedicated supplier grievance mailbox. Zero supplier grievance cases were recorded during the reporting year. » All 125 new suppliers onboarding during the year (100%) completed the signing of the "Supplier Sustainable Responsibility Commitment Letter." » A total of 30 active procurement suppliers completed written ESG self-assessment questionnaires, and on-site visits and audits were conducted for 5 suppliers to facilitate in-depth engagement, ensuring long-term and mutually beneficial partnerships. » tsti's sustainability performance earned wide recognition from major clients, original technology vendors (OEMs), and supplier partners. Notable accolades include the "Outstanding Supplier Sustainability Award" from Fubon Financial Holding and the "Sustainable Partner Outstanding Contribution Award" from Cathay Financial Holding in recognition of green procurement achievements, alongside prestigious acknowledgments from leading OEM partners (including Check Point, Lenovo, HPE, Dell, among others).	Sustainability Strategy and Stakeholder Engagement Ethical Governance and Risk Management Sustainable Partnerships Environmental Sustainability
Media / General Public / Local Residents and Community Groups 	The media serves as a vital channel for communicating with stakeholders. Consistently conveying tsti's corporate brand image to the general public helps expand our reach and engagement to a broader range of stakeholders.	Social Care and Participation	Ad Hoc | Forums, Seminars & Conferences, Press Releases, Media / Feature Interviews, Press Conferences, Public Welfare Activities, Official Corporate Website, Social Media Platforms	» Recognized with a commendation under the "Sports Instructor Employment Initiative" by the Sports Administration, Ministry of Education. » Actively participated in green initiatives and sustainability actions, including responding to "Earth Hour," mangrove restoration, stream cleaning, mountain hiking, and charity bazaars. Furthermore, tsti has maintained long-term sponsorship and support for rural youth education programs in partnership with World Vision Taiwan and the Taiwan Fund for Children and Families (TFCF). » Actively promoted campus recruitment across academic institutions and established internship programs through signed Memorandums of Understanding (MOUs) with universities, aiming to bridge industry and academia while cultivating practical industry talent. Under the internship program, 3 interns successfully transitioned into full-time employees in the second half of 2025. Through a comprehensive internship structure and career conversion mechanism, tsti injects professional new talent equipped with practical skills into the industry. » Promoted corporate initiatives through media platforms on an ad-hoc basis. During the year, tsti organized and hosted 18 in-person seminars and exhibition booth events, 2 webinars, 6 press releases, and 1 media/feature interview. Additionally, tsti participated in 1 annual health association event organized by the local community (2025/12/10).	Sustainability Strategy and Stakeholder Engagement Social Co-Prosperity

Identification and Management of Material Topics

• GRI 3-1

▼ Identification Process of Material Topics

Sustainability Topic Collection

During the topic collection process, tsti collects ESG (Governance, Environmental, and Social) topics relevant to its operational activities by analyzing international policy trends, global reporting standards, international initiatives, and industry peer focus areas. Furthermore, we evaluate the positive and negative impact scenarios associated with these sustainability topics.

- Adherence to International Reporting Frameworks

We align with the GRI Standards published by the Global Reporting Initiative (GRI) and integrate industry-specific disclosure metrics from the Sustainability Accounting Standards Board (SASB) for the "Software & IT Services" sector as a foundational basis.

- Response to Global Sustainability Initiatives

We actively respond to and support the United Nations Sustainable Development Goals (SDGs) and the ten principles of the United Nations Global Compact (UNGC).

- Benchmarking & Industry Alignment

By analyzing material topics identified by benchmark peers and industry trends, we consolidate and streamline sustainability issues to accurately reflect the current landscape of the IT services industry.

- Consolidation of Core Material Topics

Through thorough discussions during regular meetings of the Sustainable Development Promotion Team, and considering operational relevance, we consolidated our focus topics for the reporting year. Specifically, the former separate topics "Ethical Management" and "Regulatory Compliance" were merged into a single topic: "Ethical Management & Regulatory Compliance" (bringing the total to 17 sustainability topics). This consolidation provides a more comprehensive demonstration of tsti's commitment and practice in business ethics and legal compliance.

Stakeholder Engagement

- Continued the identification of 6 major stakeholder categories to ensure structured and meaningful engagement.
- Actively listened to feedback and expectations through daily operational interactions and diverse, proactive communication channels established with each stakeholder group.
- Focused on 17 core sustainability topics, categorized into 6 Governance topics, 5 Environmental topics, and 6 Social topics.
- Continued to gather stakeholder perspectives through multiple channels and launched the open online survey, "tsti Corporate Sustainability Stakeholder Concern Survey," to evaluate interest levels (receiving a total of 98 valid questionnaire responses in 2025).

Operational Impact Assessment

Senior executives continuously evaluate the positive and negative impacts on the environment, society, and economy across the 17 sustainability topics, incorporating long-term enterprise goals and operational performance. This comprehensive assessment considers both the likelihood and severity of potential and actual positive and negative impacts.

Material Topic Identification

Based on the evaluation results, and following discussions with senior executives during regular meetings of the Sustainable Development Promotion Team, the 9 material topics from the previous year were adjusted to 8 material topics for the reporting year due to topic consolidation. This adjustment ensures long-term consistency and comparability of sustainability disclosures, enabling tsti to focus more effectively on demonstrating performance outcomes and long-term trends regarding material ESG topics.

Material Topic Validation & Finalization

- During the Q4 2025 regular meeting of the Sustainable Development Promotion Team, responsible department heads jointly reviewed the appropriateness and inclusiveness of disclosures regarding the continuation of material topics from the previous year, confirming alignment with corporate governance objectives. The material topics for the reporting year were subsequently finalized and approved in coordination with the Corporate Governance Officer and the President.
- To ensure performance continuity and establish a systematic periodic review mechanism, although tsti carried forward its material topic disclosures for the reporting year, the company continuously maintained the open survey, "tsti Corporate Sustainability Stakeholder Concern Survey", alongside diverse channels to gather broad stakeholder input for future observation and adjustment. Moving forward, tsti plans to conduct a comprehensive inventory and review of material topics and stakeholders every two years, with the next formal re-assessment and identification scheduled for 2026 to agilely respond to continuously evolving sustainability trends and market expectations.

Approval of Material Topics

In the fourth quarter of 2025, senior executives of the Sustainable Development Promotion Team confirmed, and subsequently submitted to the Board of Directors for approval, the continuation of disclosing 8 material topics as the core reporting framework for this report. Furthermore, in accordance with the requirements of the GRI Universal Standards 2021, tsti will individually disclose the relevant risk management policies, strategies, and performance outcomes for each material topic.

Materiality Matrix and Management Approach

• GRI 3-1、GRI 3-2、GRI 3-3

▼ List of Sustainability Topics

ESG Dimension	(G) Governance	(E) Environment	(S) Society
Topic	• Economic Performance • Ethical Management & Regulatory Compliance* • Sustainable Supply Chain Management • Customer Relations • Data Security and Privacy Protection • Operational Continuity Management	• Emission of Greenhouse Gases • Waste Management • Energy Management • Promotion and Management of Environmental Products/Services • Environmental Climate Change and Biodiversity	• Labor Relations • Occupational Health and Safety • Employee Care and Welfare • Talent Development and Career Advancement • Diversity, Equity, and Inclusion • Social Care and Participation

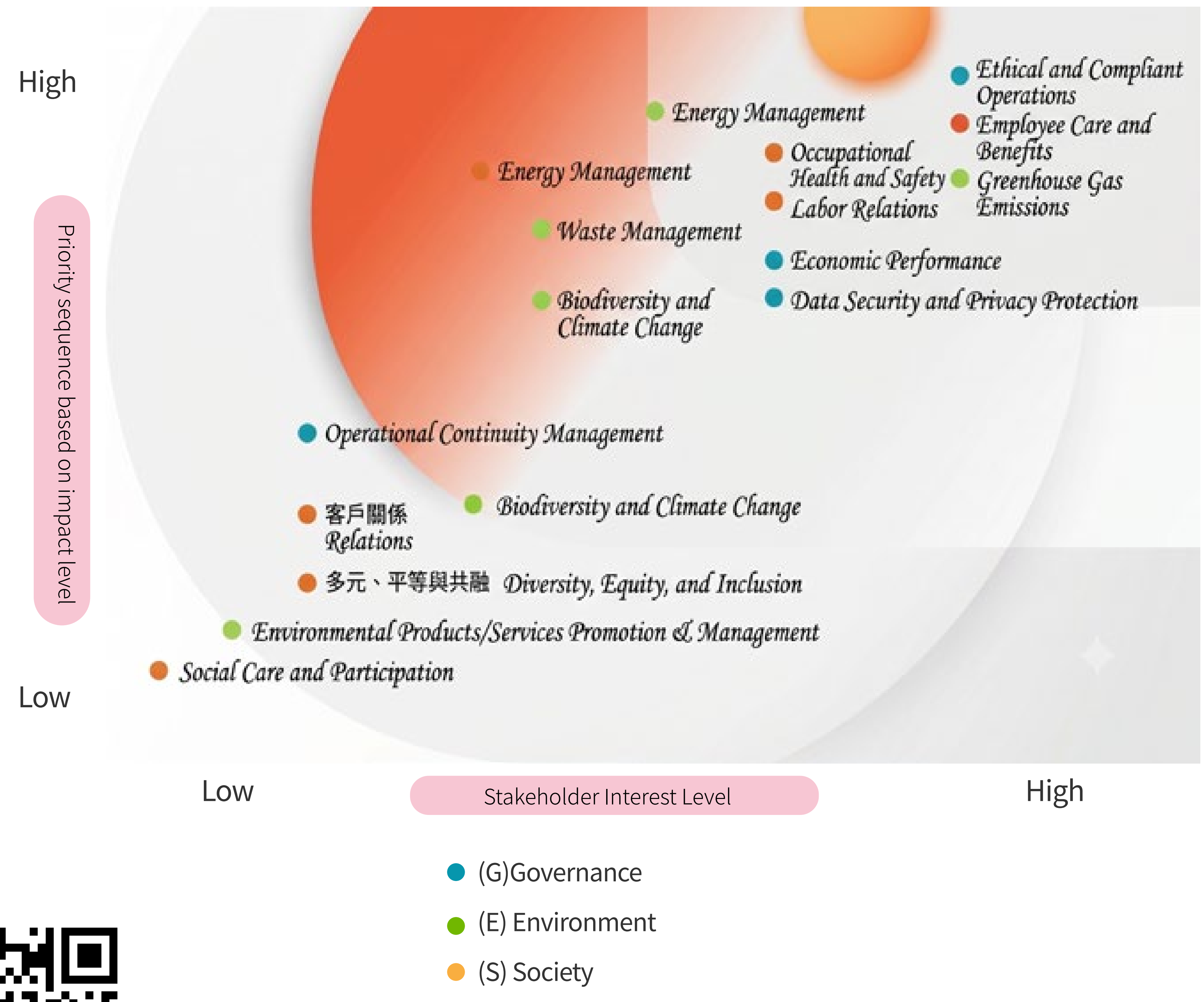
▼ 2025 Sustainability Topics

2024 Sustainability Topics
Economic Performance
Ethical Management
Regulatory Compliance
Data Security and Privacy Protection
Emission of Greenhouse Gases
Energy Management
Labor Relations
Occupational Health and Safety
Employee Care and Welfare

2025 Sustainability Topics
Economic Performance
Ethical Management & Regulatory Compliance*
Data Security and Privacy Protection
Emission of Greenhouse Gases
Energy Management
Labor Relations
Occupational Health and Safety
Employee Care and Welfare

Note: Following discussions during regular meetings of the Sustainable Development Promotion Team and considering operational relevance, tsti consolidated its key focus topics for the reporting year. Specifically, the former separate topics "Ethical Management" and "Regulatory Compliance" were merged into "Ethical Management & Regulatory Compliance". This consolidation provides a more comprehensive demonstration of the enterprise's commitment and practice in business ethics and legal compliance.

▼ 2025 Ranking of Sustainability Topics by Level of Concern and Impact Significance



▼ List of Material Topics - 1/2

● Actual Positive ○ Potential Positive ▲ Actual Negative △ Potential Negative

Dimension	Material Topic	Strategic Significance to tsti	Impact Attributes	Impact Description (Positive / Negative)	Corresponding GRI Disclosures	Linked SDG	Sustainable Value Chain Impacts: Upstream	Sustainable Value Chain Impacts: tsti	Sustainable Value Chain Impacts: Downstream	Corresponding Chapter(s)
Governance	Economic Performance	Safeguarding the rights and interests of shareholders and investors, strengthening board operations, and enhancing corporate reputation.	● ○ △ △ △	• Achieving steady growth in economic performance to enhance investor confidence and investment willingness. • Identifying risk categories and establishing robust control mechanisms to mitigate operational risks across the enterprise. • Non-compliance with regulatory authority requirements, negatively impacting the company's Corporate Governance Evaluation scores. • Failure to implement Business Continuity Management (BCM), incurring significantly higher time, financial, and human resource costs to address unexpected operational risks. • Ineffective R&D or poor integration of technological innovations, resulting in an inability to meet customer requirements and market expectations.	GRI 201: Economic Performance 2016	SDGs 5 SDGs 8 SDGs 12 SDGs 16	V	V	V	Sustainability Strategy and Stakeholder Engagement Ethical Governance and Risk Management
Governance	Ethical Management & Regulatory Compliance	tsti establishes robust corporate governance and risk management mechanisms, upholding the business philosophy of integrity and honesty to demonstrate high standards of business ethics. Regulatory compliance is paramount to tsti; any non-compliance or violations of laws, regulations, and contractual commitments are strictly prohibited.	● ● ● △ △	• Integrity is the cornerstone of corporate operations. tsti strictly adheres to policies, laws, regulations, and business ethics to earn client trust, which in turn generates positive economic impacts. • Understanding customer needs, cultivating strong relationships, and continuously enhancing customer satisfaction. • Complying with policies, regulations, and business ethics to further bolster client trust. • Incidents of corruption or unethical conduct will severely impact corporate reputation and erode the trust of shareholders, employees, and business partners. • Annual amendments to domestic and international environmental regulations driven by policy trends will increase regulatory compliance obligations for the company, consequently leading to higher operating costs.	GRI 2-27: Compliance with laws and regulations 2021 GRI 205: Anti-corruption 2016	SDGs 16	V	V	V	Sustainability Strategy and Stakeholder Engagement Ethical Governance and Risk Management Healthy & Happy Workplace Sustainable Partnerships
Governance	Data Security and Privacy Protection	tsti places paramount importance on data and customer privacy, continuously strengthening information security management to safeguard proprietary business information and customer data. We proactively prevent privacy breaches and data losses while building a robust and secure service environment, thereby mitigating any potential negative impacts of data leaks on all stakeholders and corporate reputation.	● ● ● ● △	• Sound data security practices bolster customer confidence in tsti. • Processing vast volumes of customer data—including sensitive information such as personal identity details, financial transactions, and medical records—tsti ensures that data assets are safeguarded against unauthorized access, modification, or destruction. • Complying with statutory and regulatory frameworks, including Taiwan's Cyber Security Management Act (CSMA), the Personal Data Protection Act (PDPA), and the EU General Data Protection Regulation (GDPR), robust data security serves as the cornerstone for corporate legal compliance. • Customer trust is paramount to success in the IT services industry. Demonstrating excellence in data security practices fosters client confidence and elevates customer loyalty. • Business Continuity: Data breaches, cyberattacks, or system failures may cause operational disruptions. Formulating effective data security strategies helps mitigate these risks to ensure business continuity.	GRI 418: Customer Privacy 2016	SDGs 8 SDGs 16	V	V	V	Sustainability Strategy and Stakeholder Engagement Ethical Governance and Risk Management

▼ List of Material Topics - 2/2

● Actual Positive ○ Potential Positive ▲ Actual Negative △ Potential Negative

Dimension	Material Topic	Strategic Significance to tsti	Impact Attributes	Impact Description (Positive / Negative)	Corresponding GRI Disclosures	Linked SDG	Sustainable Value Chain Impacts: Upstream	Sustainable Value Chain Impacts: tsti	Sustainable Value Chain Impacts: Downstream	Corresponding Chapter(s)
Environmental	Emission of Greenhouse Gases	tsti's carbon emissions originate primarily from its office operations. Through the implementation of diverse energy conservation and carbon reduction measures alongside strategic action plans, the company aims to mitigate the negative environmental impacts of its business operations while simultaneously lowering operating costs, thereby driving positive impacts across economic, social, and environmental dimensions.	● ● ● △ △ △ △	• Through greenhouse gas (GHG) inventories and energy conservation and carbon reduction initiatives, tsti is actively advancing toward its net-zero emissions target. • In response to climate change trends, the integration of innovative services attracts customer preference and strengthens client loyalty. • Through greenhouse gas (GHG) inventories and carbon reduction actions, steadily progressing toward the goal of net-zero emissions. • Failure to effectively manage greenhouse gas (GHG) emissions and energy consumption during business operations will result in negative environmental impacts and adversely affect the company's corporate image and reputation. • Adjustments and increases in electricity tariffs directly elevate operational expenditures and overall operating costs. • Climate change and the increasing frequency of extreme weather events and natural disasters impede employee commuting and operational attendance. • The implementation of carbon fee levies increases compliance expenditures and operational costs.	GRI 305: Emissions 2016 GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-4	SDGs 7 SDGs 11 SDGs 12 SDGs 13	V	V	V	Sustainability Strategy and Stakeholder Engagement Environmental Sustainability
Environmental	Energy Management		● ● △ △	• Utilizing eco-friendly packaging materials to minimize waste generation at the source. • Formulating waste management targets and mitigation measures to uphold a positive corporate reputation and reinforce client trust. • Engaging waste disposal contractors not certified by the Ministry of Environment, which severely damages corporate reputation. • Inappropriate or improper waste handling and disposal practices, leading to regulatory non-compliance and legal penalties.	GRI 302: Energy 2016 GRI 302-1 GRI 302-3	SDGs 7 SDGs 11 SDGs 12 SDGs 13	V	V	V	Sustainability Strategy and Stakeholder Engagement Environmental Sustainability
Social	Labor Relations	tsti upholds the fundamental human rights of all employees, encompassing non-discrimination, anti-forced labor, and anti-sexual harassment. Together, we foster a supportive and friendly workplace environment to prevent negative impacts associated with human rights violations and corporate operational risks.	● ○ △ △	• tsti establishes smooth labor-management communication mechanisms and provides comprehensive communication and grievance channels, thereby enhancing employee organizational identity and delivering positive impacts on the rights and interests of both labor and management. • Fostering a Friendly Workplace Environment & Reducing Turnover • Communication Breakdown & Decline in Employee Loyalty • Incidents of discrimination and failure to uphold equal treatment for employee rights, leading to a decline in employee loyalty.	GRI 401: Employment 2016 GRI 402: Labor/ Management Relations 2016	SDGs 3 SDGs 5 SDGs 8 SDGs 10 SDGs 16		V	V	Sustainability Strategy and Stakeholder Engagement Healthy & Happy Workplace
Social	Occupational Health and Safety	tsti regularly reviews statutory requirements and workplace conditions to ensure the safety and health of all employees, while implementing health promotion programs to cultivate a supportive work environment.	● ● △	• Sustaining the physical and mental well-being of employees to foster a healthy work-life balance. • Proactively mitigating the negative impacts of occupational accidents by conducting regular safety training and emergency response drills, thereby reducing the occupational injury rate. • Inadequate implementation of safety management, resulting in workplace accidents and personal injuries.	GRI 403: Occupational Health and Safety 2018	SDGs 3 SDGs 5 SDGs 8 SDGs 10		V		Sustainability Strategy and Stakeholder Engagement Healthy & Happy Workplace
Social	Employee Care and Welfare	Talent development and performance management are pivotal to accelerating corporate development and growth. By implementing comprehensive performance evaluation systems and thorough training programs, tsti empowers employees to build self-worth and drive positive impacts across the organization and society.	● △ △	• Providing relevant support for employee career development to enhance retention rates. • The absence of sound performance management, career development systems, and succession plans leads to talent attrition and skill gaps, creating negative impacts on corporate operations. • Failure to regularly review and optimize compensation and benefits structures and market levels will, over time, erode talent attraction and growth momentum, consequently diminishing corporate competitiveness.	GRI 404: Training and Education 2016 GRI 405: Diversity and Equal Opportunity 2016	SDGs 1 SDGs 4 SDGs 8 SDGs 10		V		Sustainability Strategy and Stakeholder Engagement Healthy & Happy Workplace

▼ Management of Material Topics - 1/4

• GRI 2-23、GRI 2-24、GRI 205

Dimension	Material Topic	Policy Commitments	Mechanisms for Tracking Effectiveness	2025 Targets	2025 Progress & Implementation	Short-Term Targets (2026)	Medium- and Long-Term Targets (2027–2030)
Governance	Economic Performance	Sound corporate governance and ethical management policies underpin sustainable enterprise development while demonstrating corporate social value. Beyond excelling in its role as an IT service provider, tsti seamlessly integrates environmental sustainability into its business operations. Through these efforts, the company strives not only to achieve long-term business sustainability, but also to fulfill its steadfast commitments to environmental stewardship and corporate social responsibility (CSR).	» The Board of Directors receives quarterly reports from the management team on a regular basis to evaluate and review the progress of relevant sustainability strategies, directing the management team to make necessary adjustments when required. » Financial statements audited and verified by independent Certified Public Accountants (CPAs) are disclosed in accordance with statutory regulations. » As the highest governance body, the Board of Directors oversees overall business operations and monitors the effectiveness of policy implementation. » Strengthening the operational functionality and efficiency of the Sustainable Development Promotion Team.	• Proactively committing to corporate sustainability governance and continuously refining various ESG performance metrics. • Continuously enhancing revenue and profitability, with a strategic goal of achieving double-digit growth rates. • Strengthening risk management across internal and external dimensions, encompassing environmental, information security, financial, and supply chain risks.	1. In FY2025, gross profit margin was 21%, down 12.5% YoY, while operating profit registered a 40.9% YoY growth. 2. Stakeholder Issue Communication and Sustainability Reporting.	• Proactively expanding revenue and profitability while actively identifying target companies for mergers, acquisitions (M&A), or strategic investments.	Continuously enhancing revenue and profitability, with a strategic target of achieving an annual double-digit growth rate.
Governance	Ethical Management & Regulatory Compliance	Upholding the core business philosophy of integrity and honesty, tsti establishes robust corporate governance and risk control mechanisms. Compliance with the Company Act, Securities and Exchange Act, Business Entity Accounting Act, regulations governing listed and TPEx-listed companies, and other relevant commercial laws serves as the fundamental prerequisite for our ethical business operations, which are rigorously enforced across both internal management and external commercial activities.	» tsti has established comprehensive institutional frameworks—including the "Employee Self-Discipline Code," "Employee Code of Self-Discipline and Ethical Integrity," "Corporate Social Responsibility Best Practice Principles," "Code of Ethical Conduct," "Ethical Corporate Management Best Practice Principles," and "Procedures and Behavioral Guidelines for Ethical Management"—while systematically providing relevant education, training courses, and policy awareness campaigns. » We maintain accessible and open supplier grievance communication channels (mailboxes) to drive efficiency and long-term sustainability across the supply chain.	• Holding at least two institutional investor conferences annually. • Conducting anti-corruption policy communication and training for all employees. • Evaluating and formulating an implementation plan for the IFRS Sustainability Disclosure Standards.	1. Institutional Investor Conferences: Convened two institutional investor conferences on May 20, 2025, and September 18, 2025. 2. Information Confidentiality Enforcement: Implemented a mandatory "Employee Non-Disclosure Agreement (NDA)" effective April 2025. 3. Mandatory Compliance & Anti-Corruption Training: Established regulatory compliance and anti-corruption training as a mandatory curriculum for all employees, maintaining active communication and ongoing promotion. 4. Site Corruption Risk Assessment & Zero Breaches: Evaluated corruption and operational risks across all 7 domestic and overseas operational sites via internal control and audit procedures in 2025, with no risks impacting internal control effectiveness and zero confirmed incidents of corruption. 5. IFRS Sustainability Standards Alignment: Aligned with parent company Tatung Group's IFRS implementation roadmap by incorporating the cross-functional "IFRS Sustainability Disclosure Standards Task Force" into regular sustainability meetings, completing a preliminary gap analysis against IFRS S1/S2 standards.	• Convening a minimum of two institutional investor conferences. • Conducting anti-corruption policy communication and training for all employees. • Target completion of Phase 1 analysis and planning prior to Q4 2026.	• Conducting annual education, training, and awareness campaigns for existing staff and new recruits. • In alignment with regulatory requirements for companies with paid-in capital below NT$5 billion (TPEx-listed). tsti is scheduled to disclose its 2028 sustainability disclosures, prepared pursuant to IFRS Sustainability Disclosure Standards, within a dedicated chapter of its 2029 Annual Report.

▼ Management of Material Topics - 2/4

Dimension	Material Topic	Policy Commitments	Mechanisms for Tracking Effectiveness	2025 Targets	2025 Progress & Implementation	Short-Term Targets (2026)	Medium- and Long-Term Targets (2027–2030)
Governance	Data Security and Privacy Protection	tsti respects customer privacy and establishes comprehensive policy commitments to ensure that customer data and privacy are appropriately safeguarded. We cultivate an organizational culture that prioritizes cybersecurity, enhance information security governance capabilities and standards, implement supply chain information security management, and ensure business continuity and data security.	» Establishing clear data processing principles to guide employee conduct when handling customer data, covering aspects such as security measures, data storage, data sharing, and data deletion. » Obtaining explicit consent from customers and informing them of the intended purpose of personal data usage through clear consent checkboxes, privacy statements, or other compliant mechanisms. » Implementing appropriate data security controls to safeguard customer data against unauthorized access, modification, or destruction, including encryption, firewalls, access controls, and security appliances. » Complying with relevant privacy regulations, such as Taiwan's Personal Data Protection Act (PDPA), EU General Data Protection Regulation (GDPR), and US Health Insurance Portability and Accountability Act (HIPAA), while regularly reviewing and updating internal policies to ensure ongoing regulatory compliance. » Maintaining the validity of ISO/IEC 27001:2022 certification and continuously passing independent third-party audits. » Continuously educating employees to raise awareness of data security and enhance information security consciousness. » Conducting regular information security awareness campaigns. » Performing periodic social engineering simulation drills. » Conducting regular vulnerability scanning and security testing, as well as patching identified vulnerabilities to ensure system and application security. » Ensuring sensitive data is properly classified and labeled for effective tracking and protection. » Formulating data security incident response plans incorporating procedures for identification, protection, detection, response, and recovery. » Security testing: Penetration testing.	1. Successfully passed independent third-party audits and obtained ISO/IEC 27001:2022 and ISO/IEC 27701:2019 certifications in June 2025. 2. Invested in threat detection technologies (such as AI-driven threat analysis tools) and incident response capabilities to mitigate the operational impacts of cyberattacks. 3. Adopted emerging technologies to enhance privacy protection capabilities across data processing activities.	1. During the reporting year, no complaints concerning breaches of customer privacy or losses of customer data were received. 2. Strengthened the security of information systems used for business marketing activities. Comprehensive privacy notices are provided during personal data collection for event registrations, and privacy policy regulations are publicly disclosed on the official website. 3. Promoted the adoption of Foxit PDF software to sign and safeguard confidential documents exchanged with clients. 4. Successfully completed the recertification of ISO/IEC 20000-1:2018. Emphasizing service quality and customer privacy, tsti maintains a comprehensive service management plan and a service quality anomaly management process. 5. Achieved recertification for ISO/IEC 27001:2022 and successfully obtained certification for ISO/IEC 27701:2019, reaching a significant milestone in dual-certification management. 6. Systematically integrated external threat intelligence (including TWCERT/CC and OEM/Vendor Advisories into daily monitoring workflows, combined with automated defense mechanisms to enable early detection of cybersecurity incidents and mitigate potential attack risks. 7. Implemented automated configuration compliance reporting. Through automated inventory checks and variance analysis mechanisms, configuration consistency and auditing efficiency have been significantly enhanced. 8. Responded to a total of 28 cybersecurity assessment requests from clients and external stakeholders. 9. Achieved a cumulative total of 8,295 participant-times in cybersecurity awareness campaigns during the year; completed 24 cybersecurity training courses (covering both internal and external sessions), with 1,429 participant-times completing the training and accumulating 1,715 total training hours. 10. Conducted 2 social engineering drills with an overall failure rate of 5.42%. Executed 1 company-wide network vulnerability scan. 11. Identified 1,125 medium-risk or higher vulnerabilities, all of which have been fully remediated.	• Annual training programs on information security and personal data protection are conducted for employees, covering topics such as data encryption, password management, and the identification and prevention of cyberattacks, including phishing.	• Enhancing the maturity of the information security and privacy management system • Conducting periodic penetration testing and simulated attack exercises to evaluate and optimize existing defensive measures. • Comprehensive implementation of data anonymization techniques across personal data processing workflows to mitigate the risk of data breaches. • Establishing a comprehensive data governance framework. • Enhancing transparency in cybersecurity and privacy protection performance.

▼ Management of Material Topics - 3/4

Dimension	Material Topic	Policy Commitments	Mechanisms for Tracking Effectiveness	2025 Targets	2025 Progress & Implementation	Short-Term Targets (2026)	Medium- and Long-Term Targets (2027–2030)
Environmental	Emission of Greenhouse Gases Energy Management	We are committed to leveraging technology to enhance and optimize operational efficiency, reduce energy consumption and carbon emissions, and strive to elevate energy-saving and carbon-reduction awareness and capabilities among all employees. We continuously strengthen our corporate competitiveness in responding to climate change for sustainable operations, making meaningful contributions to the sustainable development of society.	» Reviewing environmental regulations applicable to TWSE/TPEx-listed companies. » Establishing environmental management systems aligned with industry characteristics. » Greenhouse gas (GHG) inventories are conducted by the Administration Department III, with progress tracked regularly and reported to the Board of Directors for oversight. » Internal self-conducted inventory. » Assessing potential climate-related risks and opportunities for the enterprise and implementing relevant response measures. » Internal management policies: "Energy Management Regulations" and "Waste Management Regulations".	1. Continuously dispatched personnel to complete education and training on greenhouse gas (GHG) inventory. 2. Successfully passed the ISO 14064-1:2018 verification.	1. A cumulative total of 17 personnel completed greenhouse gas (GHG) certification programs and obtained ISO 14064 verifier credentials. Successfully passed ISO 14064-1:2018 verification. 2. Conducted ESG and sustainability-related training courses, achieving a total of 540 participant-times in completed training and accumulating 267 training hours, continuously enhancing employee awareness of environmental protection and resource conservation. 3. Achieved a 12.57% reduction in electricity consumption in 2025 compared to 2024, representing a 10.81% reduction compared to the base year of 2023.	• Continuously dispatched personnel to complete education and training on greenhouse gas (GHG) inventory. • Successfully passed ISO 14064-1:2018 verification.	• Continually passing ISO 14064-1:2018 verification on an annual basis. • Achieving corporate 2030 carbon reduction targets: expecting a 20% reduction in Scope 1 plus Scope 2 GHG emissions compared to the baseline year of 2023. • Introducing ISO 14001 Environmental Management System and ISO 50001 Energy Management System. • Continuously promoting awareness on green procurement and environmental sustainability. • Arranging employee participation in ISO 14064-1:2018 auditor training programs.
Social	Labor Relations	tsti has published its "Human Rights Policy" and "Diversity and Inclusion Workplace Policy." We place high priority on employee physical and mental health and well-being initiatives, promoting work-life balance by offering mental health support and subsidies for sports and leisure activities, while continuously enhancing the work environment and employee experience. In accordance with organizational context and stakeholder evaluations, we consistently implement preventive measures against employee overwork, ergonomic hazards, maternal health risks, and workplace physical and psychological harassment, thereby safeguarding employees' labor and human rights.	» Strengthening Internal Communication: Continuously issuing internal announcements via e-bulletin boards and email to ensure real-time information transparency. » Regular Labor-Management Meetings: Periodically convening labor-management meetings to foster mutual communication and understanding between management and employees.	Regular Labor-Management Meetings.	1. During the year, tsti and its subsidiary Chyun Huei each convened 4 Labor-Management Conferences, while the newly established subsidiary TISNet held 1 Labor-Management Conference. 2. Employee Satisfaction Survey (EEE) & Human Rights Atmosphere Survey: In 2025, a total of three employee surveys were conducted, including the Q1 EEE survey (451 participant-times), the Q2 EEE survey (432 participant-times), and the Q3 Workplace Human Rights Atmosphere Survey (108 participant-times). All surveys were administered digitally via online questionnaires, covering all employees with a tenure of one year or more. The survey results indicated that employees provided overall highly positive feedback on human rights-related aspects, including personal data and information security protection, occupational health and safety training, grievance mechanisms, freedom of association, and fair treatment without discrimination.	• Regular Labor-Management Meetings.	• Building an Exceptional and Happy Enterprise

▼ Management of Material Topics - 4/4

Dimension	Material Topic	Policy Commitments	Mechanisms for Tracking Effectiveness	2025 Targets	2025 Progress & Implementation	Short-Term Targets (2026)	Medium- and Long-Term Targets (2027–2030)
Social	Occupational Health and Safety	tsti has established its "Occupational Health and Safety Policy" and continues to drive the implementation of the ISO 45001:2018 Occupational Health and Safety Management System. By systematically and continuously improving the working environment and safeguarding employee health, tsti aims to earn client trust and enhance overall operational performance.	» ISO 45001 Certification: Conducting annual ISO 45001:2018 audits and verifications. » Health Examination Data Optimization: Utilizing an internal health examination report APP for health risk stratification management and implementing quarterly consultations with occupational physicians.	1. Continuously maintaining ISO 45001:2018 certification through annual audits. 2. Promoting employee participation in health promotion activities (e.g., evaluating the recruitment/internal development of certified National Fitness Instructors, and planning sports-inclusive Family Day events). 3. Conducting annual health examinations, targeting an execution completion rate of 90%. 4. Supporting employees in pursuing advanced studies and obtaining Class B Occupational Safety and Health Specialist certifications. 5. Conducting two safety seminars with a target of zero work-related incidents.	1. Subsidized a total of 7 employee clubs during the year with funding amounting to NT$80,000. 2. Organized 4 health and safety seminars, achieving a total participation of 527 participant-times. 3. Provided health examination services exceeding regulatory requirements, achieving an execution completion rate of 87%. 4. Provided 776 participant-times of stress-relief massage services for employees; corporate nurses provided injury and illness care for 5 employees. 5. Conducted 4 on-site occupational physician consultation sessions. 6. In 2025, 5 commuting accidents and 1 other work-related injury were recorded; tsti will continuously optimize and strengthen its safety supervision system. 7. Completed office carbon dioxide concentration monitoring and drinking water dispenser quality testing in accordance with audits and verifications by SGS and the Environmental Inspection and Verification Research Center, ensuring a safe working environment for employees.	1. Established 8 employee clubs with funding amounting to NT$80,000. 2. Organized two or more health seminars, achieving a total participation of over 360 participant-times. 3. Provided health examination services exceeding regulatory requirements, achieving an execution completion rate of 87% or higher. 4. Provided 760 participant-times of stress-relief massage services for employees; corporate nurses provided injury and illness care for 5 or more employees. 5. Conducted a total of 4 on-site occupational physician consultation sessions. 6. Targeting to reduce commuting accidents to 5 or fewer and other work-related injuries to 1 or fewer in 2026, tsti will continuously optimize and strengthen its safety supervision system. 7. Completed office carbon dioxide concentration monitoring and drinking water dispenser quality testing in accordance with audits and verifications by SGS and the Environmental Inspection and Verification Research Center, ensuring a safe working environment for employees	1. Setting a target of zero work-related incidents. 2. Arranging for employees to participate in Class A / Class B Occupational Safety and Health Affairs Manager / Specialist training courses
Social	Employee Care and Welfare	To ensure that every employee can continuously develop and grow on the company's stage, tsti has published its "Diversity and Inclusion Workplace Policy" and established a comprehensive performance evaluation mechanism. This mechanism not only guarantees the realization of the company's performance goals but also empowers every employee to achieve continuous career growth, developing alongside the company to create greater value.	» Evaluation Mechanism: Performance appraisals based on work plans and target objectives.	1. Optimization of performance appraisal mechanisms and evaluation processes. 2. Developing professional and managerial competency courses and workshops to enhance employee capabilities. 3. Securing government subsidies amounting to over NT$1 million. 4. Signing and joining the "TALENT, in Taiwan" - Taiwan Talent Sustainability Action Coalition.	1. Promoted a new performance appraisal system based on work plans and performance objectives, facilitating closer and more effective communication between managers and team members. 2. 2. Continued to develop employee competencies by offering managerial and professional skill development courses. A total of 413 courses were offered during the year, achieving 11,976 participant-times in attendance and accumulating 17,737 total training hours. 3. Approved by the Workforce Development Agency of the Ministry of Labor for a NT$1,430,070 government subsidy under the 2025 "Enterprise Human Resource Enhancement Plan." 4. The average salary of full-time non-managerial employees grew by 8.92%, and the median salary grew by approximately 10.81%. Technical service managers with supervisory responsibilities were incorporated into the Sales Incentive Plan (SIP); driven by this incentive scheme, the company achieved a 24% growth in gross profit in 2025. 5. Successfully renewed the ISO 45001:2018 Occupational Health and Safety Management System certification and was awarded the Sports Enterprise Certification by the Sports Administration, Ministry of Education. 6. Successfully signed and joined the "TALENT, in Taiwan - Taiwan Talent Sustainability Action Coalition."	1. Digitized performance evaluation operations, enhancing operational and communication efficiency for both managers and employees. 2. Developed professional and managerial competency courses integrated with AI tools to elevate employees' AI capabilities. 3. Continued to secure government subsidies, with the amount exceeding NT$1 million. 4. Joined and pledged commitment to the "TALENT, in Taiwan - Taiwan Talent Sustainability Action Coalition" initiative.	1. By 2030, conduct a cumulative total of over 2,000 training courses across various categories, reaching over 40,000 participant-times in attendance and accumulating more than 70,000 total training hours. 2. Ensure that at least 95% of employees and managers engage in regular face-to-face communication and evaluations regarding work plans and performance objectives. 3. Continuously maintain ISO 45001:2018 certification while establishing targets to become an industry-leading healthy corporate citizen.

Ethical Governance and Risk Management

TSTI: The Sustainability Benchmarks of Governance and Risk Management

Building a Solid Foundation for Dual Transformation through Rigorous Governance and Ethical Commitment

Sustainability and Risk Management Committee

In December 2025, the Board of Directors approved the establishment of the Sustainability Strategy and Risk Management Plan, with the Committee overseeing its implementation.

2025.12

10% Bonus for Executives Linked to ESG Performance

Executive compensation is linked to ISO 14064 verification, carbon reduction targets, and corporate governance evaluation indicators.

Achieved "Zero Bribery" Company-wide in 2025

Upholding integrity and protecting whistleblowers, and introducing a next-generation cloud-based HRIS system to strengthen compliance and legal protection.

Governance Evaluation Score Improved to 6% – 20%

The consolidated revenue in 2025 reached NT$5.01 billion, with operating profit significantly higher than the previous year, growing by 40.9%.

Early Alignment with IFRS Sustainability Disclosure Standards

Established a dedicated project team in 2024 to proactively align with international frameworks, including IFRS S1/S2, TCFD, and TNFD.

Highlights and Key Achievements

Sound corporate governance and ethical management policies foster sustainable enterprise development and highlight a company's social value. Tatung System Technologies Inc. (tsti) takes "Innovation and Progress," "Service Excellence," "Teamwork," and "Integrity" as its core values, keeping abreast of global trends and making timely adjustments to guide all business operations. Meanwhile, through the implementation of an internal control system, tsti ensures that company policies and regulations are rigorously executed. Beyond fulfilling its role as a service provider, tsti integrates environmental sustainability into its corporate operations, aspiring not only to achieve business continuity and sustainable operations, but also to fulfill its corporate social responsibility and environmental sustainability commitments.

▼ Highlights and Key Achievements of tsti's "Ethical Governance and Risk Management"

2023

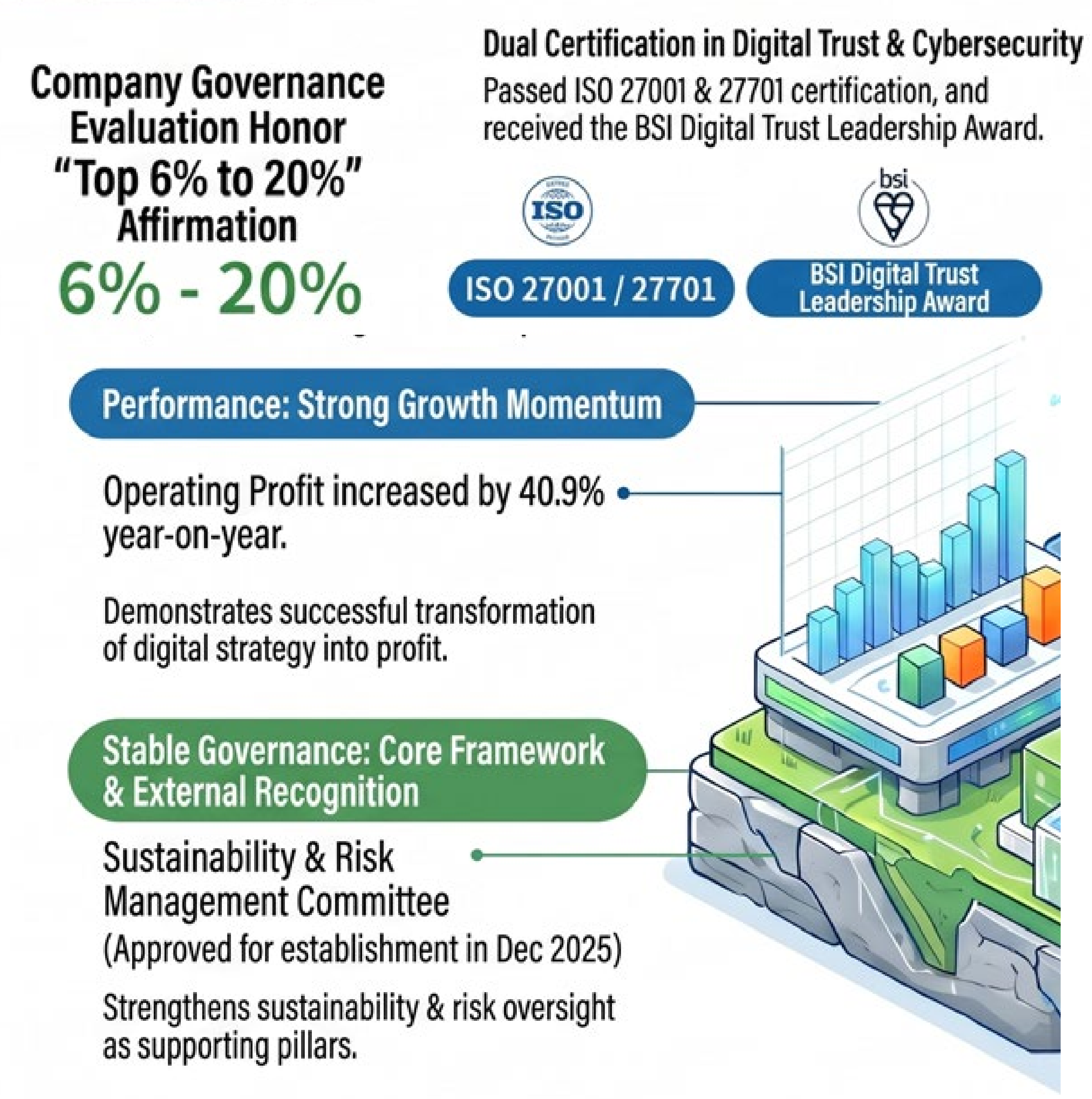
- Revenue and Earnings Per Share (EPS) maintained steady growth. The full-year gross profit margin for 2023 reached 22.19%, representing a year-on-year (YoY) increase of over 3.99 percentage points, while operating income grew by 9.20% compared to the same period last year.
- Chairman Frank Shen (Po-Yen Shen) was honored with the "Outstanding ICT Elite Award."
- Assistant Vice President Ming-Te Yu was recognized as one of the "100 MVP Managers of the Year" by Manager Today magazine.
- Successfully completed recertification for ISO/IEC 20000-1:2018 and ISO/IEC 27001:2022.

2024

- Actively committed to corporate governance, with the Corporate Governance Evaluation for TPEx-Listed Companies improving from the 36%–50% bracket to the 21%–35% bracket (announced in 2024).
- Achieved a full-year gross profit margin of 24% in 2024, representing a year-on-year (YoY) increase of over 9%, while operating income grew by 3% compared to the same period last year.
- Incorporated the management of sustainability information into the internal control system (approved by the Board of Directors on December 12, 2024).
- Revised supplier onboarding and management policies and procedures to integrate sustainability topics.
- Advanced the identification of climate-related risks and opportunities along with their corresponding financial impact analyses.

2025

- Ranked in the 6%–20% bracket in the 11th Corporate Governance Evaluation for TPEx-Listed Companies for 2024 (announced in 2025).
- Achieved a full-year gross profit margin of 21% in 2025, representing a year-on-year (YoY) decrease of 12.5%, while operating income grew by 40.9% compared to the same period last year.
- Established the "Sustainability and Risk Management Committee."



Corporate Organization and Governance

GRI 2-1、GRI 201-1

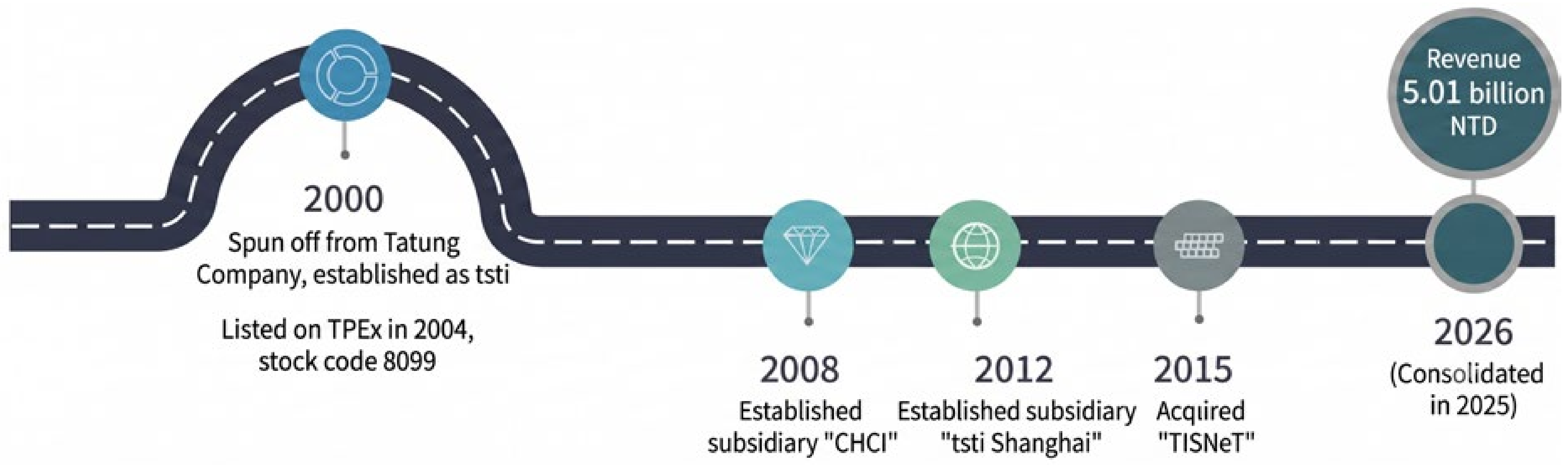
About tsti

Tatung System Technologies Inc. (tsti) was established in May 2000 through the spin-off of the Information and Communications Business Unit of Tatung Company, and was listed on the Taipei Exchange (TPEx) on March 29, 2004 (TPEx Ticker: 8099). tsti operates three subsidiaries: First Service Tech Inc. (FSTI), CyberStar Tech Inc. (CSTI), and TSTI Technologies (Shanghai) Co., Ltd.

The primary revenue streams of tsti and its subsidiaries derive from the distribution and maintenance of mainframe computers and peripheral equipment; research, design, development, and sales of computer software and hardware; agency distribution and service provision for world-renowned brands; cloud service sales, website development, and information security services; as well as corporate digitalization and digital transformation services.

The Company has served as a distribution agent for world-renowned telecommunication and computer products for nearly 30 years. Its executive management team brings nearly three decades of expertise in computer networking, communications technology, and technical integration services, serving a diverse client base across telecommunications, financial holding companies, manufacturing, media, logistics and retail, military and government agencies, and educational and research institutes.

・Please refer to the "tsti Operational Sites" in the "Appendix" section of this report. (P.124)



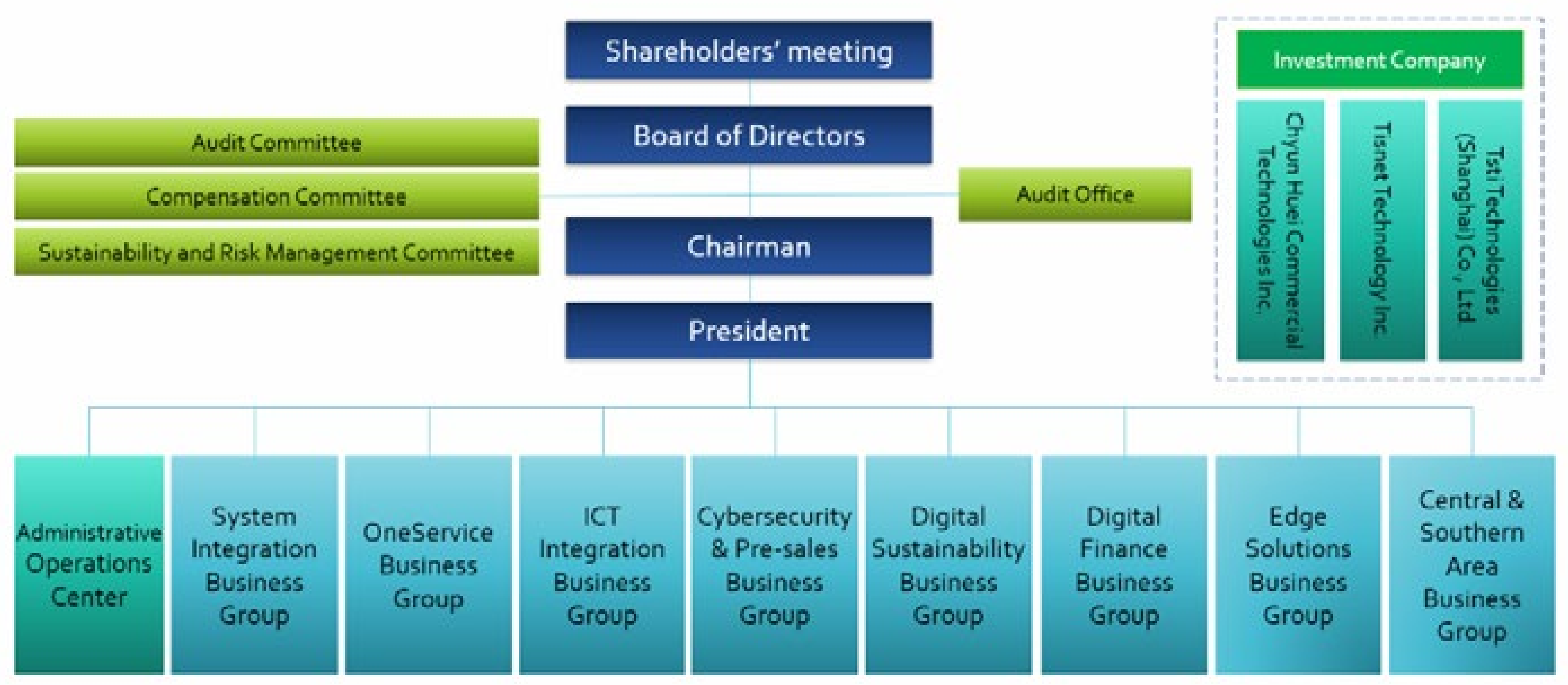
To continuously elevate product and service quality, tsti has obtained ISO/IEC 20000-1:2018 Information Technology Service Management System certification, official institutional capability registration from the Administration for Digital Industries (ADI), Ministry of Digital Affairs for "IT Services, Information Security Services, and AI Technical Services," as well as ISO/IEC 27001:2022 Information Security Management System certification.

tsti currently has a paid-in capital of NTD 1,000,728,000 and is structured as a corporate legal entity. For details regarding the ownership structure, please refer to the "Capital Raising Overview — Shareholding Structure and List of Major Shareholders" section in the Company' s 2025 Annual Report. Its operational headquarters are located at No. 22, Sec. 3, Zhongshan N. Rd., Zhongshan Dist., Taipei City, Taiwan, with its primary business focus on information technology services. In 2025, consolidated revenue reached NTD 5,010,638 thousand.

Organizational Structure

In terms of corporate governance, tsti operates in compliance with relevant laws and regulations as well as the Corporate Governance Best Practice Principles for TPEx-Listed Companies. All members of the Board of Directors and functional committees possess diverse professional backgrounds and the management expertise required for business operations. The organizational management structure is illustrated in the diagram below.

tsti Tatung System Technologies Inc. (tsti) Organization



Sustainability Governance Structure

• GRI 2-9、GRI 2-10、GRI 2-11、GRI 2-15、GRI 2-16、GRI 405-1

Board Diversity

• GRI 2-10、GRI 2-11、GRI 2-15

The Board of Directors serves as the highest governance body of Tatung System Technologies Inc. (tsti), responsible for guiding corporate strategies and overseeing executive management to ensure sound and effective board operations.

The 9th Board of Directors

The Board of Directors of Tatung System Technologies Inc. (tsti) guides corporate strategy, supervises executive management, and remains accountable to the Company and its shareholders. Directors review management reports, provide guidance and strategic recommendations during board meetings, and maintain active communication with the executive team. Corporate governance practices, operations, and administrative arrangements are executed in strict compliance with applicable laws and regulations, the Articles of Incorporation, or resolutions passed at Shareholders' Meetings, working collectively to maximize value for shareholders.
The term of office for tsti's Directors is three years. The current 9th Board of Directors was re-elected at the Annual General Shareholders' Meeting on May 28, 2024. Mr. Chen-Lung Wu was elected as Chairman by the Board of Directors on June 6; subsequently, Mr. Jung-Hua Chang was appointed as Chairman following a corporate representative re-designation resolved by the Board on October 9. The Board consists of eight Directors, including two Independent Directors and two female Directors. Independent Directors represent 25% of the total board membership.

Regarding Independent Directors, Mr. Yi-Chen Shih resigned on September 6, 2024, and Mr. Huang-Chi Yeh resigned on October 9 of the same year. Pursuant to Paragraph 6, Article 14-2 of the Securities and Exchange Act, a by-election shall be held at the next shareholders' meeting. Accordingly, the Company convened a by-election for two Independent Director seats at the 2025 Annual General Shareholders' Meeting, electing Mr. Tai-Feng Huang and Mr. Chun-Ju Chen; however, Mr. Chun-Ju Chen subsequently resigned on October 13.
Mr. Jung-Hua Chang, Chairman of the 9th Board of Directors, concurrently serves as Chairman of Tatung Co., Ltd. This dual appointment leverages his professional capabilities to advance the Company's business development, with full adherence to conflict-of-interest recusal principles. In accordance with tsti's Procedures and Behavioral Guidelines for Ethical Management, if any Director, manager, or stakeholder attending or present at a board meeting has a personal interest or represents a legal entity with a conflict of interest regarding an agenda item, they shall explain the essential contents of such interest during that meeting. If there is a risk of prejudice to the interests of the Company, they shall not participate in discussions or voting, shall recuse themselves during such deliberations and voting, and shall not act as a proxy for other Directors to exercise voting rights. Directors shall also maintain self-discipline and refrain from improper mutual support. For detailed disclosures on board recusal due to conflicts of interest, please refer to "Corporate Governance Report > Operations of Corporate Governance" in the Annual Report.
The election of the Company's Directors adopts a candidate nomination system. When candidates are nominated to the Board, their qualifications, academic and professional background, and the existence of any conditions specified under Article 30 of the Company Act are rigorously reviewed in accordance with Article 192-1 of the Company Act. Furthermore, Article 20 of tsti's Corporate Governance Best Practice Principles for TPEx-Listed Companies explicitly stipulates that the board structure shall determine an appropriate number of seats—no fewer than five—taking into account the scale of business operations, major shareholding distributions, and practical operational requirements.
The composition of the Board of Directors shall emphasize diversity. In addition to ensuring that Directors concurrently serving as executive officers do not exceed one-third of total seats, a tailored diversity policy is formulated based on board operations, business models, and operational growth needs. To achieve the overarching goals of corporate governance, members of the Board should broadly possess the essential knowledge, skills, and professional competencies required to execute their duties. The professional backgrounds of the 9th Board of Directors encompass operational judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market relations, leadership, ESG knowledge, and strategic decision-making, equipping the Board with comprehensive capabilities to manage impacts across all dimensions.

▼ Members of the 9th Board of Directors of tsti (Term ending May 27, 2027)

Title	Name	Date Elected / Appointed	Attendance at the 9th Board Meetings during the Reporting Period (Attended / Held)	Gender	Age	Employee Status	Professional Background	Operational Judgment	Accounting & Financial Analysis	Business Management	Crisis Management	Industry Knowledge	International Market Outlook	Leadership	Decision-Making Capability
Chairman	Representative of Tatung Co.: Jung-Hua Chang	2025/10/09	3/3	Male	61–70	-	Operations Management	V	V	V	V	V	V	V	V
Director	Representative of Tatung Co.: Ming-Hui Kao	2025/10/09	2/3 (1 by proxy)	Female	41–50	-	Operations Management	V	V	V	V	V	V	V	V
Director	Representative of Tatung Co.: Shih-Hong Kuo	2025/09/22	3/3	Male	41–50	-	Operations Management / Finance & Accounting	V	V	V	V	V	V	V	V
Director	Representative of Tatung Co.: Sung-Pin Chang	2026/02/24	0/0	Male	41–70	-	Operations Management	V	V	V	V	V	V	V	V
Director	Representative of Twinbot Fintech Consultants Limited: Pei-Jan Sheng	2025/06/05	5/5	Male	71–80	-	Operations Management	V	V	V	V	V	V	V	V
Director*	Representative of Tai Sheng Ocean Development Co., Ltd.: Shih-Hung Yang	2024/05/28	9/9	Male	31–40	-	Information Services	V	-	V	V	V	-	V	V
Independent Director*	Tai-Feng Huang	2025/06/16	5/5	Male	61–70	-	Operations Management / Legal	V	-	V	V	V	-	V	V
Independent Director	Jung-Ying Tai	2024/05/28	9/9	Female	31–40	-	Financial Accounting	-	V	V	V	V	-	V	-
Director*	Representative of Tatung Co.: Pei-Chun Lu	2024/07/12	9/9	Female	31–40	V	Legal / Corporate Governance	-	-	V	V	V	V	V	V

GRI 2-17

Notes：

1. Director Kuan-Chih Tseng was replaced on June 5, 2025 (due to a re-designation of corporate representative) and was succeeded by Director Pei-Jan Sheng.
2. On June 16, 2025, the Company held a by-election to fill two Independent Director seats, electing Mr. Tai-Feng Huang and Mr. Chun-Ju Chen as Independent Directors.
3. Director Yuan-Chung Ssu was replaced on September 22, 2025 (due to a re-designation of corporate representative) and was succeeded by Director Shih-Hong Kuo.
4. Directors Chen-Lung Wu and Kuan-Ling Lai were replaced on October 9, 2025 (due to a re-designation of corporate representative) and were succeeded by Director Jung-Hua Chang and Director Ming-Hui Kao. Additionally, Director Jung-Hua Chang was appointed as Chairman of the Board pursuant to a resolution passed by the Board of Directors on October 9, 2025.
5. Independent Director Chun-Ju Chen resigned on October 13, 2025.
6. Director Pei-Chun Lu was replaced on February 24, 2026 (due to a re-designation of corporate representative) and was succeeded by Director Sung-Pin Chang.
7. Independent Director Tai-Feng Huang resigned on April 14, 2026.
8. Director Shih-Hung Yang was replaced on May 7, 2026 (due to a re-designation of corporate representative) and was succeeded by Director Shu-Hua Yang.
9. For information regarding shareholdings of Board members and concurrent positions held within the Company and other entities, please refer to the "Corporate Governance Report > Directors and Independent Directors" section of the 2025 (114) Annual Report. For the most up-to-date status, please visit the Company's official website ("Investor Relations > Corporate Governance > Board of Directors") and the Market Observation Post System (MOPS).
10. Presence of controlling shareholders: Please refer to the "Corporate Governance Report > Directors and Independent Directors" section of the Company's 2025 (114) Annual Report.
11. Cross-shareholdings with suppliers or other stakeholders, as well as stakeholder groups, their relationships, transactions, and outstanding balances: For detailed disclosures, please refer to the "Related Party Transactions" section in the Company's 2025 (114) Financial Statements.

Board Members' Continuing Education

In 2025, members of the 9th Board of Directors of Tatung System Technologies Inc. (tsti) participated in continuing education for a total of 22 person-times, accumulating 72 training hours. The Board members possess diverse and deep professional backgrounds, combining rich academic and practical experience. They not only demonstrate exceptional capabilities within their respective professional domains but also encompass a wide spectrum of cross-disciplinary knowledge and skills, ensuring that the Board can comprehensively and precisely address various challenges during strategic decision-making.

In 2025, the Board of Directors continuously focused on core ESG topics, including corporate governance, risk management, AI applications, digital transformation, and environmental trends. Through a diverse range of courses—such as "Sustainability Strategy Driven by Core Competencies: How Enterprises Build Long-Term Resilience and Competitive Advantage via ESG," "Discussion on Green and Transition Finance Action Plans: Sustainability Roadmaps and Directors' Responsibilities," and "The EU CBAM Is Here! Strategic Thinking in Response to EU Carbon Border Adjustment Mechanism"—the Board deepened its collective consensus on sustainable development and fiduciary financial responsibilities.

Simultaneously, Board members actively mastered practical skills in insider trading, related-party transaction risks, electronic evidence collection, and information security management, thereby enhancing overall fraud prevention and legal compliance risk awareness. In terms of digital governance, members engaged in advanced training topics including "Legal Risks and Practical Applications of AI-Generated Content (AIGC)" and "Corporate Governance: How AI Enhances Operational Efficiency and Service Quality, featuring AI Transformation Case Studies," demonstrating forward-looking leadership.

Through a cross-disciplinary and systematic learning journey, the Board has forged a collective decision-making vision centered on sustainable value, placing equal emphasis on technology orientation and integrity governance. This foundation establishes the Board as a solid core driving the enterprise's steady transformation and long-term sustainable growth. For more detailed information on individual Board member training, please refer to the Market Observation Post System (MOPS).

▼ Professional Development Status of the 9th Board of Directors of tsti (2025)

Director	Total Training Hours	Hours	Training Date	Course Name
Jung-Hua Chang	12.0	3.0	2025/12/23	Essential Self-Protection for Directors and Supervisors: Insights into Perpetrators' Tactics in Non-Arm's Length and Related-Party Transactions
		3.0	2025/11/04	Discussion on Green and Transition Finance Action Plans: Sustainability Roadmaps and Directors' Fiduciary Responsibilities
		3.0	2025/10/21	Sustainability Strategy Driven by Core Competencies: How Enterprises Build Long-Term Resilience and Competitive Advantage via ESG
		3.0	2025/09/23	Diversified Management of External Impacts: Creating Positive Corporate Value
Ming-Hui Kao	12.0	3.0	2025/12/23	Essential Self-Protection for Directors and Supervisors: Insights into Perpetrators' Tactics in Non-Arm's Length and Related-Party Transactions
		3.0	2025/11/04	Discussion on Green and Transition Finance Action Plans: Sustainability Roadmaps and Directors' Fiduciary Responsibilities
		3.0	2025/10/21	Sustainability Strategy Driven by Core Competencies: How Enterprises Build Long-Term Resilience and Competitive Advantage via ESG
		3.0	2025/09/23	Diversified Management of External Impacts: Creating Positive Corporate Value
Shih-Hong Kuo	12.0	3.0	2025/12/19	Outlook 2026: Key Indicators and Trend Analysis of International Political and Economic Dynamics
		3.0	2025/11/13	Shareholders' Meetings, Corporate Control, and Equity Strategies
		3.0	2025/11/04	Discussion on Green and Transition Finance Action Plans: Sustainability Roadmaps and Directors' Fiduciary Responsibilities
		3.0	2025/09/23	Diversified Management of External Impacts: Creating Positive Corporate Value
Pei-Chun Lu	12.0	3.0	2025/10/31	Unsolicited M&A Practices and Corporate Governance Issues
		3.0	2025/08/22	Demystifying Financial Statements to Safeguard Risks: Financial Governance for Directors and Supervisors
		3.0	2025/08/01	Corporate Governance Officers and Board Management
		3.0	2025/07/25	Corporate Governance: How AI Enhances Operational Efficiency and Service Quality, featuring AI Transformation Case Studies
Pei-Jan Sheng	6.0	6.0	2025/10/16	The 15th Taipei Corporate Governance Forum
Shih-Hung Yang	6.0	3.0	202512/29	Legal Risks and Practical Applications of AI-Generated Content (AIGC)
		3.0	2025/08/08	2025 Advocacy Seminar on Insider Shareholding Compliance for Emerging and TPEx-Listed Companies
Tai-Feng Huang	6.0	3.0	2025/12/22	The EU CBAM Is Here! Strategic Thinking in Response to EU Carbon Border Adjustment Mechanism
		3.0	2025/11/12	Corporate Governance: Prevention and Management of Workplace Bullying and Sexual Harassment
Jung-Ying Tai	6.0	6.0	2025/09/24	Practical Workshop on Preparation and Reporting of Sustainability Information

Functional Committees

• GRI 2-9、GRI 2-12

To ensure that Tatung System Technologies Inc. (tsti) effectively addresses various operational risks and identifies economic, environmental, and social impacts, the Board of Directors has established the Audit Committee, the Remuneration Committee, and the Sustainability and Risk Management Committee to oversee and manage the corresponding procedures.

Committee	Audit Committee	Remuneration Committee	Sustainability and Risk Management Committee
In accordance with / Pursuant to	• "Regulations Governing the Exercise of Powers by Audit Committees of Public Companies" • tsti Charter of the Audit Committee	• Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of Companies Listed on the Traded on the TPEx • tsti Charter of the Remuneration Committee	• tsti Corporate Governance Best Practice Principles for Sustainable Development • tsti Charter of the Sustainability and Risk Management Committee
Evaluation Mechanism	To ensure that Tatung System Technologies Inc. (tsti) effectively addresses various operational risks and identifies economic, environmental, and social impacts, the Board of Directors has established the Audit Committee, the Remuneration Committee, and the Sustainability and Risk Management Committee to oversee and manage the corresponding procedures.		
Composition	• Convener and Chairman: Independent Director Tai-Feng Huang • Committee Member: Independent Director Jung-Ying Tai	• Convener and Chair: Independent Director Jung-Ying Tai • Committee Members: Member Chin-Lung Lee, Independent Director Tai-Feng Huang, Member Chi-Sheng Chiu	• The number of members on this Committee shall not be fewer than three, appointed by resolution of the Board of Directors. • Committee Members: Director Shih-Hong Kuo, Director Pei-Chun Lu, President Ying-Hsiu Liu
Meeting Convocations and Attendance	• Meetings shall be convened at least once per quarter, and additional meetings may be held as necessary. • FY2025: Convened 4 meetings, with a member attendance rate of 100%.	• Meetings shall be held at least twice a year, with additional meetings convened as necessary. • FY2025: Convened 4 meetings, with a member attendance rate of 100%.	• Approved and established by resolution of the Board of Directors on December 19, 2025. • This Committee shall convene at least once a year, and additional meetings may be held as necessary.
For detailed operations, please refer to:	• Establishment of the Audit Committee mailbox. • Annual Report: "Corporate Governance Report > Operations of the Audit Committee." • Official Website: "Investor Relations > Corporate Governance > Audit Committee."	• Annual Report: "Corporate Governance Report > Information on Member Qualifications and Operations of the Remuneration Committee." • Official Website: "Investor Relations > Corporate Governance > Remuneration Committee."	• Annual Report: "Corporate Governance Report." • Official Website: "Investor Relations > Corporate Governance > Sustainability and Risk Management Committee."

Newly Established "Sustainability and Risk Management Committee" in 2025

In accordance with the Corporate Governance Best Practice Principles for Sustainable Development for TWSE/TPEx Listed Companies and relevant laws and regulations, Tatung System Technologies Inc. (tsti) formulated its Corporate Social Responsibility Code in 2004, which was amended into the Corporate Governance Best Practice Principles for Sustainable Development in 2022 to drive the vision and mission of its ESG policies. To execute these initiatives, tsti established a dedicated unit, the "Sustainable Development Promotion Team" chaired by the President, with the Chief Financial Officer (who also serves as the Corporate Governance Officer) acting as the Committee Chairperson.

To enhance the sound operation of corporate governance, the Board of Directors passed a resolution on December 19, 2025, to establish the Sustainability and Risk Management Committee and enact the Charter of the Sustainability and Risk Management Committee. The Committee shall consist of no fewer than three members, who are appointed by resolution of the Board of Directors (comprising Director Shih-Hong Kuo, Director Pei-Chun Lu, and President Ying-Hsiu Liu). Members of the Committee must possess expertise and capabilities in corporate sustainability, with at least one Director participating in supervision to ensure the execution and implementation of sustainability development and risk management initiatives.

The Sustainability and Risk Management Task Force of Tatung System Technologies Inc. (tsti) convenes quarterly meetings and establishes sub-committees tailored to specific topics. These meetings are attended by functional representatives across sustainability, finance and accounting, risk management, legal compliance, and internal audit. In FY2025, the Sustainable Development Promotion Team convened four regular meetings. The functional sub-committees are responsible for driving and promoting various ESG sustainability initiatives, reporting directly to the Chairman based on project progress requirements, and presenting to the Board of Directors at the end of each year. These annual briefings cover ESG sustainability execution, stakeholder engagement status, and the corporate sustainability plan for the upcoming year to continuously drive corporate sustainability in alignment with evolving regulations and ESG trends.

The Company's Board of Directors receives quarterly reports from executive management. The executive management team proposes corporate strategies to the Board, which evaluates the likelihood of success for these strategies, regularly reviews progress, and urges the management team to make adjustments when necessary. Once approved by the Board, relevant matters are presented to the Shareholders' Meeting as required. Furthermore, when shareholders propose resolutions pertaining to corporate sustainability, the Board of Directors shall consider including them in the agenda of the Shareholders' Meeting.

2004	2022	2025
Formulated: Corporate Social Responsibility Code	Amended into the Corporate Governance Best Practice Principles for Sustainable Development to drive the vision and mission of ESG policies. Established a dedicated unit, the "Sustainable Development Promotion Team," chaired by the President, with the Chief Financial Officer (who also serves as the Corporate Governance Officer) acting as the Committee Chairperson.	Formulated: tsti Charter of the Sustainability and Risk Management Committee The main tasks and responsibilities are as follows: 1. Formulate, promote, and strengthen the Company's sustainability development and risk management policies, annual plans, and strategies. 2. Review, track, and revise the implementation status and performance of sustainability development and risk management initiatives. 3. Supervise sustainability and risk management information disclosures and review the ESG Report. 4. Supervise the execution of the Company's sustainability development and risk management operations, as well as other related duties resolved by the Board of Directors. Amended: tsti Corporate Governance Best Practice Principles for Sustainable Development, and the Operating Procedures for ESG Report Preparation and Verification.

▼ Sustainability and Risk Management Committee Structure and Responsibilities • GRI 2-13

Note: Committee Member Pei-Chun Lu resigned on February 26, 2026, and a replacement will be nominated for Board approval in due course.

Sustainability and Risk Management Task Force	Key Initiatives & Responsibilities
Corporate Governance and Risk Management Team	• Responsible for executing and promoting integrity management and functional board affairs; regularly conducting promotional activities and formulating regulations to encourage employee compliance with corporate systems.
Sustainable Environment and Risk Management Team	• Responsible for executing and promoting sustainable environment and sustainable supply chain affairs; mitigating environmental impacts through green procurement and transportation reduction to advance environmental sustainability.
Social Responsibility and Risk Management Team	• Responsible for executing and promoting employee care and social care affairs; advocating for a happy workplace, employee participation in sustainable development, and social welfare activities.
Business Continuity and Risk Management Team	• Responsible for executing and promoting business continuity management (BCM) affairs, including risk management and information security.

Roadmap for Aligning with IFRS Sustainability Disclosure Standards

In accordance with the "Roadmap for Taiwan Listed Companies to Align with IFRS Sustainability Disclosure Standards" released by the Financial Supervisory Commission (FSC) on August 17, 2023, Tatung System Technologies Inc. (tsti), having paid-in capital under NT 5 billion, is required to apply the IFRS Sustainability Disclosure Standards starting in 2028. However, to align with the consolidated disclosure schedule of its parent company (Tatung Group), which has paid-in capital exceeding NT 10 billion, tsti plans to refer to guidance and relevant regulations issued by the competent authorities to trial an accelerated timeline.

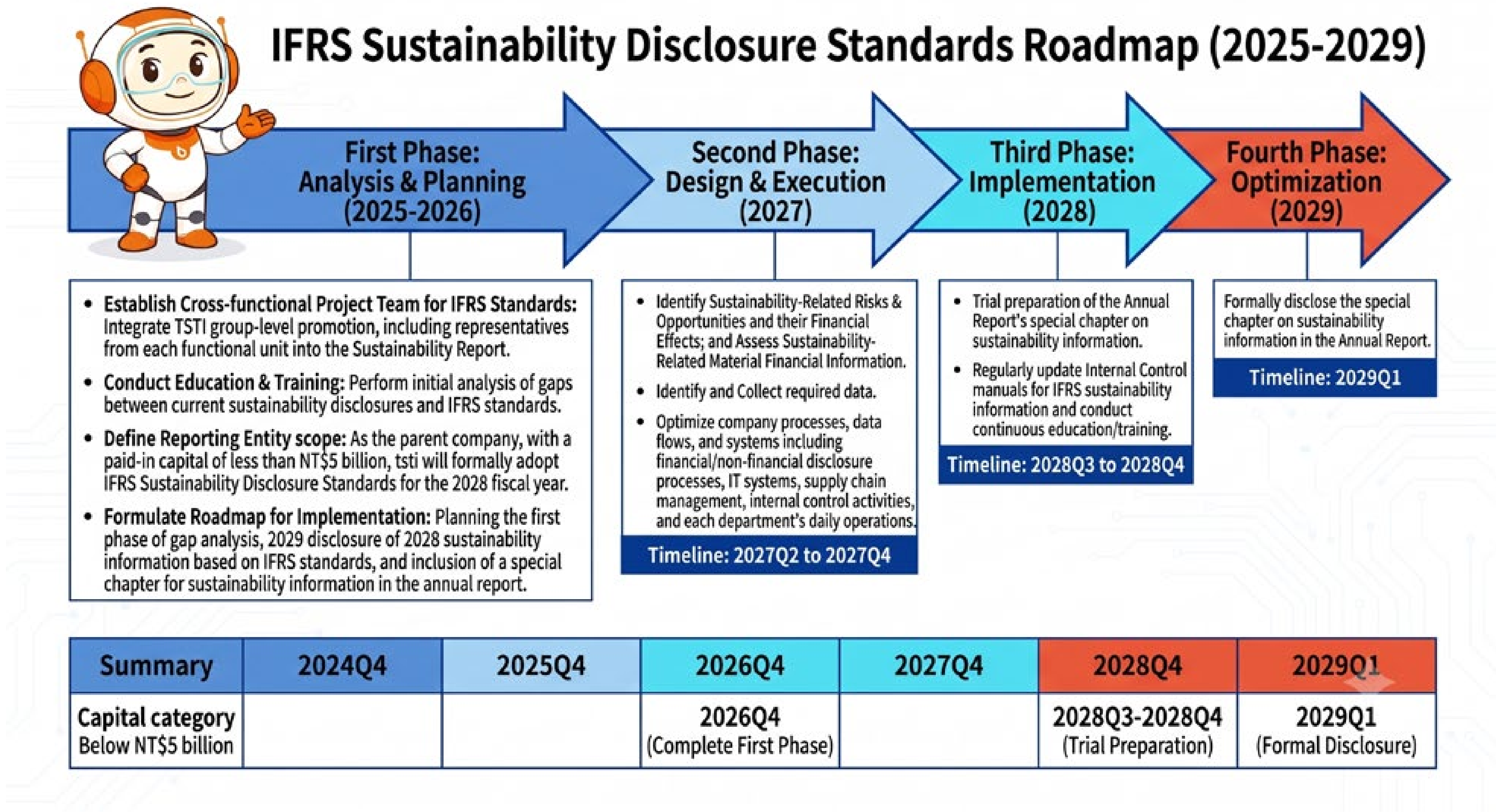
In the fourth quarter of 2024, the Company established a cross-functional "IFRS Sustainability Disclosure Standards Task Force", with Director Pei-Chun Lu serving as the supervising director to oversee and participate in the operation of the dedicated unit. We continuously monitor the implementation status of the adoption plan and regularly report progress to the Board of Directors for oversight.

Regarding Task Force on Climate-related Financial Disclosures (TCFD), tsti provides detailed TCFD-aligned disclosures on climate-related issues in its ESG report, covering governance, strategy, risk management, and metrics and targets, alongside specific carbon reduction goals. Simultaneously, the Company has initiated preparations for adopting IFRS Sustainability Disclosure Standards by establishing the task force and planning an advanced timeline, laying a solid foundation for aligning with IFRS S2 (IFRS S2 Climate-related Disclosures).

In terms of Taskforce on Nature-related Financial Disclosures (TNFD) and nature-related activities, tsti consistently extends its environmental care and tangible actions toward natural conservation. These efforts include promoting biodiversity awareness during Employee Family Days, participating in joint beach cleanups with clients and partners, responding to the "Do One Thing for the Tamsui River" river cleanup initiative, and planning annual engagement activities and promotional events.

→ **Trial Implementation Phase I Analysis and Planning (2025–2026)**

- Alignment with the IFRS Adoption of Parent Company (Tatung Group): Integrate the cross-functional "IFRS Sustainability Disclosure Standards Task Force" into regular sustainability meeting reporting schedules.
- Implementation Training: Conduct preliminary identification of key gaps and impacts between current sustainability disclosures and IFRS Sustainability Disclosure Standards.
- Preliminary Identification of Reporting Entities: As a TPEx-listed company with paid-in capital under NT$5 billion, tsti is required to adopt IFRS Sustainability Disclosure Standards in 2028.
- Formulation of Preliminary Adoption Plan: Complete Phase I analysis and planning by Q4 2026. In 2029, prepare the 2028 sustainability information in accordance with IFRS Sustainability Disclosure Standards and disclose it within the dedicated sustainability section of the Annual Report.



GRI 2-16

Communication of Critical Concerns

On March 18, 2025, the Board of Directors of Tatung System Technologies Inc. (tsti) approved the appointment of Ms. Ying-Hsiu Liu as the new General Manager (President). She is responsible for the Company's business strategy and operational management, driving business development and overall strategic goals.

tsti's corporate governance system, operational procedures, and arrangements strictly comply with laws and regulations, the Articles of Incorporation, or resolutions of the Shareholders' Meeting. The Board of Directors convenes at least once per quarter to guide corporate strategy, supervise executive management, and remain accountable to the Company and its shareholders. During Board meetings, directors receive operational reports from executive management, provide guidance and recommendations, and maintain effective communication with the management team. All corporate governance arrangements adhere to legal requirements, corporate bylaws, or shareholder resolutions to jointly maximize shareholder value.

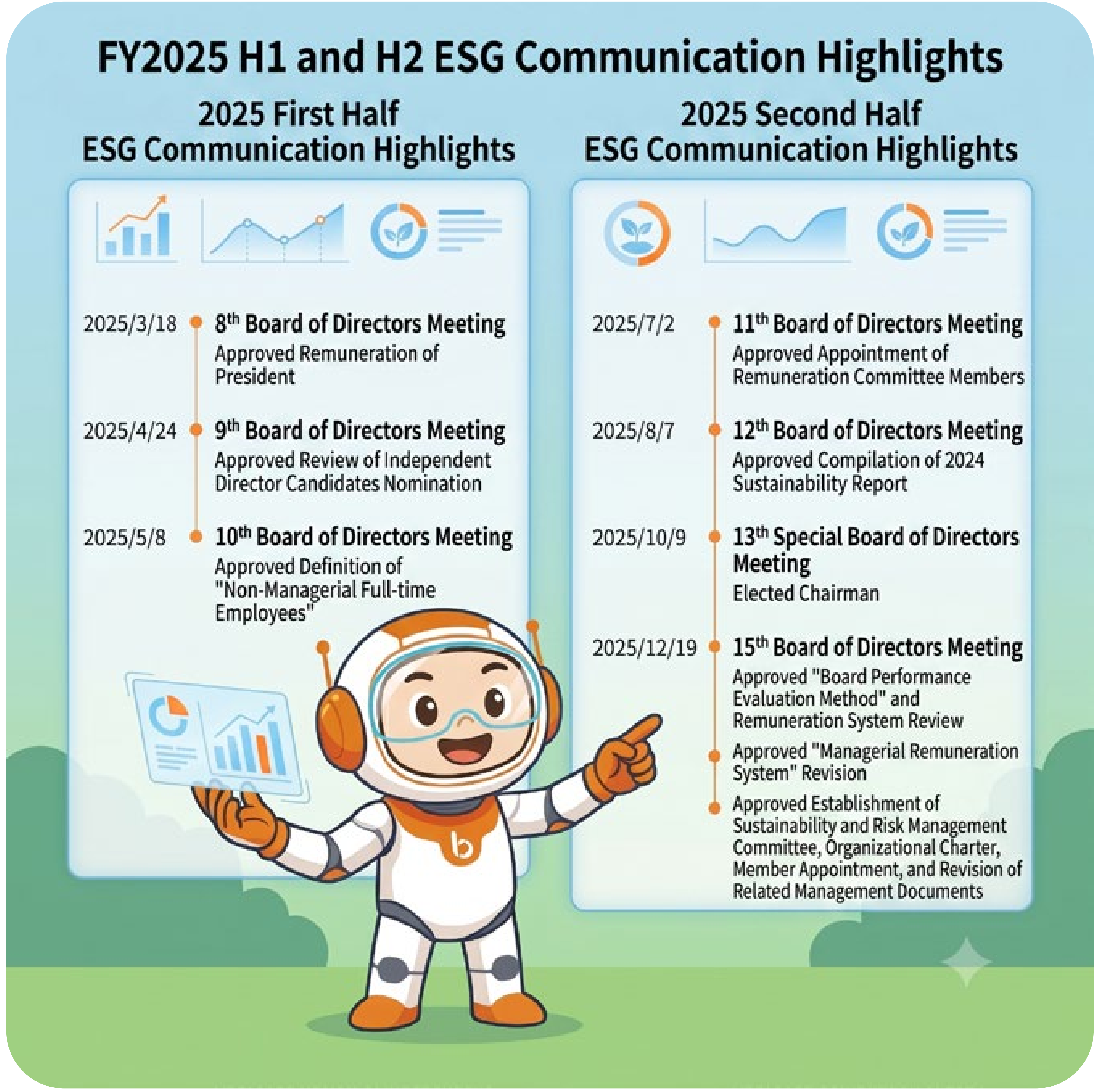
In 2025, the Board of Directors convened a total of 9 meetings. Significant ESG-related matters discussed during these meetings are summarized in the table below. For more information regarding key performance indicators and core competencies for Board diversity, please visit the "Investor Relations > Corporate Governance" section on our official website.

GRI 2-12、GRI 2-16

▼ Key ESG Communication Events of the Board of Directors (9th Term) in 2025

Date	ESG Communication Topics
8th Board Meeting 2025/03/18	• Approved the compensation proposal for the General Manager (President) of the Company.
9th Board Meeting 2025/04/24	• Approved the nomination and review of candidate proposals for independent directors for the current term.
10th Board Meeting 2025/05/08	• Approved the proposal defining the scope of "non-managerial full-time employees" of the Company.
11th Board Meeting 2025/07/02	• Approved the appointment proposal for members of the Remuneration Committee.
12th Board Meeting 2025/08/07	• Approved the publication and issuance of the Company's 2024 ESG Report.
13th Extraordinary Board Meeting 2025/10/09	• Elected the Chairman of the Board.
15th Board Meeting 2025/12/19	• Approved the review of the "Regulations Governing Board Performance Evaluation" and the "Remuneration Policy for Directors, Independent Directors, and Functional Committees". • Approved the amendment to the "Remuneration Policy for Managerial Officers". • Approved the establishment of the Sustainability and Risk Management Committee, enacted the Organizational Charter of the Sustainability and Risk Management Committee of tsti, appointed its members, and amended related management operating procedures.

Note: For more communication topics, please refer to the "Investor Relations > Corporate Governance > Material Resolutions of the Board of Directors" section on our official website and the Market Observation Post System (MOPS).



GRI 2-18、GRI 2-19

Board and Functional Committees Performance Evaluation

To implement corporate governance and enhance the functionality of the Board of Directors, the Board approved the Regulations Governing Board Performance Evaluation on December 27, 2018. The evaluation is conducted annually to assess performance for the current year (January 1 to December 31) based on qualitative and quantitative objectives. The evaluation scope covers the "Performance Evaluation of the Board of Directors, Self-Evaluation of Board Members, and Performance Evaluation of Functional Committees" through methods including "Internal Self-Evaluation by the Board, Self-Evaluation by Board Members, and Peer Evaluation," with results disclosed regularly.

For more information regarding director remuneration, please refer to the "Corporate Governance Report > Remuneration of Directors (Including Independent Directors), General Manager, and Vice Presidents" section in tsti's 2025 Annual Report.

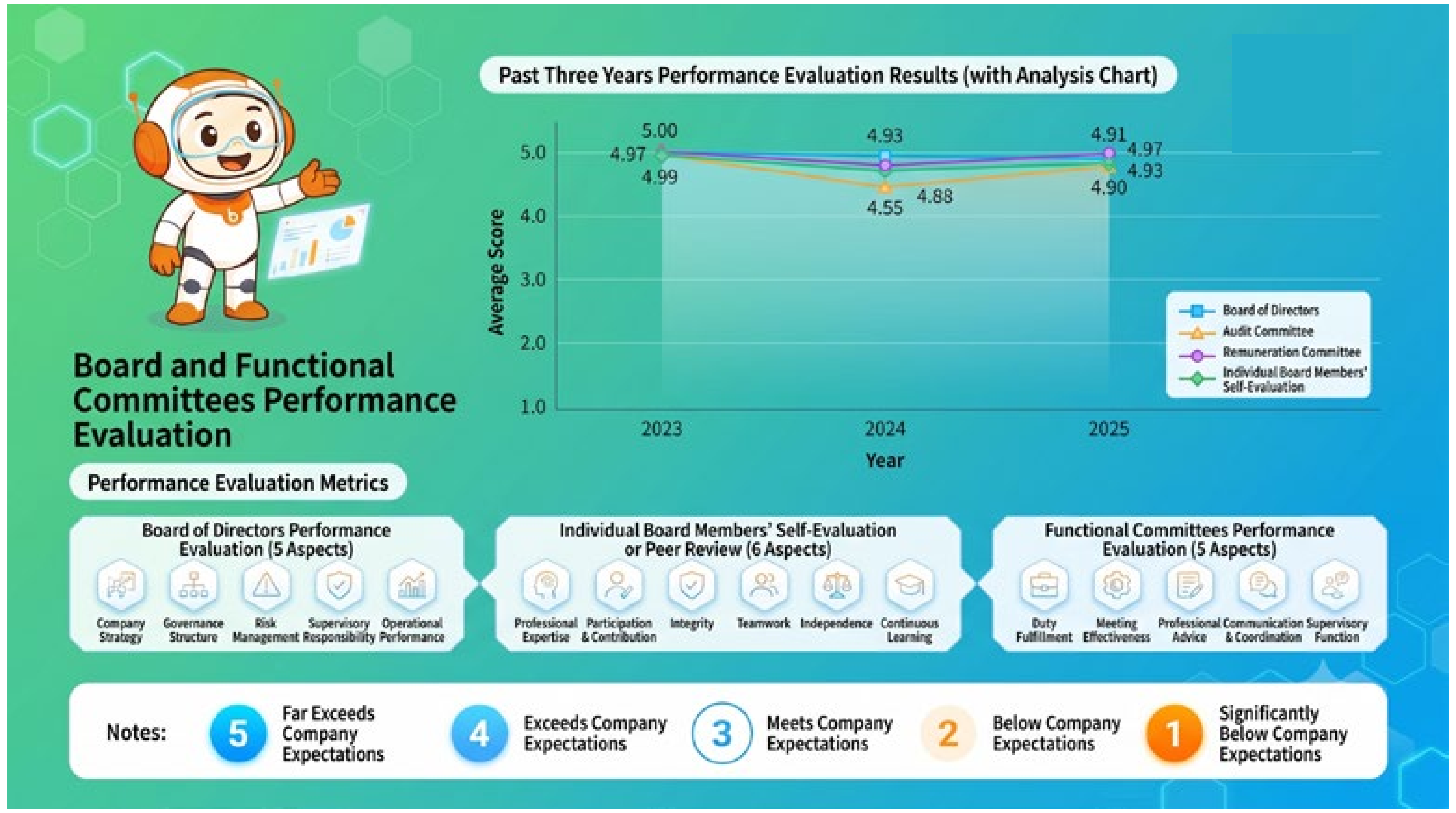
To integrate sustainability-related impact management into board performance evaluations, and following discussions on corporate operations, the Board of Directors designated Director Pei-Chun Lu on December 12, 2024, to supervise sustainability development and sustainability information management. Furthermore, the Company established the "Sustainability and Risk Management Committee" at the end of 2025 to further deepen its corporate sustainability governance culture.

▼ Measurement Items for Performance Evaluation

Five Dimensions of Board Performance Evaluation	Six Dimensions of Individual Board Member (Self or Peer) Performance Evaluation	Five Dimensions of Functional Committee Performance Evaluation
1. Level of participation in the Company's operations 2. Enhancement of Board decision-making quality 3. Board composition and structure 4. Election and continuous education of Directors	1. Alignment with the Company's goals and missions 2. Awareness of Director duties and responsibilities 3. Level of participation in the Company's operations 4. Management of internal relationships and communication 5. Professional expertise and continuous education of Directors 6. Internal controls	1. Level of participation in the Company's operations 2. Awareness of Functional Committee duties and responsibilities 3. Enhancement of Functional Committee decision-making quality 4. Composition of Functional Committee and selection of members 5. Internal controls

In March 2026, tsti reviewed the 2025 performance evaluation results of the Board of Directors, individual directors, and functional committees, and reported the findings to the Board of Directors:

1. Board of Directors and Functional Committees: The overall operations were sound and fully aligned with corporate governance standards. Members of each committee fulfilled their duties diligently, effectively leveraging the functions of the Board of Directors and functional committees.
2. Individual Directors: The results of both self-evaluations and overall evaluations fully met the Company' s expectations regarding their duties and responsibilities.



▼ Performance Evaluation Results for the Past Three Years

Year / Average Score	2023	2024	2025
Board of Directors	4.97	4.93	4.91
Audit Committee	5	4.55	4.90
Remuneration Committee	5	4.88	4.97
Board Member Self-Evaluation	4.99	4.89	4.93

Note: Scoring uses a 5-point scale, ranging from 5 points (fully meets), 4 points (mostly meets), and 3 points (moderately meets) to 2 points (does not meet) and 1 point (far below the Company's expectations regarding duties and responsibilities).

GRI 2-19、GRI 2-20

tsti Policy Linking Executive Compensation with ESG-Related Performance Evaluation

The Company's remuneration policy is initially formulated by the Human Resources Department, focusing on supporting corporate strategic goals and sustainable development while ensuring a tight link to operational performance. The Remuneration Committee is composed entirely of Independent Directors, ensuring the independence and objectivity of remuneration decision-making.
The Remuneration Committee conducts detailed reviews of the remuneration policy to ensure its fairness, market competitiveness, and alignment with corporate performance. When reviewing the remuneration policies for directors and managerial officers, the Remuneration Committee benchmarked remuneration data against industry peers as well as group-affiliated enterprises with similar capital amounts and revenue scales to set reasonable compensation levels. The Committee regularly evaluates the effectiveness of the remuneration policy, performance goals, and outcomes, making adjustments based on corporate operational performance and market conditions.

▼ Remuneration Structure for the Board of Directors and Senior Executive Management

Item	Director	Independent Director	Senior Executive Management	Description
Fixed Salary	V	V	V	Ensures that directors and senior executives receive market-competitive fixed income commensurate with their duties.
Festival Bonuses and Employee Remuneration	-	-	V	Cash incentives provided based on corporate operational performance and traditional festival customs.
Operational Performance Bonus	-	-	V	Bonuses awarded based on overall corporate operational performance (including financial, customer satisfaction, internal process efficiency, and ESG indicators).
Other Variable Remuneration	V	V	-	Aligns the interests of directors and senior management with those of the Company and its shareholders, excluding meeting attendance fees.

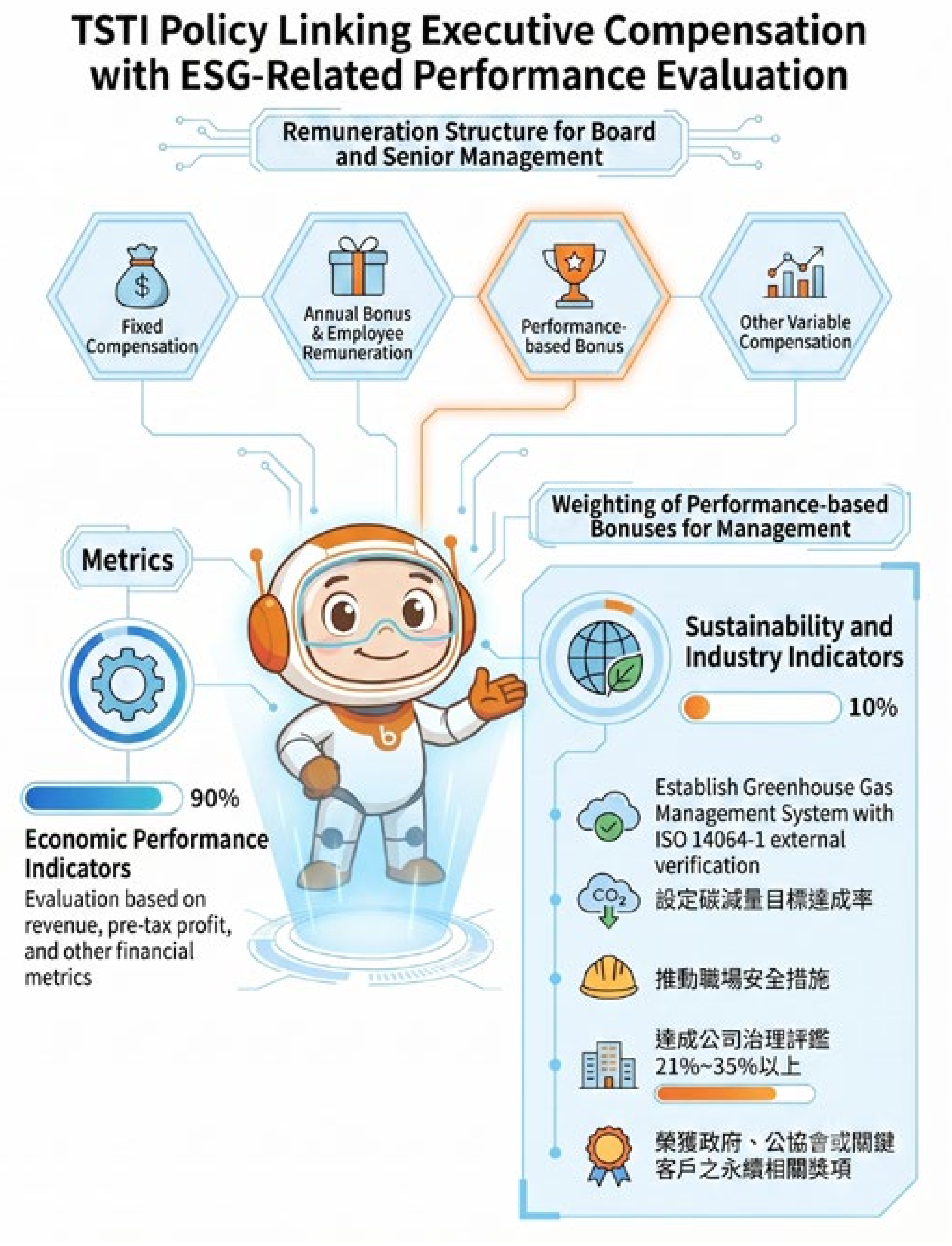
Executive Remuneration and Performance Evaluation Linked to ESG Policy： The Company has established clear performance management regulations, which serve as the basis for evaluating executive remuneration. The payout of executive remuneration is closely linked to the Company's operational performance. Annually, evaluations are conducted based on the Company's performance assessment results, wherein 90% is weighted toward the financial performance dimension, and the remaining 10% is allocated to non-financial sustainable governance targets. The weightings are summarized in the "Managerial Officers' Performance Bonus Weighting Table" below.
Bonuses and Employees' Profit-Sharing Compensation: Executive bonus distributions are evaluated based on the Company's overall operational performance, the performance of the department led by each manager, and non-financial sustainable governance targets. Variable compensation is adjusted according to these performance results to ensure a direct positive correlation with annual profitability and sustainability achievements.

▼ Managerial Officers Performance Bonus Weighting Table

Item	Weighting	Performance Targets & Metrics
Financial Performance	90%	Financial indicators such as revenue growth, profitability, budget achievement rate, and operational efficiency targets.
Sustainable Governance (ESG)	10%	Non-financial ESG indicators, including corporate governance compliance, information security management, climate change risk response, and environmental and social responsibility targets.

▼ Executive Remuneration Policy Linked to ESG Performance — Short-, Medium-, and Long-Term Objectives

Target Type	Timeline	Specific Objective Content
Short-term Targets	~2025	1. Complete the formulation of sustainability performance metrics and the linkage plan for division-level heads and above. 2. Execute briefings and communications on the linkage between sustainability metrics and compensation for division-level heads.
Medium-term Targets	2026–2027	1. Evaluate the implementation effectiveness of the sustainability-linked remuneration system and refine procedural details. 2. Enhance awareness of and engagement in sustainability metrics among division-level heads and above. 3. Strengthen the alignment between sustainability metrics and core business objectives.
Long-term Targets	2027~	Expand the implementation of sustainability-linked performance across all organizational levels, exploring its potential as a core driving force for corporate growth strategy.



GRI 2-15、GRI 2-19、GRI 2-25、GRI 205

Ethical and Compliant Business Operations

In 2025, no employees were involved in corruption incidents, and no contracts with business partners were terminated or non-renewed due to corruption-related violations.

tsti and its subsidiaries have not experienced any whistleblower incidents or reports regarding ethical management over the past three years (2023–2025).

The directors, managers, employees, mandataries, and substantial controllers of the Company shall exercise the due care of a good administrator to urge the Company to prevent unethical conduct, regularly review the effectiveness of implementation, and continuously improve to ensure the implementation of ethical management policies. Adequate resources and competent personnel shall be allocated to be responsible for formulating, supervising, and executing ethical management policies and prevention programs. For more information, please refer to the official website: "tsti > Corporate Sustainability > Ethical Governance and Risk Management".

Management Mechanism	tsti Ethical Corporate Management Best Practice Principles and Procedures and Behavioral Guidelines for Ethical Management
Responsible Department / Unit	To ensure sound ethical management, the Company has designated the Human Resources Department as the dedicated unit.
Primary Responsibilities and Functions	• Assisting in integrating integrity and ethical values into the Company's business strategy, and formulating relevant preventive measures against malpractice in accordance with legal and regulatory requirements to ensure ethical management. • Regularly analyzing and assessing the risks of unethical conduct within the scope of business operations, and accordingly formulating programs to prevent unethical conduct, which include standard operating procedures and guidelines for conduct related to specific operations. • Planning internal organization, structure, and responsibilities to establish mutual supervision and checks-and-balances mechanisms for business activities with a higher risk of unethical conduct. • Promoting and coordinating awareness and training programs on ethical policies. • Planning the whistleblowing system and ensuring its effective implementation. • Assisting the Board of Directors and management in auditing and evaluating the effectiveness of preventive measures established for ethical management, regularly assessing compliance in relevant business processes, and compiling reports. • Annually, based on the internal control systems and the Delegation of Authority (DOA) matrix, the Company digitalizes (e-enables) operational approval processes—such as procurement, sales, and credit extension. Comprehensive risk management is conducted by responsible supervisors and audit executives to prevent corruption incidents.
Policy on Recovery of Improper Benefits	In cases where employees abuse their positions to obtain improper benefits from the Company's business partners or clients—potentially causing reputational and financial losses to the Company—tsti adopts comprehensive risk management mechanisms for rigorous control. Furthermore, continuous enhancement of employees' ethical conduct is achieved through annual online and offline training and advocacy programs.
Whistleblowing and Grievance Channels	The Company has established the Procedures for Handling Whistleblowing Cases Involving Illegal, Unethical, or Dishonest Conduct and set up a Stakeholder Section on the corporate website. Upon receiving a whistleblowing or grievance report, the case is immediately escalated to the President, who will assign the dedicated unit to handle it. All cases are handled with strict confidentiality to protect whistleblowers and all personnel involved in the investigation from facing unfair retaliation or improper treatment. Relevant documents regarding the acceptance process and investigation results are retained for five years. If a reported violation is verified and substantiated, the relevant departments must review the internal control systems and operational procedures, and propose corresponding corrective measures to prevent the recurrence of similar incidents.
Evaluation Mechanism	Reporting the implementation status for the current year to the Board of Directors on a regular basis (at least once a year).

Internal Control System

Compliance with applicable laws and regulations across all operations is ensured through the internal control system and internal audit mechanisms embedded within various management systems.

The Internal Audit Department of tsti reports directly to the Board of Directors. The appointment and dismissal of the Chief Internal Auditor must be approved by the Audit Committee and resolved by the Board of Directors. The department is responsible for auditing and evaluating internal control system deficiencies, measuring operational efficiency, and providing timely recommendations for improvement to ensure the continuous and effective implementation of the internal control system, while assisting management in fulfilling its responsibilities.
Audits are executed in accordance with the annual audit plan. After being submitted to the Chairman of the Board for review, audit reports are delivered to each Independent Director for examination within the statutory timeframe. At the end of each year, the audit plan for the following year is formulated, submitted to the Board of Directors for approval, and subsequently reported to the competent authorities as required by law. The Chief Internal Auditor regularly attends meetings of the Audit Committee and the Board of Directors to report on internal audit operations.

In 2025, the Company and its subsidiaries had no major risk or incident involving discrimination, child labor, forced labor, or other human rights violations.
Note: Major fines are defined as single events with cumulative fines of NT$ 1 million or more, per tsti internal procedures.

Legal Compliance and Training

GRI 2-27、GRI 205-2、GRI 205-3

We strictly and prudently comply with relevant laws and regulations to further achieve good corporate governance and fulfill our social responsibilities. In accordance with the five evaluation points of tsti's Procedures for Handling Material Inside Information, we further assess whether an event meets the materiality threshold regarding finances, business, shareholders' equity, or securities prices. The handling and disclosure of material inside information by the Company shall be conducted in accordance with relevant laws, regulations, orders, the rules of the Taiwan Stock Exchange (TWSE) or the Taipei Exchange (TPEx), and these Procedures.

Due to two Labor Standards Act incidents at the end of 2024, tsti paid fines totaling NT$100,000 in 2025. All non-compliance issues have been fully rectified, including retroactive calculations and back-pay issued to affected dispatched/stationed employees, as well as the implementation of a cloud-based Human Resources Information System (HRIS). The HRIS features automated overtime pay calculations and regulatory early-warning capabilities, effectively mitigating risks and safeguarding labor rights. Over the past three years (2023–2025), none of our subsidiaries—tsti Technologies (Shanghai) Co., Ltd. (TSTI Shanghai), TISNet Technology Inc. (TISNet), or Chyun Huei Commercial Technologies Inc. (Chyun Huei) — were subject to any disciplinary actions or fines.

In late 2024, tsti established a new Legal Affairs Department, which works closely with the Legal Department of Tatung Group. We publish all compliance-related information on the corporate intranet bulletin board, Knowledge Management System (KMS), and the "OneService App" (One Service) on tsti's mobile office platform, ensuring that all employees have access to legal, regulatory, and promotional materials. In addition to organizing regular regulatory compliance training, we also compile FAQs and promotional materials from time to time. This not only reinforces employees' compliance and ethical awareness but also helps them stay updated on the latest regulations, facilitating real-time operational updates in their daily work and preventing violations caused by unfamiliarity with rules.

▼ Communication and Training on Anti-Corruption Policies and Procedures (2023–2025)

Category	Communication / Training	Frequency / Timing	Item	2023			2024			2025		
				Estimated Completion	Actual Participants	Percentage (%)	Estimated Completion	Actual Participants	Percentage (%)	Estimated Completion	Actual Participants	Percentage (%)
Board of Directors	Communication	Annual	Report on the Execution Status of Ethical Corporate Management Policies	9 people	9	100%	9	9	100%	8 人	8 人	100%
	Training	Annual	Annual Advocacy on "Prevention of Insider Trading"	9 people	9	100%	9	9	88.9%	8 人	8 人	100%
		Annual	Participation in Regulatory Training Courses Related to Anti-Corruption and Ethical Management	9 people	8	88.9%	9	8	100%	8 人	8 人	100%
New Employees	Communication	Upon Onboarding	Signed Document: tsti Employee Code of Self-Discipline	29 people	29	100%	113	113	-	89 人	89 人	100%
		Upon Onboarding	Signed Document: Employee Non-Disclosure Agreement (NDA)* (Newly added as of April 2025)	-	-	-	-	-	82%	75	75	100%
	Training*	Upon Onboarding	Ethical Management Advocacy / Communication	29	29	100%	78	64	82%	89	89	100%
		Upon Onboarding	Prevention of Insider Trading Advocacy	29	29	100%	78	64	99%	89	89	100%
All Employees	Communication	Annual	Online Reading and Acknowledgment/Signing: Ethical Compliance Communication	608 people	468	77.1%	567	561	90%	560	534	95%
	Training	Annual	Ethical Management Advocacy	608 people	252	41%	458	411	89%	500	468	94%
		Annual	Prevention of Insider Trading Advocacy	608 people	53	8%	457	407	100%	500	468	94%
Supplier Partners	Communication	Prior to Signing New Suppliers	Execution/Signing of the Supplier Sustainable Responsibility Commitment	164 companies	164	100%	114	114	100%	125	125	100%
		Annual	Year-End Advocacy for the Upcoming Year's "Corporate Sustainability Advocacy Policy"	704 companies	704	100%	641	641	80%	620	620	100%
		Annual	On-Site Visits and Audits for "ESG Corporate Sustainability"	3 companies	3	100%	5	4		5	5	100%

Notes:
1. New Regular Employees (excluding contractual/temporary staff) are additionally required to undergo training on "Ethical Management Advocacy" and "Prevention of Insider Trading Advocacy."
2. To strengthen privacy information management, tsti introduced and passed the external certification for ISO/IEC 27701:2019 (Privacy Information Management System). Effective April 2025, in addition to the existing "Non-Disclosure and Non-Competition Agreement," newly hired employees are newly required to sign the "Employee Non-Disclosure Agreement (NDA) / Confidentiality Undertaking."

Economic Performance

GRI 2-6、GRI 201-1

The financial performance of tsti and its subsidiaries over the past three years is detailed below. We regularly disclose financial, operational, and corporate governance information. In 2025, consolidated revenue reached NT$5,010,638 thousand. Related information is accessible on the Market Observation Post System (MOPS).

▼ Financial Performance of tsti and Its Subsidiaries Over the Past Three Years (Unit: NT$ thousand)

Category	Item	2023	2024	2025
Operational and Financial Performance	Net Revenue	4,179,561	3,930,226	5,010,638
	Gross Profit	927,440	953,401	1,050,373
	Operating Income (Loss)	212,773	218,507	307,910
	Net Income	188,136	204,368	252,803
Distributed Economic Value	Employee Wages and Benefits	601,461	609,797	626,705
	Cash Dividends	163,836	70,848	210,153
	Stock Dividends	-	115,128	-
	Income Tax Expenses	43,704	45,809	58,995
	Community Investments / Donations	73	73	216
Economic Value Retained		3,370,487	3,088,571	4,114,569

Notes:
1. Economic Value Retained = Direct Economic Value Generated (Revenue) − Economic Value Distributed.
2. For more detailed information regarding social investments, please refer to the section "Social Welfare Participation" under "Social Co-Prosperity" in this report.
3. Payments to providers of capital amounted to zero.

Tax Governance

The tax management unit for tsti and its subsidiaries is the Accounting Department, which regularly reports relevant management conditions to the Chief Financial Officer (CFO), the highest decision-maker for tax governance. Based on business strategies and the operating environment, the CFO formulates the overall tax governance policy to ensure the effective operation of the tax management mechanism. tsti and its subsidiaries maintain harmonious cooperation with tax authorities, complete all tax filings and payments on time, and strictly abide by local tax regulations. In the event of ambiguity regarding applicable laws and regulations, the Company contacts KPMG Taiwan or consults relevant government agency representatives to determine appropriate handling methods. When undergoing tax audits, the Company prepares all necessary materials and actively cooperates with the review process. Furthermore, through the Market Observation Post System (MOPS) and the Investor Relations section on the official website, as well as financial reports, annual reports, and shareholders' meetings, the Company responds to tax-related information concerned by various stakeholders. Through positive, transparent, and open tax management and execution, the Company fulfills its duty as a corporate citizen to pay taxes honestly, thereby enhancing its corporate image and enterprise value.

▼ tsti's Tax Policy

- Legal Compliance: Strictly abide by local tax laws and regulations applicable to the Company and its subsidiaries, as well as ensure the disclosure of tax-related information.
- Arm's Length Principle: Conduct all transactions between related parties in accordance with the arm's length principle, regularly compile transfer pricing reports, and annually evaluate that controlled transaction results fall within the arm's length range.
- Anti-Tax Avoidance: Refrain from using improper means to avoid taxes and from shifting transactions to tax havens without substance or actual operations.
- Tax Management Optimization: Annually evaluate and apply for relevant tax incentives and credits to strengthen overall tax management.
- Timely Filing and Payment: Complete all relevant tax filings and payments within the statutory timeframes required by laws and regulations.
- Stamp Duty and Audit Compliance: Implement rigorous stamp duty management and actively cooperate with relevant tax authorities to execute tax audits every five years.

▼ Tax Governance of tsti and Its Subsidiaries Over the Past Three Years (Unit: NT$ thousand)

Item	2023	2024	2025
Net Profit Before Tax	231,840	250,177	311,798
Income Tax Expenses	43,704	45,809	58,995
Effective Tax Rate	18.85%	18.31%	18.92%

Note：
1. Effective Tax Rate (ETR) = Income Tax Expenses / Net Profit Before Tax × 100%
2. Tax Credit Claim Items (2023–2025): R&D Tax Credit, Tax Credit for Substantial Investments from Undistributed Earnings, and Tax Credit for Cybersecurity Products or Services

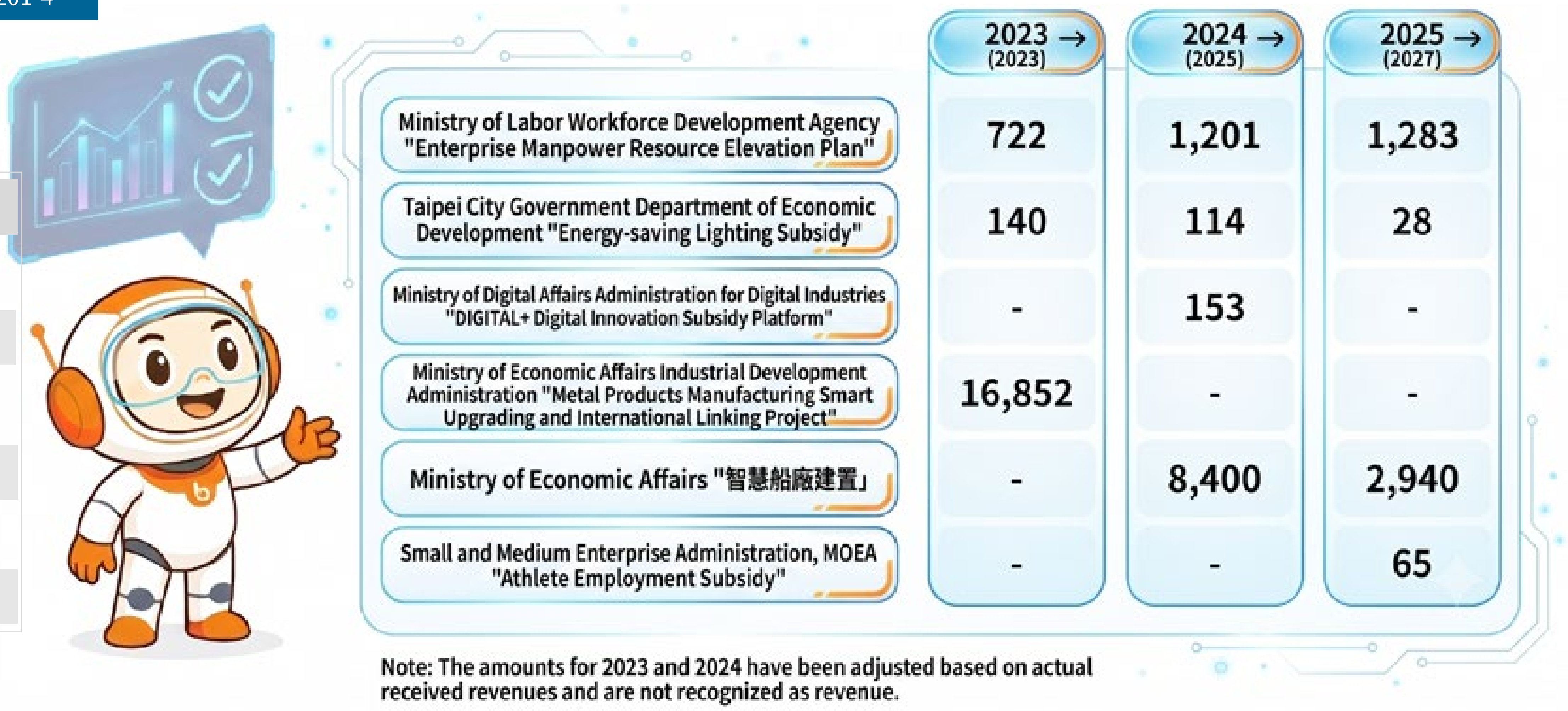
GRI 2-4、201-1、GRI 201-4

Government Subsidies and Tax Credits

▼ Government Subsidies Received by tsti over the Past Three Years (Unit: NT$ thousand)

Grant Item	2023	2024	2025
Workforce Development Agency, Ministry of Labor: "Enterprise Human Resource Enhancement Plan"	722	1,201	1,283
Department of Economic Development, Taipei City Government: "Energy-Saving Lighting Equipment Subsidy"	140	114	28
Administration for Digital Industries, Ministry of Digital Affairs: "DIGITAL+ Digital Innovation Subsidy Platform"	-	153	-
Industrial Development Administration, Ministry of Economic Affairs: "Smart Upgrade and International Linkage Program for Plumbing Hardware Manufacturing"	16,852	-	-
Ministry of Economic Affairs: "5G AIoT Next-Generation Smart Shipyard Construction"	-	8,400	2,940
National Association of Small and Medium Enterprises, R.O.C. (NASME): "Athlete Employment Subsidy Program"	-	-	65

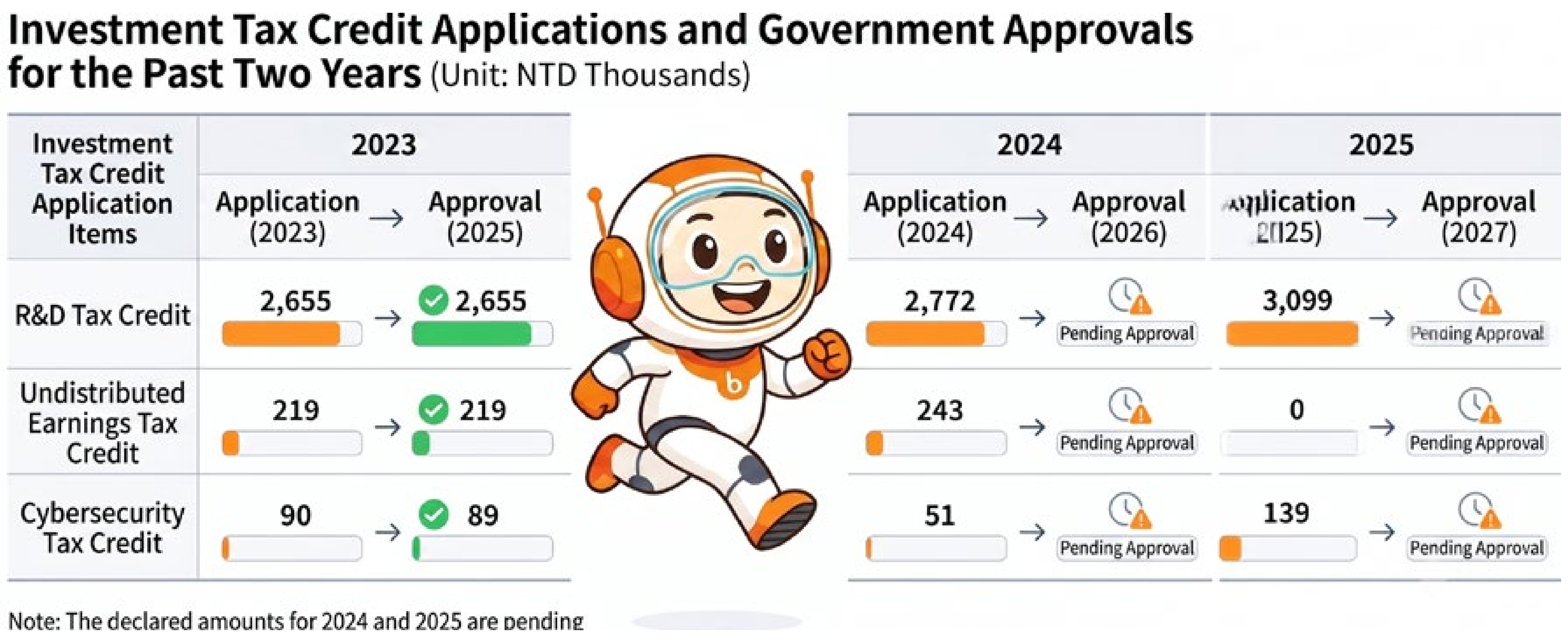
Note:
Information restatement (GRI 2-4): The amounts for 2023 and 2024 above have been adjusted to reflect actual cash received, rather than recognized revenue.



▼ Tax Credit Applications and Government Approvals for tsti over the Past 3 Years (Unit: NT$ thousand)

Tax Credit Application Items	2023		2024		2025	
	Applied	Approved	Applied	Approved	Applied	Approved
R&D Tax Credit	2,655	2,655	2,772	Note	3,099	Note
Tax Credit for Substantial Investments from Undistributed Earnings	219	219	243	Note	0	Note
Tax Credit for Cybersecurity Products or Services	90	89	51	Note	139	Note

Note:
The reported application amounts for 2024 and 2025 above are currently pending notification of government approval from the National Taxation Bureau.



Business Continuity and Risk Management

• GRI 2-13、GRI 2-23

Responsible Unit
Sustainability and Risk Management Committee.

Held 4 regular meetings in 2025

Reported to the Board of Directors in Q4 2025
Highest Decision-Making Body for Risk Management

To enhance tsti's sound operations and sustainable development, establish a robust risk management mechanism, fulfill risk management practices, achieve sustainable business goals, and protect stakeholder rights, the Company has formulated these Risk Management Policies and Procedures. These guidelines strictly comply with the relevant provisions of the Regulations Governing Establishment of Internal Control Systems by Public Companies promulgated by the Financial Supervisory Commission (FSC). Public companies are advised to establish appropriate risk management policies and procedures and build an effective risk management mechanism to evaluate and monitor their risk-bearing capacity, current risk exposure, risk response strategies, and compliance with risk management procedures.

The Company's Board of Directors approved the Risk Management Policies and Procedures on November 7, 2023. Upholding the philosophy of sustainable management, tsti builds, implements, and maintains a proactive risk management mechanism to continually monitor internal and external issues and environmental changes, implement business impact analysis (BIA), and enhance its capacity to respond flexibly and effectively to relevant challenges. The Company regularly conducts self-assessments and continuously improves organizational resilience to fulfill its commitment to uninterrupted operations and safeguard the best interests of customers and stakeholders.

To strengthen corporate governance operations, the Board of Directors resolved on December 19, 2025, to establish the Sustainability and Risk Management Committee and formulated the Charter of the Sustainability and Risk Management Committee as the dedicated unit promoting corporate sustainability and risk management. The Committee consists of three members, including directors and senior management, meeting the requirement of having three or more members with at least one director. The current members are Director Shih-Hong Kuo, Director Pei-Chun Lu, and President Ying-Hsiu Liu, who are responsible for the Company's sustainability-related affairs.

The scope of the Company's risk management encompasses four major dimensions related to business operations: Environment (including climate), Social, Governance, and Technology. The Company adheres to relevant laws and regulations to evaluate, manage, and monitor major risk impacts accordingly. To effectively manage operational risks, the Company aims to embed a risk management culture across the organization by optimizing mechanisms such as education and training, performance management, early warning notifications, and public disclosures.

▼ tsti Business Continuity and Risk Management Execution Status

Management Mechanism	The Risk Management Policies and Procedures were reviewed and approved by the Audit Committee on November 3, 2023, and subsequently approved for implementation by the Board of Directors on November 7, 2023.
Responsible Department / Unit	Sustainability and Risk Management Committee. Composed of directors and senior executive management, committee members possess diverse professional backgrounds spanning sustainability strategic planning, ESG governance, risk management, climate issues, and sustainability disclosures. This multi-disciplinary expertise ensures the effective execution of the Company's sustainable development and risk management mechanisms.
Primary Responsibilities and Functions	1. Formulate, promote, and strengthen corporate sustainability and risk management policies, annual plans, and strategies. 2. Review, track, and amend the execution status and performance of sustainability and risk management initiatives. 3. Oversee sustainability and risk management disclosure matters and review the Sustainability Report. 4. Supervise the execution of sustainability development and risk management operations, as well as other sustainability-related tasks resolved by the Board of Directors.
Meeting Convocations and Attendance	» Reporting Frequency: Submits risk management reports to the Sustainable Development Promotion Team at least once annually and reports directly to the highest body for risk management, the Board of Directors. » 2025 Execution: Convened 4 meetings in 2025; formally reported the "tsti Risk Management Operational Status" to the Board of Directors at year-end (December 19, 2025).
For detailed operations, please refer to:	For details regarding identified risk categories, risk items, managing units, response measures, risk content dimensions, as well as identification and analysis processes, please refer to: * Public Disclosures: Periodically updated and disclosed in the Annual Report, official website, or Sustainability Report. * Official Website: "Company Regulations and Relevant Systems > Risk Management Policies and Procedures".

Intellectual Property Management

tsti regards intellectual property (IP) management as the core of corporate governance and promulgated the Intellectual Property Management Regulations on June 30, 2023, to ensure sustainable operations while strictly complying with the Patent Act, Trademark Act, Copyright Act, Trade Secrets Act, and other IP-related laws and regulations. It is our top priority to ensure that any technologies researched, developed, or introduced by the Company do not infringe upon the intellectual property rights of others; we value our own intellectual property rights while respecting those of others. The IP management policies, objectives, and systems of tsti are reported to the Board of Directors at least once a year. The responsible unit is the Administrative Operations Center, and relevant executions may be assisted by professional personnel such as IP consultants, attorneys-at-law, or patent attorneys.

▼ IP Management Plan Execution Status for 2025

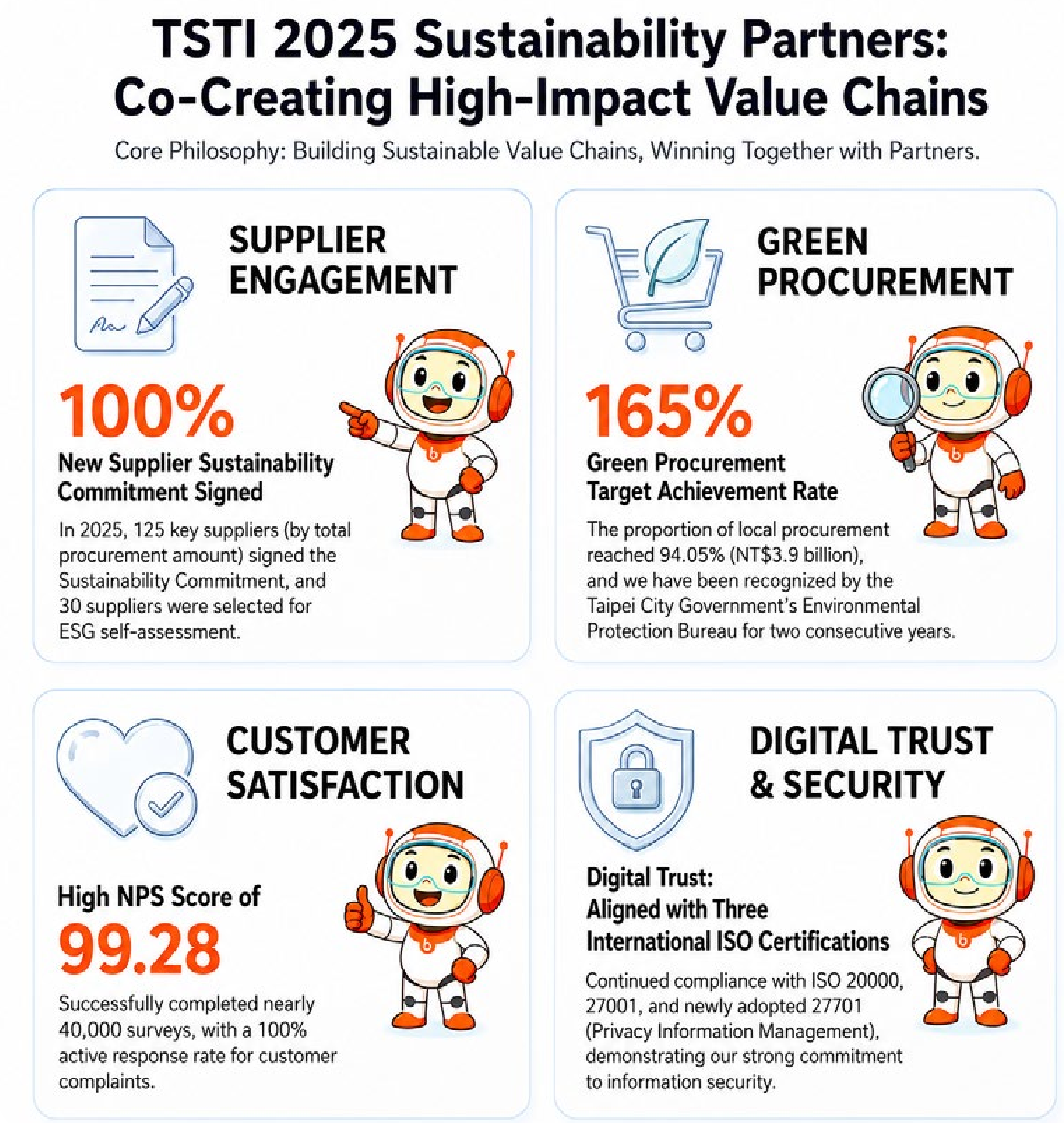
1. Continuously categorize intellectual property, establish inventories or databases, and regularly update and maintain their records.
2. Continuously utilize the Document Management System to classify, grade, label, control access permissions, transmit, preserve, and destroy official internal and external documents and related processing workflows to prevent corporate interests from being compromised due to the improper acquisition, use, access, or disclosure of confidential information.
3. Ensure that employment contracts signed by employees upon onboarding explicitly stipulate that, in addition to bearing confidentiality obligations regarding the Company's trade secrets and related intellectual property during and for a specified period after their tenure, intellectual property rights and benefits generated from their duties shall belong to the Company.
4. Hosted an "Intellectual Property Rights Advocacy" seminar on October 14, 2025, to raise employees' awareness of the importance of intellectual property rights and to explain tsti's intellectual property management policies and practices.

▼ Valid Trademarks Held by tsti over the Past Three Years

	2023	2024	2025
Domestic Trademarks	22	24	25*
Foreign Trademarks	1	1	1

Note：In October 2025, 1 new trademark registration was submitted (currently under review by the Intellectual Property Office, Ministry of Economic Affairs, TIPO).

Sustainability Partners



Highlights and Key Achievements

Through continuous certifications, tsti consistently enhances its management and service systems to build a comprehensive information service framework, collaborating with enterprise clients to deliver highly competitive IT service quality.

Furthermore, tsti actively promotes green procurement and sustainable supplier management. By adhering to critical ESG dimensions—including environmental protection, labor rights, occupational health and safety, and information security — tsti constructs a resilient sustainable value chain and fosters long-term sustainable partnerships.

▼ Highlights and Key Achievements of tsti's "Sustainable Value Chain"

2023

- 2022 Excellence in Customer Service: Awarded the "Best Intelligent System Provider" at the CSEA Excellence Customer Service Awards.
- 2022 Supplier Partner Recognition: Received high recognition from key enterprise partners, including the Fubon Financial Holding "Annual Supplier ESG Excellence Award", Taishin Bank "Outstanding Vendor Award", and Yuanta Financial Holding "Grade-A Outstanding Supplier of the Year".
- 2022 Green Procurement: Total green procurement expenditure reached NT$ 2.02 million.
- 2023 Commercial Recognition: Received over 25 awards and recognitions from various commercial partners.
- 2023 Regulatory & Industry Registry: Successfully registered under the "Information Service Institution" Competency Registration by the Administration for Digital Industries, Ministry of Digital Affairs (ADI, moda) for both Information Technology Services and Software Product categories.
- 2023 Stakeholder & ESG Response: Responded to and completed supplier ESG assessment questionnaires for 17 major enterprise clients.
- 2023 On-Site Supplier ESG Audits: Conducted on-site ESG audits for 3 key suppliers, incorporating Environmental, Social, and Governance (ESG) criteria into the supplier management framework.
- 2023 Stakeholder Engagement & Public Outreach: Successfully hosted 24 physical seminars and exhibition booth showcases, 10 webinars, issued 9 press releases, participated in 5 featured media interviews, and held 1 major press conference throughout the year.

2024

- ISO/IEC 27701 Integration: Introduced ISO/IEC 27701:2019 Privacy Information Management System (PIMS) in the second half of the year and conducted employee training.
- Customer ESG Assessments & Audits: Responded to 58 ESG questionnaires and audit requests from Public Sector clients, and satisfied 19 audit requests from external information security stakeholders.
- Media Outreach & Public Relations: Periodically published promotional and publicity information across media platforms, including 12 physical seminars and exhibition booth showcases, 28 webinars, 5 press releases, 5 featured interviews, and 1 press conference during the year.
- Supplier Policy Integration: Incorporated sustainability topics into supplier onboarding, management policies, and operational regulations.
- Supplier Commitment: 100% of newly onboarded suppliers (114 companies in total) completed the signing of the "Supplier Sustainability Commitment"
- Annual Supplier ESG Self-Assessment & Audits: Completed written ESG self-assessment forms for 30 annual procurement suppliers and conducted on-site audits and exchanges with 4 key suppliers to ensure long-term and mutually beneficial partnerships.
- Vendor & Original Equipment Manufacturer (OEM) Recognition: Highly recognized by multiple OEM and supplier partners, receiving accolades such as Taiwan Mobile's "Best Decarbonization Partner Award" and CDIB Capital Group "Annual Supplier ESG Assessment Quality Service Award," along with recognition from major international partners including Dell, Check Point, Fortinet, HPE, and Avaya.

2025

- Revised the "Annual Supplier Sustainability Promotion Policy."
- Responded to 64 ESG questionnaires and audit requests from clients, along with 28 external cybersecurity audit requests.
- Periodically published promotional information across media platforms, covering 18 in-person seminars and exhibition events, 2 webinars, 6 press releases, and 1 feature interview.
- Ensured all 125 new suppliers signed the "Supplier Sustainability Commitment"; conducted written ESG self-assessments with 30 annual procurement suppliers and performed on-site visits and engagements with 5 suppliers to foster long-term, mutually beneficial partnerships.
- Received recognition from government agencies, original manufacturers, and supplier partners.

Sustainable Value Chain

GRI 2-6

Upstream supply chain

Awards & Recognition

- Recognized as HPE Partner of the Year (FY25), along with multiple accolades including FY25 HPE Private Cloud AI Innovation Award, Sales Partner Outstanding Achievement Award, Technical Support Partner of the Year, and Support & Product Management Partner of the Year.
- Honored with the Distributor Contribution Award (2025) for Honeywell Security Products.
- Awarded the Check Point Greater China White Space Customer Award (FY25).
- Recognized as the Lenovo Best Commercial Partner of the Year (FY24/25).
- Achieved Dell Technologies Titanium Partner Status (2025).

Original Equipment Manufacturers (OEMs) / Suppliers

tsti holds agency representation and authorization rights for leading global brands across information technology, communications, cybersecurity, and networking, including Cisco, HPE, HP, DELL, and Avaya.

Creating an ESG-driven sustainable value chain

AI Smart Service Integration Expert
Cloud System Integration Services
ESG Ecosystem Integration Services
Smart Healthcare
tsti OneService Comprehensive Services

Software, Technical Services, Educational Training, and Engineering
Servers & Storage Systems
Personal Computers & Peripherals
Communication Systems, Networking, and Cybersecurity

Tatung System Technologies Inc. (tsti)

tsti integrate the core values of ESG and the UN SDGs into our supplier management policies, making the following commitments:

- Environmental (E): Partnering with suppliers to promote a low-carbon environment, drive corporate low-carbon transformation, and enhance overall competitiveness.
- Social (S): Collaborating with suppliers to strengthen occupational health and safety, while upholding respect for human rights.
- Governance (G): Working jointly with suppliers to elevate corporate integrity and governance, thereby co-creating sustainable value.
- SDGs: Establishing diverse partnerships to pursue sustainable development goals alongside suppliers and collaboratively advance our shared vision for sustainability.

Downstream customers and third parties

Awards & Recognition

- Recognized as an Outstanding Supplier (2025) by Yuanta Financial Holding, awarded the Supplier Sustainability Evaluation Excellence Award (2025) by Fubon Financial Holding, and honored with the Sustainability Partner Outstanding Contribution Award by Cathay Financial Holding.
- Honored in the CIO Taiwan 2026 Elite Vendor Survey with two major awards: Cloud & Platform Engineering Award and Outstanding Service Provider Award (won for 5 consecutive years).
- Awarded Best Service Innovation Enterprise at the 2025 CSEA Excellence Customer Service Awards.
- Achieved 3rd Place in the Smart Application Category at the 2025 Gold Penguin Awards for the deployment of the 5G AIoT Next-Generation Smart Shipyard project.
- Received official commendation from the Sports Administration, Ministry of Education, for the "Sports Instructor Employment Initiative" program; recognized as a TOP 10% Outstanding Enterprise in the Occupational Health and Safety Performance Disclosure Evaluation by the Occupational Safety and Health Administration, Ministry of Labor (OSHA); and received a Certificate of Appreciation from the Department of Environmental Protection, Taipei City Government, for promoting green procurement among private enterprises and organizations.

Customer Experience

Our clientele spans telecommunications, financial holding companies, manufacturing, media, retail & distribution, military & government, as well as educational & research institutions, delivering premium products and enterprise-grade solutions.

Implementing Sustainable Responsibility in the Supply Chain

To build long-term and stable cooperative relationships with our suppliers, tsti invites our business partners to engage in sustainable value chain development. Guided by the vision of sustainable operations, we integrate quality management, environmental protection, and corporate social responsibility (CSR) into our supplier management policies, ensuring that supply partners maintain a safe working environment and strictly adhere to relevant ESG and UN SDGs guidelines. We published the "2025 Annual Supplier Corporate Social Responsibility Promotion Policy" to articulate tsti's related policies, and will continue to communicate these policies regularly to all partners, striving to make progress and grow together while jointly fulfilling our social responsibilities. For further details, please visit the official website under "Corporate Sustainability > Sustainable Value Chain."

Supplier Management Procedures

GRI 2-23、GRI 2-24

In addition to signing relevant procurement agreements during supplier onboarding, tsti further strengthened value chain sustainability management in 2024 by optimizing supplier management mechanisms and ESG self-assessment workflows. The previously separate "Supplier Commitment Letter (Integrity & Honest Operation)" and "Supplier CSR Self-Assessment Questionnaire" were consolidated into a more comprehensive "Supplier Sustainability Commitment" This updated document incorporates international initiatives on sustainable development, environmental protection, and human rights safeguards, inviting suppliers to commit to joint implementation. In 2025, the Company further revised the "Annual Supplier Corporate Sustainability Promotion Policy" to explicitly include compliance requirements regarding "Conflict Minerals / Responsible Minerals" and "Information Security Management."

To maintain supply chain effectiveness and operational sustainability, we ensure our supplier grievance channel remains open and accessible. We also conduct regular performance evaluations for suppliers, scoring them across criteria such as quality, service, price, and delivery timelines, while integrating Environmental, Social, and Governance (ESG) factors into the evaluation. Suppliers with scores failing to meet standards are required to implement corrective action plans to fulfill Company expectations. tsti subsequently verifies the results of these improvements. If a supplier still fails to meet requirements after remediation, we will take actions such as reducing procurement volume, suspending purchases, or revoking their qualified supplier status to safeguard procurement quality stability and operational continuity.

GRI 2-13、GRI 2-23、GRI 2-25

▼ New Supplier Onboarding & Management

Policy & Commitment	» The "Supplier Sustainability Management Policy" was approved by the President and officially promulgated for implementation, with its first revision completed on June 6, 2024.
Management Mechanism	» "Regulations Governing Supplier Introduction and Management," with its second revision completed on June 6, 2024.
Responsible Department / Unit	» Procurement Unit
Grievance & Suggestion Channels	» Whistleblowing Email: audit@etatung.com » Supplier Stakeholders: Email / Contact Details

tsti responses to clients:
- 64 ESG-related questionnaires, audits, and engagements;
- 28 cybersecurity audit requests from external stakeholders.

64+28

Introduced 125 New Vendors This Year
- Signed the "Supplier Sustainability Commitment

125

Conducted "ESG Corporate Sustainability" Assessments This Year
- 30 vendors assessed via desktop surveys / 5 vendors audited via on-site visits

30+5

▼ tsti Supplier Profile Over the Past Three Years

Supplier Category	2023	2024	2025
New Vendors Introduced in the Year	164	114	125
Total Number of Suppliers	704	641	620

Note: The total supplier category encompasses authorized agency distributors; general suppliers (ICT finished software/hardware products, accessories, consumables, testing, and maintenance); engineering suppliers (electrical/mechanical or ICT software/hardware system installation engineering or maintenance project contractors); and software development and professional service providers (software outsourcing development, professional services, and post-sales maintenance vendors).

▼ tsti Supplier Management Procedures

Management Procedures	New Supplier Assessment	Supplier Evaluation	Annual Supplier Promotion & Assessment
Management Mechanisms	"Supplier Sustainability Commitment"	"Supplier Evaluation Form"	"2025 Annual Supplier Corporate Social Responsibility Promotion Policy"
Description	Prior to being officially listed as a qualified supplier, new suppliers undergo risk assessments evaluating their quality, financial standing, and integrity operations, and are required to sign the "Supplier Sustainability Commitment".	Key suppliers are selected based on their materiality and strategic importance, and undergo semi-annual performance evaluations using the "Supplier Evaluation Form." Evaluation grades are categorized into three tiers: Class A, Class B, and Class C. Suppliers achieving Class B or above are classified as qualified suppliers: • Class A: Excellent suppliers, who are proactively recommended to business teams to strengthen mutually beneficial cooperation. • Class B: Meets average standards with minor improvements requested; together with Class A suppliers, they constitute tsti's primary long-term suppliers. • Class C: Requires immediate reductions in order allocation, intensified guidance with corrective action plans, or re-sourcing for alternative suppliers.	To ensure suppliers fully understand and jointly implement sustainable governance, environmental protection, employee rights, and social care, tsti conducts annual promotional sessions for relevant suppliers and subcontractors. We also conduct comprehensive evaluations of suppliers' long-term operational health and business reputation. Procurement strategies are adjusted dynamically according to these evaluation results.

Supplier Partner Evaluation and ESG Assessment

Periodic Supplier Evaluation

tsti's "Supplier Evaluation Form" is categorized into three industrial types: "Product," "Engineering," and "Logistics/Freight." Conducted semi-annually, purchasing personnel select suppliers for evaluation based on operational feedback regarding issues raised by business, secretarial, and warehousing teams, taking into account the materiality and strategic importance of each supplier. A total of 32 suppliers were evaluated during the year. The evaluation criteria and weightings for tsti's suppliers include: on-time delivery, compliance of delivery contents (specifications) with purchase orders, stability of delivery quality, integrity and cleanliness of outer packaging, competitive pricing, technical support capabilities, speed of handling defective items, service attitude and handling methods of transport personnel, enthusiasm of post-sales service, adherence to project schedules and construction regulations, and compliance with contractual completion dates.

Supplier ESG Site Visits

To ensure that all business partners strictly comply with relevant regulations regarding labor rights, occupational health and safety, and environmental protection measures, suppliers are invited to complete the written "Supplier Sustainability Self-Assessment Questionnaire." Furthermore, we plan and execute on-site visits to suppliers, aiming to establish clear communication channels for mutual learning and growth. In 2025, 30 supplier partners responded to the written survey, and on-site visits were conducted for 5 suppliers spanning software development, agency distribution, and labor/professional services to gain first-hand insights into their progress and implementation regarding the UN SDGs.

▼ tsti Supplier Evaluation Results Over the Past Three Years

Year / Evaluation Grade	2023	2024	2025
Class A	23	30	30
Class B	1	4	2
Class C	0	0	0
Total Number of Vendors Assessed	24	34	32

▼ Number of Supplier ESG Site Visits Over the Past Three Years

Sustainable Supplier Development & Implementation Status Management	2023	2024	2025
Written Responses to "Supplier Sustainability Self-Assessment Questionnaire"	12	30	30
On-Site Visits (Audits)	3	4	5

2026 Corporate Sustainability Development Advocacy Policy for Suppliers

Dear Valued Suppliers:

Thank you for your long-term assistance and support. While Tatung System Technologies Inc. (tsti) and its subsidiaries (Chyun Huei Commercial Technologies Inc. (CHCI) and TISNeT Technology Inc. (TISNET)) co-create excellent results with you, we also attach great importance to Corporate Sustainable Development (ESG) and regulatory compliance. The following explains tsti\'s relevant policies and regulations, and we ask all suppliers to understand and cooperate:

1. Suppliers' labor practices shall comply with domestic and international laws, policies, or regulations regarding human rights and labor. (GRI 401/405/412)
2. Products or services provided by suppliers shall adhere to "Information and Communication Security Management Act," "Personal Data Protection Act," "Occupational Safety and Health Act, "Conflict-Free Minerals/Conflict Minerals," and other relevant laws, regulations, and international standards concerning human rights, safety, and environmental protection. (GRI 308/414)

【Information Security Management Requirements】

(一) Suppliers involving the access, processing, storage, or transmission of tsti Group data (including business data, customer data, and personal data) shall establish and maintain basic information security management measures.
(二) Suppliers shall protect entrusted data and must not replicate, access, disclose, transmit, or provide it to third parties without authorization.
(三) Data exchange between suppliers and the tsti Group shall adopt secure channels or ancryption methods.
(四) Suppliers shall ensure that personnel performing tasks sign confidentiality agreement documents.
(五) Suppliers shall control personnel access to data or systems based on the Principle of **Least Privilege** and must not exceed the necessary scope." (SASB TC-SI-230a.2)
(六) Suppliers shall notify tsti within twenty-four (24) hours of any information security incident, data breach, or personal data incident, and provide relevant information.

3. tsti employees, their related parties, or their designated persons must not demand or receive undue benefits from suppliers. Suppliers are requested to proactively report any such situations to tsti and provide relevant evidence.
   Reporting mailbox: audit@etatung.com (GRI 2-26)
4. In any business activities with tsti, suppliers must not infringe upon the trade secrets, trademark rights, patent rights, copyrights, or other intellectual property rights of any third party, and must abide by personal data protection laws and regulations. (GRI 418)
5. Please do not actively or passively commit to tsti Group employees, provide any undue benefits, or act in a way that directly or indirectly benefits tsti employees to facilitate mutual business dealings. (GRI 2-23)
6. Transactions with suppliers are limited to formal Purchase Orders issued by purchasing personnel or purchasing contracts signed by both parties. Oral or various forms of purchasing commitments made by other employees (including commitments for borrowing transfer orders) are all invalid.

In the spirit of ethical corporate management, tsti Group regularly promotes the above policies to suppliers and will list them as annual supplier evaluation items, hoping to jointly fulfill social responsibilities and make progress and grow together with suppliers. (GRI 2-23, GRI 308/414)

In the new year, we wish our supplier partners thriving business and all the best!

Tatung System Technologies Inc. Respectfully

tsti 大世科
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Chiayi 0800-066038 Tainan 06-3132066 Kaohsiung 07-2251000
Customer Service Hotline: 0800-066038
Customer Service Mailbox: 0800@etatung.com

Customer Relationship, Service Quality & Responsibility

GRI 2-23

Service & Quality Policy

tsti has successfully obtained ISO/IEC 20000-1:2018 and ISO 27001:2022 certifications, and introduced ISO/IEC 27701:2019 in the second half of 2024 to conduct comprehensive employee training. The Company holds Capability Registrations from the Administration for Digital Industries, Ministry of Digital Affairs (ADI, moda), spanning IT Service Institutions, SI Cybersecurity Service Institutions, and AI Technical Service Institutions. We continuously refine our management and service frameworks to build a more robust IT service system, collaborating with enterprise clients to create a highly competitive IT environment. Furthermore, over one hundred of our technical engineers have earned prestigious international professional certifications, including HPE ASE, AIS, and APS; Microsoft MCSE; Red Hat RHCE; as well as Cisco CCIE and CCNA. Guided by our core business ethos of listening to customer needs and pursuing win-win project outcomes to elevate customer satisfaction, our technical expertise and service quality are thoroughly trustworthy. For more historical achievements and awards regarding quality and service, please visit the official website under "About Us > Milestones".

▲ tsti President Ying-Hsiu Liu and representatives of the Customer Service and AI Technology Team were once again honored with the "Best Service Innovation Enterprise Award" at the 2025 CSEA Excellence Customer Service Awards.

服務滿意 Customer Satisfaction | 全員參與 Total Employee Involvement | 技術專業 Technical Expertise

ISO 20000 | ISO 27001 | ISO 27701

GRI 2-13、GRI 2-23、GRI 2-25

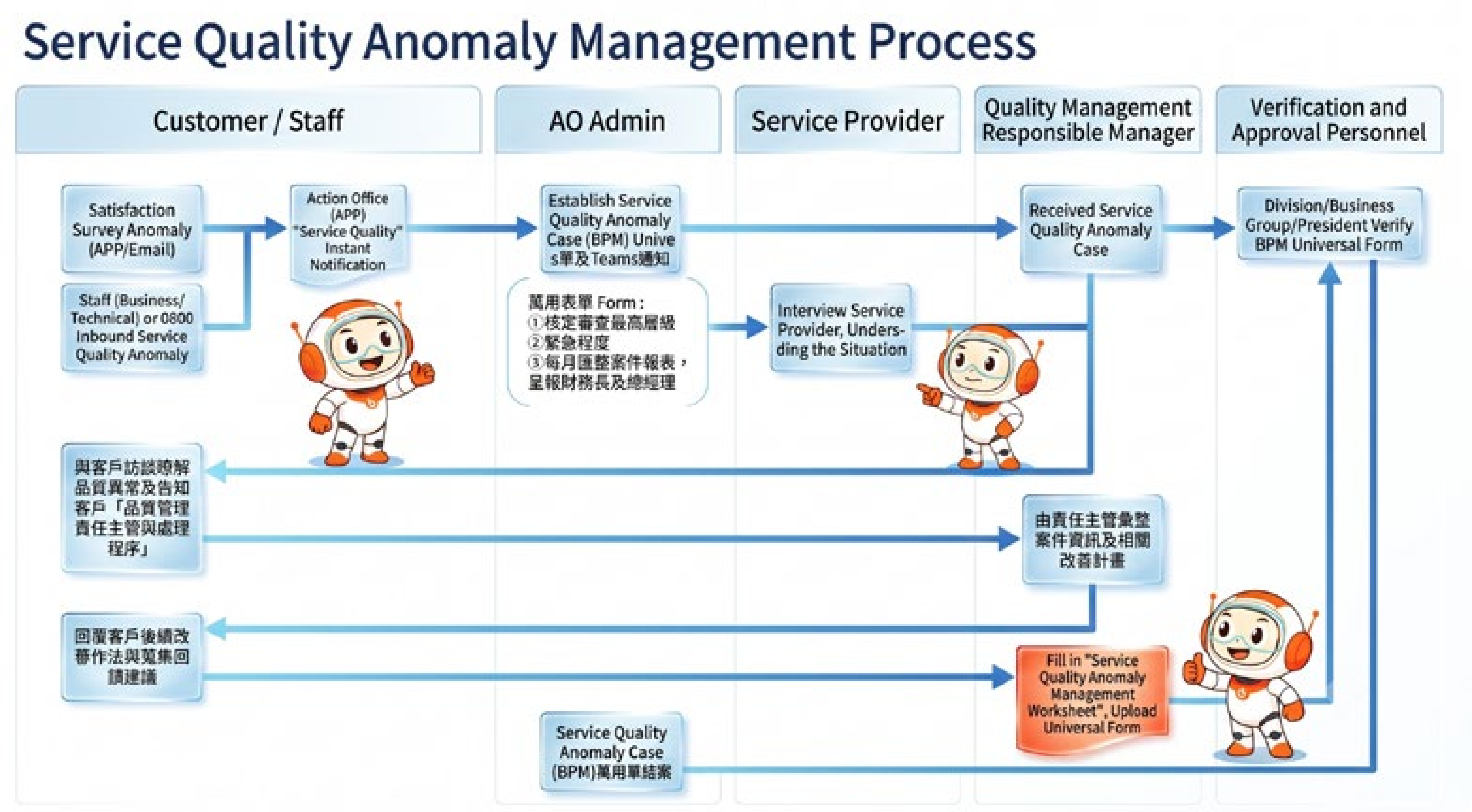
▼ tsti Service & Quality Policy

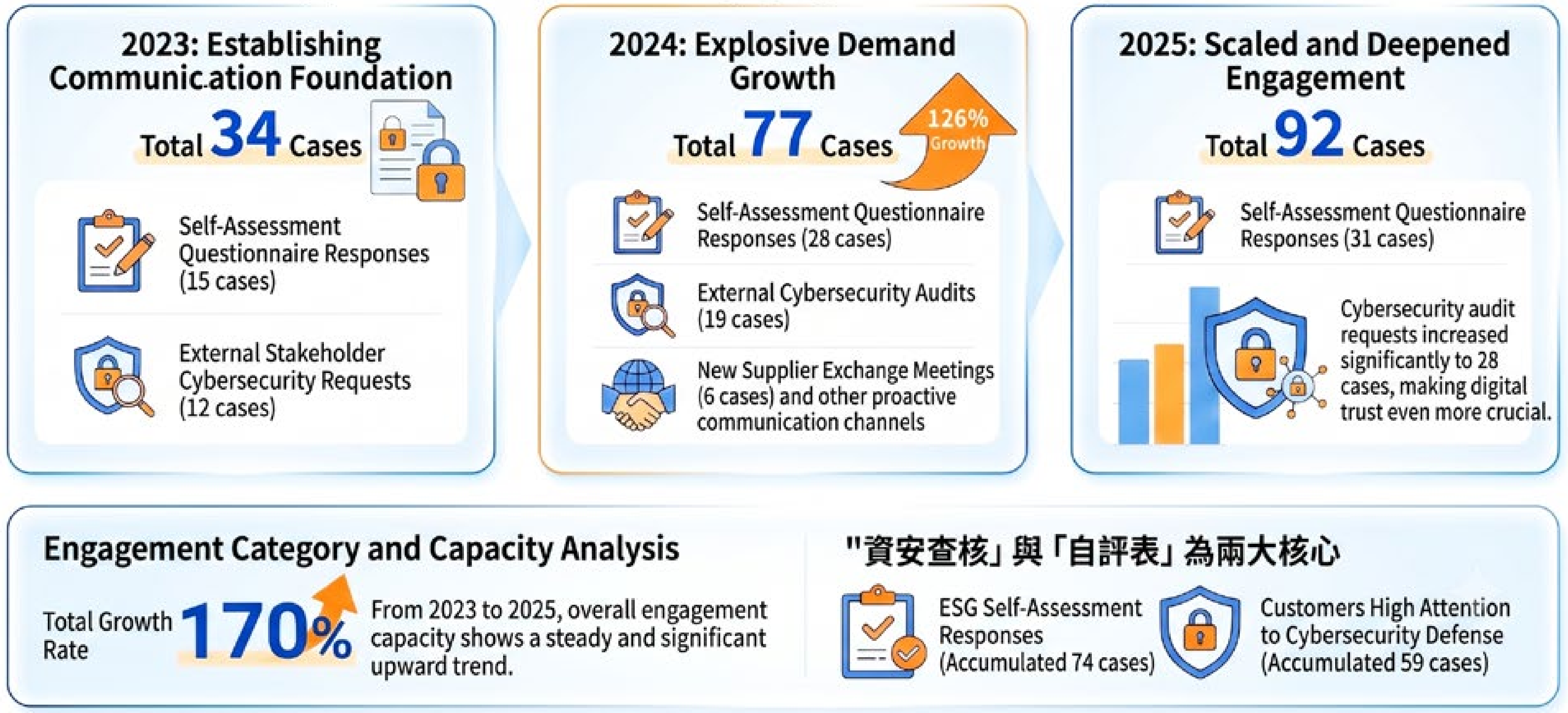
Policy & Commitment	Customer-centric and service-oriented, tsti delivers comprehensive, high-quality intelligent transformation services to enterprises. By integrating intelligent robot services and leveraging management platforms to consolidate customer resources, we ensure uninterrupted operations and construct an optimal digital journey for our clients.
Management Mechanism	» ISO/IEC 20000-1:2018 Information Technology - Service Management System
Professional Certifications	» ISO/IEC 20000-1:2018：1 person
Responsible Department / Unit	» O2C（OneService Operation Center） » Administrative Logistics Center
Multiple Channels for Post-Sales Repair & Reporting	• Toll-Free Service Hotline: 0800-066-038 • Dedicated Landline Hotline: 02-55624722 • Customer Service Reporting & Technical Consultation Email: 0800@etatung.com • Social App Customer Service: LINE
Customer Service Quality Management Process	We have established a comprehensive "Service Management Plan" alongside robust management workflows for service quality anomalies. If an anomalous case is identified during satisfaction surveys or reported by a client, we immediately issue a "Service Quality Anomaly Case". The manager responsible for quality management, together with the service provider, conducts interviews with the client to thoroughly understand the situation. Utilizing the "ITSMS Service Quality Anomaly Handling Form" and the "Service Quality Anomaly Management Working Sheet," every case is handled with prudence to formulate actionable improvement measures and solicit client feedback.
For Detailed Operational Information, Please Visit:	Official Website: "About Us > Quality Policy"

tsti actively responds to client ESG requirements. In 2025, we participated in written information responses for 52 written ESG questionnaires and information requests, responded to 28 cybersecurity audit requirements from external stakeholders, completed 4 physical on-site ESG due diligence audits, and attended 8 client-hosted ESG supplier conferences to align with sustainable initiatives.

▼ Stakeholder (Customer) ESG Questionnaires, Audits, and Engagement Status of tsti (2023–2025)

	Annual Material Topics Survey	Self-Assessment Questionnaires (SAQs)	Research & Benchmarking Surveys	Data & Information Responses	Telephone Interviews	On-Site Audits / Due Diligence	Supplier Engagement Conferences	External Cybersecurity Audits & Requests	Total
2023	N/A	15	1	2	0	4	N/A	12	34
2024	5	28	5	9	1	4	6	19	77
2025	7	31	5	9	0	4	8	28	92





Delivering Exceptional Customer Experience

In 2022, tsti launched its service brand, OneService, guided by the vision and goal of "Focusing on Value, Delivering Exceptional Customer Experience," alongside a "Customer-Centric, Service-Oriented" core approach. By offering digital transformation solutions "From AI to Endpoint," including cloud services, and integrating our robust ICT technology and expertise, we apply technical specialized capabilities to industry applications to deliver excellent customer experiences.

In 2025, we hosted 18 physical seminars and booth exhibition events, 2 online webinars, issued 6 press releases, and conducted 1 featured media interview to foster active communication and interaction between original manufacturer (OEM) partners and clients. Beyond daily client interactions, we proactively identify customer needs through multiple avenues. We have established a robust customer satisfaction survey mechanism, viewing every piece of customer feedback as a driving force for tsti's progress. Customer feedback is reviewed and analyzed quarterly to formulate appropriate improvement measures, with findings reported directly to the President and the Chairman of the Board.

In 2023, we optimized the OneService Platform. The O2C (OneService Operation Center) leverages service dashboards for real-time case tracking and service personnel dispatching. Integrating messaging software LINE with our proprietary intelligent solution, ibo.ai, enables clients to request repairs and track case progress in real time, while utilizing ibo.helpdesk for immediate online issue resolution—enhancing customer experience, efficiency, quality, and service output value. In August of the same year, tsti introduced a "OneService Mobile Customer Service" mechanism via a mobile app, inviting clients to complete a "Maintenance Satisfaction Survey" immediately upon service completion. Simultaneously, the questionnaire structure was adjusted to evaluate "Overall Service" and "Recommendation of tsti" to conduct Net Promoter Score (NPS) assessments.

tsti added the App channel to its "Satisfaction Surveys" in August 2023 while maintaining Email survey options, offering clients diversified communication choices. Officially launched on September 1, client response volumes increased significantly via App survey submissions compared to previous Email-only methods. In 2024, we continued refining this communication mechanism. If a client records a low satisfaction score, the O2C Department initiates an anomaly case. The Administrative Logistics Center routes the form to the responsible case quality manager, who, upon completing case handling, fills out the form for final executive sign-off and closure.

In 2025, our average NPS score reached 99.28. Moving forward, we will continue inviting client feedback to continually refine and elevate our service quality.

▼ Customer Satisfaction Surveys over the Past Three Years (2023–2025)

Year	2023	2024	2025
Completed Satisfaction Surveys	18,384	41,735	39,199
Net Promoter Score (NPS)	98.23	99.19	99.28

Note: Survey categories are divided into computers and communications. Services covered include repair, installation, and regular maintenance.

Annual Core Improvement Measures & Management Optimization

Regarding customer grievances in 2025, tsti has implemented concrete improvements across three core dimensions: "Operational Discipline, Competency Enhancement, and System Tool Optimization":

1. Strengthening Daily Operational Discipline (Morning Meeting Mechanism)

- Tool Readiness Verification: Addressing past cases where tool deficiencies caused service delays, we implemented a "Daily Morning Meeting Verification" mechanism. This ensures engineers are fully equipped with appropriate tools and spare parts before dispatch, thereby enhancing operational efficiency and professionalism.
- Monitoring Dashboard Utilization: We strengthened internal communication requiring engineers to check active cases via the "OneService" Mobile App task list on working days. Simultaneously, department managers review active cases daily via the "O2C (OneService Operation Center) Monitoring Dashboard," which automatically sends case lists. If a case remains pending for over 16 hours, it is automatically escalated to division-level executives to guarantee zero case omissions.

2. Personnel Competency Training & Service Resilience

- Soft Skills Training: For individual cases involving insufficient service attitude or communication professionalism, personalized coaching is provided along with "Service Soft Skills Competency Training" to reinforce the service quality of frontline personnel.

3. Administrative Workflows & Digital System Optimization

- Elevating Document Review Standards: New preliminary review standards have been published and promoted to strictly enforce order content reviews. Attachments and quotations are required to be comprehensive to prevent information gaps and avoid subsequent operational bottlenecks.
- Cross-Departmental Review Mechanism: For cases with complex workflows, cross-departmental review meetings involving sales, technical, administrative, and secretarial units are initiated to optimize collaborative workflows and minimize information gaps.
- System Enhancement Feedback: Customer recommendations regarding the App's UI/UX are aggregated and provided to system development teams as a basis for optimization.
- Foolproof System Prompting: To resolve survey score anomalies caused by accidental App clicks, we are developing a "Confirmation Window" and a "Low-Score Alert Mechanism." System pop-ups will prompt engineers to reconfirm with clients, safeguarding the authenticity of satisfaction data and preventing premature case closures.

▼ Annual Customer Needs & Service Quality Management

Key Performance Metric	2025 Implementation Details
Number of Customer Grievances Handled	12 Cases
Customer Care Coverage Rate	100% *
Case Resolution & Improvement Completion Rate	91%

Note: All anomalous cases underwent telephone interviews or on-site visits conducted by quality management executives or engineers to ensure a comprehensive understanding of true customer needs

Customer Communication and Service Practice

tsti proactively engages with clients to effectively eliminate information asymmetry and achieve service remediation:

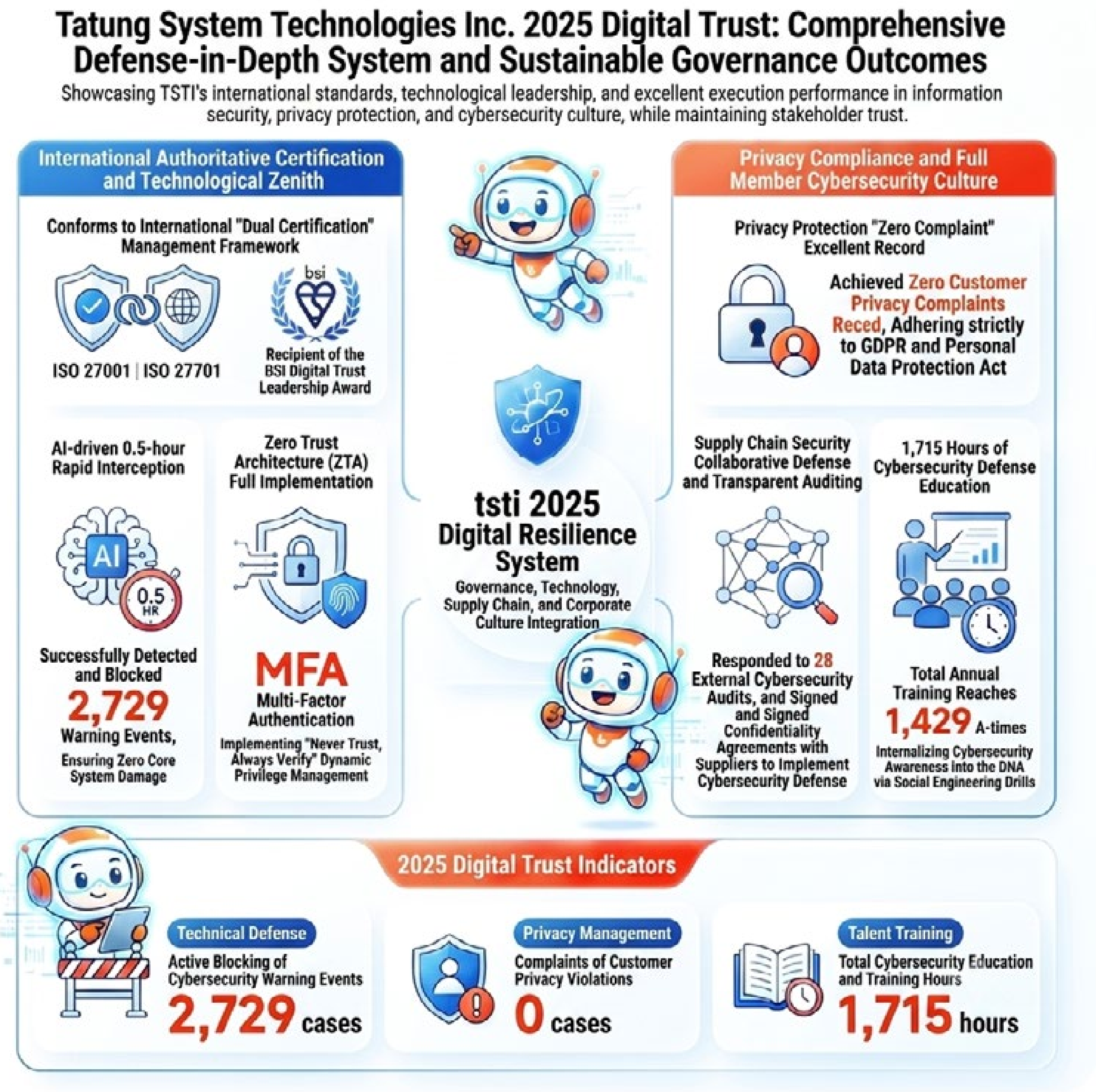
Eliminating Rating Misunderstandings:
Addressing client misunderstandings regarding the 10-point rating scale, managers and engineers proactively conduct interviews to clarify and confirm true customer needs, noting these details in service records. When necessary, they assist clients with re-evaluating ratings or making explanatory annotations in reporting documents.

Proactive Service:
For potential contract cancellation risks, the Company deploys proactive negotiation mechanisms, successfully resolving disputes and enhancing customer retention rates.

Clarifying Technical Expertise & Contractual Scope:
Regarding negative feedback triggered by hardware limitations (such as legacy equipment causing system incompatibilities), we proactively explain current technical conditions to clients—clearly distinguishing "Service Quality" from "Objective Constraints"—to safeguard the objectivity of evaluation scores.

▲ tsti OneService integrates monitoring software systems from various vendors, presenting unified data on the O2C Operation Center Dashboard.

Digital Trust



Highlights and Key Achievements

During the reporting year, no substantiated complaints were received concerning breaches of customer privacy or losses of customer data, nor were there any confirmed incidents involving data leaks.

▼ Highlights and Key Achievements of tsti's " Digital Trust "

2023

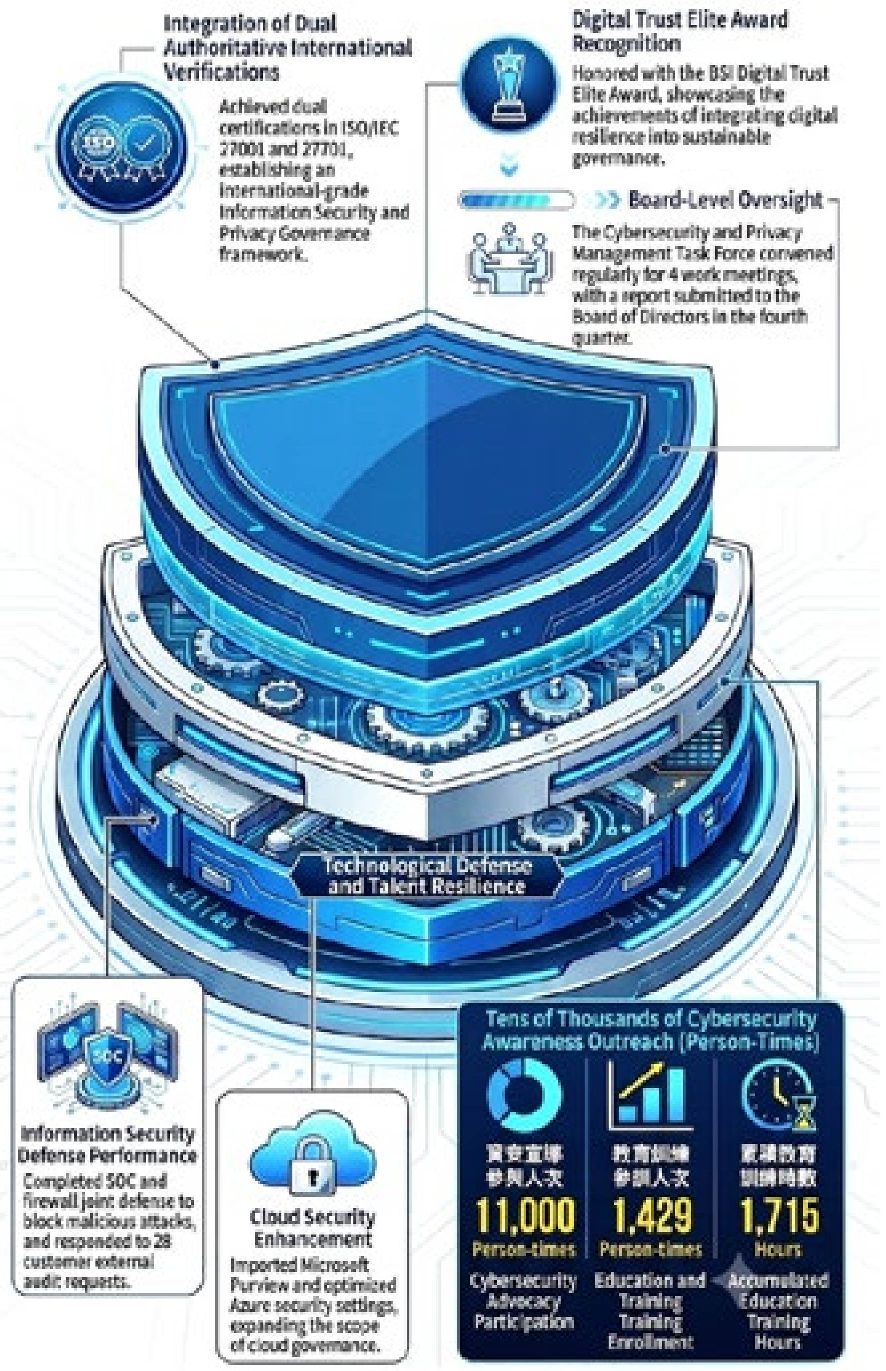
- 2018: Implemented the Information Security Management System (ISMS) in accordance with the ISO/IEC 27001:2013 standard.
- April 2019: Established the "Information Security Steering Committee".
- December 2021: To emphasize the paramount importance of privacy protection, the "Information Security Steering Committee" was renamed the "Cybersecurity and Privacy Protection Committee," further integrating cybersecurity and privacy management frameworks.
- 2023: To distinguish its function from board-level functional committees and strengthen operational cybersecurity execution, the "Cybersecurity and Privacy Protection Committee" was officially renamed the "Cybersecurity and Privacy Management Task Force".
- Second Half of 2023: Initiated transition operations for upgrading to the ISO/IEC 27001:2022 standard.

2024

- ISO/IEC 27001:2022 Certification: Successfully passed third-party verification for the new ISO/IEC 27001:2022 standard and obtained certification.
- Establishment of Privacy Information Management System (PIMS): Beginning in August 2024, tsti established its Privacy Information Management System (PIMS) in accordance with the ISO/IEC 27701:2019 international standard. This system ensures compliance with regulatory requirements and external stakeholders' privacy protection needs while elevating privacy compliance management capabilities. Furthermore, tsti integrated ISO/IEC 27001:2022 and ISO/IEC 27701:2019 into a unified, integrated management framework to streamline workflows and enhance operational efficiency.
- Information Security Awareness & Education:
- Awareness Promotion: Accumulated a total of 8,295 attendee-times participating in cybersecurity awareness campaigns.
- Training & Capacity Building: A total of 898 attendee-times completed cybersecurity-related education and training (including internal and external courses), accumulating 1,168 training hours.
- Data Protection & Incident Record: Zero confirmed incidents involving data leaks occurred during the reporting year, and no complaints were received regarding customer privacy breaches or loss of customer data.
- Governance & Operational Meetings: The Cybersecurity and Privacy Management Task Force convened 4 regular working meetings in 2024 and presented an operational report to the Board of Directors in the fourth quarter.

2025

- Honored with the "Digital Trust Excellence Award" at the BSI Digital Trust International Standards Management Annual Conference.
- Dual ISO/IEC Certification Integration: Achieved dual certification integration of ISO/IEC 27001 and ISO/IEC 27701, establishing a cybersecurity and privacy governance framework aligned with international standards to reinforce corporate sustainability resilience and enhance client and stakeholder trust.
- Expanding Threat Intelligence Alliance & Cloud Governance: Completed joint defense mechanisms between the SOC (Security Operations Center) and firewalls to block malicious DNS/IPs, successfully deployed Microsoft Purview, and strengthened Azure security configurations.
- Governance & Operational Meetings: The Cybersecurity and Privacy Management Task Force convened 4 regular working meetings in 2025 and submitted an operational report to the Board of Directors in the fourth quarter.
- Response to External Audit Demands: Responded to a total of 28 cybersecurity audit and inquiry requests from external stakeholders.
- Information Security Awareness & Education:
  - Awareness Promotion: Accumulated a total of 11,000 attendee-times participating in cybersecurity awareness campaigns.
  - Training & Capacity Building: A total of 1,429 attendee-times completed cybersecurity-related education and training (including internal and external courses), accumulating 1,715 training hours.



Information Security and Privacy Protection

GRI 418-1

Our objectives for information security and privacy protection are to establish an organizational culture that prioritizes cybersecurity, enhance cybersecurity governance capabilities and standards, implement supply chain information security management, and ensure business continuity and data security.

To ensure the confidentiality, integrity, and availability of information assets belonging to tsti and its subsidiaries, comply with relevant laws and regulatory requirements, and protect these assets from internal and external intentional or accidental threats while balancing the Company's business operational requirements, tsti has formulated the "Information Security Policy". In accordance with relevant legal and regulatory mandates, this policy considers the Company's information security objectives to conduct information security risk assessments, determines the required security levels for various information operations, and implements appropriate and adequate information security practices to guarantee the security of all data collected, processed, transmitted, stored, and circulated by the Company.

The curriculum for the "2025 Personal Data & Information Security Awareness Course" included:

1. 2025 Cybersecurity Incident Chronicles: Sharing recent practical cases and response experiences, with over 200 employees enrolled;
2. 2025 Cybersecurity Trends and Regulatory Compliance;
3. Building Comprehensive Cybersecurity Resilience and a Safety Culture;
4. The Company's Cybersecurity Posture and Risk Roadmap.

Through cross-departmental professional instruction and practice-oriented coursework, employee understanding of personal data protection responsibilities and cybersecurity risk management was significantly reinforced.

Response to External Stakeholder Cybersecurity Audit Requests (28 Cases)

During interactions with external stakeholders in 2025—including customer procurement teams, units conducting on-site audits, government authorities, and supply chain partners—the most frequently inquired topics focused on cybersecurity governance, personal data and privacy protection, system development and maintenance workflows, cybersecurity certifications, data protection mechanisms, sustainability management practices, and ESG audit compliance. tsti provided complete supporting evidence in accordance with standard operating procedures and continuously strengthened its internal frameworks to enhance maturity in information security and sustainability governance.

Objectives for information security and privacy protection are to establish an organizational culture that prioritizes cybersecurity, enhance cybersecurity governance capabilities and standards, implement supply chain information security management, and ensure business continuity and data security.

Passed the ISO/IEC 27001:2022 Surveillance Audit Obtained ISO/IEC 27701:2019 international certification ISO	A cumulative total of 11,000 participants have received information security awareness training. 11000	A total of 1,429 participants completed information security training (including both internal and external sessions), accumulating 1,715 training hours. 1715	There have been no confirmed incidents of data breaches, nor have there been any complaints regarding the infringement of customer privacy or the loss of customer data. 0	Cybersecurity and Privacy Protection Task Force: To hold four regular working meetings in 2025 and report to the Board of Directors in the fourth quarter. 4

Personal Data Protection and Management Policy

tsti regards personal data protection as the cornerstone of digital trust and strictly complies with the Personal Data Protection Act and related regulations. In accordance with the Personal Data Protection Act, we safeguard the personal data of all employees, customers, suppliers, and shareholders. Pursuant to Article 27 of the Act, the Company has formulated the "Personal Data File Security Maintenance Plan and Post-Business Termination Personal Data Disposal Procedures," explicitly defining principles for the collection, processing, use, and retention of personal data. We implement data security and privacy protection under relevant laws and internal management systems to establish a comprehensive personal data protection and management framework. The Legal Affairs Unit and the Cyber Security Department are jointly responsible for formulating, promoting, and supervising policy execution to ensure the institutionalization and consistency of personal data protection governance.

Deploying reasonable and secure technologies and measures, tsti lawfully collects, processes, and uses personal data within the scope of specific intended purposes. Concurrently, a dedicated contact window has been established to facilitate data subjects in exercising their rights regarding personal data, or submitting complaints and inquiries. Furthermore, the Company has planned an emergency response mechanism to properly manage incidents such as personal data leaks, alterations, destruction, or losses.

When entrusting third parties to collect, process, or use personal data, the Company strictly supervises the entrusted parties to ensure compliance with relevant regulatory requirements. We continuously maintain the personal data protection plan, periodically reviewing and revising it based on regulations and risk assessments. Upon approval, updates are published to relevant members within the applicable scope to ensure the security and compliance of personal data.

Regarding implementation and quantitative disclosures, the Company integrates the ISO 27001 Information Security Management System (ISMS) to regularly perform cybersecurity risk assessments, internal and external audits, social engineering drills, and training sessions, thereby raising awareness of personal data protection and information security among all employees. On September 23, 2025, the Company conducted the "2025 Personal Data & Information Security Awareness Course," co-lectured by the Head of Legal Affairs and the Head of Cyber Security. The Company will continue to quantitatively disclose investments in personal data and cybersecurity training, leveraging institutionalized management and continuous improvement mechanisms to ensure the security of customer and stakeholder personal data, serving as a critical foundation for corporate sustainability governance and digital trust.

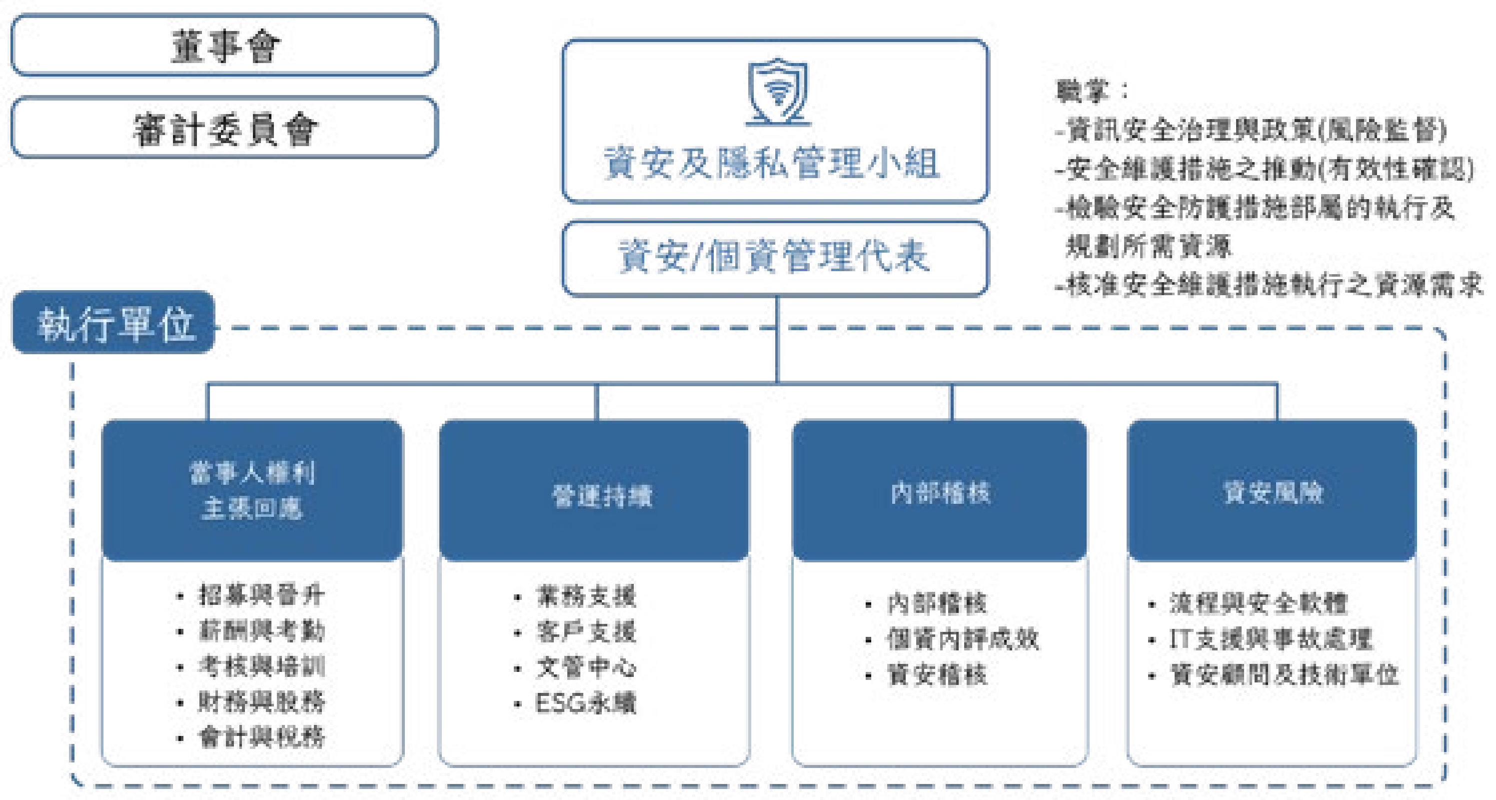
▼ tsti Information Security and Privacy Protection

Policy & Commitment	Information Security Policy
Management Mechanism	Information Security and Privacy Management Framework (ISO/IEC 27001:2022 & ISO/IEC 27701:2019)
Number of Trainees for Professional Certifications	The Company continuously promotes the operation of ISO management systems. Concurrently, colleagues in the cybersecurity department actively enhance their professional competencies. Notably, the cybersecurity manager completed the CISSP professional training course, and cybersecurity personnel completed CEH offensive and defensive technical courses, further fortifying the Company's overall capabilities in cybersecurity governance and attack defense. » ISO/IEC 27001:2022: 6 certified individuals » ISO/IEC 27701:2019: 2 certified individuals » ISC2 - Certified Information Systems Security Professional (CISSP): 1 trained individual » EC-Council - Certified Ethical Hacker (CEH): 2 trained individuals
Responsible Department / Unit	Cybersecurity Management Organization
Emergency Response Mechanisms	» Incident Monitoring & Early Warning: Utilizing threat intelligence analysis and incident monitoring systems, we achieve real-time detection and early warning to rapidly identify and respond to potential threats, mitigating risk impacts. » Emergency Response Mechanism: Based on the severity and impact scope of an incident, tiered response procedures are activated to swiftly form an emergency response team responsible for incident investigation, analysis, and containment, ensuring effective control over event escalation. » Incident Recovery & Strengthening: Following incident containment, system remediation and functional restoration are performed. Simultaneously, a comprehensive post-incident review is conducted on root causes and response procedures to formulate improvement plans, optimizing future defense mechanisms to enhance overall resilience.
Information Security Incident Reporting and Management	» In accordance with ISO/IEC 27001:2022 and internal "Cybersecurity Incident Reporting Procedures," a tiered incident reporting system has been established, encompassing detection, reporting, review, and executive notification workflows. Major incidents are reported to competent authorities as required by regulations and concurrently notified to affected parties. » By leveraging SIEM, EDR, malicious IP blocking, firewall joint defense, and threat intelligence platforms, incidents are interpreted and tracked. When necessary, a cross-departmental incident response team is mobilized for investigation, containment, root-cause analysis, and record retention to reduce operational risks. » All cybersecurity incidents (including vulnerabilities, indicators of attack, and user-reported events) are incorporated into monthly meetings, management reviews, and annual cybersecurity governance reports. At year-end, incident statistics, improvement measures, and trend analyses are submitted to the Board of Directors and the Sustainable Development Promotion Team to enhance governance transparency.
Continuous Improvement and Optimization	» Cyber Security & Infrastructure Division： 1. Successfully passed the ISO 27001 surveillance audit on the first attempt and obtained ISO 27701 international privacy management certification. 2. Dedicated IT personnel and the IT unit completed a cumulative total of 1,026 hours of professional cybersecurity and IT training in 2025 (a 1.5-fold increase compared to the previous year) and accumulated 34 professional cybersecurity certifications, including ISO 27001 LA, ISO 27701 LA, CCNA-Security, and CEH. 3. Systematically integrated external threat intelligence (such as TWCERT/CC and OEM vendor advisories) into daily monitoring workflows, combined with automated defense mechanisms, enabling earlier detection of cybersecurity incidents and reducing potential attack risks. » Operations System Department, Digital Operations Division： 1. Assisted in building a cross-departmental BI application foundation, integrating operational data across systems to progressively cultivate internal data analytics capabilities. This enhances information transparency and real-time decision-making, helping management rapidly grasp key operational metrics and fostering a data-driven management and decision-making culture. 2. Implemented the Microsoft Power Automate process automation platform, achieving successful validation and implementation across multiple practical scenarios. This systematically converts labor-intensive tasks into automated workflows, effectively boosting cross-departmental operational efficiency and information circulation speed while reducing the burden of repetitive manual work. Consequently, employees can dedicate time to higher-value tasks, establishing a sustainably scalable automation foundation for the Company.
Internal and External Information Security Audits	» Periodically execute internal cybersecurity audits and undergo external cybersecurity audits conducted by third-party institutions to ensure the effectiveness of cybersecurity safeguards. » In 2025, automated configuration check reports were implemented, enhancing setting consistency and auditing efficiency through automated inventory checks and variance comparison mechanisms.
Employee Information Security Awareness and Training	» Enhance overall employee cybersecurity awareness and emergency response capabilities through periodic cybersecurity awareness training and social engineering tests.
Meeting Convocations and Attendance For detailed operations, please refer to:	» Cybersecurity Reporting to the Board of Directors: Submit risk management reports to the Sustainable Development Promotion Team at least once annually and present cybersecurity governance reports to the highest risk management body, the Board of Directors, ensuring senior executives stay informed of cybersecurity risk postures to support strategic decision-making. » Fiscal Year 2025: Convened 4 working meetings and presented an operational report to the Board of Directors at year-end. » Publicly disclose and periodically update relevant information on the Company's official website or Corporate Sustainability Report. » Annual Report section: "Operational Overview > Cyber Security Management."

Cybersecurity Management

Information and Communication Security Management

▼ Cybersecurity and Privacy Management Task Force

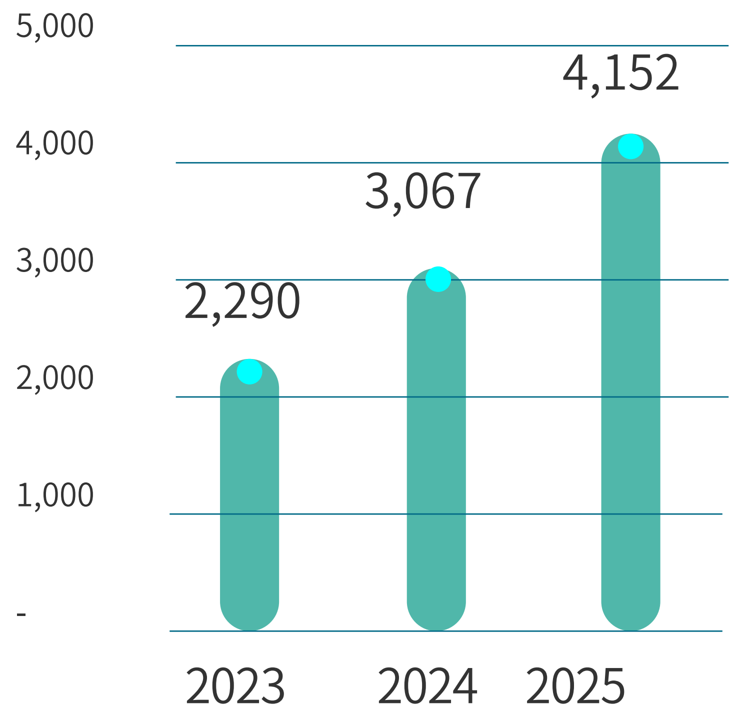


Due to escalating external cybersecurity threats and regulatory mandates during the reporting year, the Company expanded its cybersecurity and privacy awareness campaigns to cover information security, personal data protection, and social engineering anti-fraud. Furthermore, starting in October 2025, the campaign frequency was increased from once a month to twice a month to elevate employee vigilance and compliance awareness.

▼ Investments and Expenses in Cybersecurity over the Past Three Years (Unit: NT$ Thousands)

GRI 2-4

Year	2023	2024	2025
Invested Expenses	2,290	3,067	4,152



Notes:
1. Information Restatement (GRI 2-4): The expenditure data in this table differs from the previous year's report due to the reallocation and adjustment of recognized months for multi-year projects. Starting in 2025, domain certificate procurement fees have been newly included and recognized, with corresponding adjustments made to expenses from 2023 to 2025.
2. Investment scope includes: Software maintenance and warranties, hardware maintenance and warranties, consulting fees, cybersecurity equipment, and office systems.

GRI 418-1

Performance and Effectiveness of InfoSec and Privacy Protection

0

In 2025, zero confirmed data security breaches occurred, and zero complaints were received regarding customer privacy violations or lost customer data.

tsti has deeply embedded a corporate security culture of "Proactive Defense and Immediate Response," constructing a comprehensive defense-in-depth architecture anchored by our Security Operations Center (SOC) and endpoint protection systems. In 2025, the Company successfully detected and mitigated 2,729 Level 1 and Level 2 (Tier 1 & Tier 2) cybersecurity early-warning events (including anomalous connection attempts and malware probes). Leveraging our highly efficient monitoring mechanisms, all events were contained and resolved within 0.5 hours, ensuring potential threats were intercepted before reaching core systems without any executed attacks or operational disruptions. Regarding customer privacy protection, tsti strictly adheres to all relevant laws and regulatory mandates. During the reporting year, no cybersecurity early-warning events met the criteria for activating internal crisis management procedures, and zero major security incidents required mandatory reporting to competent authorities—fully demonstrating our capability and commitment to safeguarding corporate information assets and customer data.

▼ Cybersecurity Education, Training, and Awareness Campaigns over the Past Three Years

Metrics / Fiscal Year	2023	2024	2025
Cybersecurity Awareness Campaigns (Number of Releases)	14	19	22
Cybersecurity Awareness Campaigns (Attendee-times)	10,081	8,295	11,000
Other Internal/External Related Education & Training (Attendee-times / Hours)	506/1,111	898/1,168	1,429/1,715

Concrete Management Measures

Stage	Focus	Description
Plan	Cybersecurity & Personal Data Risk Management	Establish an internal information security management mechanism aligned with ISO/IEC 27001:2022, ISO/IEC 27701:2019, and CNS 27002:2023. In accordance with the Personal Data Protection Act (PDPA), implement a comprehensive personal data inventory mechanism to ensure that internal data processing workflows fully comply with legal requirements. Clearly define cybersecurity roles and responsibilities (e.g., CISO, DPO), and formulate information security policies and internal guidelines to guarantee execution across all departments. Furthermore, conduct periodic cybersecurity risk assessments to identify internal and external threats, serving as the basis for formulating cybersecurity strategies.
Do	Strengthening Multi-Layered Cyber Defense & Internal Governance	Enforce user access control by applying the Principle of Least Privilege (PoLP) and Multi-Factor Authentication (MFA), ensuring employees access only necessary information based on their roles, while establishing permission review mechanisms to prevent account abuse. Deploy endpoint security protection (e.g., EDR/XDR) and data encryption technologies (e.g., DLP) to safeguard internal information assets. Utilize Security Information and Event Management (SIEM) systems for anomalous behavior analysis, and establish internal reporting mechanisms allowing employees to rapidly escalate suspicious activities. Conduct periodic social engineering drills (e.g., phishing email simulations) and integrate performance results into employee evaluations to elevate overall cybersecurity awareness.
Check	Monitoring Management Effectiveness & Internal/ External Audits	Establish a Security Operations Center (SOC) or internal monitoring mechanisms to gain real-time visibility into enterprise security postures, ensuring swift detection and containment of anomalous events. Execute periodic internal and external cybersecurity audits, and conduct Penetration Testing to evaluate defense capabilities, identifying potential attack vectors and vulnerabilities. Implement automated alerting for anomalous behavior, instantly notifying relevant personnel upon detecting abnormal logins or unauthorized data access. Deploy log management and analysis mechanisms (SIEM) to ensure critical security events are thoroughly logged and traceable.
Action	Continuous Improvement & Building a Security Culture	Periodically update cybersecurity policies and response plans based on audit and check results to ensure organizational readiness against emerging cyber threats. Reinforce corporate cybersecurity governance through executive leadership support, aligning cybersecurity investments with business requirements. Continuously drive: (1) Incident Response Plans (IRP) with periodic Tabletop Exercises to familiarize departments with emergency procedures; (2) Internal cybersecurity reporting incentive programs to encourage employees to proactively report vulnerabilities, embedding a robust security culture across all organizational levels.

Multi-Layered Cyber Defense

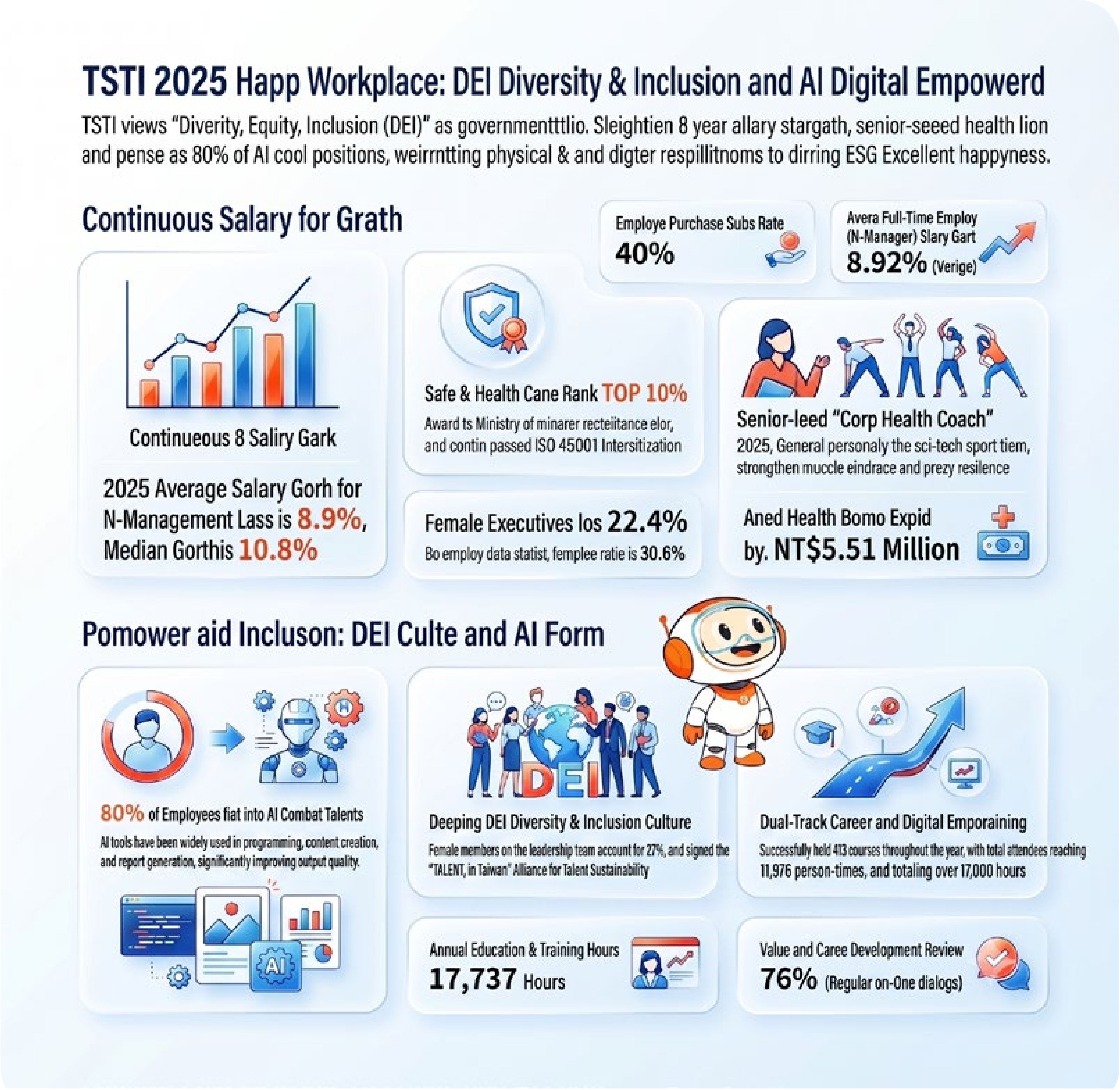
Defense Level	Specific Measures
Physical Security	• Periodically review hardware equipment status, back up critical data, and ensure equipment is equipped with auxiliary power supplies or Uninterruptible Power Supply (UPS) systems. • Isolate hardware equipment from external environments to prevent direct physical contact leading to data theft or destruction. • Deploy next-generation antivirus software equipped with malware protection to execute real-time scanning, deep protection, and data security safeguards. • Implement stringent physical access controls and CCTV surveillance recording to prevent unauthorized physical contact and asset damage.
Network & System Security	• Fortify critical security updates for servers with distribution functions. • Strengthen network firewalls and network access controls, minimizing open ports to prevent the spread of computer viruses. • Implement Zero Trust Architecture (ZTA), emphasizing pre-access evaluation to mitigate the risks of data breaches and lateral movement attacks. Enforce the Principle of Least Privilege (PoLP) and implement Multi-Factor Authentication (MFA). • Deploy Managed Detection and Response (MDR) services to proactively hunt for suspicious threats and execute high-performance, automated cybersecurity risk investigation.
Cloud Security	• Select reliable public cloud services or build private cloud environments to safeguard cloud infrastructures. • Integrate multi-dimensional security capabilities to protect cloud networks from emerging threats. • Deploy Cloud Security Posture Management (CSPM) and Cloud Workload Protection Platforms (CWPP) to maintain continuous visibility and compliance across cloud environments.
Application Security	• Conduct periodic application vulnerability scanning and security testing to ensure applications remain unaffected by known vulnerabilities. Critical systems must pass vulnerability scanning or static application security testing (SAST) / source code reviews prior to production deployment. • Perform code reviews, particularly for mission-critical applications, to guarantee code security and software quality. • Train developers on secure software development best practices (Secure SDLC), such as avoiding hard-coded sensitive information and properly handling input validation.Enforce appropriate access management, granting only necessary privileges to applications and users. • Implement continuous monitoring and logging mechanisms to track and investigate potential security incidents.
Supply Chain Cybersecurity	• Explicitly require suppliers to undergo periodic penetration testing and apply security patches to fortify supply chain resilience and security. • Establish supplier cybersecurity risk assessment mechanisms and periodically communicate corporate cybersecurity policies.
Data Protection Technology Fortification	• Introduce advanced information protection tools and implement document encryption, reinforcing document confidentiality classifications and data protection awareness via sensitivity labels. • Centralize document management with encrypted data controls and effective audit tracking.I • Implement outbound email controls to prevent sensitive data leakage via electronic mail.
Training & Awareness Promotion	• Heighten employee vigilance against email social engineering attacks and execute phishing email defense detection. • Periodically conduct employee identification capability drills to elevate overall cybersecurity awareness. • Leverage technology to ensure employees acknowledge and comply with corporate policies. • Execute periodic cybersecurity awareness campaigns emphasizing critical topics such as Information Security Policies, Non-Disclosure Agreements (NDAs), and Incident Reporting Workflows. • Regularly update training content to reflect the evolving cybersecurity threat landscape, ensuring employees maintain high vigilance. • Ensure all employees are informed of designated cybersecurity contact personnel for immediate assistance when needed.

Impacts of Major Information Security Incidents, Response Measures, and Explanations

▼ Cybersecurity Risk Response Actions

Risk Factors	2025 Impacts on the Company	Response Measures
Information Security Risk refers to threats that may impact the overall enterprise assets, processes, and operational environments.	• Operational Resilience and Financial Risks • Customer Trust and Reputation Value • Supply Chain Cybersecurity Chain Reaction Risks • Regulatory Compliance and Governance Performance	**Deepening Cybersecurity Governance Levels & Driving Compliance Automation Management:** • Strengthen Governance Structure: Periodically convene cybersecurity management review meetings to perform rolling adjustments on cybersecurity Key Performance Indicators (KPIs). Annually report the risk evaluation inventory, target progress, and future strategic resource planning to the Board of Directors, ensuring executive decision-makers accurately grasp the Company's digital resilience level and provide concrete support. • Drive Compliance Automation: Deploy digital tools to manage compliance requirements for ISO 27001 (Information Security), ISO 27701 (Privacy Protection), and ISO 20000-1 (Service Management). Implement automated document version control and real-time audit trail tracking to effectively mitigate human error risks and guarantee operational continuity. Establish KPI tracking mechanisms to regularly review attainment rates and improvement directions. • Align with Dynamic Regulations: Form a Cybersecurity and Privacy Management Task Force to track domestic and international changes in cybersecurity and personal data protection laws (such as Taiwan's Personal Data Protection Act amendments and global GDPR trends), rapidly translating the latest compliance requirements into internal Standard Operating Procedures (SOPs). **Constructing Proactive Multi-Layered Joint Defense Systems & Zero Trust Architecture:** • Implement Zero Trust Architecture (ZTA): Comprehensively promote dynamic evaluations of identity authentication, device legitimacy, and access privileges. Adhering to the "Never Trust, Always Verify" Principle (Zero Trust Architecture, ZTA), ensure all internal and external connection requests undergo strict privilege verification to reduce lateral movement attack risks within internal networks. • AI-Driven Cybersecurity Monitoring: Integrate EDR endpoint protection and network firewalls via the Security Information and Event Management (SIEM) system to construct an AI-driven automated threat exposure management platform. Augmented by 24/7 Security Operations Center (SOC) monitoring services, achieve second-level detection, interpretation, and automated joint-defense blocking upon attack occurrence. • Proactive Vulnerability Management: Execute periodic vulnerability scanning, penetration testing, and red team exercises covering all critical systems. Integrating TWCERT/CC and OEM Threat Intelligence Platforms (TIP), complete patch deployments prior to vulnerability exploitation, transforming passive defense into proactive defense to fortify intrinsic system security. **Fortifying Supply Chain Digital Resilience & Ecosystem Security Cooperation:** • Supplier Cybersecurity Risk Assessment: Establish a standardized supplier cybersecurity rating framework to execute tiered management for partners of varying risk levels. For critical suppliers, implement annual desk reviews or on-site audits to ensure their security and privacy protection standards align with Company requirements. • Contractual Enforceability & Risk Transfer: Rigorously amend cybersecurity and confidentiality clauses in procurement contracts, explicitly defining incident notification timelines and liability indemnification. Establish cross-organizational emergency security contact windows to ensure rapid risk isolation, threat intelligence sharing, and joint response during supply chain security crises, thereby maintaining overall supply chain resilience. **Cultivating a Professional, Proactive Cybersecurity Culture & All-Employee Defense Line** • Tiered Professional Training: Conduct practical, case-based security awareness campaigns for general staff; provide ISO auditor or professional technical certification training for security specialists; and focus on decision-level governance mindsets for management. Elevate enterprise-wide professional capabilities through multi-dimensional course designs. • Refine Social Engineering Drills: Periodically simulate ransomware and phishing email attacks, testing employee vigilance through scenario-based exercises and delivering remedial training for high-risk targets. Establish a cybersecurity and privacy portal as a knowledge base to ensure employees access the latest defense strategies, embedding security into the corporate DNA. Regularly execute vulnerability scanning and penetration testing to patch system vulnerabilities in a timely manner.

Healthy & Happy Workplace



Highlights and Key Achievements

tsti is committed to building an outstanding ESG-driven happy enterprise, placing "Diversity, Equity, and Inclusion (DEI)" at the core of corporate governance. Through a competitive remuneration system and comprehensive occupational health and safety (OHS) protection, we safeguard the economic security and physical and mental well-being of our employees. We believe that through systematic OHS management, transparent compensation incentives, and warm, inclusive policies, tsti can continuously cultivate a sense of purpose and happiness among staff, realizing our long-term goal of becoming a leader in ESG happy enterprises.

In 2025, neither the Company nor its subsidiaries experienced any incidents or significant risks involving discrimination, child labor, forced labor, or other violations of labor human rights.

▼ Highlights and Key Achievements of tsti's " Healthy & Happy Workplace "

2023

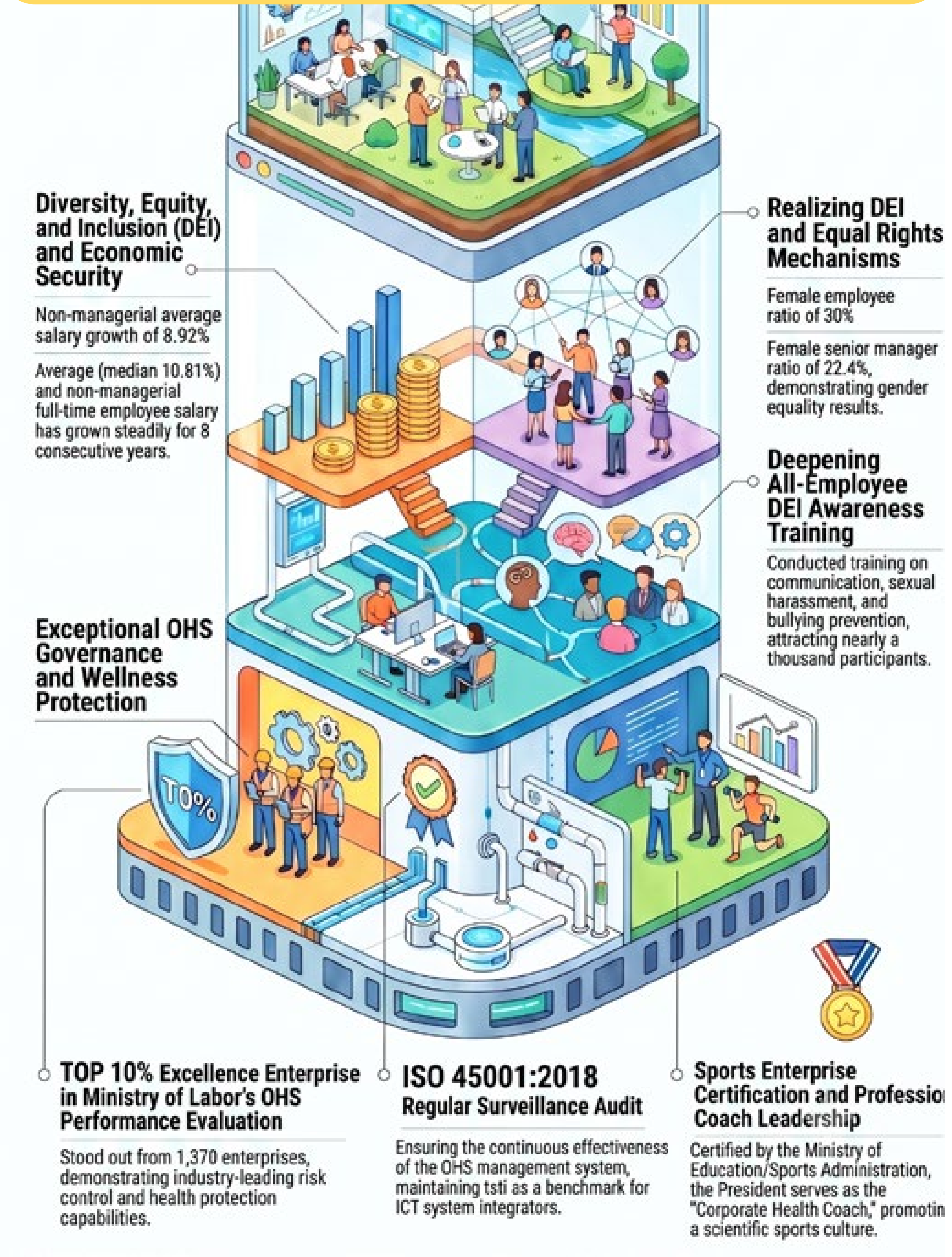
- 2020: Successfully obtained ISO 45001:2018 Occupational Health and Safety Management System certification.
- 2020: Implemented online digital health management initiatives in response to the COVID-19 pandemic.
- 2020: Recognized with the Corporate Health Responsibility (CHR) Award by CommonHealth Magazine.
- 2021: Awarded the Sports Enterprise Certification by the Sports Administration, Ministry of Education (valid 2021–2023).
- 2021: Received the Health Promotion Badge from the Health Promotion Administration, Ministry of Health and Welfare.
- 2022: Continued the implementation and optimization of instant reporting via an online mobile app.
- 2023: Average compensation for non-managerial full-time employees grew by 3.89% compared to 2022.
- 2023: Conducted 494 training sessions with 8,466 participant attendances and a total of 18,219 training hours, demonstrating significant year-over-year growth.
- 2023: Implemented a new work plan and performance target appraisal system, enforcing 1-on-1 performance interviews with direct managers.
- 2023: Participated in the Corporate Health Responsibility (CHR) event hosted by CommonHealth Magazine.

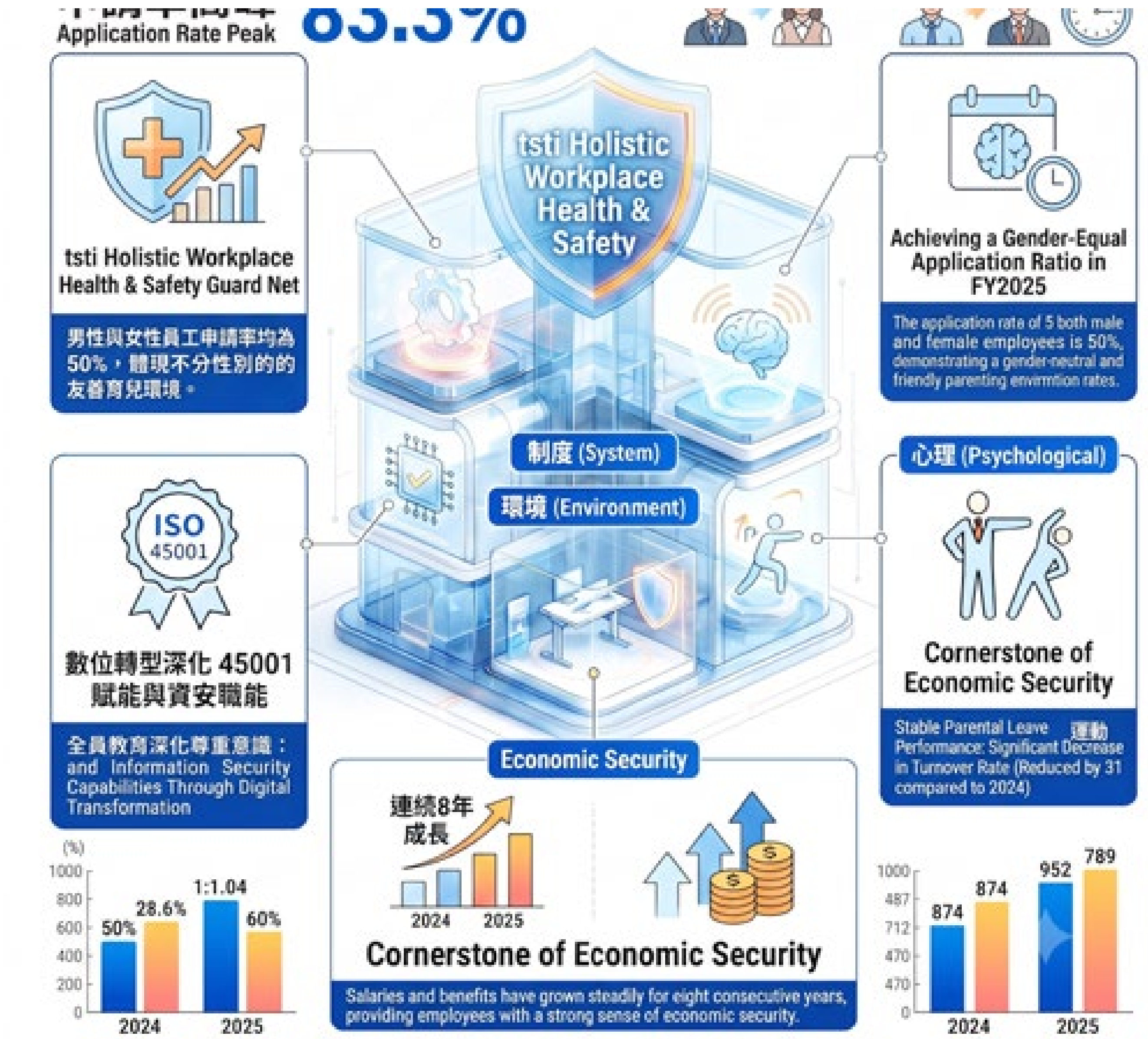
2024

- ISO 45001:2018 Recertification: Successfully renewed and maintained the ISO 45001:2018 Occupational Health and Safety Management System certification.
- Employee Compensation Growth: Average compensation for full-time non-executive employees grew by 5% compared to 2023.
- Sports Enterprise Certification: Awarded the Sports Enterprise Certification by the Sports Administration, Ministry of Education (valid 2024–2027).
- TALENT, in Taiwan Alliance: Signed and joined the"TALENT, in Taiwan, Taiwan Sustainable Talent Action Alliance" to actively promote talent sustainability and workforce development.
- Employee Experience Management: Implemented an Employee Experience Management System and conducted comprehensive surveys on employee experience and workplace human rights climate.

2025

- ISO 45001:2018 Surveillance Audit: Successfully completed the periodic surveillance audit for the ISO 45001:2018 Occupational Health and Safety Management System.
- Sports Enterprise Certification: Maintained the Sports Enterprise Certification awarded by the Sports Administration, Ministry of Education (valid 2024–2027).
- Recognition for Corporate Sports Instructors: Commended by the Sports for All Agency, Ministry of Sports under the 2025 (FY114) Enterprise Hiring Sports Instructors Program.
- Workplace Harassment & Violence Prevention: Officially issued and published the "Declaration / Statement on Prevention of Workplace Violence and Unlawful Infringement " on December 2, 2025.
- Compensation Growth for Non-Executive Staff: Average compensation for full-time non-executive employees grew by 8.92%, while median compensation increased by approximately 10.81%.





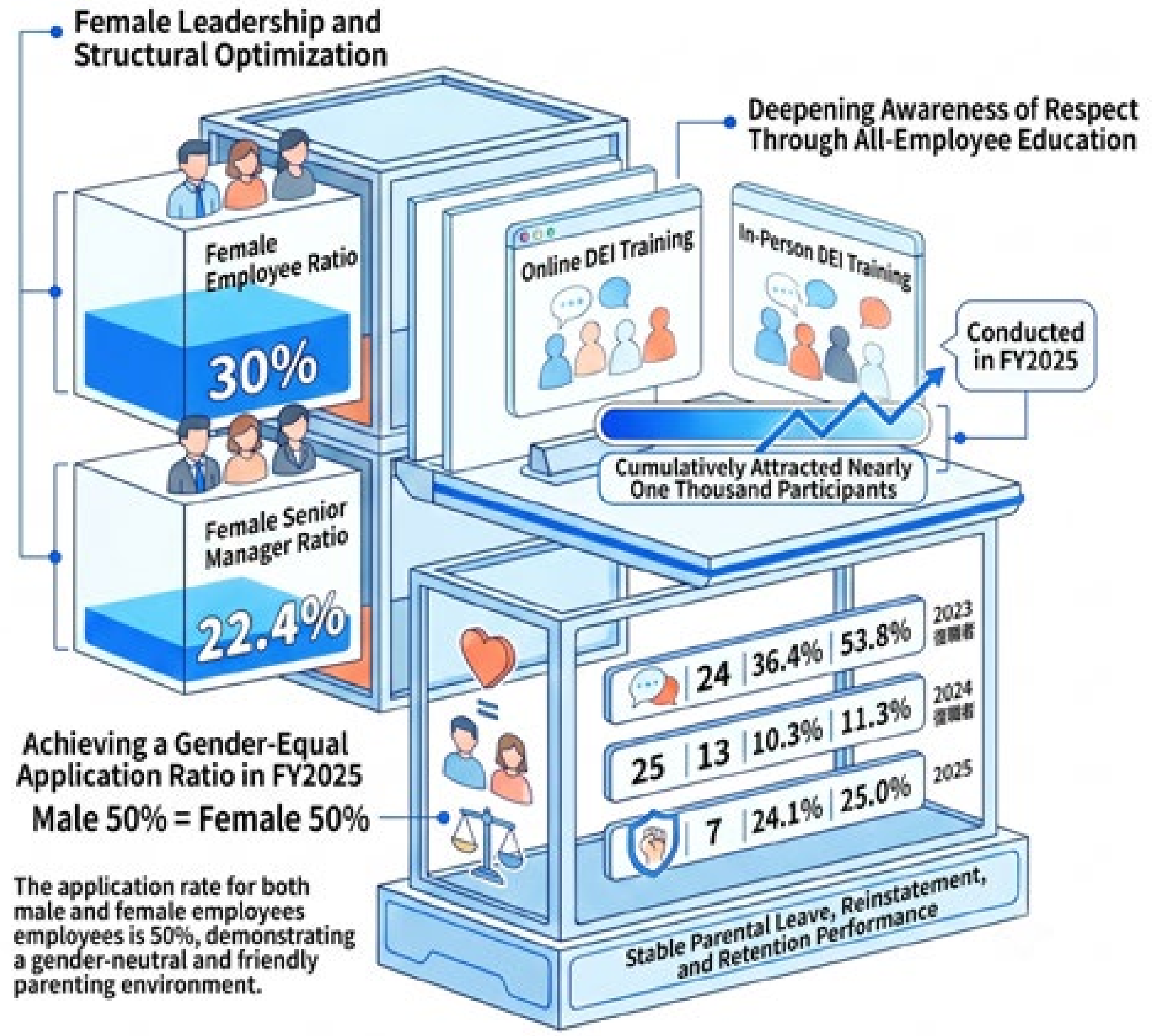
Excellence in Occupational Safety and Health Governance: Safeguarding Physical and Mental Well-Being

tsti's commitment to occupational health and safety (OHS) has been recognized by the Occupational Safety and Health Administration, Ministry of Labor. In the 2025 "Voluntary Assessment and Disclosure of Occupational Health and Safety Performance in Sustainability Reports", tsti stood out among 1,370 evaluated enterprises and was honored as a TOP 10% Outstanding Enterprise.

This accolade validates tsti' s continuous enhancements across its OHS management system, employee health protection, disaster and risk management, and disclosure transparency, reflecting our steadfast commitment to prioritizing employee health. In 2025, to further address the physical and mental health needs of our workforce, the Company approved the implementation of a "Mental Health Leave" policy. Integrated with assessments from professional medical personnel and human resources, this initiative offers flexible leave options for employees requiring adjustments, helping them alleviate psychological stress and maintain work-life balance. This policy represents a concrete execution of a human-centric and diverse, equitable, and inclusive (DEI) workplace culture.

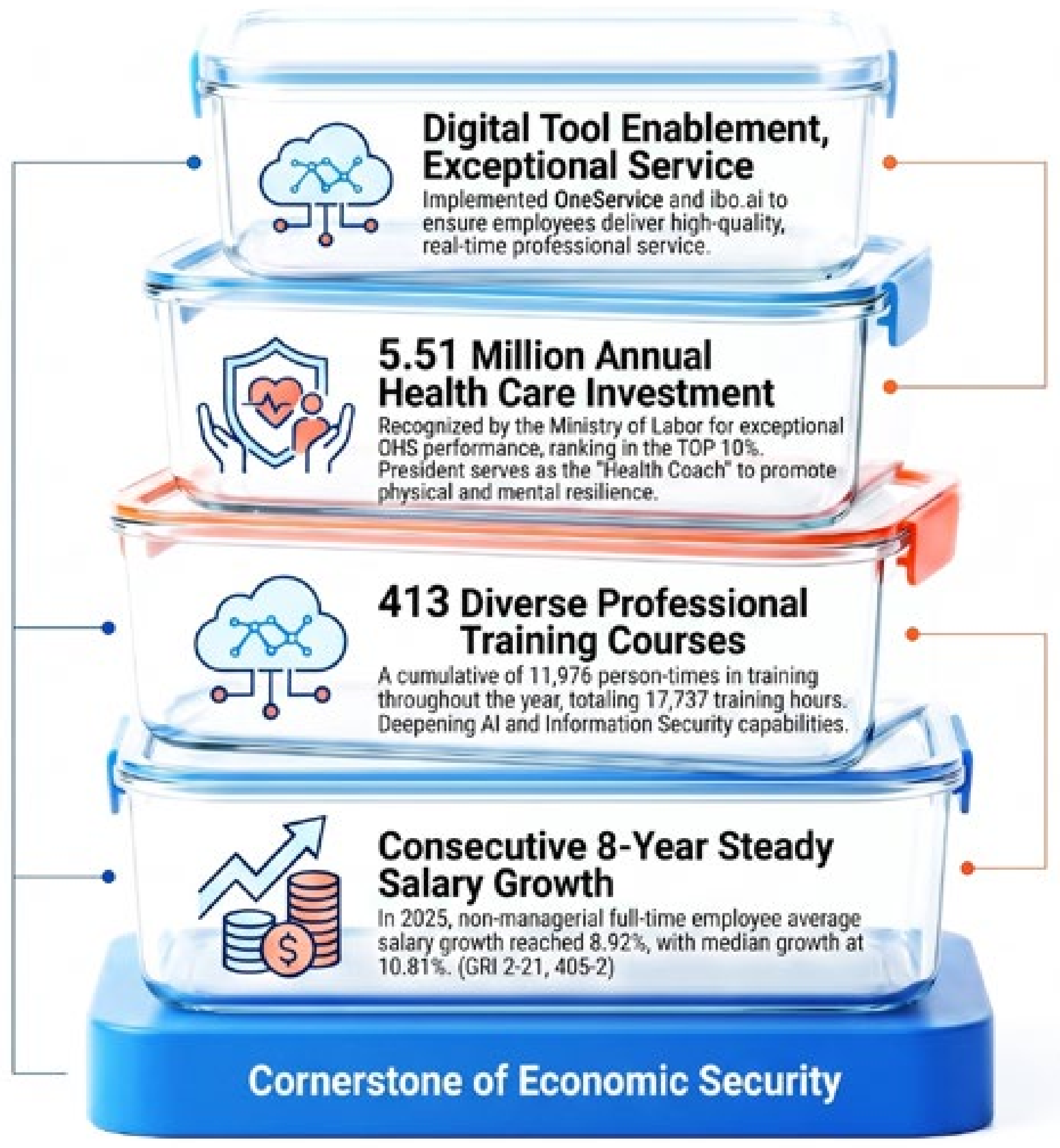
Promoting Diversity and Equity to Co-create an Inclusive Work Environment

We firmly believe that diverse talent drives innovation. tsti explicitly prohibits any form of discrimination and has established rigorous mechanisms for sexual harassment prevention and the mitigation of unlawful infringement, striving to foster a respectful, diverse, inclusive, and safe workplace. In 2025, tsti continued to optimize its workforce structure, with female employees accounting for 30% of total staff and 24% of senior management positions, demonstrating concrete results in advancing gender equality. To deepen awareness across all personnel, we conducted multiple DEI training sessions in 2025 covering topics such as "The Art of Communication," "Sexual Harassment Prevention," and "Workplace Bullying Prevention." Delivered through a hybrid format combining online and in-person sessions, these programs attracted nearly 1,000 participant attendances in aggregate, embedding the values of mutual respect and self-protection deep within our corporate culture.



Professional Growth and Economic Security

To foster employee career development, we implement regular training and development assessment plans, along with a remuneration system closely linked to performance. Average compensation for non-managerial full-time employees at tsti has achieved stable year-over-year growth for eight consecutive years. This sense of economic security serves as the bedrock for employees to boldly embrace self-challenges. Simultaneously, by introducing service management platforms and collaborative office solutions, we not only elevate customer experience but also empower employees to attain a high sense of achievement through delivering professional, real-time, and exceptional services.



GRI 2-23、GRI 2-27、GRI 403-1、GRI 403-8

Occupational Safety and Health

Zero Work-Related Hazards and Injuries

tsti continuously reviews and enhances its workplace environment to provide employees with a safe and healthy working conditions. The workplace scope covered by the ISO 45001:2018 Occupational Health and Safety Management System encompasses the tsti Taipei Headquarters (2nd to 5th Floors and warehouse, North Engineering Building, No. 22, Sec. 3, Zhongshan N. Rd., Zhongshan Dist., Taipei City). It addresses occupational safety and health (OSH) issues related to ICT product distribution sales, system integration services, and operational activities for all employees, contractors, and visitors within the certified scope. Furthermore, aligned with ISO 45001:2018 and relevant statutory regulations, we actively extend the practical implementation of our OSH system across subsidiaries and regional offices throughout Northern, Central, and Southern Taiwan.
To safeguard the safety and health of our employees as well as tier-1 and sub-contractor personnel, we systematically refine our employees' working conditions and monitor staff health annually. This proactive approach fosters client trust and strengthens overall operational performance. To protect personal safety, tsti provides group insurance coverage for all staff and schedules complimentary regular health examinations. Collaborating based on employee needs, occupational medicine physicians, occupational health nurses, and OSH personnel regularly conduct various health management activities, health promotion seminars, and industrial safety and fire inspection audits. These initiatives ensure employee safety, enhance safety consciousness, continuously optimize internal and external occupational safety, and mitigate potential operational hazards.

▲ tsti ISO 45001:2018 Occupational Safety and Health Policy Promotional Card

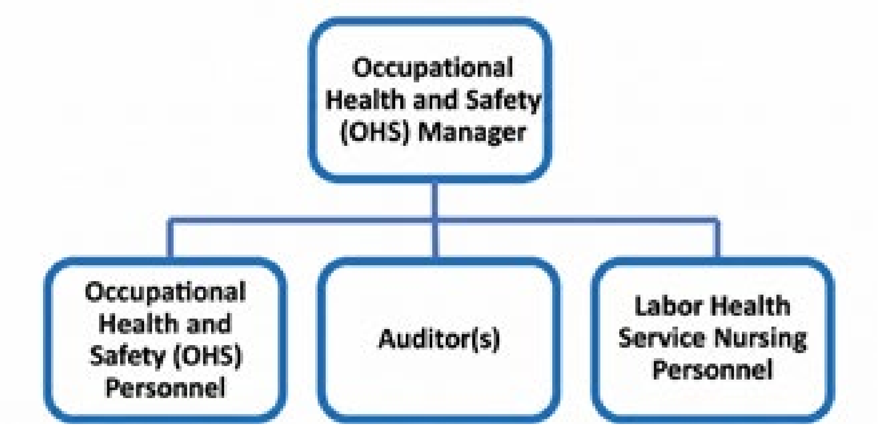
Successfully completed the periodic ISO 45001:2018 surveillance audit in 2025 (certified by SGS Taiwan; valid through December 16, 2026).

Recognized as the first ICT system integration service provider in Taiwan to achieve ISO 45001:2018 certification, maintaining continuous optimization

- Comprehensive Group Insurance Coverage
- Regular Complimentary Health Screenings
- Maternity & Lactation Friendly Facilities
- Digital Health Management & Wellness Activities
- Industrial Safety & Fire Protection Audits

GRI 403-4

▼ tsti Occupational Safety and Health Task Force Organizational Chart



GRI 403-2、GRI 403-7

▼ tsti Accident/Incident Notification and Handling Procedure

▼ tsti Occupational Safety and Health Hazard Identification, Risk Analysis, and Improvement Measures (Details for Level 3 Risk Items)

Operation / Task	Hazard Category (Potential Consequences / Scenarios)	Existing Controls (Engineering / Administrative / PPE)	Identified Severity (S) / Probability (P)	Proposed Improvement Measures	Post-Improvement Severity (S) / Probability (P) / Risk Level
Hanger Installation (Contracted)	Pinched / Entangled (Pinch Injuries)	Wear Protective Gloves	S3 (Moderate Severity) /P4 (Likely)	Request Outsourced Contractor to Perform Repairs	S3 (Moderate Severity) /P2 (Unlikely) / Risk Level 2

GRI 2-13、GRI 2-23、GRI 2-25、GRI 2-27、GRI 403-1、GRI 403-2、GRI 403-4、GRI 403-7、GRI 403-8

▼ Occupational Safety and Health: Zero Work-Related Hazards and Injuries

Policy & Commitment	Approved by the Chairman, tsti officially issued and published its Occupational Safety and Health Policy on July 30, 2020.
Management Mechanism	» ISO 45001:2018 Certification & Scope Coverage: • Under this management system, all employees and non-employee workers whose work and/or workplace are controlled by the organization have been verified through internal and external audits. This includes 360 employees and 2 non-employees (cleaning personnel) at the Taipei Head Office, achieving 100% worker coverage without excluding any individuals within the management boundary. • The system applies to all categories of workers, including personnel of external suppliers, contractors, individual workers, dispatched workers, and other personnel whose work or work-related activities are co-controlled by the organization. » PDCA Management Framework: Regulations and procedures including the Safety and Health Management Manual, Occupational Safety and Health Management Measures, Occupational Safety and Health Management Plan, Contractor Safety and Health Management Procedures, and Hazard Communication Management Procedures are executed through a Plan-Do-Check-Act (PDCA) quality management cycle.
Responsible Department / Unit	Occupational Safety and Health Committee: Composed of 14 members, including 1 medical personnel, 1 OSH engineering technical personnel, 1 departmental manager/supervisor/director, and 6 worker representatives (accounting for greater than one-third of total committee members).
Grievance & Suggestion Channels	Instant Incident Reporting Channels: • tsti Mobile Office App: Instant reporting features (Personal / Environmental / Emergency / Service). • Grievance Hotline: +886-2-5562-4828 • Grievance Fax: +886-2-2598-5679 • Grievance Email: HRcare@etatung.com
Environmental Reporting and Incident Tracking	2025 Reporting Execution: Successfully completed 244 reporting and repair/maintenance cases in 2025, achieving a completion rate of 95.9%.
Hazard Control & Response Mechanisms	» Hazard Identification & Risk Control: To prevent occupational accidents, tsti established the Safety and Health Hazard Identification and Risk/Opportunity Assessment Table to evaluate hazards, conduct comparative analyses, and assign risk ratings. Upon identification, tsti has zero Level 4 or Level 5 high-risk hazard items. Additionally, OSH training courses are structured for new hires and current staff, accompanied by regular emergency response drills. » Contractor Safety Management Procedures: Contractors are informed of the Company's OHS regulations, site hazards, and precautions prior to entry. Contractors are required to sign the Contractor Personnel Access Badge Application, Contractor Safety and Health Management Commitment, Contractor On-Site Safety and Health Commitment, and Work Environment and Hazard Factors Notification before commencing work. » Corrective and Preventive Action Procedures: General affairs units or the OSH team conduct safety audits or inspections during contractor operations. If unsafe conditions are detected, they hold the authority to issue a Non-Conformity Corrective and Preventive Action Notice and halt work until improvements are verified. » Occupational Accident Investigation & Response: tsti has instituted an effective investigation and handling system to examine the root and underlying causes of work-related injuries, ill health, diseases, and incidents, identifying management system gaps and implementing corrective measures to prevent recurrence. » Non-Employee Value Chain OHS Governance (GRI 403-7): tsti promotes the signing of the Supplier Sustainability Commitment, covering sustainability, human rights, environmental protection, information security, and conflict-free minerals (achieving a 100% signing rate among new suppliers in 2025). Through regular supplier evaluations and on-site ESG audits, we verify OHS and human rights performance, demanding improvements for underperforming partners or reducing/terminating procurement from uncompliant entities to mitigate value chain risks at the source.
Meeting Convocations and Attendance	» Monthly OSH team meetings are held to report progress and future plans to prevent occupational injuries across office spaces and warehouses. » In 2025, tsti held 12 OSH team meetings, 4 OSH Committee meetings, and submitted a management review report to the President in Q4.

GRI 403-5

Occupational Safety Training and Emergency Drills

tsti successfully completed the ISO 45001:2018 surveillance audit in November 2025 to ensure employee safety, promote safety awareness, continuously optimize internal and external occupational safety, and reduce related hazards. We conducted health promotion lectures, industrial safety and fire inspections, and held emergency evacuation and firefighting drills to cultivate employees' capabilities in emergency response and self-safety management.

In 2025, two fire safety inspections were conducted: vendor testing of fire equipment from March 18 to March 21, and a fire brigade compliance inspection of facilities and equipment on July 30. Additionally, a warehouse disaster prevention drill was held on May 13, followed by a fire drill on the 2nd floor of the Northern Infrastructure Engineering Department on September 19.



▼ tsti OHS Training for Personnel (2023–2025)

Category of Worker	Category of Training	Annual Training Course	Course Hours	2023 Persons	2023 Hours	2024 Persons	2024 Hours	2025 Persons	2025 Hours
New Employees	General Training	Workplace Safety Guidelines & Health Promotion	3	51	153	9	27	89	267
Current Employees	Specific Training	General Worker Safety and Health Training	1	234	234	419	419	459	459
	Specific Training	Emergency Evacuation Drill	1	12	12	16	16	69	69
Total			5	297	399	444	462	617	795

Note: Contractors complete training courses independently.





We encourage colleagues in all offices to obtain certifications such as Class A Occupational Health and Safety Manager, General Worker Safety and Health Training, and First Aid and Safety Training. We also support employees in undergoing training for "Class B Occupational Safety and Health Specialist / Officer"

▼ Status of OHS-Related License and Certificate Acquisition at tsti

Certification Name	Number of people
Class A Occupational Safety and Health Affairs Manager	8
Class C Occupational Safety and Health Affairs Manager	8
General Worker Safety and Health Training	35
First Aid Personnel Certification / Training	14
Labor Health Service Nursing Personnel	1
Labor Safety and Health Specialist / Administrator	1
Forklift Operator Safety and Health Certification	1

Note: The number of certified personnel refers to the cumulative active licenses and certificates as of 2025.

GRI 403-9

Occupational Injury Statistics and Analysis

In 2025, the total working hours for employees of tsti and its subsidiaries reached 983,360 hours, while working hours for non-employee workers totaled 3,984 hours. Over the past three years, there were no recordable work-related incidents causing severe occupational injuries or fatalities. In 2025, 6 commuting traffic accidents and 1 other occupational injury record (primary type: impact/bruise injury from falling objects) occurred. To enhance colleagues' work-related safety awareness, traffic safety and OHS awareness courses have been established on the e-Learning platform. We will continuously optimize and strengthen our safety supervision framework.

▼ Employee Disabling Injury Frequency and Severity Statistics (Past Three Years)

Year	2023	2024	2025
Lost Days Due to Disabling Injuries	69	26	79
Disabling Injury Frequency Rate (FR)	5.43	1.87	7.11
Disabling Injury Severity Rate (SR)	62	24	80
Frequency-Severity Indicator (FSI)	0.58	0.21	0.75

Notes:
1. Lost Days: Refers to the number of days unable to work (rest days). The calculation base includes official injury leave due to work-related accidents, excluding sick leave and physiological leave.
2. Disabling Injury Frequency Rate (FR) = (Number of Disabling Injuries ÷ Total Hours Worked) × 1,000,000 (calculated to two decimal places, without rounding).
3. Disabling Injury Severity Rate (SR) = (Lost Days Due to Disabling Injuries ÷ Total Hours Worked) × 1,000,000 (rounded to an integer, without rounding).
4. Frequency-Severity Indicator (FSI) = √ [(FR × SR) ÷ 1,000]
5. From 2023 to 2025, among the lost days due to disabling injuries, 2 cases were work-related accidents, while all others were commuting traffic accidents.
6. Data for non-employee workers was not available/calculated for 2023 to 2025.

GRI 403-3、GRI 403-10

Occupational Injury and Illness Prevention Management

We have long been actively attentive to the workplace health environment, ensuring the physical and mental well-being of all colleagues. tsti also extends services to non-employee workers, including the provision of epidemic prevention alcohol, medical kits, and emergency transport and care services in the event of disasters or injuries. Over the past three years, there have been zero work-related fatalities and zero recordable cases of work-related ill health among both employees and non-employee workers of tsti and its subsidiaries. To safeguard our colleagues' health, annual health examinations are regularly conducted between January and March, provided by professional hospitals.

Physicians are invited to deliver relevant health education and awareness sessions, while follow-up tracking and care for employees' health issues are carried out as necessary, fostering employees' awareness of the importance of personal and family physical and mental health. In 2025, 266 individuals completed the health examinations, achieving a health checkup completion rate of 87%; the completion rate for 2026 is projected to reach over 87%. The health checkup reports are managed under general health examination hierarchical classification: 63 individuals were classified under Level 3, and 29 individuals under Level 4. We provide colleagues with health education information based on checkup results, recommend re-examinations, and track annual follow-up reports. All health checkup data involves personal privacy and is preserved with utmost confidentiality.

▼ Health Checkup Status and Hierarchical Health Management (2023–2025)

Health Checkup Classification / Year	2023	2024	2025
Level 1	16	23	12
Level 2	136	286	162
Level 3	67	114	63
Level 4	35	33	29
Total Number of Health Checkup Participants	254	456	266

Notes:
1. In 2024, biennial comprehensive health checkups were conducted for all employees. The eligibility for health checkups in 2023 and 2025 included employees aged 40 and above with over one year of service, as well as managers at the senior manager level and above.
2. Level 1: Most examination results are normal; Level 2: Some results show abnormalities, physician consultation is available; Level 3: Some results show abnormalities, medical re-examination and follow-up are required in the near term; Level 4: Some results show abnormalities, immediate medical treatment and clinical care are required.

▼ Workplace Overload and Ergonomic Risk Survey Results (Past Three Years, 2022–2024)

Risk Level / Year	(2022)	2023	2024	2025
Low Risk (Number of Personnel)	109	103	102	The overload survey questionnaire will be aligned and adjusted according to the full-employee health checkup cycle. The next survey will be conducted in 2026 to ensure the analytical integrity of the data.
Moderate Risk Level 1 (Number of Personnel)	35	37	36	
Moderate Risk Level 2 (Number of Personnel)	6	3	3	
High Risk Level 1 (Number of Personnel)	0	0	0	
High Risk Level 2 (Number of Personnel)	0	0	0	
Total Number of Health Checkup Participants	416	254	456	

Notes:
1. The overload survey questionnaire will be aligned and adjusted according to the full-employee health checkup cycle. The next survey will be conducted in 2026 to ensure the analytical integrity of the data.
2. Risk levels (low, moderate, and high) are derived from the comprehensive analysis of health checkup reports and overload questionnaire results.
3. Low Risk: No intervention required; suitable for performing general duties.
4. Moderate Risk Level 1: Lifestyle modifications are recommended, with attention given to working hour adjustments.
5. Moderate Risk Level 2: Lifestyle modifications are recommended; medical consultation should be considered, and an interview with an occupational medicine physician is advised.
6. High Risk Level 1: Medical consultation and lifestyle modifications are recommended; work restrictions are required, and an interview with an occupational medicine physician is advised.
7. High Risk Level 2: Medical consultation and lifestyle modifications are recommended; work limitations are required, and an interview with an occupational medicine physician is advised.

Creating a Friendly Workplace Environment

GRI 2-23、GRI 403-6、GRI 403-7

To fulfill our corporate social responsibility and protect the fundamental human rights of all employees, customers, and stakeholders, enabling both internal and external personnel to be treated reasonably, equally, and with dignity, tsti supports and adheres to the fundamental core principles of international human rights conventions, including the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights (UNGPs), the United Nations Global Compact, and the International Labour Organization (ILO) conventions. tsti has established and publicly announced its "Human Rights Policy" and "Diversity and Inclusion Workplace Policy,", respecting internationally recognized human rights and explicitly committing to protecting the fundamental human rights of employees, customers, and all stakeholders. This includes freedom of association, care for vulnerable groups, prohibition of child labor, elimination of all forms of forced labor, and elimination of employment and occupation discrimination. We prohibit any discriminatory language, attitudes, behavior, or any form of discrimination or bullying based on personal gender, sexual orientation, race, socioeconomic status, age, marital status, family status, language, ideology, religion, political affiliation, nationality, appearance, facial features, physical or mental disability, or union membership. We strictly abide by the labor-related laws and regulations of the jurisdictions where we operate and eliminate any violations or infringements of human rights.

GRI 2-13、GRI 2-23、GRI 2-25、GRI 2-30、GRI 402-1、GRI 406-1

▼ tsti Human Rights Risk Management Indicators, Policies, and Labor Rights-Related Measures Description

Policy & Commitment	» On December 18, 2019, the Chairman of tsti approved and issued the Human Rights Policy. » On December 27, 2021, tsti issued the statement Co-Creating a Friendly Workplace to Prevent Workplace Violence; on December 2, 2025, the statement Written "Statement on Prevention of Workplace Violence and Unlawful Infringement" was announced. » On December 28, 2023, the Diversity, Equity, and Inclusion (DEI) Workplace Policy was published.
Management Mechanism	» ISO 45001:2018 Occupational Health and Safety Management System » "Regulations Governing Workplace Sexual Harassment Prevention, Grievances, and Disciplinary Measures"
Responsible Department / Unit	Sustainability & Development Division, Human Resources Department
Communication and Grievance Channels for Workplace Unlawful Infringement, Sexual Harassment, and Feedback	» tsti Mobile Office App → Real-time reporting (Personal / Environmental / Emergency / Service) » Grievance Hotline: +886-2-5562-4828 (OHS), +886-2-5562-5736 (HR) » Dedicated Grievance Fax: +886-2-2598-5679 » Dedicated Grievance Email: HRcare@etatung.com
Investigation Procedures for Complaint Cases	» Investigations and actions will be led by the HR Department and relevant department heads, followed by formal event responses. Dedicated personnel handling the investigation or resolution are required to complete the "Notification and Handling Report for Unlawful Infringements during Performance of Duties" The process must remain objective, fair, and impartial. The rights and privacy of victims, reporters, and complainants are strictly kept confidential, ensuring they are protected against retaliation.
Implementation Results in 2025	• Workplace Bullying and Harassment Incident Handling: Received 5 complaints regarding workplace bullying and (sexual) harassment. Upon notification, complaint procedures were immediately initiated. Following fact-finding, an investigation team was formed to conduct interviews and investigations. Upon completion of the investigation report, an evaluation was conducted by the Review Committee, resulting in 3 substantiated and 2 unsubstantiated cases. - Immediate Actions: Disciplinary measures were taken against perpetrators per company regulations; mental/physical adjustment leave and duty reassignments were provided to affected employees, ensuring complete physical isolation of working environments. - Training & Education: Conducted workplace respect and gender equality awareness sessions for employees. - Mechanism Optimization: Updated internal complaint channels and tracked gender-friendly workplace progress quarterly at Occupational Health and Safety Committee meetings. • Labor Rights Incident (Overtime Pay): In 2024, a minor underpayment of overtime pay occurred for stationed personnel at external service sites due to system logic discrepancies. - Retroactive Reimbursement: Upon identifying the issue, retroactive calculations were performed, and full back pay was disbursed. - System Upgrade: Implemented a new cloud-based Human Resources Information System (HRIS) featuring automated overtime calculations and legal compliance alerts to mitigate risks and safeguard labor rights.
Concrete Management Actions	• Human Rights Risk Identification & Mitigation: Led by HR and integrated with responsible departments, human rights risks are periodically identified and evaluated, covering key topics such as OHS, non-discrimination, prohibition of child and forced labor, freedom of association, and personal data and cybersecurity. Operating through ISO 45001, ISO 27001, and internal control systems, potential human rights risks are continuously mitigated. • Human Rights Awareness Training: To strengthen employee awareness of human rights protection and workplace respect, education and training sessions on human rights, regulatory compliance, OHS, and DEI were conducted in 2025. Events included: a physical seminar "The Art of Communication" on May 9 (69 participants); a physical seminar "Workplace Sexual Harassment Prevention" on August 1 (291 participants); an online course "Workplace Sexual Harassment Prevention" on August 4 (95 participants); and an online course "Defining Workplace Bullying and Self-Protection" on August 7 (526 participants), assisting employees in identifying risks and creating a safe, respectful, and friendly workplace.
Meeting Convocations and Attendance	» Labor-management meetings are held quarterly. Combined with employee satisfaction surveys and care mailboxes, feedback from employees and stakeholders is continuously collected to refine human rights policies, ensuring alignment with sustainable governance goals. » 2025 Performance: 4 quarterly meetings were held, with outcomes reported to the President at year-end.
Freedom of Association & Collective Bargaining Status	» Although tsti has not established its own enterprise union, employees are free to join the "Tatung Co. Affiliated Enterprises Union" established by the parent group. As of the end of 2025, 114 employees participated in the union (representing 20% of all personnel at tsti and its subsidiaries). We respect employee choice regardless of union membership, officer status, or event participation. tsti does not interfere with union formation or activities, nor does it discriminate in hiring, dismissal, demotion, pay cuts, or unfavorable treatment. » Although a collective bargaining agreement has not yet been signed between the union and Tatung Group, tsti and its subsidiaries regularly hold quarterly labor-management meetings, with resolutions applying to corresponding employees.
Minimum Notice Periods Regarding Operational Changes	Regarding minimum notice periods, tsti complies with applicable labor laws: - Taiwan: In accordance with Article 16 of the Labor Standards Act, notice is given 10 days in advance for service over 3 months but less than 1 year; 20 days in advance for service over 1 year but less than 3 years; and 30 days in advance for service over 3 years. - China Subsidiary: TSTI Shanghai complies with Article 40 of the Labor Contract Law of the People's Republic of China, providing 30 days' prior written notice to the employee or paying an additional month's wage in lieu of notice regardless of seniority before terminating a labor contract.

Health Promotion

Successfully completed the ISO 45001:2018 surveillance audit in 2025.

Recognized as a TOP 10% Outstanding Enterprise in the "Voluntary Assessment and Disclosure of Occupational Health and Safety Performance in Sustainability Reports"

Commended by the Ministry of Sports for "Sports Instructor Employment Initiative"

Total health expenditure in 2025 amounted to approximately NT$ 5.51 million.

tsti firmly believes that a robust physique is the cornerstone of talent sustainability, and is dedicated to creating a comprehensive workplace care system. In 2025, the company achieved outstanding OHS governance outcomes: it was not only named a TOP 10% Outstanding Enterprise in the "Health and Safety Performance Rating" by the Occupational Safety and Health Administration of the Ministry of Labor, but also received commendation under the "Sports Instructor Employment Initiative" initiative promoted by the Sports for All Agency, Ministry of Sports. Integrating health into our corporate DNA, our President personally serves as the "Corporate Health Mentor," leading colleagues weekly in professional exercise courses covering muscle endurance and cardiovascular fitness. Through top-down participation, this initiative not only strengthens employees' physical stamina and stress resilience, but also builds resilient team cohesion through joint physical activity, practicing the core value of "Exercise as Culture, Health as Competitiveness."

To protect the physical and mental well-being of our colleagues across all dimensions, we promote diverse health initiatives. In 2025, a cumulative total of 18 health promotion activities and 8 employee trips were organized—including mountain hiking events, muscle endurance courses, and cardiovascular disease prevention seminars—attracting nearly 600 total participant-times. Furthermore, tsti provides health checkup packages superior to regulatory requirements and on-site healthcare services, while allocating funds to subsidize sports clubs and mental health support programs. Regarding office environment optimization, height-adjustable desks and ergonomic chairs are fully equipped. For pregnant employees, tsti prepares "Warm Pregnancy Gift Sets" featuring pregnancy support pillows, which alleviate physical discomfort during pregnancy and extend into the postpartum lactation period, accompanying colleagues into new life stages with practical care. We aim to accompany all employees from addressing micro-needs to building strong physiques, establishing a sustainable workplace with balanced physical and mental well-being.

GRI 403-5、GRI 403-6

▼ Expenditures Invested in Employee Support by tsti and Subsidiaries (Taiwan Region)

Health Management		2023	2024	2025
Management Systems	Completed the ISO 45001:2018 surveillance audit.	NT$ 164,955	NT$ 71,190	NT$ 71,190
Health Care & Well-being	Occupational medicine physician consultations and friendly workplace environment setups (first-aid kits).	NT$ 36,999	NT$ 36,702	NT$ 44,517
Group Life & Accident Insurance	Group employee insurance (including life, accidental, medical, and cancer insurance).	NT$ 1.10 Million	NT$ 1.14 Million	NT$ 1.25 Million
OHS & Safety Budget	Expenses for OHS personnel salaries, as well as regularly scheduled in-service education and training (e.g., new employee orientation, periodic refresher training).	NT$ 1,128,423	NT$ 1,371,051	NT$ 1,529,818
	Related expenditures for purchasing safety protective equipment, improving the working environment, and deploying hazard detection systems.	NT$ 165,000	NT$ 174,710	NT$ 215,320
	Expenses for regulatory filings, audits, and system implementation to comply with environmental and OHS regulations	NT$ 215,000	NT$ 215,000	NT$ 215,000

▼ Care, Well-Being, and Health Checkups Over the Past Three Years: Status and Expenditure

Care & Well-Being	2023		2024		2025	
Program / Item	Employee Participation	Investment Amount / Budget	Employee Participation	Investment Amount / Budget	Employee Participation	Investment Amount / Budget
New Employee Physical Examination Subsidies	58 persons	NT$ 23,200	69 persons	NT$ 27,600	85 persons	NT$ 34,000
Annual Periodic Health Checkups	254 persons completed	NT$ 680,750	457 persons completed	NT$ 1,187,675	266 persons completed	NT$ 687,300
Maternal Health Assessment During Pregnancy	2 persons	-	4 persons	-	4 persons	NT$ 11,520
Injury and Illness Care & Support	10 persons	-	5 persons	-	12 persons	-
On-site Physician Consultation Hours (3 hours every quarter)	8 persons	NT$ 36,000	6 persons	NT$ 36,000	6 persons	NT$ 42,000
OHS Education & Awareness Initiatives	69 cases	-	55 persons	-	58 persons	-
Online Ergonomic & Overload Survey (with lucky draw health equipment gifts)	226 persons	NT$ 8,530	196 persons	NT$ 9,950	-	-
Visually Impaired Professional Stress-Relief Massage Services for Employees	736 person-times	NT$ 336,000	830 person-times	NT$ 345,600	776 person-times	NT$ 411,696

Notes:
1. Health Examination Beyond Statutory Requirements: Health checkups exceeding regulatory standards are provided. Employees aged 40 and above, as well as line managers (Assistant Managers and above), undergo annual health examinations; employees under 40 years of age receive health examinations biennially.
2. Illness and Injury Care: Caring and tracking were provided to 10 employees in 2023 (including 6 traffic accident cases and 4 other illness/injury cases); 5 employees in 2024 (including 2 traffic accident cases and 3 other illness/injury; and 12 employees in 2025 (including 6 traffic accident cases and 6 other illness/injury cases).
3. Epidemic Operational Resilience: In 2023, a total of 113 rapid test kit sets were distributed, and caring tracking was extended to 105 person-times involving COVID-19 activity history, contact tracing, and confirmed cases, with a total expenditure of NT$ 16,950.

President Leads "Muscle Fitness: Build Strong Vitality" Courses

Firmly believing that "Health is Competitiveness," tsti delivered outstanding achievements in occupational safety and health (OSH) governance and employee well-being in 2025. Participating for the first time in the "Sports Instructor Employment Initiative" initiated by the Sports Administration, Ministry of Education, tsti was honored with official commendation. Furthermore, in the "Voluntary Assessment and Disclosure of Occupational Health and Safety Performance in Sustainability Reports" organized by the Occupational Safety and Health Administration (OSHA), Ministry of Labor, tsti was ranked among the Top 10% Outstanding Enterprises for 2025, demonstrating the company' s deep commitment and tangible outcomes in fostering a healthy workplace, promoting employee well-being, and advancing OSH governance.

President Transforms into "Coach Annie," Driving a Science-Based Physical Fitness Culture

Moving beyond traditional benefit systems, tsti' s health promotion is spearheaded directly by President Ying-Xiu Liu. Holding a professional "National Physical Fitness Instructor" certification, President Liu personally designed and coached a science-based curriculum comprising 26 sessions that encompass strength training and resistance band workouts. This executive-led "coaching leadership," complemented by two external fitness instructors, not only enhanced employees' physical fitness and stress resilience, but also sparked an enthusiastic response across the company, culminating in a cumulative total of 48 sessions and 339 person-times in participation throughout the year.

From Daily Exercise to Workplace Sustainability

tsti places a "People-Centric" approach at the core of its sustainable operations. Through corporate Family Day hiking events and a wide array of sports clubs, exercise has been successfully embedded into the corporate DNA. Employees generally reported improved physical fitness, enhanced vitality, and higher work efficiency. Looking ahead, we will continue to advance the three major pillars—sports culture, health promotion, and OSH governance—while expanding wellness offerings to include running posture training, muscle stability training, and charitable sports participation, thereby making exercise and health an integral part of daily corporate culture and building a safer, healthier, and more vibrant sustainable workplace.

▼ 2025 Muscle Fitness: Build Strong Vitalit Courses

▼ Health Promotion Activities and Investment Expenditures over the Past Three Years (2023–2025)

Health Promotion	2023		2024		2025	
Program / Item	Employee Participation	Investment Amount / Budget	Employee Participation	Investment Amount / Budget	Employee Participation	Investment Amount / Budget
Occupational Health and Safety Lectures	2 sessions, approximately 100 person-times in total.	NT$ 2,150	2 sessions, approximately 280 person-times in total.	NT$ 4,850	4 sessions, approximately 527 person-times in total.	NT$ 5,120
Subsidies and Support for Sports and Employee Clubs	7 sports clubs / 11 clubs in total	Sports-related club funding: NT$ 53,980 (Funding for other clubs: NT$ 27,000)	8 sports clubs / 10 clubs in total.	Sports-related club funding: NT$ 64,000 (Funding for other clubs: NT$ 16,000).	6 sports clubs / 7 clubs in total.	Sports-related club funding: NT$ 68,572 (Funding for other clubs: NT$ 11,428).
Employee Travel and Excursions (Company Trips)	7 events organized, 239 participants	NT$ 857,606	8 events organized, 215 participants.	NT$ 860,000	8 events organized, 238 participants.	NT$ 847,774
Resistance Band & Muscle Endurance Training Courses			President/General Manager-Led Muscle Endurance Training: 26 sessions, 157 person-times in total. Sports Instructor-Guided Resistance Band Training: 22 sessions taught by two external fitness instructors, 182 person-times in total.			NT$ 68,247

▼ 2025
- Lecture on Cardiovascular Disease and Prevention
- Lecture on the Art of Communication
- Lecture on Workplace Sexual Harassment

GRI 2-21、GRI 201-3、GRI 202-1、GRI 405-2

Compensation and Benefits

We regard talent as the company's most valued asset. We consistently provide excellent remuneration and benefits to every outstanding employee, adhering to the philosophy of profit-sharing to attract, cultivate, develop, and motivate diverse talent. The company's Employee Stock Ownership Committee has a long-standing history of over 30 years, originating from the "Worker-Ownership" concept championed by Tatung Group's late President, Ting-Sheng Lin. Designed tailored to managerial leaders and professional roles, the company provides differentiated contribution amounts alongside a 40% stock purchase subsidy rate, enabling employees to share in the company's operating profits and capital gains.

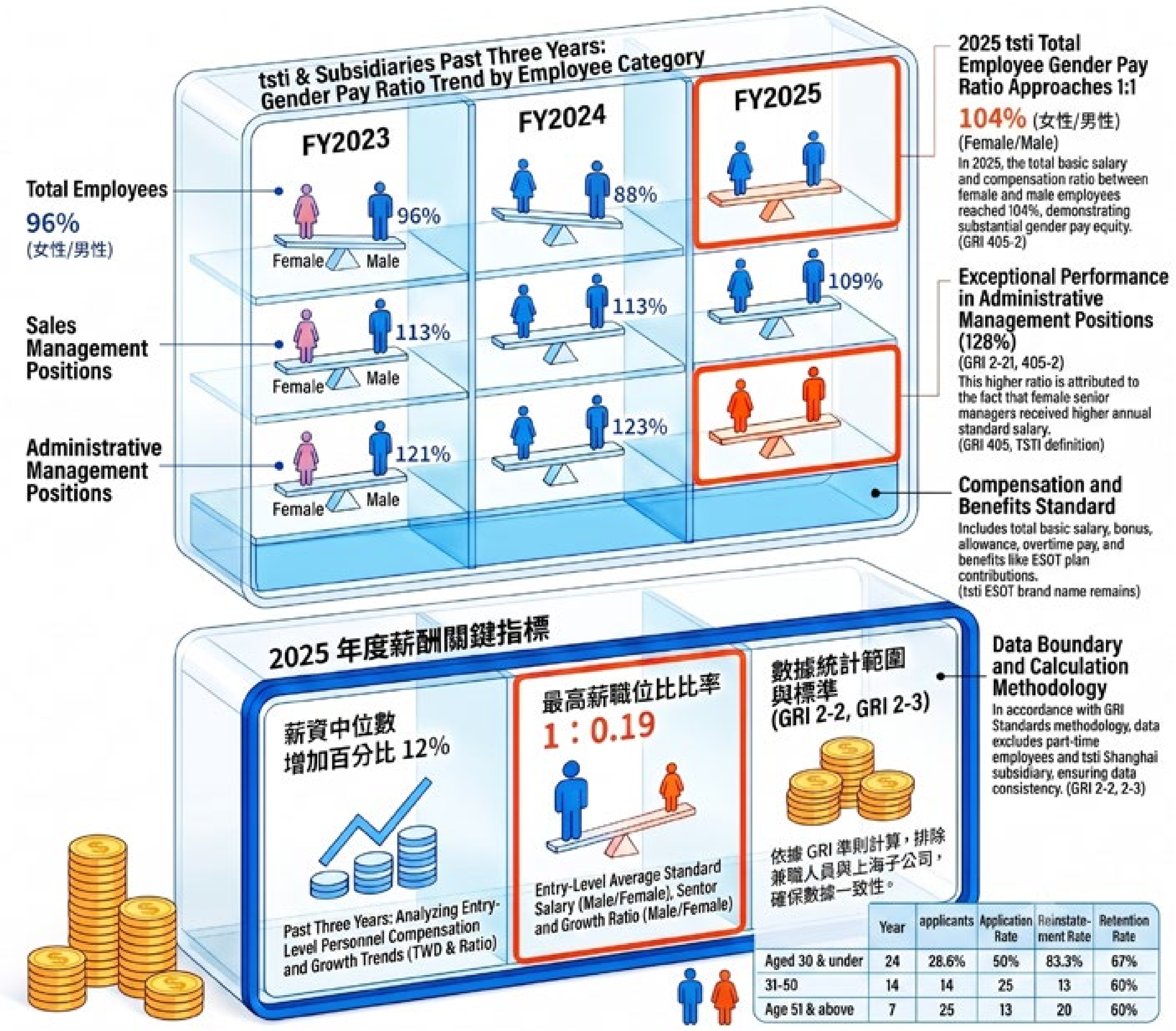
In 2025, the ratio of basic salary plus remuneration for male to female employees was 1 : 1.04. The individual with the highest total annual compensation in 2025 held the position of Vice President of Sales*, whose compensation ratio relative to the median total annual compensation of all other employees (excluding the highest-paid individual) was 1 : 0.19. The percentage increase in total annual compensation for the highest-paid individual in 2024 was 2.9%, while the percentage increase in the median total annual compensation for all other employees (excluding the highest-paid individual) was 12%, yielding a ratio of approximately 4 : 1. (*Note: The highest-paid position changed due to executive personnel transition in 2025.)

In 2026, tsti implemented a compensation structure adjustment plan by integrating full-attendance bonuses into the fixed base salary structure and increasing the monthly meal allowance, thereby elevating employees' monthly disposable income. The company has established a target for annual average salary growth of non-managerial full-time employees to be 3% or higher, while optimizing performance evaluations and incentive bonus scheme structures based on periodic market salary benchmarking. Furthermore, the company offers non-monetary rewards by publicly commending outstanding employees and providing clear career development opportunities. tsti continuously enhances internal service quality and employee satisfaction, fostering a positive cycle from the inside out to ultimately drive customer satisfaction. For detailed information, please visit our official website under "Join Us > Compensation and Benefits."

▼ Ratio of Basic Salary and Remuneration of Women to Men by Employee Category Over the Past Three Years (2023–2025)

Years	2023	2024	2025
All Employees / Total Workforce	96%	88%	104%
Sales (Non-Managerial)	92%	120%	102%
Sales (Managerial)	113%	113%	109%
Technical R&D (Non-Managerial)	90%	93%	99%
Technical R&D (Managerial)	104%	108%	102%
Administration (Non-Managerial)	90%	91%	104%
Administration (Managerial)	121%	123%	128%

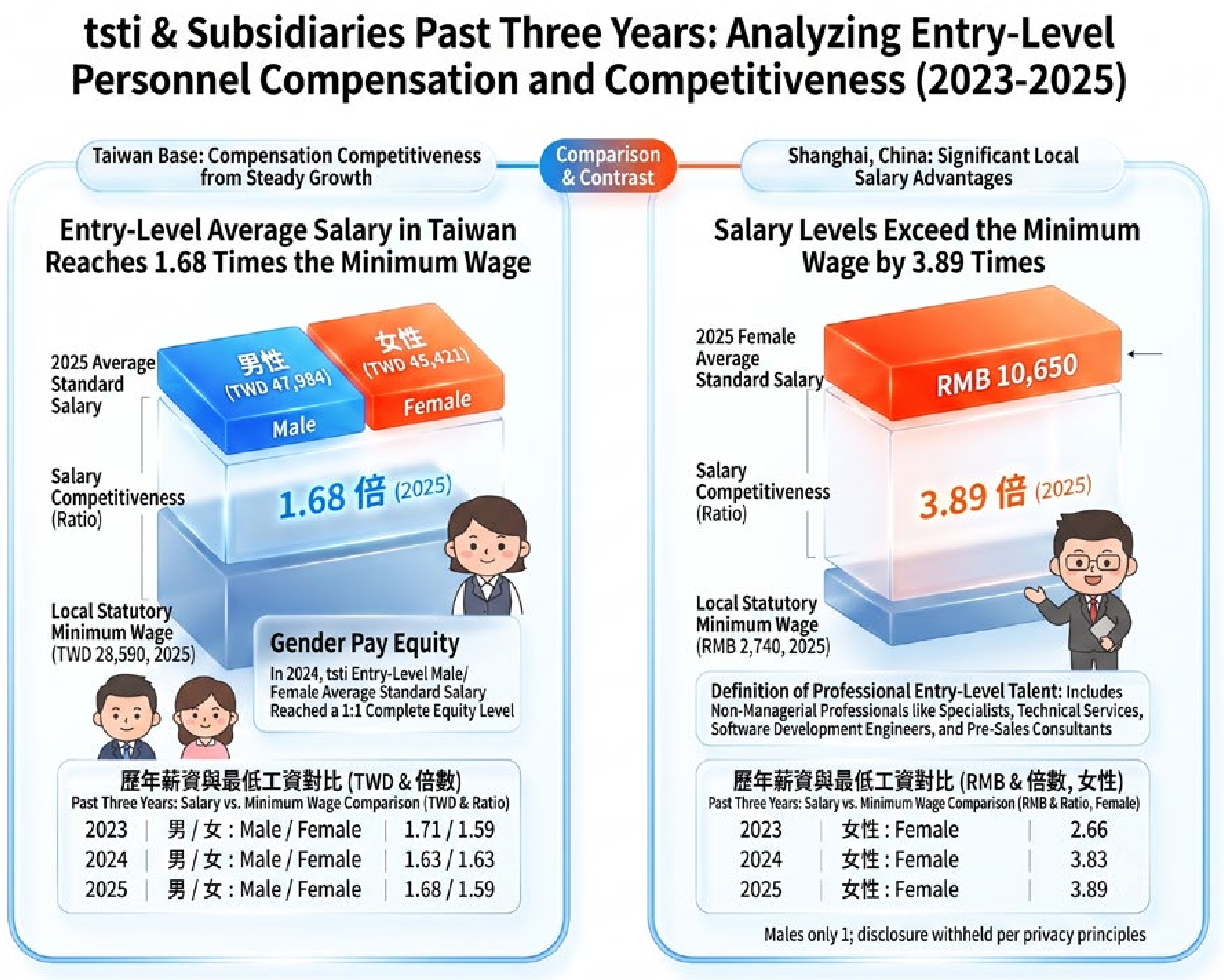
Notes:
1. This table presents the ratio of average salary of female to male employees who received compensation for a full 12 months in the given year. Calculation formula: "Ratio"=("Female Basic Salary + Remuneration" /"Male Basic Salary + Remuneration")×100%
2. Data in this table are calculated based on the monthly salary of employees remaining in service as of December of the given year.
3. Remuneration: Includes overall salary income, comprising base salary, meal allowance, traditional festival bonuses, performance bonuses, employee compensation (profit sharing), overtime pay, and employee stock purchase subsidies.
4. The remuneration ratio for Administrative Managerial positions reached 128%, which is attributed to higher annual compensation earned by female senior executives. Ratios across other job categories reflect the company's commitment to and progress in advancing gender pay equity.
5. The reporting scope for this table (2023–2025) covers tsti and its Taiwan subsidiaries, while excluding the Chairman, President, part-time personnel, and the TSTI Shanghai. All metrics are calculated and disclosed in accordance with GRI Standards.



▼ Entry-Level Wage Levels of tsti and Its Subsidiaries in the Past Three Years

Region / Year		2023		2024		2025	
		Male	Female	Male	Female	Male	Female
Taiwan	Average Standard Wage of Entry-Level Personnel (Unit: NTD)	45,200	42,043	44,832	44,832	47,984	45,421
	Ratio of Average Standard Wage to Local Minimum Wage	1.71	1.59	1.63	1.63	1.68	1.59
Shanghai, China	Average Standard Wage of Entry-Level Personnel (Unit: RMB)	-	7,166	-	10,300	-	10,650
	Ratio of Average Standard Wage to Local Minimum Wage	-	2.66	-	3.83	-	3.89

Notes:
1. Entry-Level Personnel: Includes non-managerial individual contributors without direct reports, such as Specialists, Technical Service Engineers, Software Development Engineers, and Pre-Sales Consultants.
2. Standard Wage: Refers to regular compensation including base salary and meal allowance.
3. Local Minimum Wage in Taiwan (NTD): NT26,400 in 2023; NT27,470 in 2024; NT$28,590 in 2025.
4. Local Minimum Wage in Shanghai, China (RMB): RMB 2,690 in 2023; RMB 2,690 in 2024; RMB 2,740 in 2025.
5. As the TSTI Shanghai has only one male employee, data is undisclosed to protect compensation confidentiality.

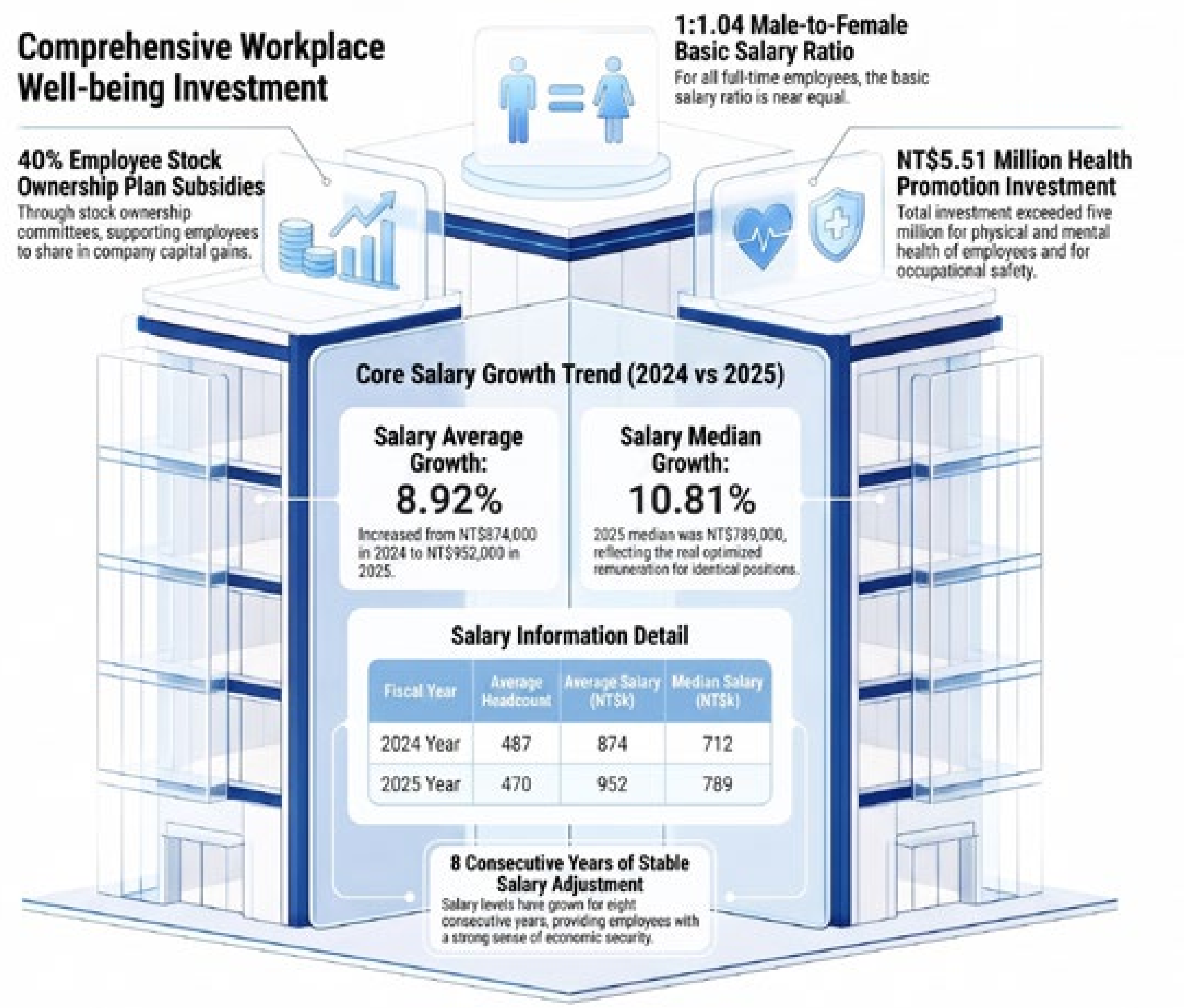


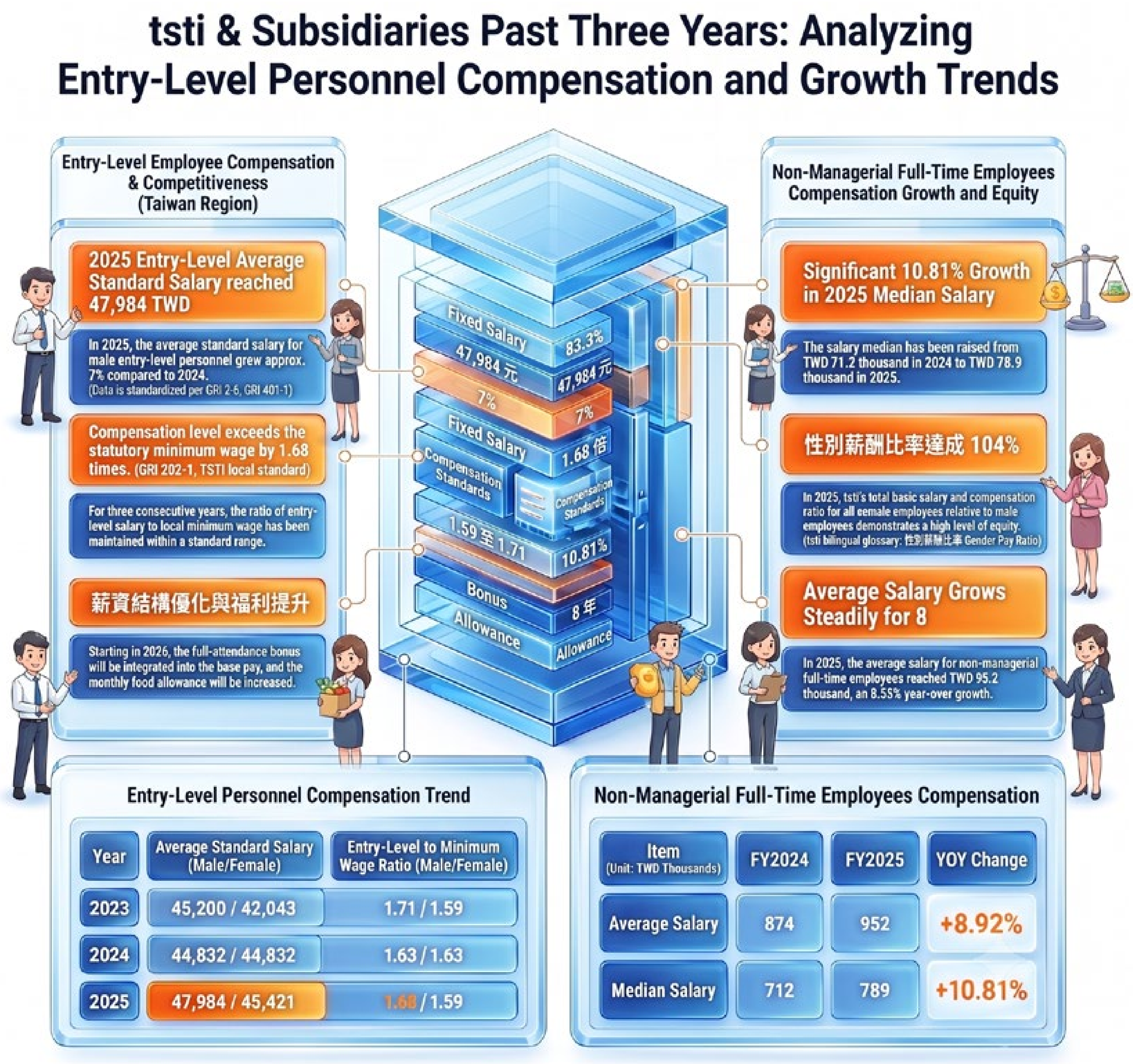
▼ Salary Information for "Non-Managerial Full-Time Employees" of tsti in the Past Two Years

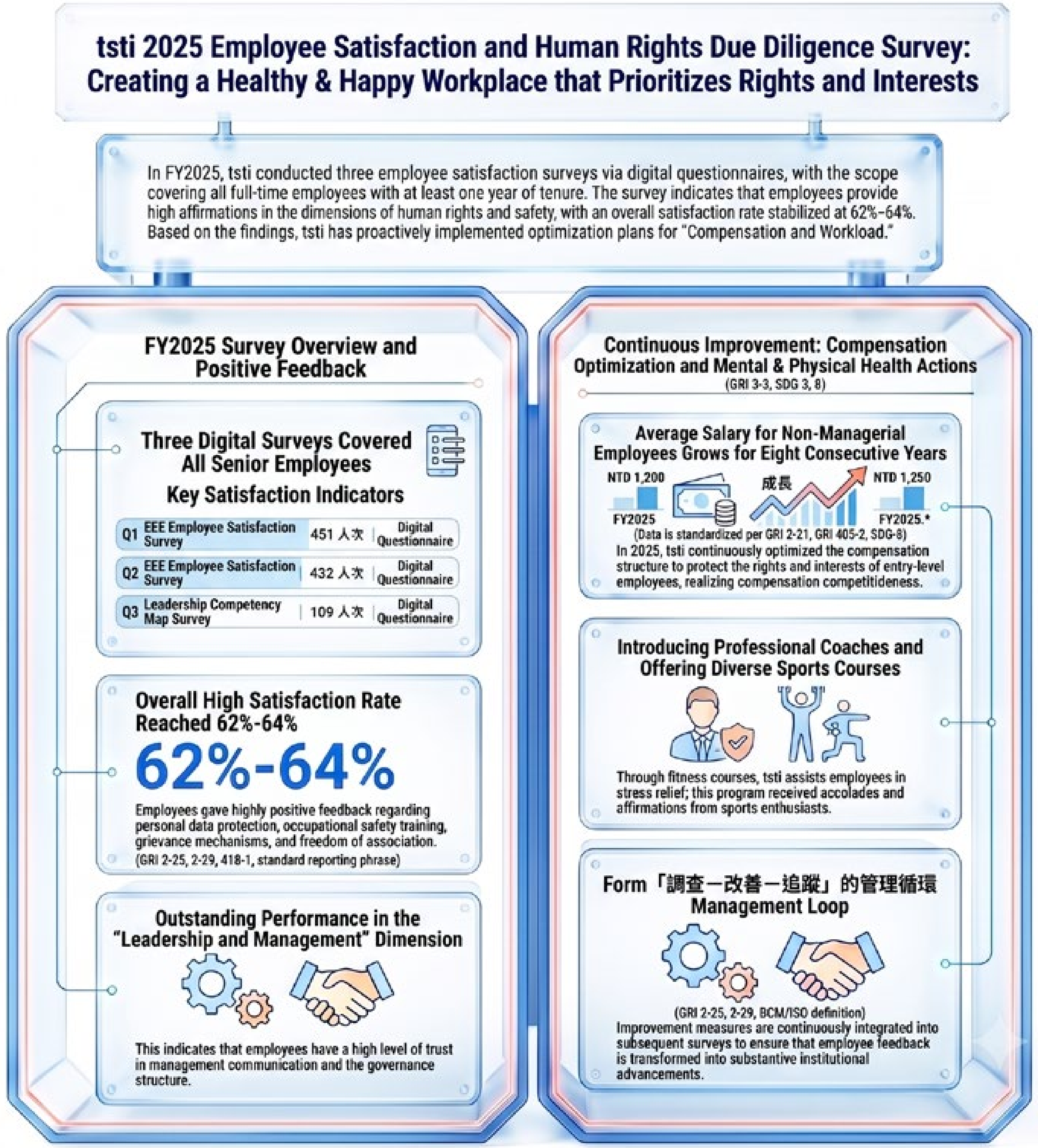
Year	2024	2025
Number of People	487	470
Total Salary (NTD in thousands)	425,872	447,444
Average Salary (NTD in thousands)	874	952
Median Salary (NTD in thousands)	712	789

Notes:

1. Pursuant to Article 4-2 of the "Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEx-listed Companies" domestic TPEx-listed companies are required to disclose the average salary, median salary, and their year-over-year changes for full-time non-executive employees. This information may also be disclosed via search index referencing the Market Observation Post System (MOPS).
2. In 2025, the "average salary" of full-time non-executive employees increased by 8.92% compared to the previous year, and the "median salary" increased by approximately 10.81% year-over-year.







Employee Satisfaction and Human Rights Due Diligence

tsti has established an institutionalized mechanism for employee satisfaction and experience management. Through the Employee Experience & Engagement (EEE) Survey and the Workplace Human Rights Atmosphere Survey, the Company periodically collects employee feedback to serve as the foundation for improving human resource policies and sustainability governance.

In 2025, a total of three employee surveys were conducted via digital questionnaires, covering all employees with more than one year of tenure, ensuring a high degree of sample representativeness. These included the Q1 EEE Survey (451 respondent-times), the Q2 EEE Survey (432 respondent-times), and the Q3 Workplace Human Rights Atmosphere Survey (108 respondent-times).

The survey results indicated that employees provided overall highly positive feedback on human rights-related aspects, including personal data protection and information security, occupational health and safety training, grievance mechanisms, freedom of association, and equal treatment without discrimination. The overall EEE high-satisfaction ratio ranged between 62% and 64%, with the "Leadership and Management" dimension delivering particularly outstanding performance.

To address the "Compensation and Workload" issues identified in the survey as requiring continuous optimization, tsti has proactively implemented tangible improvement measures. These include ongoing salary structure optimization in 2025—resulting in average salary growth for non-managerial full-time employees for eight consecutive years to safeguard entry-level employees' compensation rights—and the deployment of professional coaching resources to offer diverse sports and physical fitness courses. These initiatives assist employees in relieving workplace stress and promoting physical and mental health, earning official recognition and awards from the Ministry of Sports.

These improvement measures will continue to be integrated into subsequent survey tracking to form a cycle of continuous management refinement.

GRI 401-2、GRI 405-2

Benefits

We strive to fulfill corporate social responsibility and encourage employees to build long-term careers with us, fostering a big-family environment. tsti is dedicated to providing comprehensive and high-quality benefit measures to care for our staff. Taking Taiwan as an example, in addition to legally safeguarding rights regarding Labor Insurance, National Health Insurance, and Labor Pension contributions, our benefit offerings include:

Leave Entitlements

To ensure employees achieve work-family balance and to accommodate the diverse lifestyles of modern society, the Company complies with relevant labor laws by providing Annual Paid Leave, sick leave, personal leave, and marriage leave, funeral/bereavement leave to protect employee rights. To further assist colleagues in balancing work and personal life, we implement:

- Two-Day Weekend Policy: Except for a few specific operational roles, the Company adopts a two-day weekend schedule across all departments.
- Flexible Working Hours: Employees may apply for flexible working hours based on personal needs; upon mutual agreement with the Company, work flexibility is maintained.
- Reduced Working Hours: Employees may request reduced working hours based on individual requirements; upon mutual agreement with the Company, a healthy work-life balance is supported.
- Work from Home (WFH): Employees may apply to work from home based on personal circumstances; upon mutual agreement with the Company, remote work freedom is enabled.
- Paid Natural Disaster Leave: If employees are unable to commute due to natural disasters, one day of paid natural disaster leave is granted.

- Implementation of the "Work-Life Balance Annual Leave Incentive Regulations": To encourage employees to fully utilize their paid annual leave alongside their hard work, tsti provides cash incentives. This initiative enriches employees' leisure time while simultaneously enhancing the Company's operational resilience. As of 2025, a cumulative total of 37 applicant-times were recorded, with total reward bonuses reaching NT$118,400.
- 2023: 5 applicant-times, with total reward bonuses of NT$16,000.
- 2024: 18 applicant-times, with total reward bonuses of NT$54,400.
- 2025: 14 applicant-times, with total reward bonuses of NT$48,000.
- Volunteer Leave Incentive Regulations: To encourage colleagues to engage in public welfare and community initiatives, tsti grants paid volunteer leave as an incentive. From 2022 to 2025, a cumulative total of 26 applicant-times were approved.
- 2021: 0 applicant-times; 2022: 1 applicant-time; 2023: 1 applicant-time; 2024: 1 applicant-time; 2025: 23 applicant-times.

Health Promotion

We place paramount importance on our employees' physical and mental health. In addition to collaborating periodically with health check centers at major hospitals to offer health examinations, we arrange ocontracted occupational medicine physicians to provide on-site health consultation, guidance, and well-being care services to our staff. Specific measures include:

- Periodic Onsite Occupational Physician Visits and Health Lectures: Onsite medical consultations and expert health seminars are provided on a regular schedule.
- Health Check-up Subsidies: Financial subsidies are granted to employees for periodic medical examinations.
- Employee Group Insurance: Comprehensive group insurance coverage is offered, including life insurance, accidental injury insurance, medical insurance, and cancer insurance.
- Sports Facilities & Employee Clubs: Access to table tennis courts, badminton courts, basketball courts, and volleyball courts is provided, alongside employee sports clubs such as Table Tennis, Badminton, Cycling, Jogging, Core Fitness, and Bowling clubs.

- Promoting Cardiovascular and Chronic Disease Prevention & Building a Diverse, Equal, and Inclusive (DEI) Workplace Environment: Responding to government policies promoting cardiovascular and chronic disease prevention in the workplace, tsti fosters a diverse and inclusive healthy work environment. In 2025, four health seminars were conducted: "Cardiovascular Disease & Prevention Lecture" (Feb 14), "The Art of Communication" (May 9), "Workplace Sexual Harassment Prevention" (Aug 1), and "Financial Management Seminar" (Oct 31), recording a total of 527 participant-times. These seminars enhanced employees' awareness of daily health management and health promotion behaviors, deepened their understanding of workplace diversity, equity, and inclusion (DEI), and strengthened concepts and handling mechanisms regarding the prevention of workplace harassment and unlawful infringement.
- Annual Periodic Health Examinations: Health examinations were conducted from January through March. In 2025, a total of 266 employees completed health check-ups, raising awareness among employees regarding the importance of physical and mental health for themselves and their families.
- Onsite Occupational Physician Services: A total of 4 onsite medical consultation sessions were conducted throughout the year (Feb 14, May 9, Aug 1, and Nov 7).
- Occupational Health and Safety (OHS) Announcements: A total of 58 OHS informational alerts were published.

GRI 403-7

Work Environment

We provide our employees with ample operational resources and timely incentive activities to maintain high morale and robust operational vitality:

- Company Vehicles: Provision of official vehicles to support operational and business travel needs.
- Business Laptops: Provision of high-performance business laptops to empower mobile productivity.
- Private Vehicle Mileage Subsidies for Business Use: Allowance and subsidies provided for employees using personal cars or motorcycles for official business duties.
- Original Manufacturer (ICT Vendor) Training & Certification Resources: Access to technical training, certification, and professional development resources directly provided by global IT vendors and OEM partners.
- Employee Stock Ownership Association (ESOA): Enabling employees to accumulate wealth and share in the Company's long-term growth through structured stock ownership incentives.
- Long-Service Retention Awards: Recognition and monetary bonuses awarded to long-tenured employees to honor their continuous commitment and dedication.
- Employee Gatherings & Celebrations: Sponsorship of departmental gatherings, project celebration banquets, Spring banquets, year-end banquets, and company-related celebratory events to boost team cohesion.

- Continuous Optimization of the Electronic Company Vehicle Reservation System: Official vehicles are registered and tracked via the tsti Mobile Office App, which digitally records mileage to enhance energy management efficiency and carbon reduction tracking.
- Encouraging Low-Carbon Commuting and Business Travel: To incentivize employees toward lower emissions, tsti has introduced private vehicle usage subsidies specifically for pure electric vehicles (EVs) used for official business duties.

▲ Electronic Company Vehicle Reservation System

Workplace Environment & Amenities

We provide a favorable learning environment and ample resources, while offering staff excellent areas for rest and recharging:

- Lactation Rooms and Massage Rooms
- Employee Convenience Facilities
- Self-Service Beverage Vending Machines
- Complimentary Coffee Machines and Coffee Beans
- Smart IoT Home Appliance Relaxation Area
- Employee Automobile and Motorcycle Parking Lot

- Lactation Friendly Facilities: The Company has established a dedicated lactation room to create a family-friendly workplace, allowing postpartum female colleagues to conveniently breastfeed or express milk, thereby enabling them to focus on work with peace of mind.
- Warm Pregnancy Gift Sets: Providing thoughtful care and maternity gifts to pregnant employees.
- Office Environment Optimization: To provide employees with a more comfortable working environment, office lighting has been upgraded and improved.

▲ Year-end banquets, January 10, 2025

Work-Life Balance

Every year, tsti provides a wide variety of group discount benefits and corporate offers to encourage employees to live a healthy and happy life. The Company prepares diverse, thoughtful mechanisms and family-friendly activities, offering colleagues and their families opportunities to create wonderful memories together and enjoy precious family bonding time:

- Employee Welfare Committee & Family Day
- Festival & Birthday Allowances
- Annual Travel Subsidies
- Marriage, Childbirth, and Childcare Subsidies
- Educational Subsidies for Employees and Children
- Bereavement Care Allowances
- Hospitalization Condolence and Compassionate Grants
- Seniority Reverence Gifts / Double Ninth Festival Allowancesl
- Complimentary Board Games for Family and Social Recreation
- Group Special Merchant Discounts

- In October 2025, the Employee Family Day invited employees and their family members to go hiking in the Jiantan Mountain forest. This initiative not only promoted physical health but also strengthened team cohesion.

▲ 2025 Employee Family Day

GRI 201-3、GRI 404-2

Pension Plan

The Company's retirement system strictly complies with the provisions of the Labor Standards Act and the Labor Pension Act. For employees under the Defined Benefit (DB) pension scheme (Old System), the HR Department calculates the full retirement pension liability by the end of March each year, and the Finance & Accounting Department appropriates the full amount, which is deposited into and managed via the dedicated account of the Supervisory Committee of Labor Retirement Reserve to protect the retirement rights of employees covered by the Old System. For employees under the Defined Contribution (DC) pension scheme (New System), the Company contributes 6% of each employee's monthly salary into their individual labor pension account. We conduct regular annual reviews and reports through certified actuaries to ensure the compliance and transparency of our retirement system.

To assist departing and retiring employees in smoothly transitioning to the next stage of life, the Company arranges exit interviews for departing staff to understand their reasons for leaving and collect their suggestions, while providing career transition assistance such as resume writing and job application advice. Depending on circumstances, employment certificates and recommendation letters may also be provided. For retiring employees, arrangements can be made to reassign them as consultants or mentors to extend their professional value, provide assistance with Labor Insurance and pension applications, hold warm retirement farewell parties to express gratitude, and establish a Senior rehiring and expert knowledge-transfer mechanism to maintain corporate relationships and knowledge transfer.

To safeguard employees' quality of life after retirement, the Company not only allocates retirement reserve funds in accordance with the law, but also provides a series of pre-retirement benefits and support, including health insurance and health examinations. We also actively assist employees with retirement planning by providing consulting and education on retirement plans, ensuring employees can enjoy a stable life post-retirement. In response to current labor market diversification, the Company encourages retired colleagues to return to the workplace to provide technical expertise transfer or consulting services. We offer concrete consulting opportunities and technical transfer roles for retired staff, enabling them to continue leveraging their expertise and contributing to the Company and society.

Beyond government-mandated protections, the Company provides an Employee Stock Ownership Association. This initiative supports employees in purchasing company stock monthly via salary deduction, with the Company offering a 40% matching contribution subsidy for stock purchases, allowing employees to enjoy capital gain protections from the Company upon retirement.

GRI 401-3

Parental Leave

tsti actively responds to SDG 5 (Gender Equality) by enhancing equal rights for all women, committing to the promotion of gender equality, and supporting the statutory rights and benefits that employees are entitled to during maternity and parental leave.

For female employees during pregnancy, the Company may transferred to other lighter work with no wage reduction. Employees who have completed six months of continuous service are eligible to apply for unpaid parental leave before each child reaches the age of three. The parental leave period lasts until the child reaches three years of age, up to a maximum duration of two years. When employees raise two or more children simultaneously, the parental leave periods shall be calculated combinedly, subject to a maximum limit of two years for the youngest child. During the period of unpaid parental leave, employees may continue to participate in their original social insurance schemes.

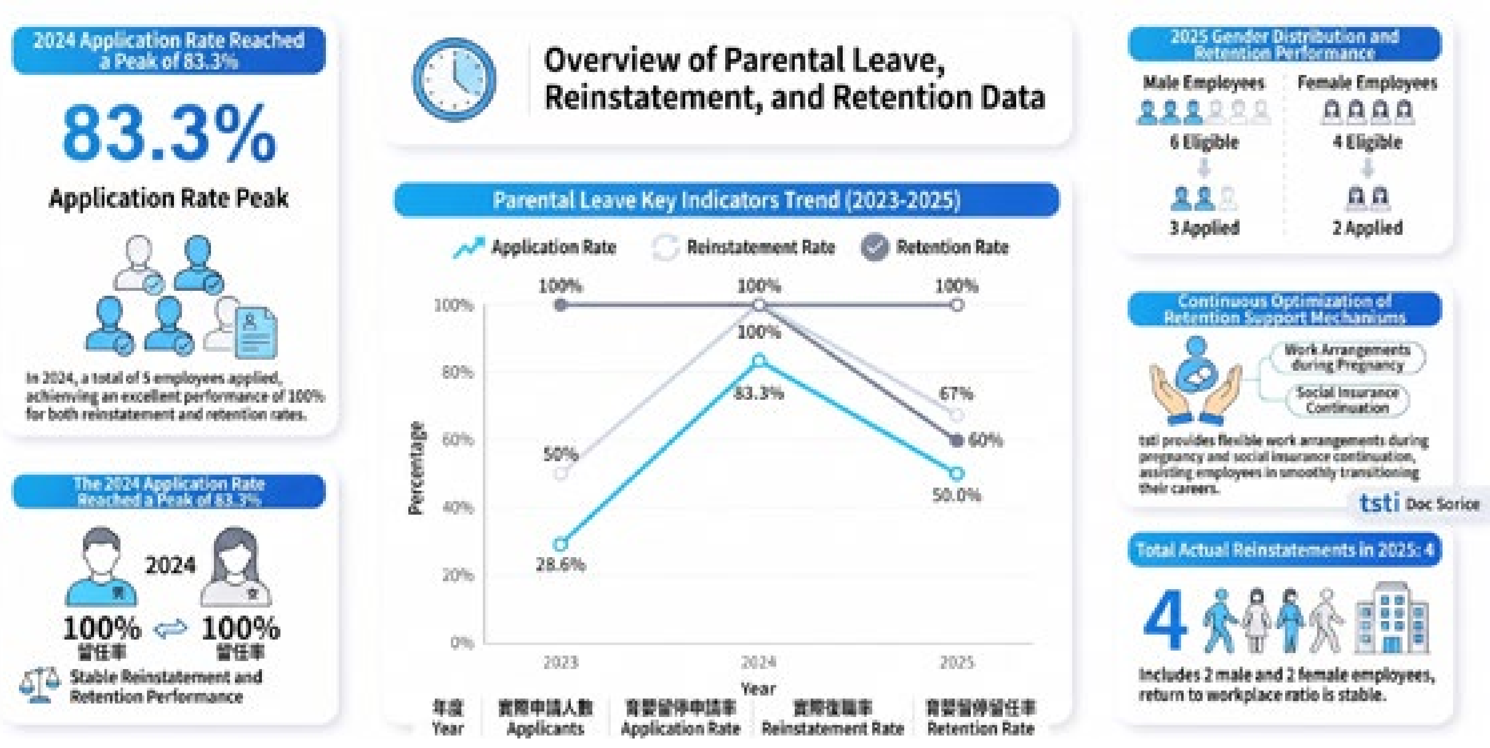
▼ Statistics on Parental Leave at tsti and Its Subsidiaries (Chyun Huei and TISNet) in the Past Three Years

Year	2023			2024			2025		
Number of Employees / Gender	Male	Female	Total	Male	Female	Total	Male	Female	Total
Eligible Employees for Parental Leave in the Current Year	7	0	7	3	3	6	6	4	10
Actual Applicants for Parental Leave in the Current Year	2	0	2	2	3	5	3	2	5
Parental Leave Application Rate (%)	28.6%	0	28.6%	66.67%	100%	83.3%	50%	50%	50%
Expected Reinstated Employees after Parental Leave in the Current Year	1	1	2	2	3	5	3	3	6
Actual Reinstated Employees after Parental Leave in the Current Year	1	0	1	2	3	5	2	2	4
Parental Leave Reinstatement Rate (%)	100%	0	50%	100%	100%	100%	67%	67%	67%
Actual Reinstated Employees after Parental Leave in the Previous Year	1	0	1	1	0	1	2	3	5
Employees Retained for One Year After Reinstatement from Parental Leave in the Previous Year	1	0	1	1	0	1	1	2	3
Parental Leave Retention Rate (%)	100%	N/A	100%	100%	N/A	100%	50%	67%	60%

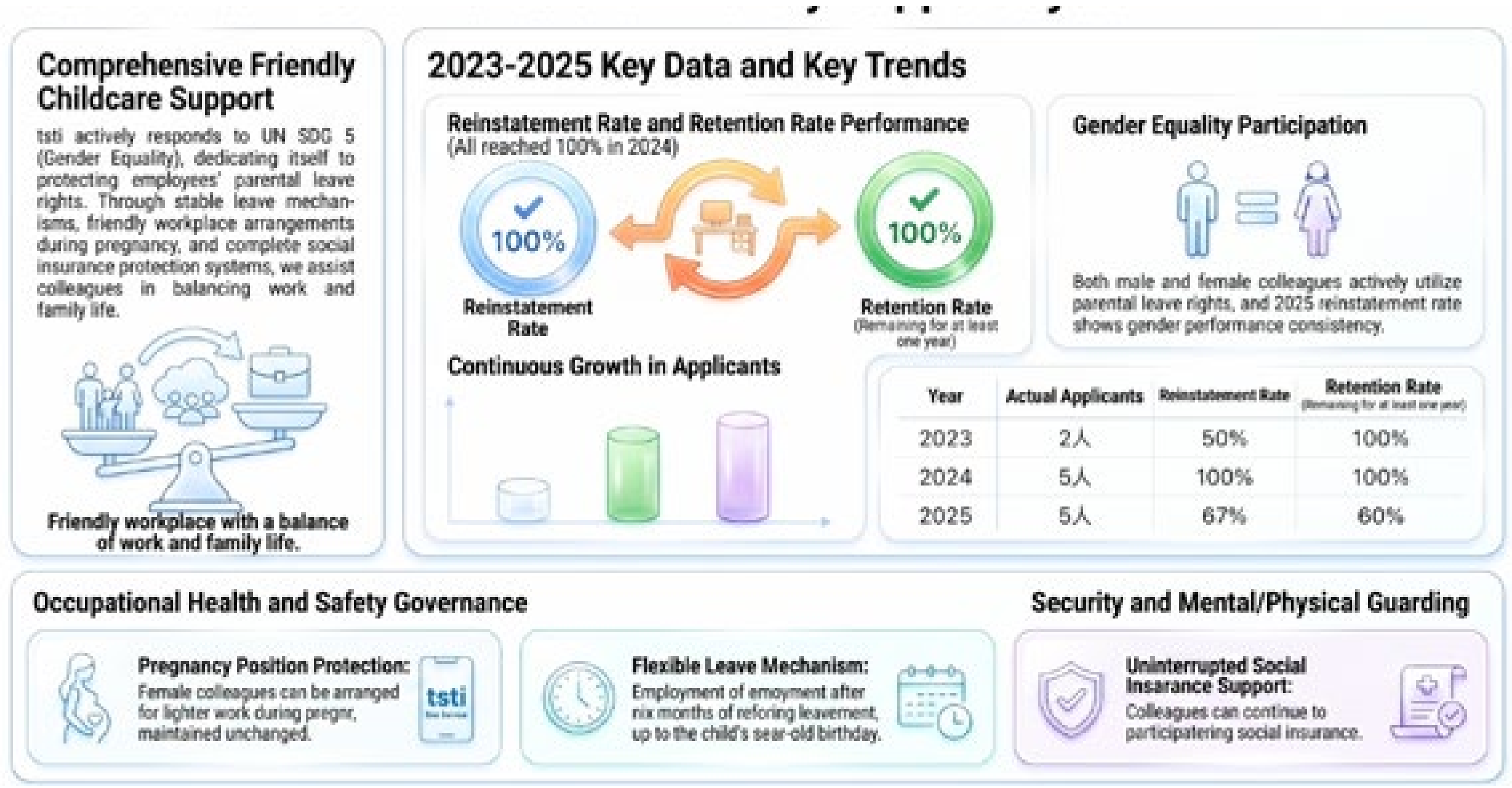
Notes:

1. Eligible Employees for Parental Leave in the Current Year: During their employment, staff members are eligible to apply for unpaid parental leave at any time before their child reaches three years of age.
2. Parental Leave Applications: Estimated based on the number of employees who applied for Employment Insurance Parental Leave Allowance over the past three years (2023–2025), including employees currently on unpaid parental leave.
3. Parental Leave Retention: Refers to employees whose actual reinstatement date occurred in the previous year and who remained employed for at least one full year following reinstatement.

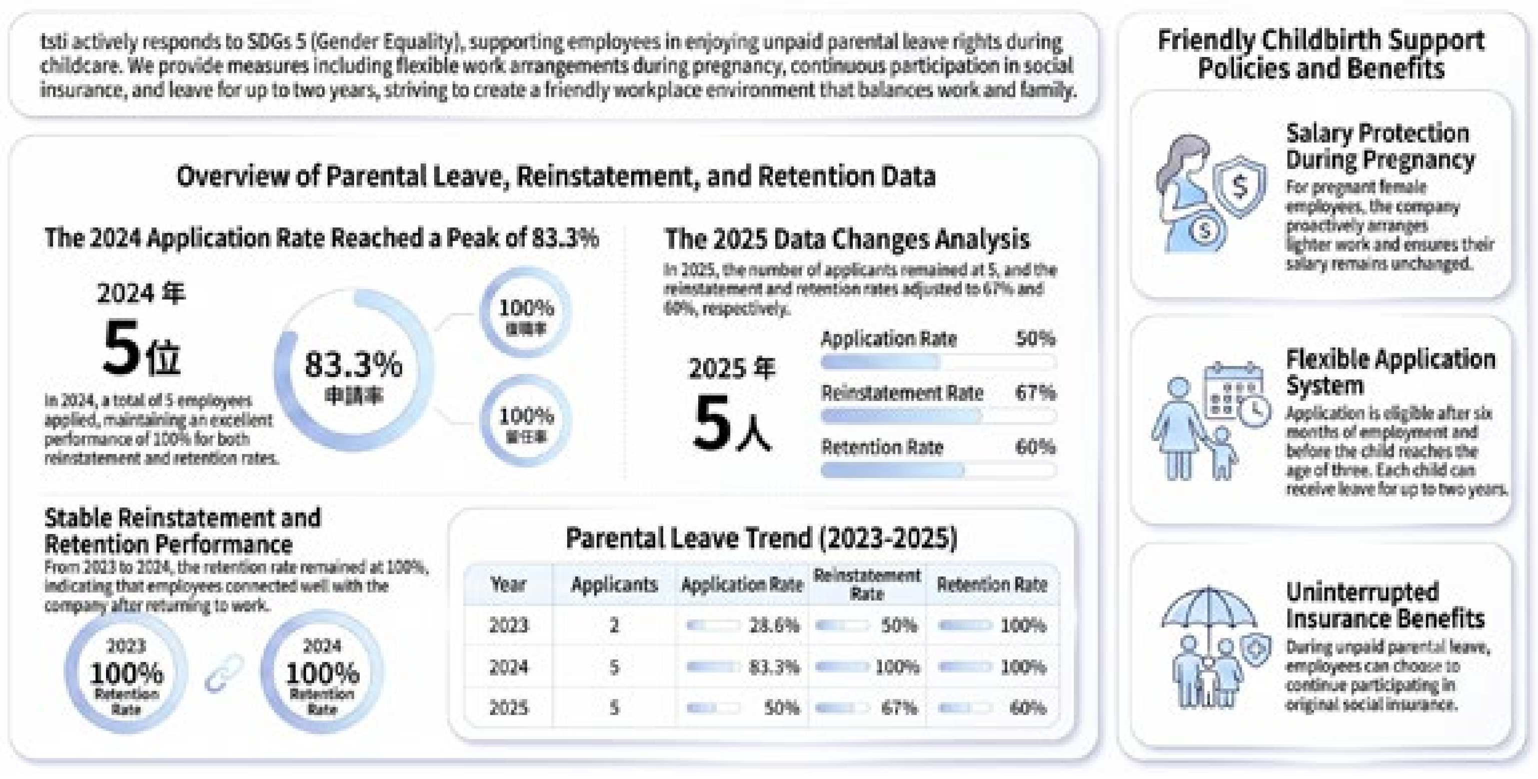
Application Rate Trends



Reinstatement Rate Trends



Retention Rate Trends



Diverse Talent Cultivation

We uphold our commitment to the UN Sustainable Development Goals (SDGs) by actively working toward SDG 8 (Decent Work and Economic Growth), providing equal employment opportunities across genders and age groups to ensure workplace diversity. Simultaneously, we align with SDG 16 (Peace, Justice and Strong Institutions) by continuously striving to create a healthy work environment that fosters internal harmony and stability. Furthermore, we promote SDG 3 (Good Health and Well-being) and SDG 4 (Quality Education) through various training programs, the Employee Stock Ownership Association (ESOA), functional development, and talent retention initiatives, encouraging mutual growth for both our employees and the Company.

• GRI 2-7、GRI 2-8、GRI 405-1

Diverse and Abundant Employment Opportunities

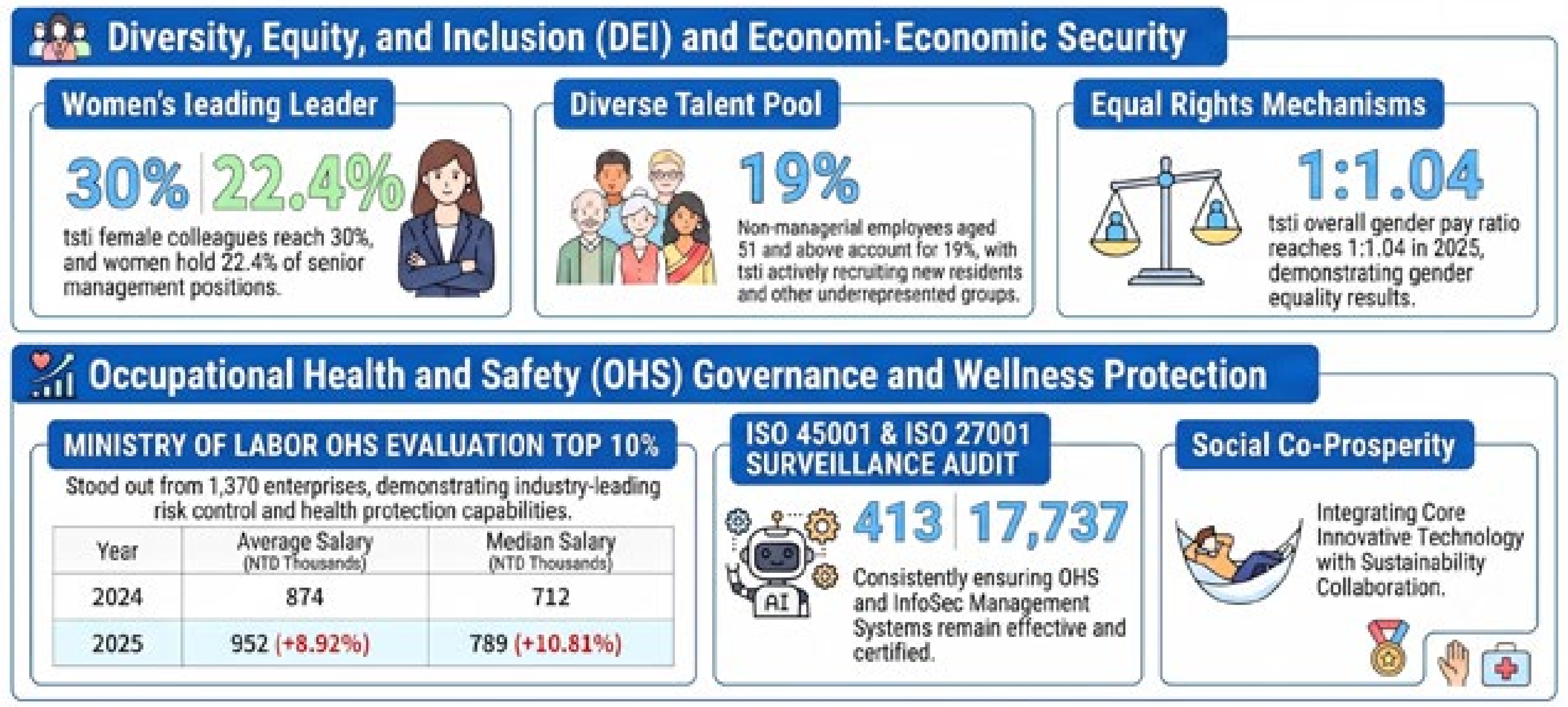
Based on year-end employee statistics, female employees account for 30.6% of total staff, with females holding 22.4% of management positions. Senior employees aged 51 and above comprise 19.1% of the workforce. Additionally, our TSTI Shangha actively hires local residents to stimulate the local economy, employing one local resident as a senior executive at or above the department head level, aiming to achieve fruitful cross-border collaboration and growth.

tsti has established and announced a Diversity, Equity, and Inclusion (DEI) workplace policy, setting clear diversity targets such as increasing the proportion of female managers to 30% and achieving gender pay equity. We promote DEI values through training programs and cultural activities; in 2025, four DEI lectures and yoga sessions were held to build an inclusive work environment.

As of the end of 2025, the number of new immigrant and overseas Chinese student employees reached 2. Over the past two years, middle-aged and senior employees aged 40 to 60 and above grew by approximately 1%. Female employees represent 29% of total personnel, with female members making up over 27% of the leadership team and more than one-third of the Board of Directors, with plans to continuously increase female representation in the future.

▼ 2025 Employee Job Category Distribution across tsti and Its Subsidiaries (Chyun Huei, TISNET, and TSTI Shanghai) (Calculated as of December 31, 2025)

Job Category \ Diversity Category		Gender		Age Group			Educational Attainment			
		Male	Female	Aged 30 and below	Aged 31–50	Aged 51 and above	High School	Junior College	Bachelor's Degree	Master's Degree
Sales Non-Management (Total: 67)	Count	27	40	17	40	10	5	7	43	12
	Percentage (%)	40.3%	59.7%	25.4%	59.7%	14.9%	7.5%	10.4%	64.2%	17.9%
Sales Management (Total: 37)	Count	25	12	0	20	17	0	5	17	15
	Percentage (%)	67.6%	32.4%	0.0%	54.1%	45.9%	0.0%	13.5%	46.0%	40.5%
Technical R&D Non-Management (Total: 297)	Count	256	41	69	178	50	7	38	221	31
	Percentage (%)	86.2%	13.8%	23.2%	59.9%	16.9%	2.4%	12.8%	74.4%	10.4%
Technical R&D Management (Total: 73)	Count	66	7	1	55	17	1	11	51	10
	Percentage (%)	90.4%	9.6%	1.4%	75.3%	23.3%	1.3%	15.1%	69.9%	13.7%
Administrative Non-Management (Total: 76)	Count	12	64	9	56	11	6	12	51	7
	Percentage (%)	15.8%	84.2%	11.8%	73.7%	14.5%	7.9%	15.8%	67.1%	9.2%
Administrative Management (Total: 15)	Count	6	9	1	11	3	0	5	6	4
	Percentage (%)	40%	60	6.7%	73.3%	20.0%	0.0%	33.3%	40.0%	26.7%
Total Count per Diversity Category		392	173	97	360	108	19	78	389	79
Percentage of Total Employees (565 Persons)		69.4%	30.6%	17.2%	63.7%	19.1%	3.4%	13.8%	68.8%	14.0%



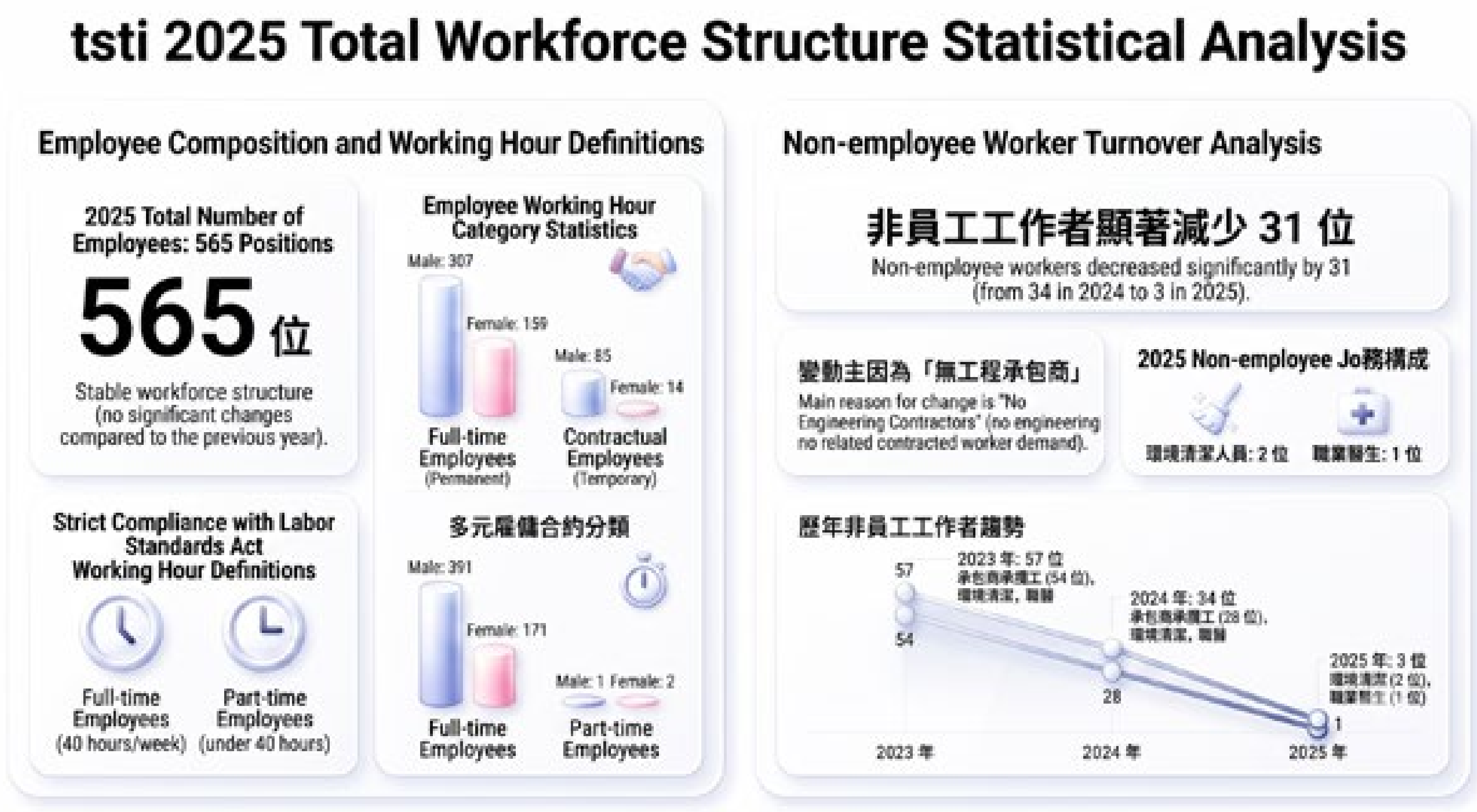
Notes on Other Diversity Categories and Total Workforce (565 Employees):
1. Indigenous Peoples & Persons with Disabilities: The workforce includes 3 indigenous employees and 4 employees with disabilities.
2. Workforce Demographics in Taiwan: Foreign employees account for approximately 0.4% of total personnel in Taiwan (comprising 1 Malaysian overseas Chinese student and 1 Chinese national).
3. Workforce Demographics in TSTI Shanghai: All 4 local employees at the TSTI Shanghai are Chinese nationals, with no Taiwanese expatriate staff.

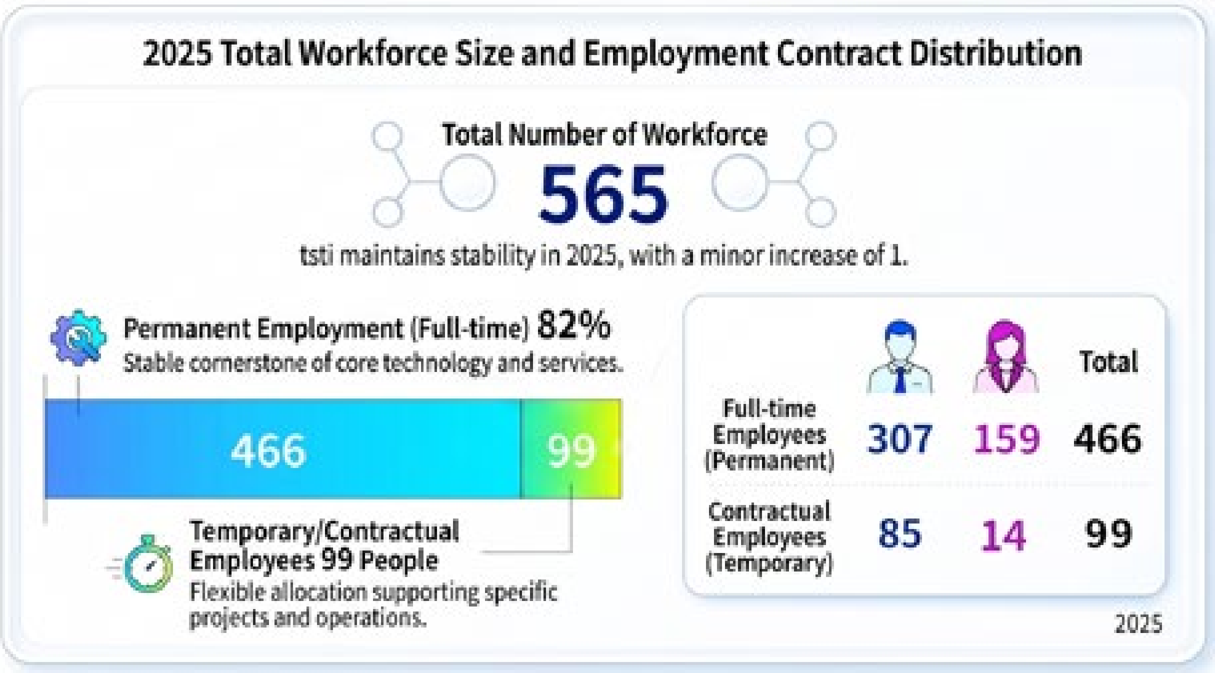
GRI 2-8

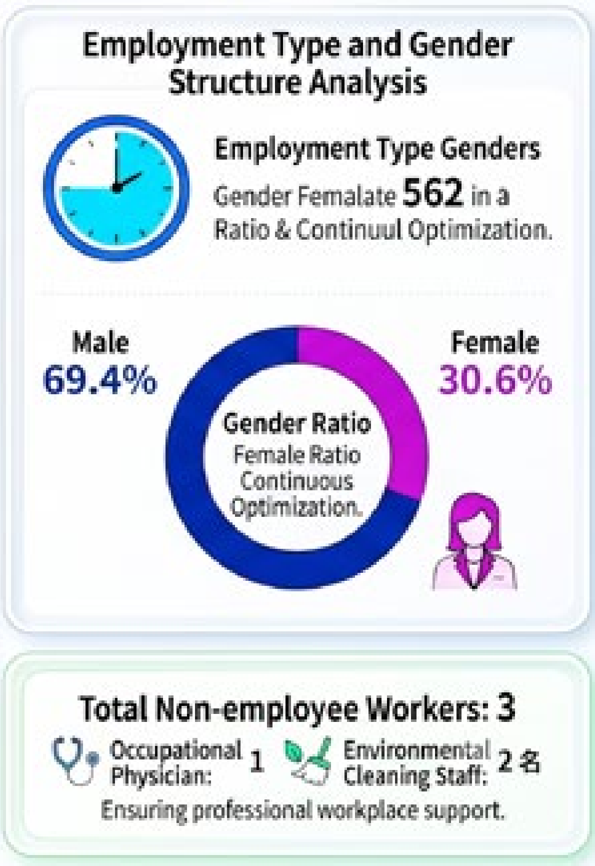
▼ Total Workforce Statistics and Employee Classification across tsti and its subsidiaries (TISNet, Chyun Huei, and TSTI Shanghai) in the Past Three Years

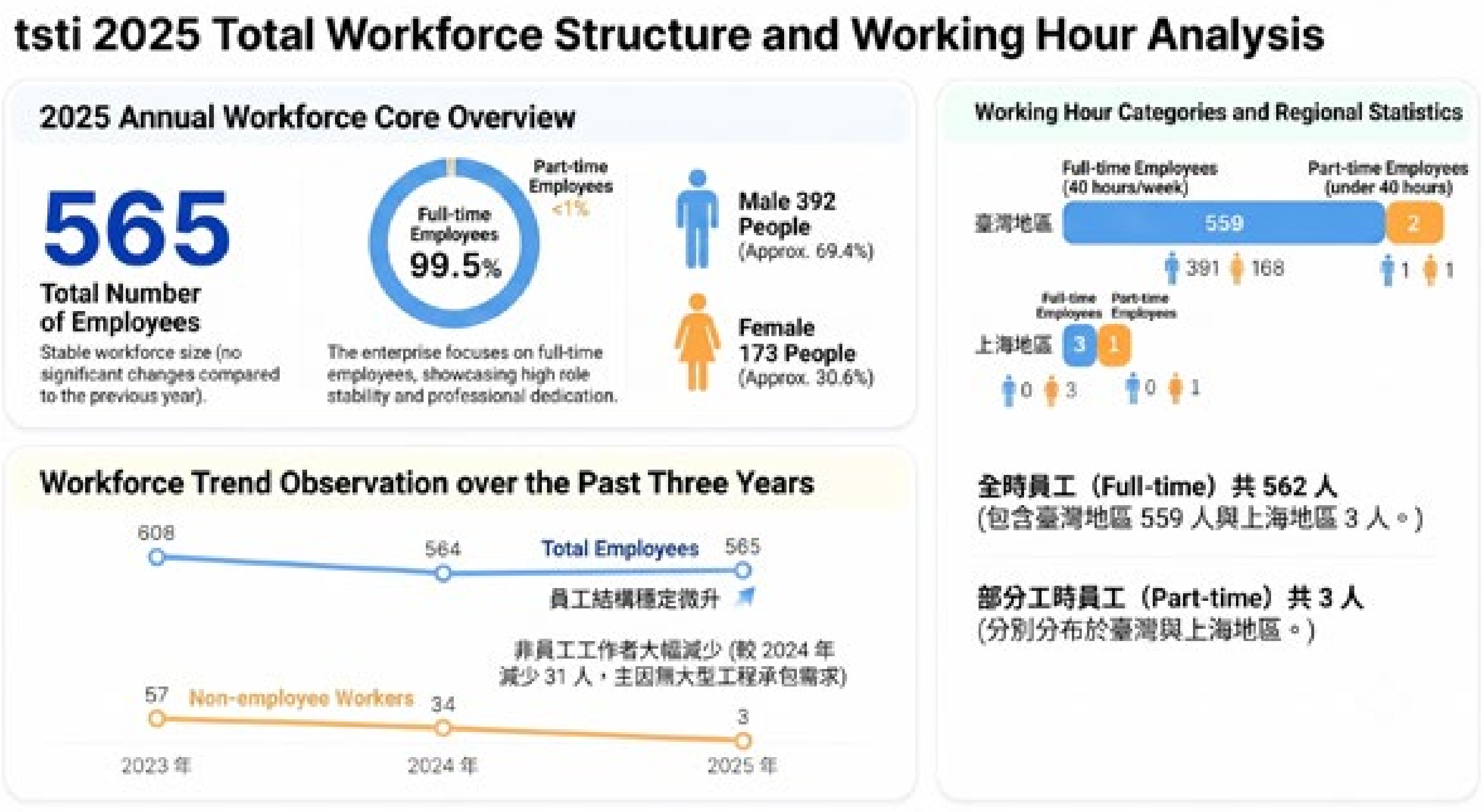
Worker Category		608 persons in 2023				564 persons in 2024				565 persons in 2025			
Employee Classification (Unit: Persons)		Taiwan		China		Taiwan		China		Taiwan		China	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
By Employment Contract	Permanent employees (Non-fixed term contract)	329	166	1	4	307	150	0	3	307	156	0	3
	Temporary employees (Fixed-term contract)	91	16	0	1	85	18	0	1	85	13	0	1
By Working Hours	Full-time Employees	417	179	1	4	389	167	0	3	391	168	0	3
	Part-time employees / Non-guaranteed hours employees (Interns)	3	3	0	1	3	1	0	1	1	1	0	1

Notes:
1. Full-time Employees: Defined in accordance with the Labor Standards Act of Taiwan as employees working 40 hours per week.
2. Part-time Employees (Non-guaranteed Hours / Part-time Workers): Defined in accordance with the Labor Standards Act of Taiwan as employees working fewer than 40 hours per week.
3. Workers Who Are Not Employees:
   - 2025: A total of 3 workers (1 male, 2 females), primarily comprising 2 environmental cleaning personnel and 1 occupational physician.
   - 2024: A total of 34 workers (31 males, 3 females), primarily comprising 5 environmental cleaning personnel, 1 occupational physician, and 28 contracted workers from engineering contractors.
   - 2023: A total of 57 workers (52 males, 5 females), primarily comprising 2 environmental cleaning personnel, 1 occupational physician, and 54 contracted workers from other contractors.
4. Explanation of Significant Variations: The number of employees in the reporting year was 565, showing no significant variation compared to 564 in the previous year. Workers who are not employees decreased by 31 compared to 2024, primarily due to the absence of office engineering contractors in the current year, as no engineering-related projects were executed.
5. Data Calculation Baseline: All annual data in this table are calculated based on the values as of December 31 of each respective reporting year.









New Hires

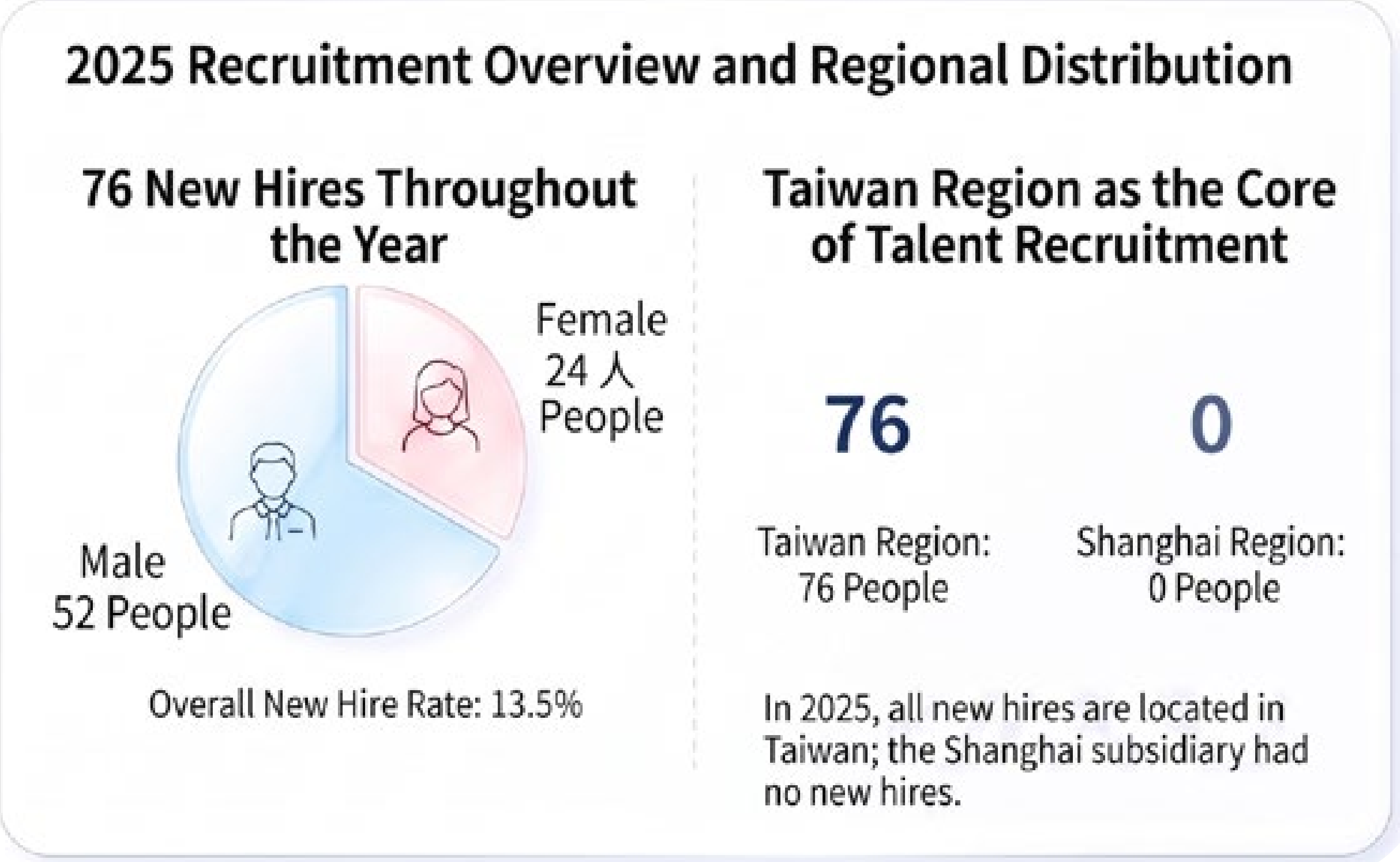
GRI 401-1

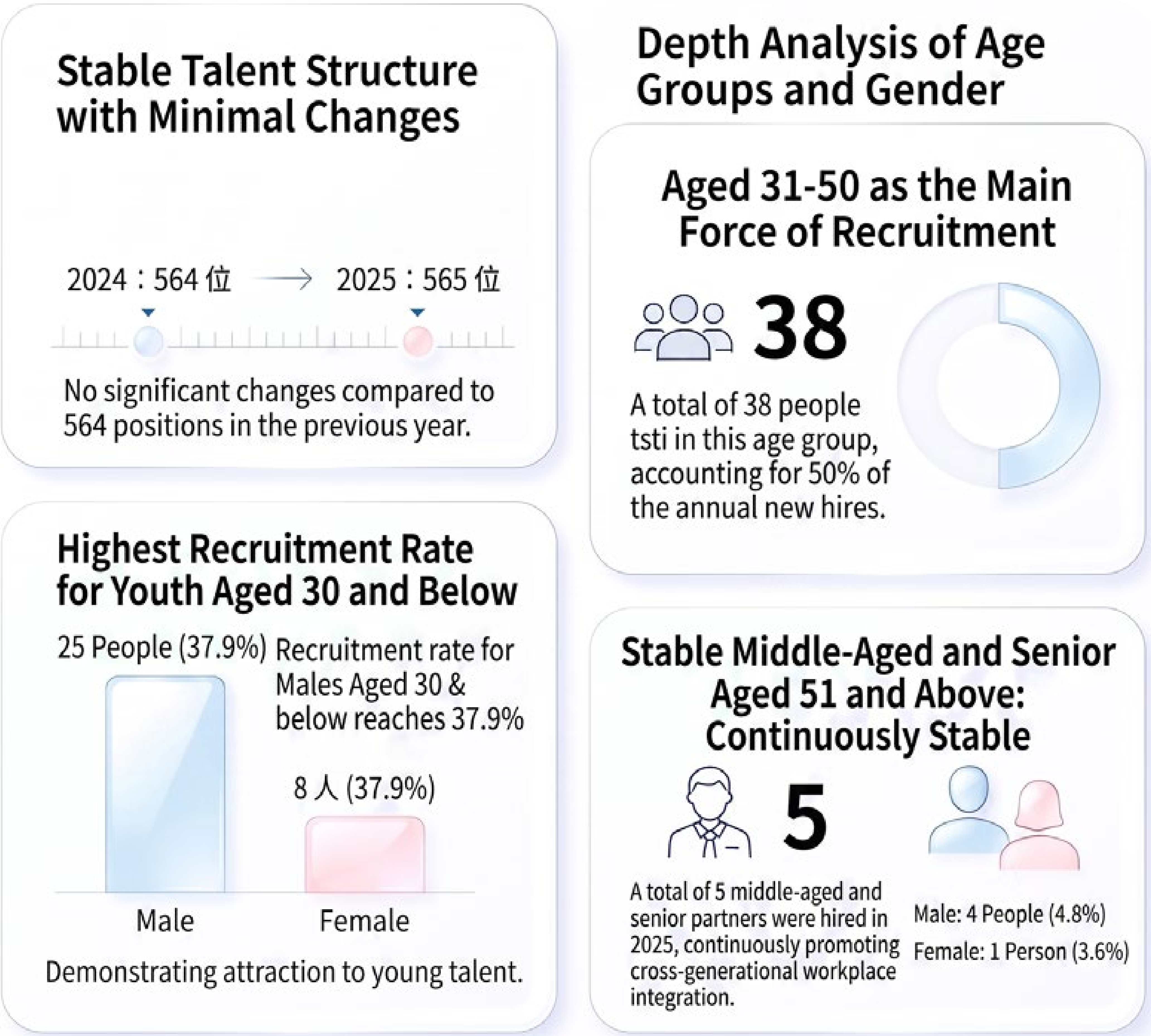
In recent years, the ICT industry has been rapidly accelerating digital transformation and information security capabilities. To meet the company's continuous growth and need for professional talent, we hired a total of 76 new employees in 2025, comprising 52 male colleagues and 24 female colleagues. The largest age group among new hires was between 31 and 50 years old, totaling 38 individuals.

▼ New Employee Hires Breakdown by Region and Age Group (Taiwan/ Total headcount calculated as of December 31 of the reporting year)

		2023		2024		2025	
Age Group	Gender	Number of New Hires / Total Employees in Age Group	Percentage	Number of New Hires / Total Employees in Age Group	Percentage	Number of New Hires / Total Employees in Age Group	Percentage
Aged 30 and below	Male	25	47.0%	25/55	45.5%	25/66	37.9%
	Female	12	14.3%	12/28	42.9%	8/26	30.8%
Aged 31–50	Male	47	19.1%	47/248	19.0%	23/243	9.5%
	Female	17	9.8%	17/113	15.0%	15/115	13.0%
Aged 51 and above	Male	10	1.5%	10/89	11.2%	4/83	4.8%
	Female	2	8.3%	2/27	7.4%	1/28	3.6%
Total New Hires and New Hire Rate		113	17.6%	113/560	20.4%	76/561	13.5%

Notes:
1. Reporting Scope: Data covers tsti and its subsidiaries (Chyun Huei, TISNeT, and TSTI Shanghai) over the past three years.
2. "Percentage (%)"=("Number of new employee hires in a specific region, gender, and age group" /"Total number of employees in that specific region, gender, and age group")×100%
3. Calculated and rounded to one decimal place.
4. Shanghai Subsidiary Status: TSTI Shanghai recorded zero (0) new employee hires from 2023 to 2025.





GRI 401-1、GRI 401-2

Employee Turnover and Retention

In 2025, a total of 103 employees departed from the Company, comprising 69 males and 34 females, bringing the overall employee turnover rate to 18.2%. It is worth noting that a portion of these departing employees were actually transferred to other group subsidiaries or transitioned into consultant roles. This underscores our continuous commitment to employee career progression, prompting us to further strengthen development opportunities and structured career planning for our staff.

To enhance employee job satisfaction and retention rates, we are further reinforcing initiatives across the following dimensions:

1. Work-Life Balance: We offer more flexible work arrangements to enable employees to better balance their professional and personal lives while reducing workplace stress.
2. Management Maturity Enhancement: We continuously elevate leaders' managerial competencies and leadership skills, enabling them to effectively support and inspire teams, thereby boosting overall job satisfaction and organizational loyalty.
3. Employee Career Development: We proactively advance the employee experience (EX) by providing comprehensive training programs and professional growth opportunities, assisting employees in continuously refining their skill sets and expertise to achieve shared goals for both individuals and the organization.

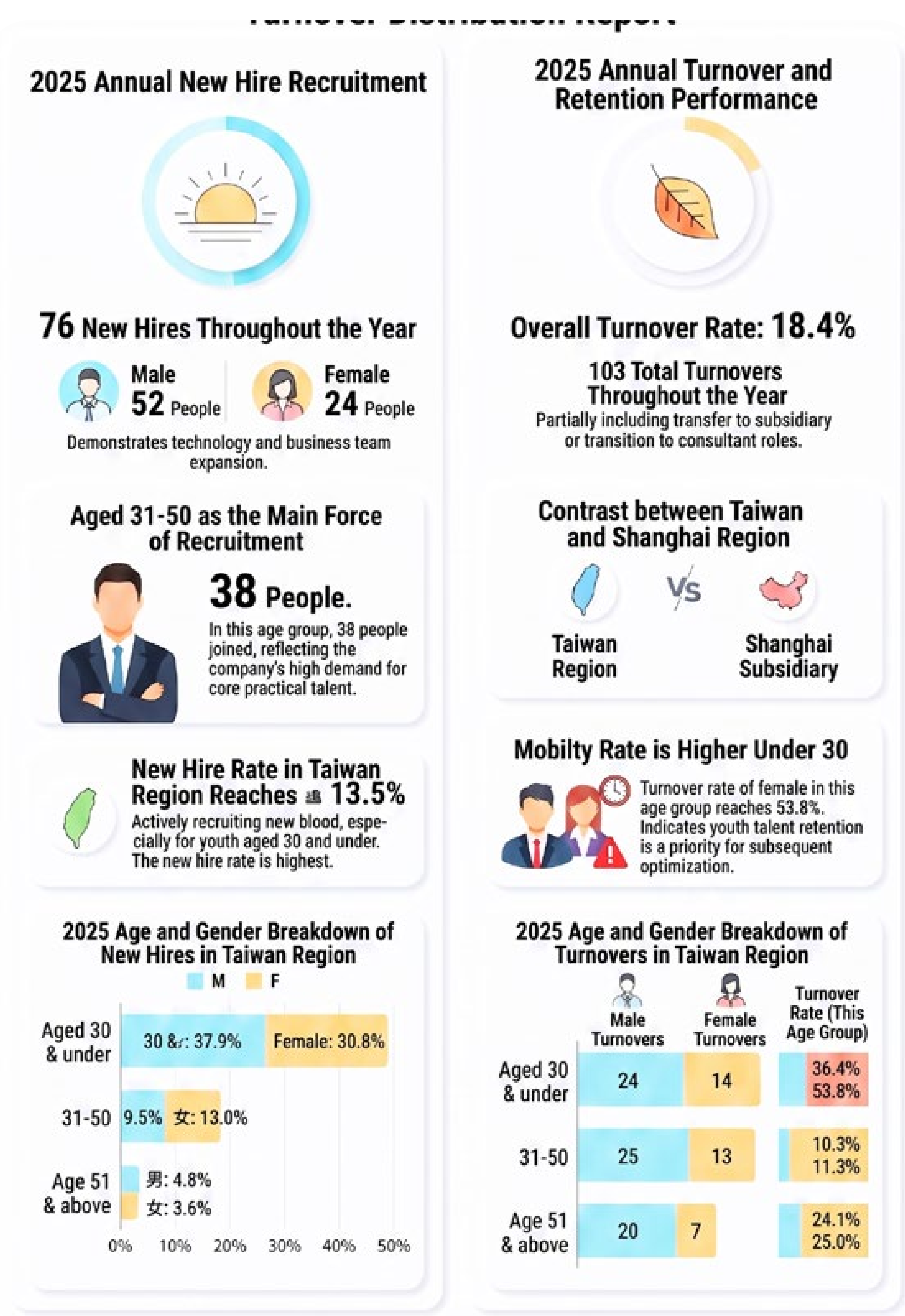
Through these comprehensive measures, we aim to cultivate a stable and compelling workplace environment that attracts and retains top-tier talent, while driving the fulfillment of tsti's corporate ESG objectives and realizing mutual growth and value creation.

▼ Employee Turnover Breakdown by Region and Age Group (Total headcount calculated as of December 31 of the reporting year)

		2023 Taiwan		2023 China		2024 Taiwan		2024 China		2025 Taiwan		2025 China	
Age Group	Gender	Number of Turnover/Total Employees in Age Group	Percentage	Number of Turnover/Total Employees in Age Group	Percentage	Number of Turnover/Total Employees in Age Group	Percentage	Number of Turnover/Total Employees in Age Group	Percentage	Number of Turnover/Total Employees in Age Group	Percentage	Number of Turnover/Total Employees in Age Group	Percentage
Aged 30 and below	Male	39/66	59.1%	0/0	-	26/55	47.3%	0/0	-	24/66	36.4%	0/0	-
	Female	8/35	22.9%	0/1	-	13/28	46.3%	0/0	-	14/26	53.8%	0/0	-
Aged 31–50	Male	57/288	19.8%	0/1	-	69/248	27.8%	1/0	100%	25/243	10.3%	0/0	-
	Female	17/123	13.8%	1/4	25.0%	21/113	18.6%	1/4	25.0%	13/115	11.3%	0/4	-
Aged 51 and above	Male	11/66	16.7%	0/0	-	9/89	10.1%	0/0	-	20/83	24.1%	0/0	-
	Female	4/24	16.7%	0/0	-	5/27	18.5%	0/0	-	7/28	25.0%	0/0	-
Total Number and Rate of Employee Turnover		136/602	22.6%	1/6	16.7%	143/560	25.5%	2/4	50%	103/561	18.4%	0/4	-

Notes:

1. Data Scope: Covers tsti and its subsidiaries (Chyun Huei, TISNet, and TSTI Shanghai) over the past three years.
2. Calculation Formula: Percentage = (Number of employee turnovers for the specified region, gender, and age group / Total number of employees for the specified region, gender, and age group) × 100%. Figures are rounded to one decimal place.



Comprehensive Talent Development System

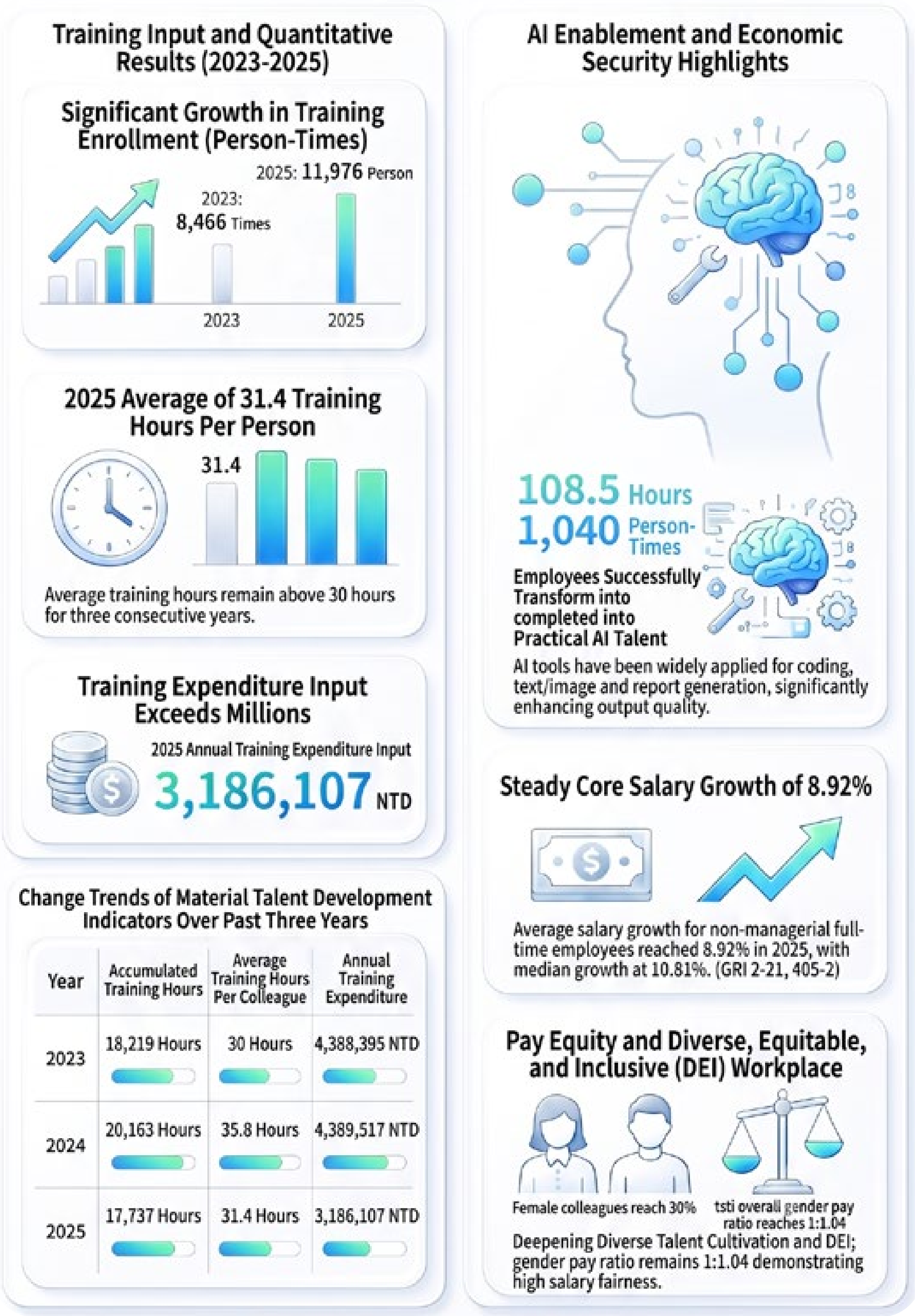
GRI 404-1、GRI 404-2

tsti and its subsidiaries attaches immense importance to employee training, firmly believing that our differentiated competitiveness stems from the enhancement of human capital. Every year, we host the Business Summit and the Team Building Strategy Consensus Camp, where the President and heads of each business group publicly communicate our corporate vision, mission, and core values to all employees. Executive leaders lead by example, demonstrating the deep purpose of work and asserting our position as the optimal partner for corporate transformation and the key driver for industry-wide intelligent upgrading. On a monthly basis, we organize workshops for sharing successful sales cases, alongside various professional training courses held periodically. Across 4 major professional job families comprising over 40 distinct professional roles, we have analyzed 5 to 6 core professional competencies for each role. This framework enables us to identify employees' competency strengths and gaps, thereby formulating superior talent development strategies.

Furthermore, we have established a competency development and talent retention program to encourage colleagues to continuously enhance their professional capabilities, achieving a win-win outcome for both professional excellence and personal growth. In addition to our four existing core competencies—Innovation, Service, Teamwork, and Integrity—we have incorporated Communication and Continuous Learning to further deepen our learning organization culture. tsti provides diverse learning channels, utilizing an e-Learning Management System to manage employee training and education. Beyond in-person internal and external training sessions, we offer easy-to-understand digital e-learning courses, allowing colleagues to learn during their spare time. Scholarship subsidy regulations are also in place to encourage further education. In 2025, our training programs reached 11,976 participants, totaling 17,737 hours.

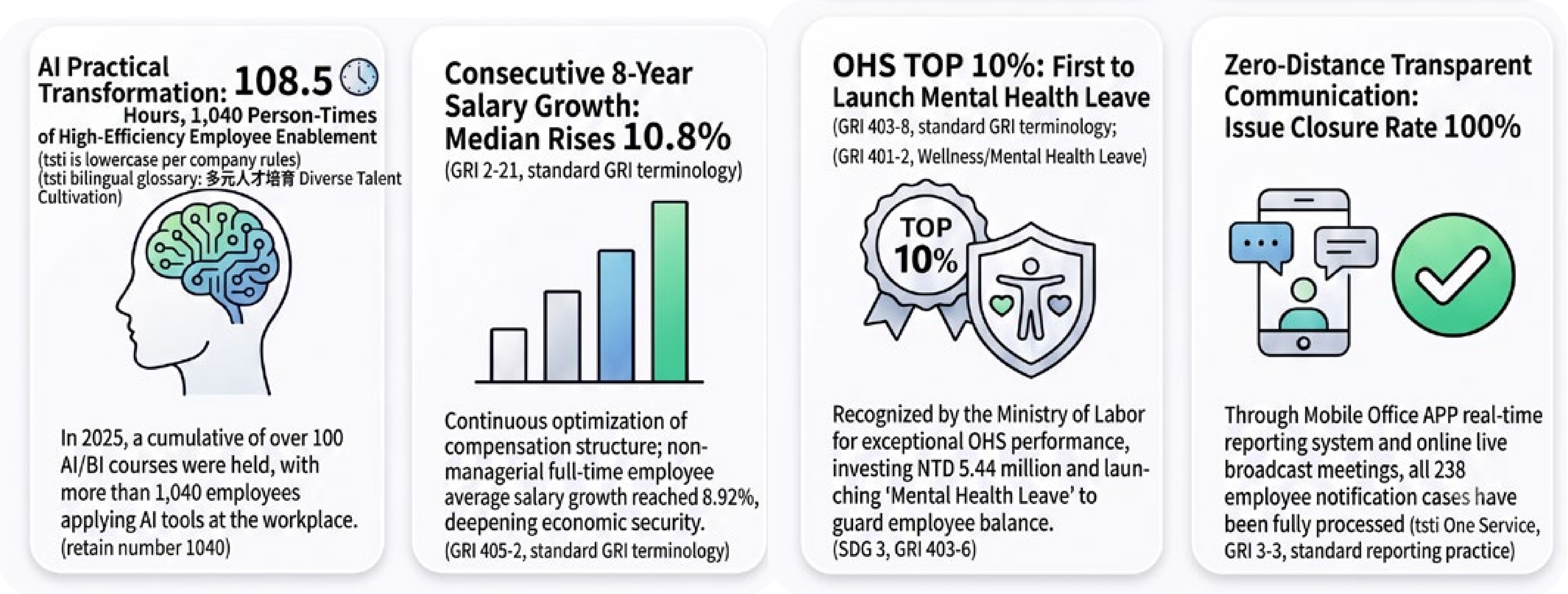
▼ Comprehensive Talent Development System

	2023	2024	2025
Number of Training Attendees / Course Participants	8,466 participants	9,740 participants	11,976 participants
Total Training Hours	18,219 hours	20,163 hours	17,737 hours
Average hours of training per year per employee	30 hours	35.8 hours	31.4 hours
Total Annual Training Expenditure / Total Investment in Employee Training	NT$ 4,388,395	NT$ 4,839,517	NT$ 3,186,107



Employee learning and growth are the cornerstones of sustainable corporate development. As 2025 marked a year of explosive growth in AI, we reinforced AI-related learning and application courses alongside our existing professional and leadership programs. We launched diverse learning platforms and professional development initiatives to help employees integrate AI tools into their daily workflows, boosting operational efficiency and quality. Key initiatives include: the Professional Skill Enhancement Program, Leadership Development Program, Digitalization and Innovation Capability Program, Administrative Efficiency Enhancement Program via AI Integration, and Employee Development Support Program. Additionally, BI courses were conducted for administrative and finance departments to build automated reporting systems. Utilizing data visualization for management enhances internal operational efficiency and speed, enabling management to capture real-time developments and respond promptly. In 2025, we hosted a total of 100 courses and activities on AI and BI tool applications, accumulating 108.5 hours across physical and online sessions with 1,040 participants. Simultaneously, by leveraging the company's existing AI technology ibo. ai intelligent customer service chatbot integrated with Enterprise Generative AI Assistants, we seamlessly combined AI with our customer service system to achieve smoother, smarter information flow and optimize internal service quality for all employees.

To align talent development with organizational growth, we effectively connect performance evaluations, competency cultivation, and knowledge transfer through mechanisms such as talent identification, KPI rollout systems, internal job rotation, performance coaching, and technical mentorship programs. Moving forward, we will continue to advance a series of employee health and well-being-centered initiatives, including holistic wellness programs, flexible work arrangements, family-friendly childcare support, family and childcare support, employee benefits and incentives, as well as corporate culture and care. We aim to reinforce our corporate culture built on "Proactiveness, Service, Co-creation, and Shared Prosperity," encouraging collaboration and mutual support among employees to foster a diverse and inclusive workplace. This will further strengthen long-term, stable relationships between employees and the company, ultimately driving growth in revenue and profitability.



▼ 2025 Diversified Training Courses

Course Categories	General Education / Foundational Courses	Technical Competencies	Professional Competencies	Management Competencies
Description	Assist new hires in adapting and integrating into their roles more rapidly by scheduling foundational general courses within their first three months of employment. This also includes advocacy and compliance training on corporate governance and sustainable development for all employees.	Targeted at software development, hardware maintenance, and system integration capabilities. Beyond attending vendor-certified training programs, we conduct internal hands-on experience sharing through small-class instruction to guarantee professional technical service quality.	Built upon our professional competency framework and maps, senior managers and colleagues are invited to share operational techniques and successful experiences, enabling new hires to execute their duties more effectively. External expert practitioners are also invited to impart mindsets for enhancing service soft skills.	To continuously mature managerial leadership capabilities, tailored management competency courses are designed according to different management tiers and functional roles. These courses aim to steadily enhance leaders' team management and operational execution capabilities, ensuring effective achievement of organizational performance. Key topics include entrepreneurial strategy, problem analysis and resolution, leadership mindset and communication skills, practical recruitment, selection and interviewing techniques, as well as hands-on coaching leadership workshops.
Course Name	• Annual Vision & Strategy Summit • Business Integrity Advocacy • Environmental Sustainability Advocacy • Professional Image & Dress Code Guidance • AI-Enabled Practical Work Case Studies • Nonviolent Communication (NVC) • Information Security Awareness Training • Traffic Safety & Defensive Driving • Prevention of Unlawful Infringement in the Workplace • The Climate Crisis as a Health Crisis • Robotic Process Automation (RPA) • Workplace Sexual Harassment Prevention	• Chat Online Customer Service Practical Workshop: Building Digitalized & AI-Enabled Customer Service • Professional Brand Building & Service Training (Avaya, Aruba, HPE, VMware, Cisco, Palo Alto Networks, Red Hat, Cloud, NetApp) • Figma Professional UI Design Hands-on Workshop	• Business Success Case Studies Across All Solutions • MEDDIC Sales Methodology & Techniques • PMP (Project Management Professional) Certification Courses • Business Communication & Negotiation Skills Workshop • "Service to Value" Business Mindset & Commercial Strategy • Product Marketing & Market Strategy	• DBS Bank Digital Transformation Case Study • Entrepreneurial Mindset & Intrapreneurship • Coaching Leadership Workshop • Practical Recruitment, Selection & Interviewing Skills Workshop • Problem Analysis & Resolution Competency Course • Manager Development Program: PDCA Excellence • Manager Development Program: Leadership Mindset & Practice • Managerial Cultivation & Team Leadership Workshop • Business Model Workshop

▼ 2025 Training

Employee Category	Sales (Non-Managerial)		Sales (Managerial)		Technical R&D (Non-Managerial)		Technical R&D (Managerial)		Administrative (Non-Managerial)		Administrative (Managerial)		Total
Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	-
Actual Total Number of Employees at Year-End 2025	27	40	25	12	256	41	66	7	12	64	6	9	565
Training Hours	1,606	1,728	1,306	893	5,149	828	2,454	254	248	2,094	382	795	17,737
Average Training Hours in 2025	59	43	52	74	20	20	37	36	21	33	64	88	31

Notes:
1. Data Scope: Figures in this table cover tsti and its subsidiaries (Chyun Huei, TISNet, and TSTI Shanghai), totaling 565 employees.
2. Talent Investment: We continuously and actively cultivate talent. In 2025, the average training hours per employee was approximately 31.4 hours (with total training hours reaching 17,737 hours), and the total annual investment in training amounted to NT$ 3,186,107.
3. Gender Breakdown & Managerial Leadership: Across both managerial and non-managerial categories, average training hours for female employees in sales and administrative roles either led or remained on par with those of male employees. Female managers serve as the core demographic driving up the overall average training hours.
4. Administrative Management Upgrading: Training hours for the administrative management track ranked highest across all job categories (averaging 64 to 88 hours), reflecting the company's large-scale competency enhancement initiative for administrative management in 2025.
5. Technical R&D Parity: In the technical R&D category, average training hours between male and female employees showed high consistency, indicating that training resource allocation and participation in this domain are largely unaffected by gender.

GRI 404-3

Career Development & Performance Evaluation

As an information services provider, tsti and its subsidiaries firmly believe that corporate competitiveness stems from sustainable and differentiated development, where differentiation primarily originates from the competencies and scale of our workforce. To ensure that every employee can continuously develop and grow within the company's platform, we have established a comprehensive performance evaluation mechanism, summarized as follows:

We believe that employee well-being and competitive compensation are equally essential. Therefore, beyond structuring our compensation framework to safeguard our employees' financial satisfaction, we conduct annual performance-based salary adjustments for top performers. Concurrently, we support our employees' aspirations for self-growth and career fulfillment. For instance, tsti has established dual career progression and salary adjustment tracks—a Professional Track and a Management Track—while encouraging cross-functional rotations to cultivate interdepartmental perspectives and empathetic thinking among team members. Through this comprehensive performance evaluation mechanism, we aim not only to ensure the attainment of organizational performance targets, but also to empower every employee to achieve continuous career development, growing alongside tsti and creating greater shared value.

Regular Evaluation and Feedback	Semi-annually, we conduct performance evaluations through the "Work Plan and Performance Goal Assessment." This initiative goes beyond reviewing past performance; its primary focus is to establish future objectives and provide the necessary support and resources. Concurrently, department heads review and track colleagues' performance during regular internal meetings and various project progress reporting occasions.
Integration of Competencies and Continuous Learning	In addition to job performance, we evaluate employees' competency development and self-improvement efforts. This encompasses not only company-provided training programs but also employee-initiated learning opportunities, including obtaining job-related professional certifications.
Career Development Discussions	We believe that employees' successful career development is intrinsically linked to the company's long-term success. Consequently, each performance evaluation includes discussions regarding employee career planning and future growth opportunities. tsti has fostered numerous cases of cross-departmental rotations for career growth. For example, technical engineers with rich experience in customer interaction transitioned into sales roles, enabling them to present solution sales with greater persuasiveness and depth. Similarly, colleagues who previously interacted mainly with hardware equipment advanced into technical consultant roles as their technical expertise matured, helping clients better understand company solutions and facilitating smoother deal closures.
Clear Standards and Key Performance Indicators (KPIs)	All performance indicators are explicitly communicated to employees in advance. Through one-on-one meetings at the beginning of each performance cycle, indicators are quantified and clarified to the greatest extent possible, establishing direct alignment with the company's overall strategies and business goals.
Feedback and Continuous Improvement	Following each evaluation, managing supervisors provide specific feedback and actionable recommendations to help employees clearly understand their strengths and areas for improvement. The company subsequently utilizes this input to plan relevant training courses or development activities, continuously empowering employees in their career progression.

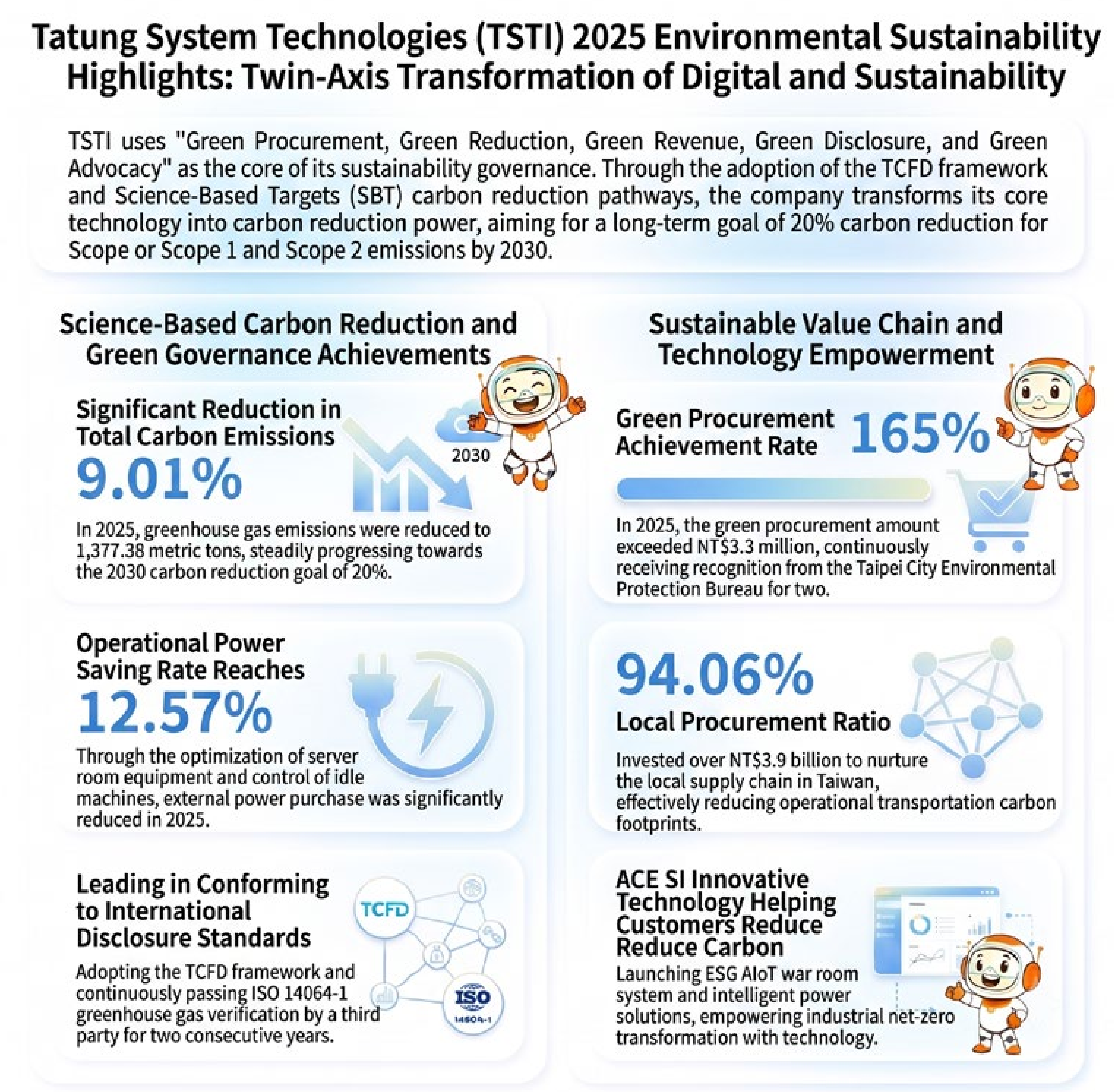
▼ Employee Performance Review Status in 2025

Employee Category	Sales (Non-Managerial)		Sales (Managerial)		Technical R&D (Non-Managerial)		Technical R&D (Managerial)		Administrative (Non-Managerial)		Administrative (Managerial)		Total
Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	-
Actual Total Number of Employees at Year-End 2025	27	40	25	12	256	41	66	7	12	64	6	9	565
Number of employees receiving regular performance and career development reviews	23	33	24	10	158	27	65	7	11	56	6	9	429
2025 Percentage (%)	85	83	96	83	62	66	99	100	92	88	100	100	76

Notes:

1. Data Scope: Figures in this table cover tsti and its subsidiaries (Chyun Huei, TISNet, and TSTI Shanghai), totaling 565 employees.
2. Performance Evaluation Scope: This table reflects regular performance evaluations and excludes new hires (with less than six months of service) and project-based contract employees (89 new hires and 80 project-based contract employees). For newly joined colleagues in the current year, departments initiate a New Hire Performance Development Plan. New hires must first complete mandatory introductory courses and are assigned tailored work plans to foster their professional competency development.
3. Review Participation Rate: In 2025, a total of 429 employees participated in the regular performance evaluation (excluding new hires and project-based contract employees) out of an actual total workforce of 565 employees, representing a participation rate of 76%.

Environmental Sustainability



Highlights and Key Achievements

tsti continuously promotes environmental sustainability advocacy among employees and suppliers. We have established a cross-departmental Green Procurement Taskforce to purchase eco-labeled products certified by the national government, and have successfully obtained the Green Office Certification from the Ministry of Environment. By integrating our core corporate capabilities, we drive new ESG sustainable business models—such as the ESG AIoT Intelligent Command and Management Platform—to assist clients with carbon reduction solutions. Through our expertise in information services, tsti actively contributes to energy conservation, waste reduction, and ESG environmental sustainability initiatives.

tsti has not been involved in any cases of non-compliance with environmental laws or regulations that resulted in significant fines or non-monetary sanctions.

GRI 2-27

▼ Highlights and Key Achievements of tsti's " Environmental Sustainability "

2022 / 2023

- Approved and announced tsti's "Environmental Policy" in 2022
- Conducted the inaugural greenhouse gas (GHG) inventory in 2022, quantifying emissions data for fiscal year 2021
- Established a cross-departmental Green Procurement Taskforce and obtained the Green Office Certification from the Environmental Protection Administration (now Ministry of Environment)
- Honored with the prestigious Platinum Award at the Hack4ClimateAction Digital Climate Action Awards during the Net Zero Summit

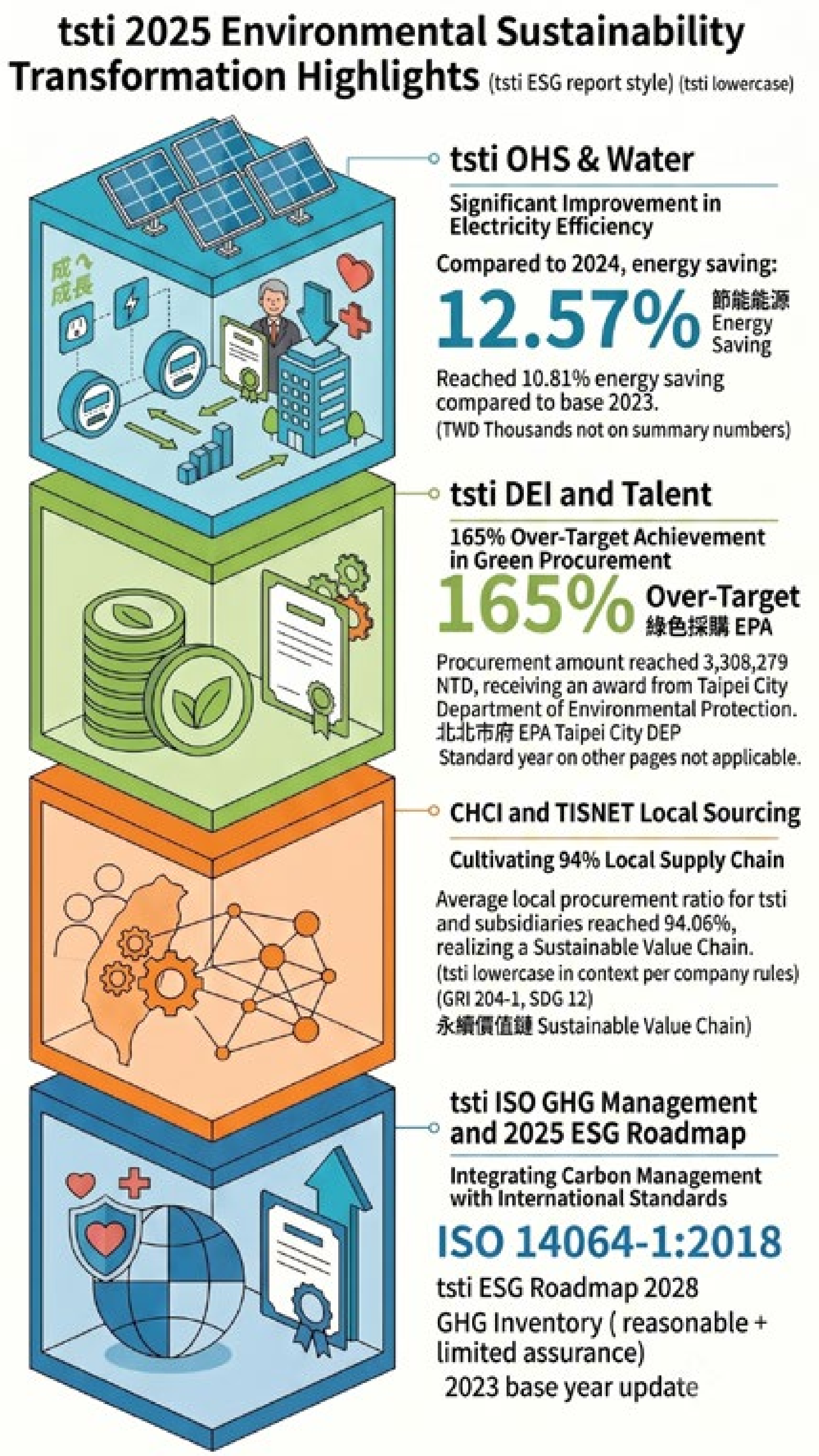
- Issued and announced the "Sustainable Mutual Good and Science-Based Decarbonization Declaration."
- Invited to speak at a key customer's supplier summit, sharing decarbonization targets benchmarked against the Science Based Targets initiative (SBTi) guidelines, advocating a goal to achieve a 20% carbon reduction by 2030.
- Introduced ISO 14064-1 organizational greenhouse gas (GHG) management system consulting services, completed the self-inventory of 2022 GHG emissions data, published the first GHG inventory report, and successfully passed third-party verification in Q3 2024.
- Achieved total green procurement expenditures of NT$ 1,621,838.
- Executed annual office energy efficiency and carbon reduction projects (replacing existing lighting with energy-saving LED light panels on the 2nd and 5th floors).
- Participated in environmental advocacy campaigns such as "Earth Hour" and "Do One Thing for the Tamsui River."
- Partnered with original equipment manufacturers (OEMs) to provide enterprise clients with commercial PCs that balance environmental sustainability with performance, alongside ESG solutions such as ESG AIoT Command Management Systems and Energy Management Systems (EMS), empowering corporate clients in their net-zero and low-carbon transformations.

2024

- Completed ISO 14064-1:2018 GHG inventory disclosure and third-party verification.
- Approved and issued the "Energy Management Regulations" and "Waste Management Regulations" on December 20.
- Continuously promoted green procurement and environmental sustainability awareness.
- Achieved total green procurement expenditures of NT$ 3,062,746, reaching an execution rate of 153%.
- Received a Letter of Appreciation from the Department of Environmental Protection, Taipei City Government, under the "2024 Private Enterprise and Group Green Procurement Program."
- Optimized office environment by gradually replacing existing facilities with energy-saving and carbon-reducing equipment.
- Advanced "ACE SI" innovative technology solutions.
- Responded to environmental advocacy initiatives (e.g., Earth Day Carbon Reduction Competition, Sustainable Art Beach Cleanup, etc.).
- Honored with the "Best Partner Award for Carbon Reduction" by Taiwan Mobile.
- Accumulated 15 employees obtaining GHG-related certifications and auditor/verifier qualifications.

2025

- Completed ISO 14064-1:2018 GHG inventory disclosure and third-party verification.
- Achieved 12.57% electricity savings in 2025 compared to 2024, and 10.81% electricity savings compared to the base year 2023.
- Reached total green procurement expenditures of NT$ 3,308,279, achieving an execution rate of 165%.
- Local procurement accounted for 94.06% of total procurement expenditures across tsti and its subsidiaries.
- Honored with a Letter of Appreciation from the Department of Environmental Protection, Taipei City Government, under the "2025 Private Enterprise and Group Green Procurement Program" (Pending confirmation in May).
- Responded to environmental advocacy initiatives (e.g., "Discovering the Beauty of Wetlands" courses, stream cleanup actions).
- Accumulated 17 employees obtaining GHG-related certifications and auditor/verifier qualifications.



Climate Change Governance

Environmental Sustainability Policy

GRI 2-23

tsti and its subsidiaries are professional ICT system integration service providers specializing in digital transformation, network cybersecurity, cloud services, and digital application software solutions. The group operates no manufacturing plants or heavy industrial machinery; consequently, its primary carbon footprint, water footprint, and waste generation stem from routine office operations. These include office waste sorting, water consumption, electricity usage, company vehicles and refrigerants used in refrigerators, air conditioners, and water dispensers.

To fulfill our commitment to environmental protection and implement sustainable corporate development, tsti has enacted the "Environmental Policy." We firmly believe that actively promoting corporate environmental sustainability governance is the shared mission and responsibility of all employees.

▼ tsti's Commitment to Environmental Sustainability

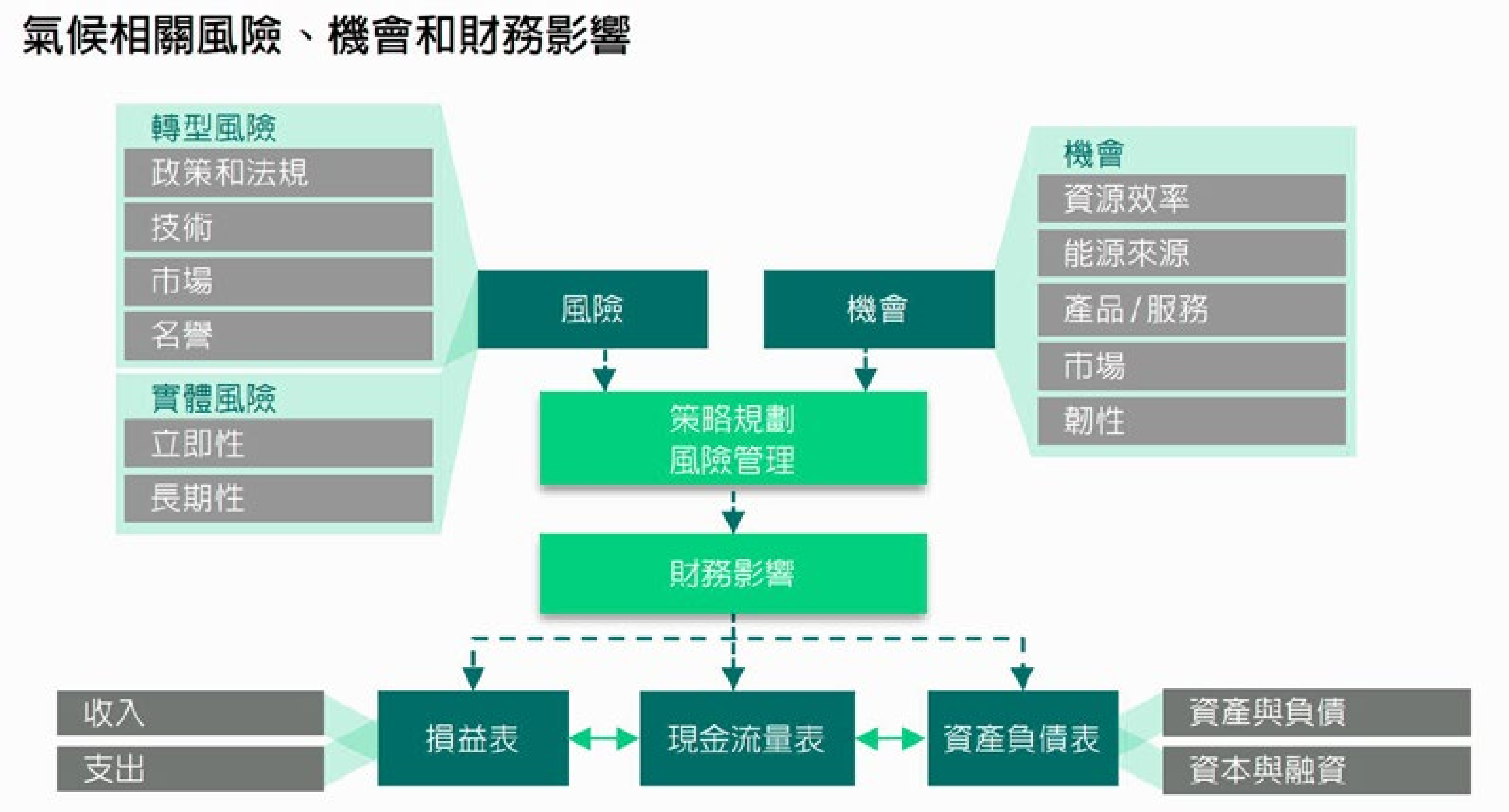
Policy & Commitment	Approved by the Chairman and officially issued tsti's "Environmental Policy" in 2022.
Management Mechanism	• Energy Management Regulations • Waste Management Regulations • ISO 14064-1:2018 GHG Inventory & Verification
Number of Trainees for Professional Certifications	• ISO 14064-1:2018：3 person • ISO 14067：3 person
Responsible Department / Unit	Safety, Health and General Affairs Section, Human Resources Department, Administration Operation Center

Identification of Climate Risks and Opportunities

GRI 201-2

Following risk evaluations, tsti analyzed the financial impacts of climate change on its business operations and formulated annual adaptive response strategies. The outcomes are disclosed in the "Climate-Related Risks and Financial Impacts" and "Climate-Related Opportunities and Financial Impacts" tables. We have focused on key climate risks while integrating our core enterprise capabilities to advance new ESG sustainable business models. To this end, tsti offers solutions that assist clients in carbon reduction, including Greenergy (Energy & Carbon Pioneer), ESG AIoT Intelligent Command and Management Platform, Low-Carbon Smart Restrooms, and tiCare Telehealth & Remote Video Consultation Solutions.

To mitigate corporate risks arising from climate change, we enacted the "Emergency Disaster Response Management Regulations." These regulations cover risk management for natural disasters such as earthquakes, fires, and pandemics, establishing emergency response activities and industrial safety and fire inspections to ensure employee safety and uninterrupted service continuity during critical emergencies.



Note: For detailed financial statements (Income Statement, Cash Flow Statement, and Balance Sheet), please refer to tsti's Annual Report.

Task Force on Climate-Related Financial Disclosures (TCFD)

In accordance with the Task Force on Climate-Related Financial Disclosures (TCFD) framework, tsti's climate governance structure and key execution outcomes for 2025 are summarized below:

Core Elements	Response Actions
Governance	In 2022, tsti enacted the "Code of Sustainable Development Practice" and established a dedicated unit, the "Sustainable Development Steering Taskforce." Co-chaired by the Chairman and General Manager, with the Chief Financial Officer (CFO) and Corporate GovernaSustainable Development Best Practice Principlesner, the taskforce drives initiatives through quarterly regular meetings and issue-specific sub-working groups. Following four regular meetings convened in 2025, the Board of Directors resolved on December 19, 2025, to establish the Sustainable Development and Risk Management Committee to further sound corporate governance operations. The Board enacted the "Organizational Charter of the Sustainable Development and Risk Management Committee of Tatung System Technologies Inc." to regularly report environmental strategies and execution performance to the Board. The committee deliberates on strategies and targets for the upcoming year at the end of each fiscal year and will maintain a schedule of reporting to the Board at least once annually to ensure the robust implementation of sustainable development and risk management initiatives.
Strategy	The "Business Continuity and Risk Management Group" under the Sustainable Development and Risk Management Committee serves as the functional unit responsible for executing risk management, mainly handling operational tasks such as risk monitoring, measurement, and assessment. • Enacted the "Environmental Management Policy" in 2022; declared targets for sustainable mutual good and science-based decarbonization in 2023, referencing the methodologies and principles of the SBTi. • Climate-related management horizons: Short-term defined as within one year (2026), and medium-to-long-term as 2027 onwards. • Disclosed the "Climate-Related Risk and Opportunity Identification Matrix." In accordance with the "Taiwan's Roadmap for Alignment with IFRS Sustainability Disclosure Standards" issued by the Financial Supervisory Commission (FSC) on August 17, 2023, tsti, as a company with paid-in capital under NT$ 5 billion, is required to adopt the IFRS Sustainability Disclosure Standards starting in 2028. Aligning with the reference guidelines and relevant regulations issued by competent authorities, tsti plans to pilot the adoption schedule ahead of the official deadline while continuously monitoring execution progress. The status of IFRS Sustainability Disclosure Standards adoption will be regularly reported to the Board of Directors for oversight. In the fourth quarter of 2024, tsti established a cross-departmental IFRS Project Taskforce, with Director Pei-Chun Lu designated as the supervisory director to participate in and oversee the operation of the dedicated unit.
Risk Management	tsti's risk management encompasses four major dimensions: environmental (including climate), social, governance, and technology (ESG&T). We adhere to relevant laws and regulatory procedures to evaluate, mitigate, and monitor significant risk impacts. • To promote stable business operations and sustainable development, as well as to establish a robust risk management mechanism, tsti enacted the "Risk Management Policy and Procedures" in 2023, which was implemented following approval by the Board of Directors. This mechanism is designed to evaluate and monitor tsti's risk tolerance and current risk exposure, determine risk response strategies, and ensure compliance with risk management procedures—thereby implementing risk controls, achieving sustainable business goals, and safeguarding stakeholder rights. • The "Business Continuity and Risk Management Group" is responsible for identifying climate-related risks and opportunities, evaluating corresponding impacts annually, and formulating strategies, targets, and response measures. Meanwhile, the "Sustainable Environment and Risk Management Group" executes climate change and environmental management programs. The "Sustainable Development and Risk Management Steering Taskforce" reports its program planning and execution performance to the Board of Directors at least once a year. • The Board of Directors serves as the highest governing body for risk management. It approves the risk management policy and governance framework, and is responsible for reviewing, approving, and supervising the company's risk management policies to ensure their overall effectiveness. • According to the "Soil Liquefaction Potential Query System" of the Geological Survey and Mining Management Agency, Ministry of Economic Affairs, although tsti's Taipei Headquarters is located in a high-potential area, we regularly conduct fire safety inspections and disaster prevention drills to minimize potential damage in the event of future disasters. • According to the World Resources Institute (WRI) Aqueduct Water Risk Atlas, Taiwan faces no immediate water risk, with an indicator score of Low - Medium (1-2). However, as water is a precious shared resource, we actively manage it in our daily operations. We continuously promote water conservation awareness, select water-saving certified equipment and sensor faucets, and perform regular and ad-hoc maintenance on water storage and supply facilities to prevent water waste—aiming to integrate water conservation principles into our employees' daily lives.
Metrics and Targets	• Green Emission Reduction: Launched the industry's first subsidy program for private electric vehicles used for business purposes; approved the "Energy Management Regulations" in 2024; formulated corporate emission reduction plans to execute planned decarbonization. → 2026 Focus: Continuously drive emission reduction plans. • Green Disclosure: Introduced ISO 14064-1:2018 consulting services in 2024, successfully passing external third-party verification for three consecutive years (2024–2026). → Future Horizon: Regularly maintain annual third-party verification. • Green Procurement: Promoted the "tsti go Green" initiative, covering refrigerants, paper, building materials, LED lighting, and IT equipment. In 2025, total green procurement expenditures reached NT$ 3,308,279, achieving an execution rate of 165%. → 2026 Focus: Continuously advance green procurement with a target expenditure exceeding NT$ 3 million, maintaining local procurement at over 90% of total procurement expenditures. • Green Recycling: Promoted waste management and resource recycling. Adopted eco-friendly consumables to foster the circular economy since 2024, and approved the "Waste Management Regulations." → 2026 Focus: Continuously execute waste management and rigorously track recycling vendor receipts to facilitate subsequent statistical analysis and trace waste streams. • Green Initiatives: In addition to short-term targets across various initiatives, tsti issued the "Sustainable Mutual Good and Science-Based Decarbonization Declaration" benchmarked against the Science Based Targets initiative (SBTi), aiming for a 20% carbon reduction by 2030 in the medium to long term. For more details on environmental and energy management actions, please refer to the chapter "Environmental Sustainability > Driving Sustainable Governance Projects" in this report.

▼ Financial Impacts of Climate-Related Risks and Opportunities

GRI 201-2

Category	Climate-Related Risks						Climate-Related Opportunities			
	Transition Risks Transition risks associated with a low-carbon economy				Physical Risks Physical risks associated with climate change impacts		Efforts to mitigate and adapt to climate change create diverse opportunities.			
Item	Policy and Regulations	Technology	Market	Reputation	Acute	Chronic	Resource Efficiency	Products/Services	Market	Resilience
Identification and Assessment of Climate-Related Risks and Opportunities	• Domestic Environmental Regulations and International Trends • Strengthened GHG Inventory Reporting Obligations • Responding to Decarbonization Initiatives Without Meeting Committed Targets • Carbon Pricing and Carbon Fee Mechanisms	• Products and services being substituted by low-carbon technologies	• Electricity Price Increases • Shifting Customer Demands • Rising Raw Material Costs	• Increased Stakeholder Concern and Negative Feedback	• Increased Severity of Extreme Weather Events Such as Typhoons and Floods	• Changes in precipitation patterns, rising average temperatures, and extreme climate pattern shifts	• Reducing paper consumption • Application of energy-efficient equipment • Recycling and reuse of packaging materials	• Surge in demand for energy-saving solutions • Developing / Expanding low-carbon products and services	• Market demand for cloud services is increasing	• Formulating climate adaptation solutions
Potential Financial Impact	• Increased operational costs (e.g., higher compliance costs, and increased expenses for ISO 14064-1:2018 consulting and verification) • Increased capital expenditure for installing carbon reduction equipment	• Reduced demand for existing products and services • Increased R&D expenditures for new and alternative technologies/ services • Costs of adopting and implementing new operational practices and processes	• Sudden changes in energy costs, leading to increased operational expenses • Declining demand for goods and services driven by shifts in customer preferences • Changes in revenue mix and sources	• Impacts on workforce management and planning (e.g., employee recruitment and retention) • Reduction in available capital • Clients reducing or ceasing purchases	• Reduced or disrupted global ICT vendor / OEM production capacity causing delivery delays and decreased revenue (e.g., production halts, transport difficulties, supply chain disruptions) • Inability of employees to report to work, resulting in operational difficulties, lower sales/revenue, and increased occupational health and safety (OHS) costs • Shortages or price hikes/increases in energy resources (such as water and electricity), leading to higher operational costs • Damage to operational sites, equipment, and machinery caused by climate disasters, increasing operating expenses • Increased insurance premiums		• Streamlining internal paperless processes to continuously reduce paper usage and lower operating costs • Receiving government subsidies for purchasing energy-efficient appliances • Adopting eco-friendly consumables to advance the circular economy	• Growing market demand for system development to enhance grid stability in response to the increasing capacity of renewable energy installations • Increasing revenue through heightened demand for low-carbon products and services	• Entering new markets to boost revenue	• Increasing revenue by delivering new resilient solutions, products, and services that address climate adaptation needs
Adaptation and Response Actions	• Implementing ISO 14064-1:2018 consulting and passing third-party verification • Implementing energy-saving systems	• Arranging sustainability-related training courses to address diverse needs, enhance employee professionalism and technical skills, and boost product and service competitiveness.	• Actively engaging and communicating with diverse stakeholders	• Proactively responding to client supplier self-assessments and initiatives to co-create sustainable value across the value chain and enhance corporate reputation. • Voluntarily disclosing corporate governance and environmental information, while continuously advancing sustainability initiatives. • Establishing an Order-to-Cash (O2C) Customer Service Center to deliver real-time online service to clients.	• Maintaining strong partnerships with global ICT equipment manufacturers / vendors (OEMs) and suppliers to monitor material supply and delivery status for emergency response. • Strengthening occupational health and safety (OHS) management and regularly scheduling employee disaster prevention drills ·		• Implementing energy-saving and carbon-reduction measures across the company (Please refer to the "Environmental Sustainability Policy" section in this report).	• Providing clients with cloud solutions and services to reduce carbon emissions generated by self-hosted data centers. • Partnering with OEMs to supply enterprise clients with eco-friendly, high-performance commercial PCs to achieve decarbonization targets, while launching solutions such as the ESG AIoT Intelligent Command and Management Platform, tiCare Telehealth & Remote Video Consultation Solutions, and Low-Carbon AIoT Smart Restrooms to assist enterprises in their net-zero and low-carbon transition.		
2025 Management Costs	• Annual expenditure for ISO 14064-1:2018 third-party verification: approximately NT$ 215 thousand. • Annual expenditure for Sustainability Report third-party verification: approximately NT$ 275 thousand.	• Education and training expenditure for the current year: approximately NT$ 3.186 million.	• Annual communication expenditure (including investor conferences, press conferences, seminars, and various marketing activities): approximately NT$ 3.4 million.		• Annual building safety and fire inspections, along with disaster prevention equipment upgrades: approximately NT$ 20 thousand.		• Green procurement expenditure: approximately NT$ 3.308 million.	• R&D investment in innovative energy-saving service solutions: approximately NT$ 3.42 million.		

Driving Sustainable Governance

In response to climate change, tsti proactively identifies relevant operational risks and potential impacts, closely monitors domestic and international environmental conventions and policy developments, and establishes environmental management systems tailored to industry characteristics along with relevant taskforces. We commit to all employees, clients, shareholders, and the general public that we will wholeheartedly implement environmental protection and improvement. Through company-wide participation in carbon and pollution reduction, resource efficiency, and energy conservation, we continuously drive the following sustainable governance projects:

Projects	Driving Sustainable Governance	2025 Targets	Execution Status Target Achieved (O) In Progress (▲)	Short-Term Targets (2026)	Medium- and Long-Term Targets (2027-2030)
Green Procurement	In accordance with the "tsti go Green" Initiatives, tsti is committed to building a green supply chain and knowledge base while actively developing green suppliers. We proactively advocate for and prioritize the procurement of products bearing Environmental Labels to continuously increase the proportion of green procurement (including refrigerants, paper, building materials, LED lighting, and IT equipment).	Continuously advance corporate green procurement, maintaining green procurement expenditures at NT$ 2 million or above.	(O) Green procurement expenditure reached NT$ 3,308,279 (Execution Rate: 165%).	Continuously advance corporate green procurement, maintaining green procurement expenditures at NT$ 3 million or above.	• Promote green procurement initiatives across subsidiaries.
		Maintain local procurement at over 95% of total procurement expenditures.	(▲) Local procurement by tsti and its subsidiaries accounted for 94.06% of total procurement expenditure.	Maintain local procurement at over 90% of total procurement expenditures.	
Green Emission Reduction	We rigorously execute energy inventories and carbon emission management, advance paperless operational processes, and drive customer service digitization while establishing water conservation and waste reduction policies. tsti proactively replaces equipment with high-efficiency alternatives, optimizes data center cooling systems, and accelerates system cloud migration. We prioritize energy-saving lighting, HVAC, and electrical appliances, and implement centralized regional office management to control non-essential electricity use, thereby comprehensively enhancing energy efficiency.	Continuously review corporate emission reduction plans to execute structured decarbonization. Replace aging equipment with high-efficiency, energy-saving models. In 2025, the 3rd and 4th-floor offices of the Northern Engineering & System Integration Department at the Taipei Headquarters are scheduled for renovation, during which lighting fixtures will be upgraded to LED flat panel lights to reduce lighting electricity consumption.	(O) Serviced and cleaned air conditioning equipment twice annually (April and September), effectively improving energy efficiency and reducing equipment operational loads. (O) Continuously promoted regulations governing Business Mileage Subsidies for Employee-Owned Electric Vehicles (EV Cars & EV Motorcycles). (▲) Phased execution leveraging the opportunity provided by the lease termination of the 4th-floor office at the North Design & Engineering Department in 2026.	Implementing Energy Conservation and Carbon Reduction through Continuous Review and Execution of Structured Decarbonization Plans Replacing Aging Equipment with High-Efficiency Models • Implementing High-Efficiency Energy-Saving Lighting: The 3rd-floor office of the North Design & Engineering Department at the Taipei Headquarters is scheduled for replacement with LED energy-saving lighting fixtures, which is projected to achieve over 60% in annual lighting electricity savings. • Optimizing Data Center Energy Efficiency: Capitalizing on office space adjustments, tsti initiated a comprehensive inventory of data center equipment. By accurately identifying and shutting down idle machines while decommissioning low-efficiency legacy equipment, we effectively eliminate non-essential power loss. Through these concrete actions, we optimize resource allocation to fulfill the dual objectives of data center energy conservation/emission reduction and operational efficiency enhancement.	• Continuously optimize electronic document management workflows to reduce paper consumption and mitigate environmental impacts. • Advance management systems: Develop intelligent monitoring and management systems to effectively collect and track company carbon emission and power consumption data, enabling the identification of operational pain points and the establishment of targeted improvement goals.
		Optimize electronic document management workflows and HR systems; progressively substitute traditional paper with electronic file transmission.	(▲) Continuously implemented and promoted paperless operational practices.	Progressively optimize electronic document management workflows and HR systems; substitute traditional paper with phased file digitization and electronic transmission.	

Driving Sustainable Governance

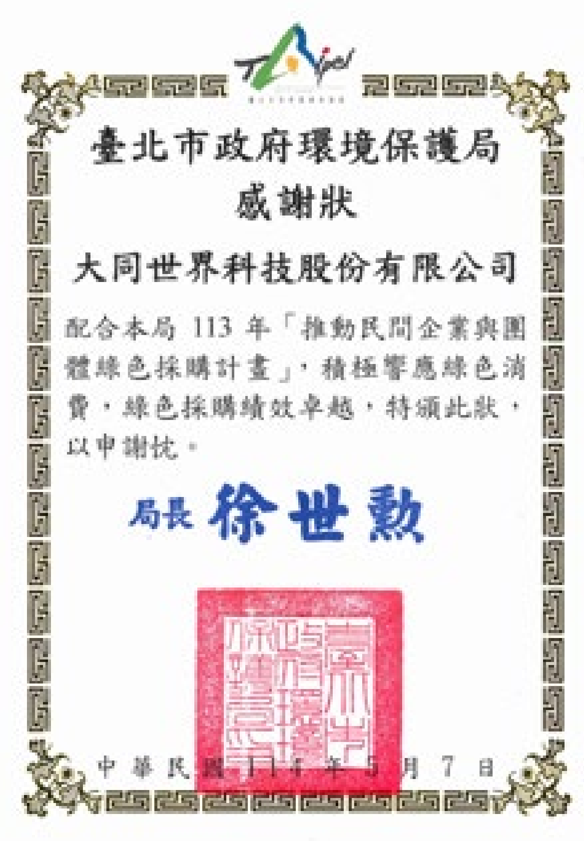
Projects	Driving Sustainable Governance	2025 Targets	Execution Status Target Achieved (O) In Progress (▲)	Short-Term Targets（2026）	Medium- and Long-Term Targets（2027-2030）
Green Recycling	We implement strict office waste sorting and resource recycling management to increase the circular reuse rate of IT equipment materials. tsti stringently executes the recycling of decommissioned computers and toner cartridges. For storage media containing personal data (such as hard drives), we implement thorough data sanitization and physical destruction procedures. This ensures full compliance with personal data protection regulations while achieving the sustainable goal of environmental resource regeneration.	• Execute waste management and rigorously manage vendor receipts for each recycling event to facilitate subsequent statistical analysis and trace waste streams. • Adopt eco-friendly consumables to foster the circular economy.	(▲) Reached a total weight of 4.688 metric tons for waste generation and resource recycling in the current year.	• Execute waste management and stringently manage vendor receipts for each recycling event to facilitate subsequent statistical analysis and trace waste streams. • Adopt eco-friendly consumables to advance the circular economy.	• Use recycled materials to reduce negative environmental impacts. • Continuously promote waste sorting and resource recycling.
Green Disclosure	Ahead of regulatory mandates, tsti voluntarily discloses greenhouse gas (GHG) emissions to proactively formulate carbon reduction strategies. Concurrently, we evaluate potential risks and opportunities arising from climate change and establish corresponding response measures to enhance organizational climate resilience.	Pass ISO 14064-1:2018 third-party verification.	(O) Completed ISO 14064-1:2018 third-party verification in May, with public disclosure announced in June.	• Continuously pass ISO 14064-1:2018 third-party verification. • Complete Phase 1 gap analysis and roadmap planning for IFRS Sustainability Disclosure Standards (IFRS S1 & S2) prior to Q4 2026.	• Continuously pass ISO 14064-1:2018 third-party verification. • Prepare 2028 sustainability information in compliance with IFRS Sustainability Disclosure Standards in 2029, and disclose it within the dedicated sustainability section of the annual report. • Introduce and implement ISO 14001:2015 Environmental Management System (EMS) and ISO 50001:2018 Energy Management System (EnMS).
Green Initiatives	We actively respond to global environmental initiatives by formulating long-term mitigation strategies benchmarked against the Science Based Targets initiative (SBTi). Led by executive leadership, the company engages in public welfare environmental activities to foster company-wide environmental consensus, fulfill corporate social responsibility (CSR), and realize our environmental sustainability commitment from corporate culture to concrete actions.	Conduct on-site audits for at least 5 supplier partners annually.	(O) Completed written surveys using the "Supplier ESG Self-Assessment Questionnaire" for 30 suppliers, along with on-site audits for 5 suppliers during the year.	Continuously advance the implementation of ESG sustainable operations among supplier partners, achieving on-site audits for 5 suppliers annually.	• Continuously advance the implementation of ESG sustainable operations among supplier partners. • Plan and execute actions aimed at achieving a 20% carbon reduction target by 2030 (reducing Scope 1 fuel consumption from ompany vehicles by 5% to 10%; reducing Scope 2 carbon emissions from purchased electricity by 10% to 15%; and reducing Scope 3 carbon emissions by 10% to 20%).
		Regularly conduct education and training to strengthen employees' awareness of environmental protection and resource conservation.	(O) Completed ESG sustainability training courses with a total of 540 participant-times and 267 cumulative training hours, continuously reinforcing employee awareness of environmental protection and resource conservation. Hosted the biodiversity and natural environment course "Discover the Beauty of Wetlands", followed by river cleaning and mountain hiking activities near company premises to translate environmental action from "knowledge" into "practice." A total of 283 participant-times engaged, accumulating 934 training hours.	Conduct regular education and training to strengthen employees' awareness of environmental protection and resource conservation.	

Green Procurement and Procurement Practices

GRI 204-1

In 2022, tsti launched the "tsti go Green" procurement program, prioritizing products certified with Environmental Labels. Furthermore, for our agency sales portfolio, the company has included energy-saving electronic equipment provided by original equipment manufacturers (OEMs) into our product distribution lists, thereby encouraging manufacturers to develop energy-saving and carbon-reducing products to jointly fulfill corporate social responsibility. Currently, a portion of the IT equipment products sold has obtained Taiwan Energy Label certification.

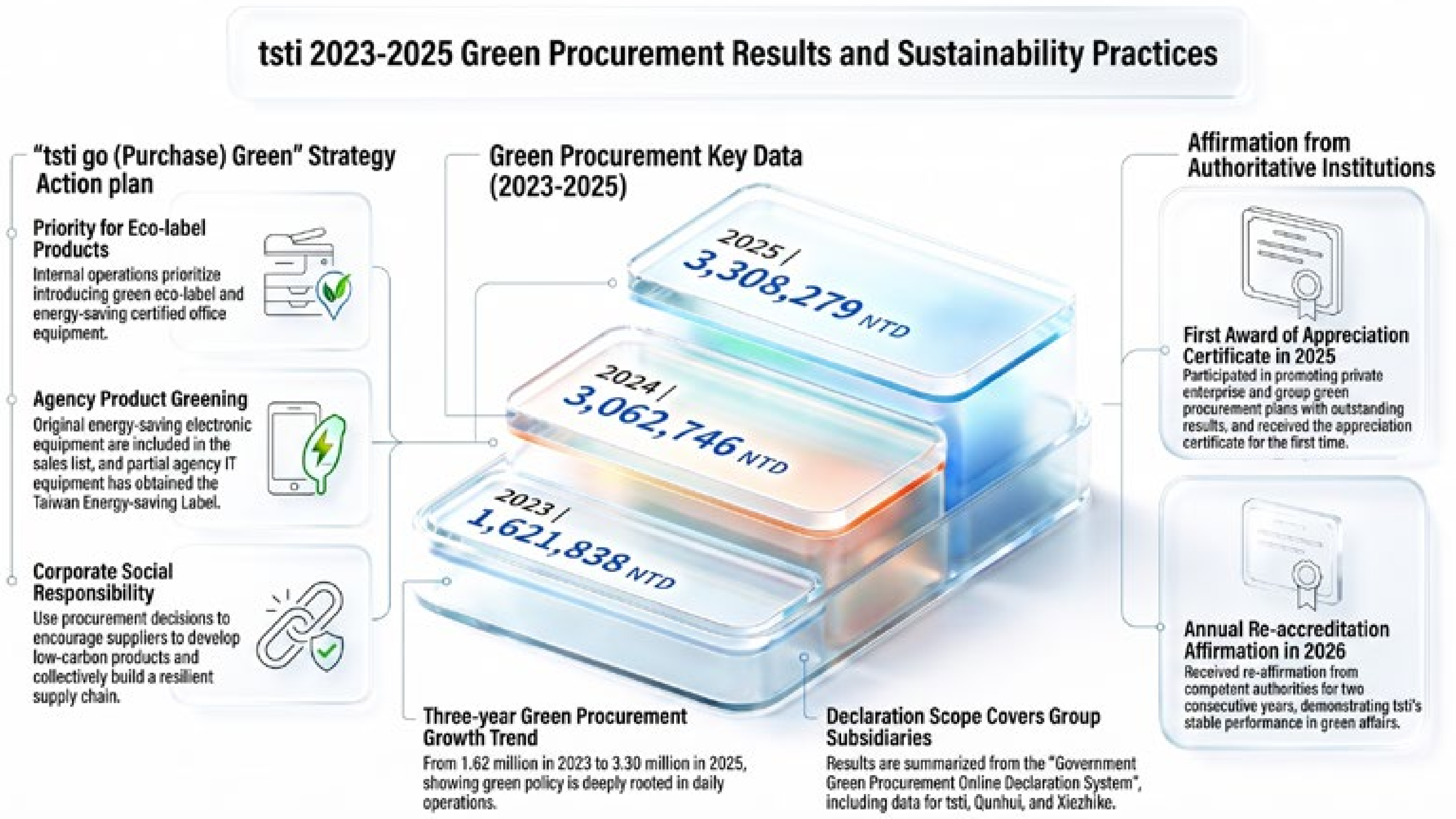
In 2025, the company officially reported a total green procurement amount of NT$ 3,308,279 on the "Government Green Procurement Online Reporting System." Green procurement expenditure has significantly exceeded the annual target (NT$ 2 million) for two consecutive years, demonstrating that this policy has been deeply integrated into daily operations. Concurrently, tsti achieved outstanding results in the "Private Enterprises and Organizations Green Procurement Evaluation and Recognition Program" hosted by the Department of Environmental Protection, Taipei City Government. Following the receipt of a certificate of appreciation in 2025, tsti was honored once again in 2026, receiving recognition from the regulatory authority for two consecutive years. The company will continue to deepen its green procurement mechanisms, prioritize the introduction of products with environmental labels and energy-saving certifications, and construct a more resilient sustainable supply chain.



▼ Taiwan Green Procurement Amount of tsti and Its Subsidiaries for the Past Three Years (Unit: NT$)

Year	2023	2024	2025
Green Procurement Amount	1,621,838	3,062,746	3,308,279
Achievement Rate*	N/A	153%	165%

Note:
1. At the end of the year, tsti reports its green procurement achievements on the "Government Green Procurement Network Reporting System." The scope of reporting encompasses tsti and its subsidiaries (Chyun Huei and TISNet).
2. Starting from 2023, a new annual target for green procurement expenditure has been established at NT$ 2 million.



▼ Procurement Expenditure, Local Procurement Expenditure, and Ratio for the Past Three Years

▼ Total Procurement Expenditure, Local Procurement Expenditure, and Ratio of tsti and Its Subsidiaries for the Past Three Years (Unit: NT$)

Year	2023	2024	2025
Total Procurement Expenditure of tsti and Its Subsidiaries	2,987,400,566	2,727,961,428	4,161,029,779
Total Local Procurement Expenditure	2,823,950,423	2,446,129,635	3,914,066,287
Ratio of Local Procurement Expenditure	94.53%	89.67%	94.06%

▼ Local Procurement Amount and Ratio of tsti for the Past Three Years (Unit: NT$)

Year	2023	2024	2025
Total Procurement Expenditure	2,601,853,256	2,199,919,796	3,590,408,582
Local Procurement Expenditure	2,529,520,274	2,068,548,040	3,497,759,260
Ratio of Local Procurement Expenditure	97.22%	94.03%	97.42%

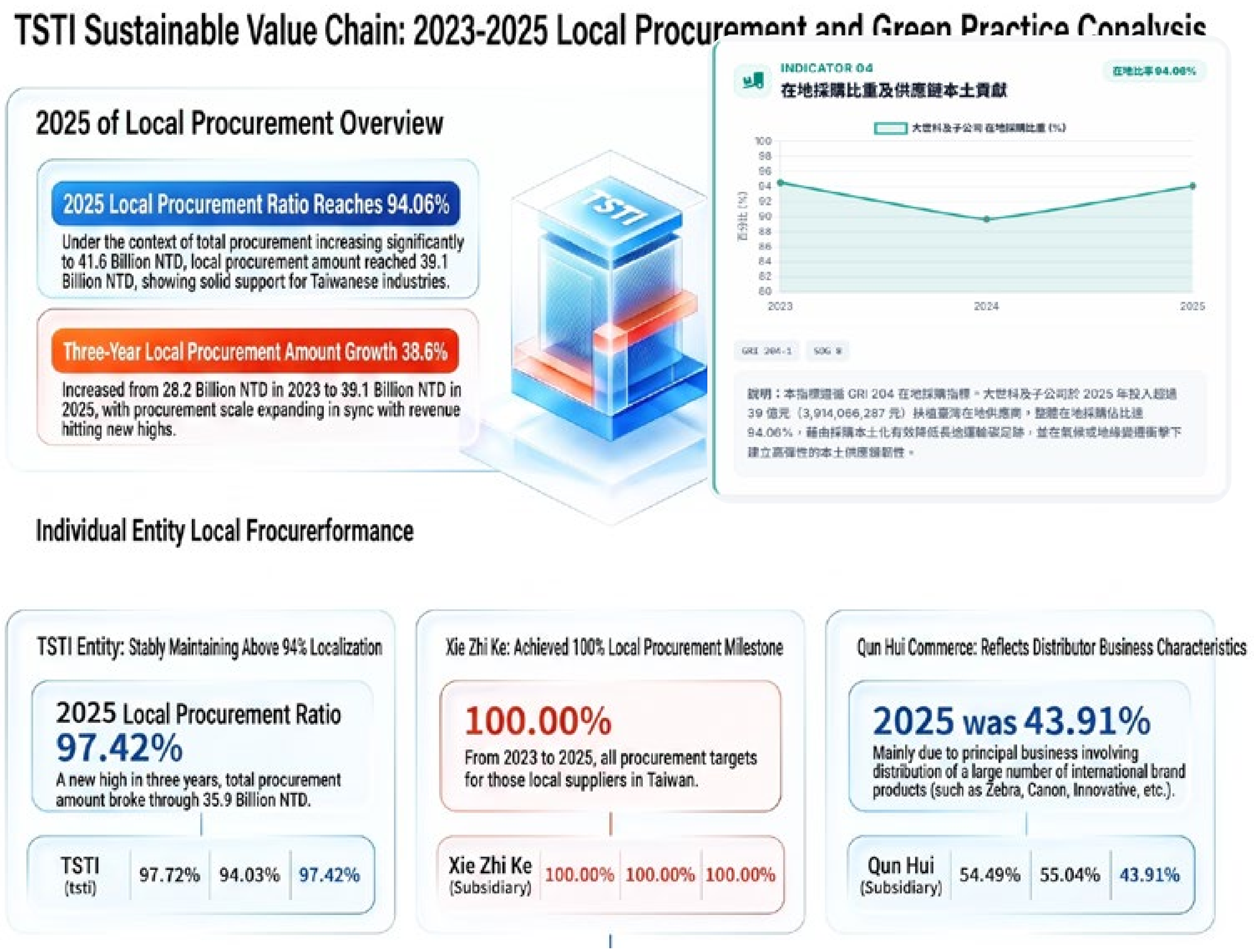
▼ Local Procurement Ratio of Chyun Huei for the Past Three Years (Unit: NT$)

Year	2023	2024	2025
Total Procurement Expenditure	200,220,801	334,652,987	275,115,596
Local Procurement Expenditure	109,103,640	184,192,950	120,801,426
Ratio of Local Procurement Expenditure	54.49%	55.04%	43.91%

Note: Imports account for a major portion of Chyun Huei's procurement, as its core business focuses on the agency distribution of international brands (such as Zebra, Canon, and Innovative).

▼ Local Procurement Ratio of TISNet for the Past Three Years (Unit: NT$)

Year	2023	2024	2025
Total Procurement Expenditure	185,326,509	193,388,645	295,505,601
Local Procurement Expenditure	185,326,509	193,388,645	295,505,601
Ratio of Local Procurement Expenditure	100.00%	100%	100.00%



Definition of "Local Procurement" (GRI 204-1): Refers to suppliers registered in Taiwan that issue official Government Uniform Invoices (GUIs); expenditures from these entities are included in calculating the proportion of spending on local suppliers..

Green Recycling and Circular Economy

Office Waste Management

Waste generated by tsti and its subsidiaries consists of non-hazardous general waste from daily office operations, with no hazardous waste produced from manufacturing processes. Resource recovery and recycling bins are installed in office areas to facilitate waste sorting by employees. Once sorted, the waste is handled by a government-licensed clearance and disposal contractor engaged by Tatung Company (the property management entity for the premises) for subsequent recycling and classification, thereby mitigating environmental impacts. Moving from a lack of statistical data in 2021 and incomplete receipt documentation in 2022, tsti enacted updated administrative regulations in 2024 to systematically review and strengthen relevant management mechanisms.

To proactively prevent potential pollution and data leakage risks while maintaining full visibility over waste streams, we track and manage waste transportation in coordination with clearance vendors' vehicle escort protocols. Furthermore, during supplier ESG audit meetings, we exchange best practices regarding the screening, tracking, and vehicle-following measures of waste treatment vendors, as well as packaging material reuse, striving for more environmentally friendly solutions.

▼ Estimated Non-Hazardous Waste Weight (Unit: Metric Tons)

Year	2023	2024	2025
Diverted from Disposal: Recycling (Paper)	2.6	2.55	3.429
Directed to Disposal: Incineration (without energy recovery)	5.784	0.67	1.259
Total Weight	8.384	3.22	4.688

Note:
1. Reporting Scope: Encompasses general waste, office waste, document destruction (secure wet pulping), and IT equipment decommissioning for tsti and its subsidiaries.
2. Waste diverted from disposal consists solely of paper recycling, which is entrusted to professional vendors for secure hydro-pulping (wet pulping); vendors process the material into paper pulp for reuse as recycled paper.

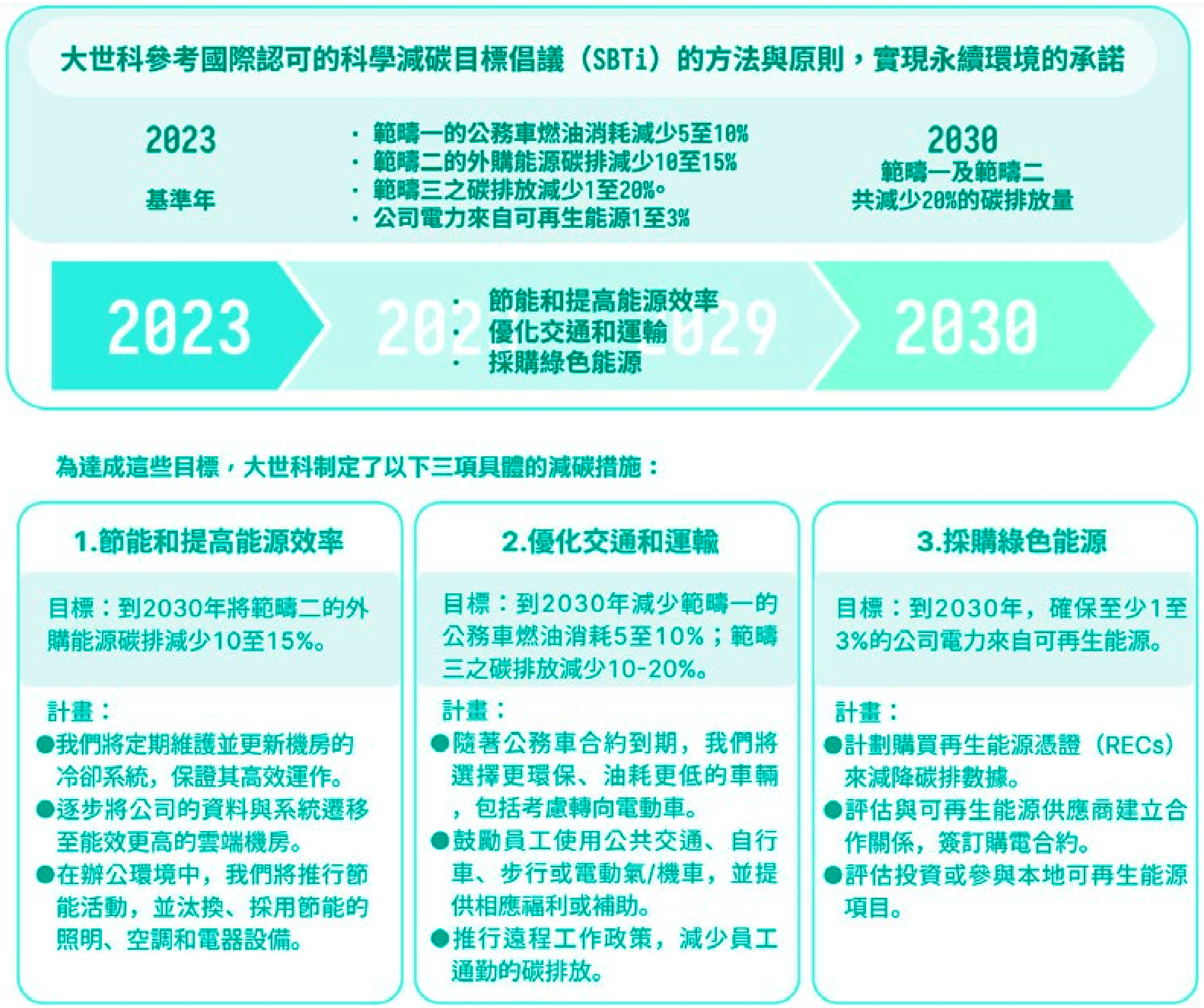
Resource Recycling and Packaging Reuse

Although neither tsti nor its subsidiaries engage in manufacturing activities, we actively implement packaging reuse to minimize environmental impacts and achieve waste reduction goals. At customer sites, we collect packaging materials for reuse as air pillow packaging or product packaging, thereby reducing our environmental footprint. Regarding eco-friendly packaging materials, we continuously utilize bags made from recycled plastic resin (certified with Taiwan Green Mark for recycling and reuse); air is injected into these bags via machinery to create protective air cushioning. This initiative generates annual cost savings of approximately NT$ 6,600.

Green Emission Reduction

Under the guidance of external consultants, tsti established 2023 as the new base year for GHG emissions inventory. To align with the company's "Digital and Green Twin Transformation" strategy, tsti launched the ISO 14064-1 GHG inventory implementation project in February 2024. Through establishing standardized management procedures with external professional consultants, tsti successfully passed third-party verification for its 2023 GHG Statement.

Reviewing its inventory journey, tsti initiated voluntary GHG inventories in 2021, setting 2022 as the initial base year with an annual reduction target of 1%. Subsequently, through the implementation of ISO international standards and expert guidance, tsti further refined its organizational boundary and data accuracy, deciding to update the base year to 2023 to construct a credible, long-term carbon reduction pathway. Moving forward, tsti will continue to track the tangible results of various energy conservation and carbon reduction initiatives on this foundation, fulfilling our commitment to sustainable governance.



Water Resources Management

As an information and communications technology (ICT) services provider, tsti and its subsidiaries rent office space and do not possess direct water billing statements. All water utilized originates from municipal tap water supplies and is predominantly designated for everyday office operational use. According to the World Resources Institute (WRI) Aqueduct Water Risk Atlas, Taiwan faces no immediate water stress risks, categorized as Low - Medium (1-2). Nevertheless, recognizing water as a vital shared resource, we proactively manage water consumption across daily operations. We continuously implement water-saving awareness campaigns, install water-efficient fixtures certified with Water Efficiency Labels, utilize sensor faucets, and conduct periodic and non-periodic maintenance and inspections of water storage equipment to prevent resource loss, aiming to embed water conservation mindsets into employees' daily lives.

Paperless Invoice Initiatives

tsti is progressively implementing operational paperless processes, designating paperless electronic invoicing (e-invoicing) as a core action toward green emission reductions. The company initially spearheaded this initiative by joining forces with subsidiaries TISNet and Chyun Huei in July and November 2016, respectively, followed by tsti's full-scale implementation in November 2017. To accurately measure energy conservation and carbon reduction performance, we input the total number of issued e-invoices into the carbon calculation model on the "E-Invoice Integrated Service Platform" managed by the Ministry of Finance. Utilizing this scientific trial-calculation tool, we evaluate tangible net carbon emission reductions and generate sustainability metrics for reference.

▼ Reference Total Carbon Emissions Reduction from E-Invoices Issued by tsti and Its Subsidiaries (Chyun Huei, TISNet) over the Past Three Years

Number of Invoices Issued / Year	2023	2024	2025
E-Invoices Issued (B2B)	20,576	18,656	17,727
E-Invoice Receipts Issued (B2C)	769	721	583
Total Carbon Emissions Reduction (Metric Tons)	0.2	0.2	0.2

Energy Use

GRI 302-1、GRI 302-3

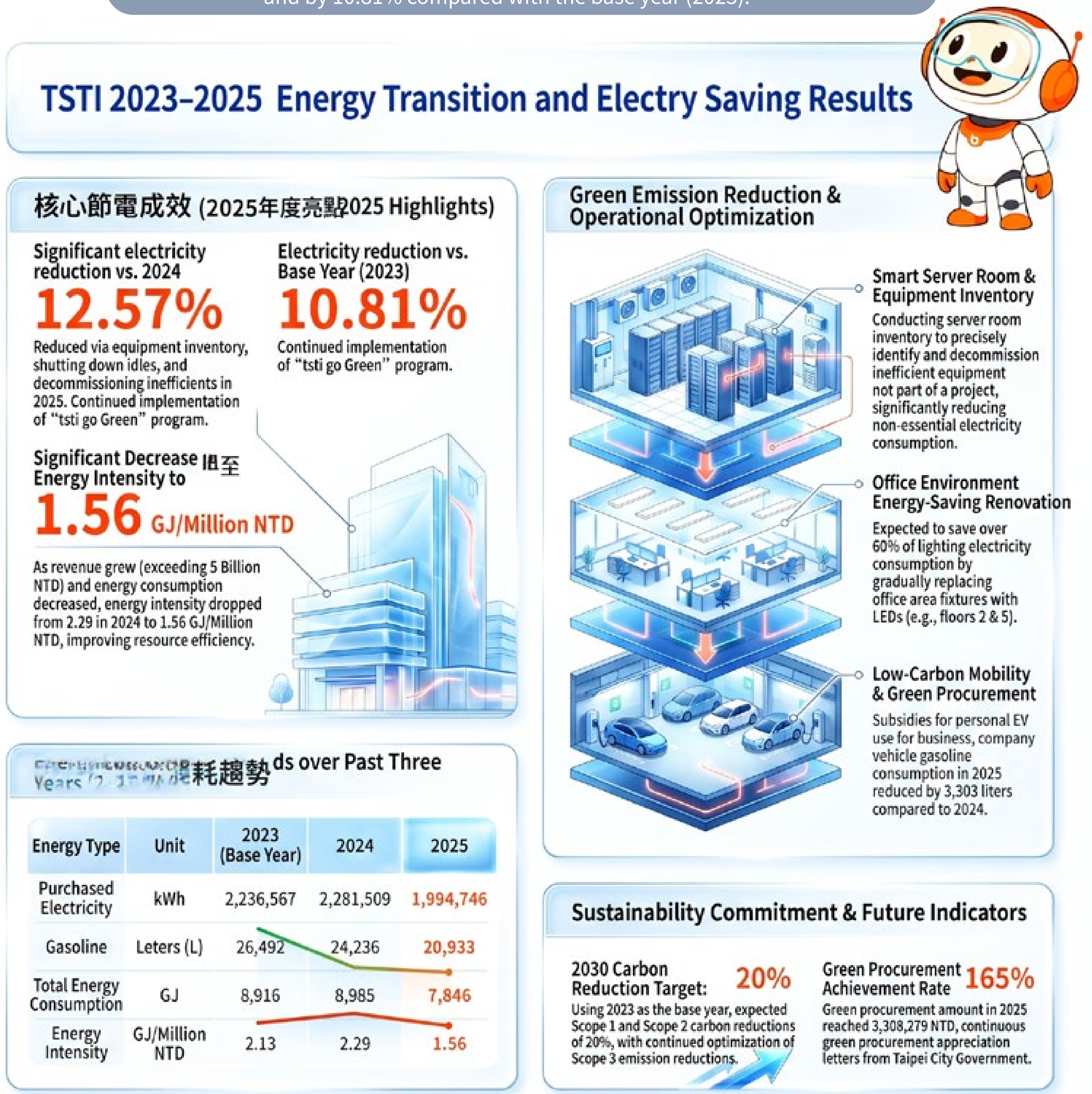
The company does not purchase renewable energy; primary energy consumption types, ordered by usage, are electricity and gasoline. Electricity consumption for 2025 totaled 1,994,746.33 kWh. Electricity usage at the 4th-floor data center decreased due to data center IT asset audits, which involved decommissioning idle non-operational equipment and shutting down unused machinery. We will continuously optimize electricity efficiency. Gasoline consumption reached 20,933.83 liters, bringing total energy consumption to approximately 7,845.96 GJ, with an energy intensity of 1.56 GJ per NT$ million in revenue.

▼ Energy Consumption over the Past Three Years

Energy	Unit	2023	2024	2025
Gasoline (Company Vehicles)	Liters (L)	26,492.11	24,236.96	20,933.83
	GJ	864.57	771.61	664.88
Purchased Electricity	Kilowatt-hours（kWh）	2,236,567	2,281,509	1,994,746.33
	GJ	8,051.64	8,213.43	7,181.08
Total Energy Consumption	GJ	8,916.21	8,985.04	7,845.96
Consolidated Revenue	NT$ Million	4,179.56	3,930.22	5,010.64
Energy Intensity (Total Energy Consumption / Revenue)	GJ ／ NT$ Million	2.13	2.29	1.56

註：
1. Energy Scope: Covers all offices of tsti and its subsidiaries across Taiwan.
2. Gasoline consumption data is derived from fuel receipts for leased official company vehicles. The diesel figures previously published on the corporate website were self-assessed estimates based on freight expenses paid to outsourced logistics providers. Following guidance under the ISO 14064-1 implementation project in 2024, this statistical category was removed; the company operates no other diesel generators.
3. Calculations are carried out to two decimal places without rounding.
4. 1 Gigajoule (GJ) = 1,000,000 kilojoules (kJ)
5. Data for 2025 is calculated using the "Low Heating Value for Automotive Gasoline for 2025" (7,586 kcal/L) announced by the Ministry of Environment on February 10, 2026, with gasoline converted at 1 L = 31,761.1 KJ.
6. Data for 2024 is calculated using the "Low Heating Value for Automotive Gasoline for 2024" (7,609 kcal/L) announced by the Ministry of Environment on February 13, 2025, with gasoline converted at 1 L = 31,836.1 KJ.
7. Conversions follow the calorific values provided in the "GHG Emission Factor Management Table (Version 6.0.4)" published by the Climate Change Administration, Ministry of Environment: electricity at 1 kWh = 3,600 KJ; gasoline for 2023 at 1 L = 32,635.2 KJ (7,800 kcal).

2025 electricity consumption decreased by 12.57% compared with 2024, and by 10.81% compared with the base year (2023).



Green Disclosure

Greenhouse Gas Management

tsti actively aligns with the Financial Supervisory Commission's (FSC) "Sustainable Development Roadmap for TWSE/TPEx-Listed Companies" While originally scheduled to complete GHG inventories for consolidated subsidiaries by 2027, the company demonstrated high execution capabilities in line with the parent group's (Tatung Group) sustainability strategy. tsti achieved GHG inventory disclosures across all consolidated subsidiaries ahead of schedule in 2025, exceeding regulatory requirements and enforcing transparent carbon management.

Since 2021, tsti has referenced the ISO 14064-1:2018 international standard methodology to voluntarily disclose GHG emissions data for tsti and its Taiwan-based subsidiaries. By identifying primary emission sources, driving tangible reduction measures, and independently completing its first GHG report (2022) and internal verification in 2023, the company built a solid foundation for autonomous GHG management.

In 2024, to deepen its "Digital and Green Twin Transformation," tsti formally introduced professional consultant guidance to re-examine organizational boundaries and emission sources across Categories 1 through 6. Under expert guidance, we officially established 2023 as our GHG inventory base year and engaged an independent body for rigorous verification. In August 2024, tsti successfully passed ISO 14064-1:2018 verification, ensuring data accuracy, transparency, and international comparability.

To fulfill our long-term decarbonization commitment, tsti continuously cultivates internal professional talent. In 2025, one additional employee completed GHG internal auditor training, bringing the cumulative total to 8 trained professionals. By deploying these seed auditors, tsti comprehensively advances GHG information management systems across all office premises and subsidiaries, while regularly reporting project progress to the Board of Directors. This ensures top-down monitoring and governance, reinforcing long-term corporate sustainability competitiveness.

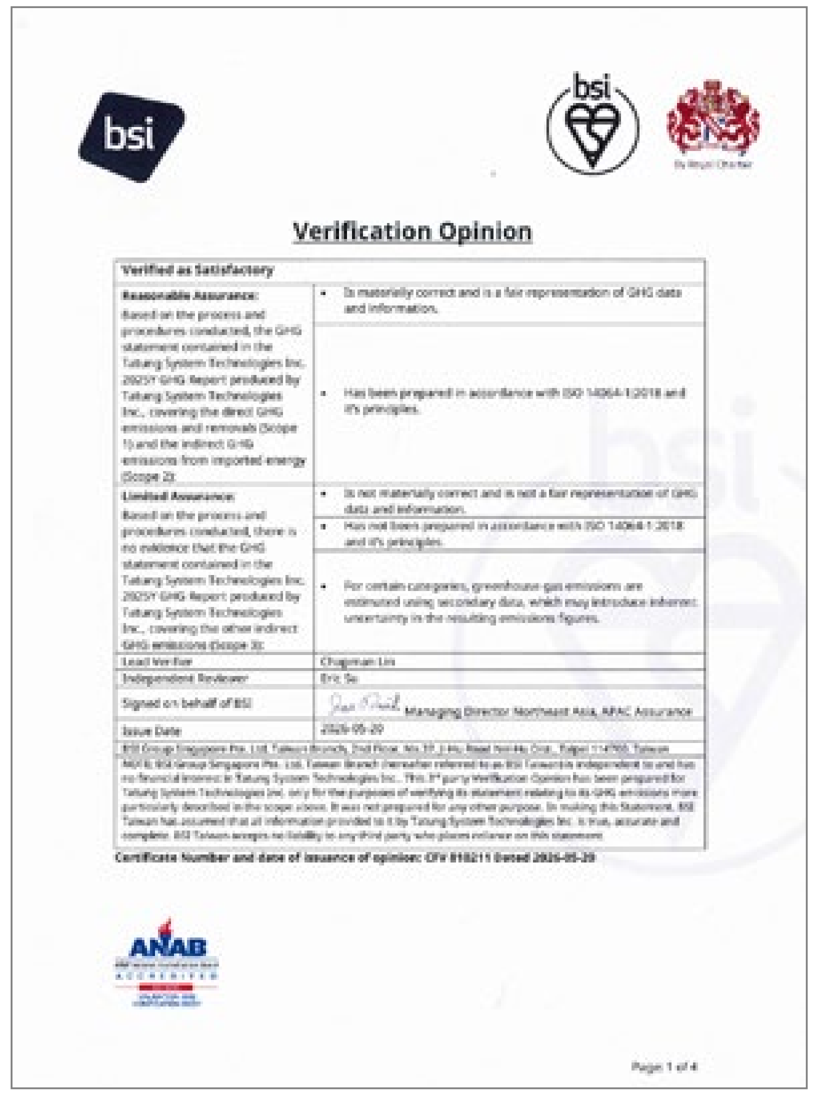
2023	2024	2025
Independently completed the first GHG Report (2022) and executed internal verification.	Introduced ISO 14064-1 GHG management procedure consultancy: Established 2023 as the base year and passed third-party verification for the first time.	Completed external third-party verification for two consecutive years.

▼ GHG Certification and Internal Auditor Qualification Status at tsti

Certificates / Qualification	Number of Holders
GHG Internal Auditor Training Course	8
Corporate Decarbonization & Net-Zero Strategy Planner	2
ISO 14064-1:2018	3
ISO 14067	3
iPAS Net-Zero Carbon Planning and Management Specialist (Introductory / Primary Level)	1

Note: The number of certificate holders reflects valid certifications accumulated through 2025.

ISO 14064-1:2018
Organizational-Level Greenhouse Gas
Verification Certificate


Verification Opinion

Certificate Number: CFV810211
Verifying Body: BSI (British Standards Institution)
Verification Statement obtained on May 20, 2026

- Summary Statement: Certificate No. 810211 (Certificate and Opinion); Date of Issuance: May 20, 2026.
- GHG Inventory Reporting Period 2025/1/1~2025/12/31。

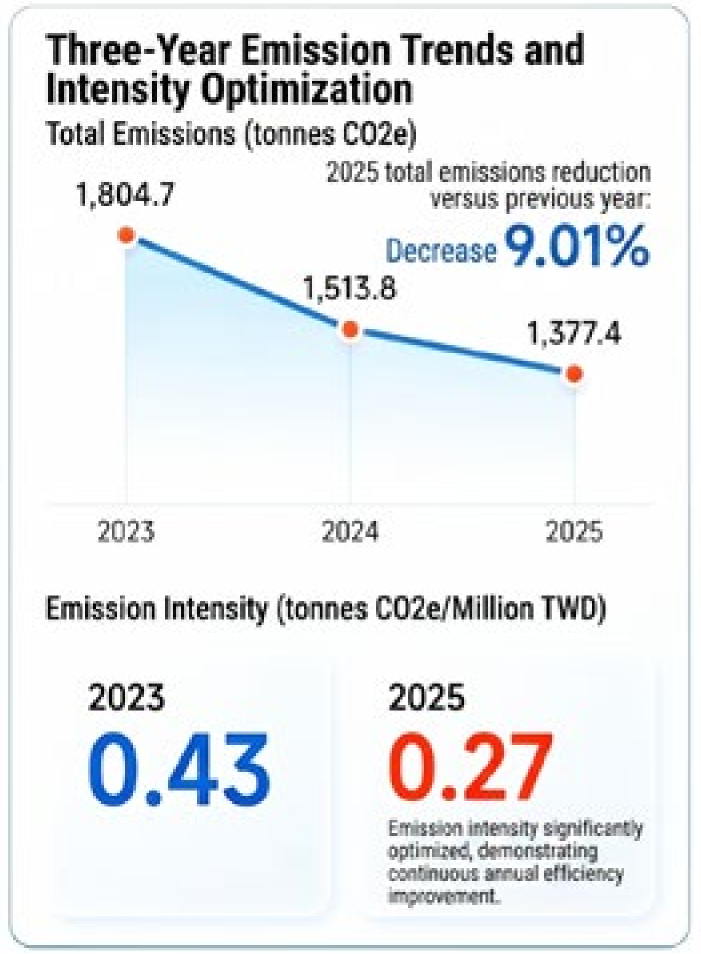
Greenhouse Gas (GHG) Management

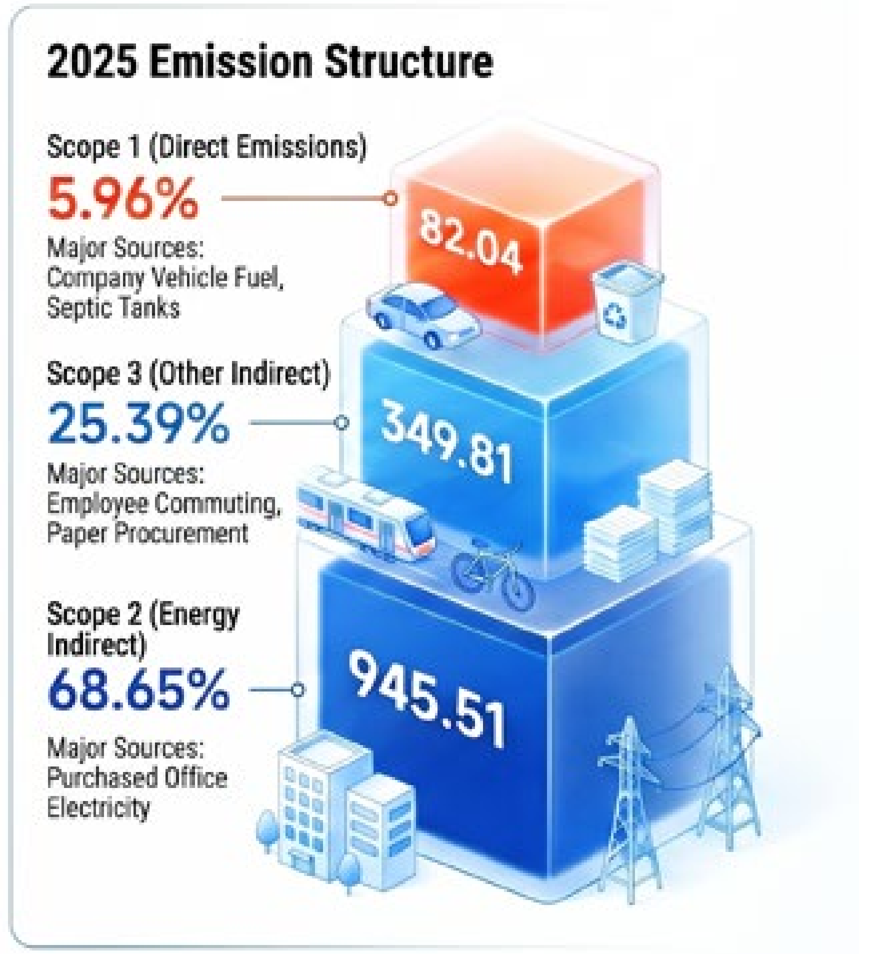
• GRI 305-1、GRI 305-2、GRI 305-3、GRI 305-4

The organizational boundary of this report is established with reference to the requirements and recommendations of ISO 14064-1:2018 and the GHG Protocol, adopting the operational control approach. The organization recognizes 100% of the greenhouse gas (GHG) emissions from facilities under its management or operational control. The scope of the 2025 GHG inventory encompasses Tatung System Technologies Inc. (tsti), Chyun Huei Commercial Technologies Inc. (Chyun Huei), and TISNet Technology Inc. (TISNet). The operational boundary comprises 7 office locations across Taiwan: Taipei, Taoyuan (*leased only through April 30), Hsinchu 15F-6 (*15F-5 leased only through November 30), Taichung, Chiayi, Tainan, and Kaohsiung. The Shanghai subsidiary, Tsti Technologies (Shanghai) Co., Ltd. (TSTI Shanghai), relocated to the Shanghai office of the parent group, Tatung Company, in 2023. To avoid double counting of group-level carbon emissions, TSTI Shanghai is excluded from this inventory scope.

Upon inventory and accounting, tsti’s total GHG emissions in 2025 were 1,377.3881 metric tons CO2e. Direct GHG emissions (Scope 1) accounted for 82.0372 metric tons CO2e (5.96% of the total), primarily originating from company vehicles gasoline consumption and septic tank fugitive emissions. Energy indirect GHG emissions (Scope 2) accounted for 945.5097 metric tons CO2e (68.65% of the total), mainly generated from purchased electricity. Other indirect GHG emissions (Scope 3) accounted for 349.8412 metric tons CO2e (25.39% of the total). Scope 2 emissions experienced a slight decline, driven primarily by reduced electricity consumption; however, tsti’s total GHG emissions achieved a notable 9.01% decrease compared to the previous year.

Looking ahead, tsti will continue to conduct annual GHG inventories, track reduction performance, publicly disclose results, and maintain third-party verification statements under ISO 14064-1:2018. To fulfill corporate social responsibility while mitigating operational risks and costs, tsti and its subsidiaries will continuously advance energy conservation and carbon reduction initiatives, aiming to achieve a 20% reduction in GHG emissions by 2030 as a long-term goal for sustainable operations.





▼ GHG Emissions (Unit: Metric Tons CO2e) and Emissions Intensity (Total GHG Emissions / NT$ Million Revenue) over the Past Three Years

• GRI 2-4

GHG Scope / Category	Item	2023	2023 Percentage Share (%)	2023 GHG Emissions Intensity	2024	2024Percentage Share (%)	2024 GHG Emissions Intensity	2025	2025 Percentage Share (%)	2025 GHG Emissions Intensity
Scope 1	Fugitive and Mobile Emission Sources	147.3272	8.16%	0.0352	110.0963	7.27%	0.0280	82.0372	5.96%	0.0164
Scope 2	Purchased Electricity	1,104.8641	61.23%*	0.2643	1081.4353	71.44%	0.2752	945.5097	68.65%	0.1887
Scope 3	Employee Commuting and Other Indirect Emissions	552.4906	30.61%	0.1322	322.2572	21.29%	0.0820	349.8412	25.39%	0.0698
Total GHG Emissions (Metric Tons CO_2e)				1,804.6819			1,513.7888			1,377.3881
Consolidated Revenue (NT$ Million)				4,179.561			3,930.226			5,010.638

Note:

1. GHG Protocol Gases Covered: The inventory encompasses seven major greenhouse gases: carbon dioxide (CO2, methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF6), and nitrogen trifluoride (NF3).
2. Emission Factors and GWP Source: Emission factors and Global Warming Potential (GWP) values are sourced from the "GHG Emission Factor Management Table (IPCC AR6)" published by the Climate Change Administration, Ministry of Environment.
3. 2023 Electricity Emission Factor: Calculated using 0.494 kg CO2e/kWh , as announced by the Energy Administration, Ministry of Economic Affairs (MOEA) on April 26, 2024.
4. 2024 Electricity Emission Factor: Calculated using 0.474 kg CO2e/kWh, as announced by the Energy Administration, MOEA on April 14, 2025.
5. 2025 Electricity Emission Factor: Calculated using 0.474 kg CO2e/kWh, as announced by the Energy Administration, MOEA on April 14, 2025.
6. GHG Intensity Scope: The GHG emissions intensity reported in the table above includes Scope 1, Scope 2, and Scope 3 emissions.
7. Scope 3 Category Inclusions: Scope 3 covers employee commuting (buses, trains, motorcycles, passenger cars, and Mass Rapid Transit/MRT), along with other indirect emission items including indirect carbon footprints from electricity, gasoline for company vehicles (uncombusted, 2022 data), and purchased goods (copy paper and toilet paper).
8. Restatement of Information (GRI 2-4): For the 2023 GHG emission proportions, figures were originally rounded to two decimal places, resulting in a slight variance in the sum of percentage shares. To enhance the accuracy of information disclosure, the Scope 2 emission proportion for 2023 has been recalculated and slightly adjusted to 61.23%, ensuring that the total GHG emission proportion sums exactly to 100.00%.

Green Initiatives and Actions

Declaration of Sustainable Co-Prosperity and Science-Based Carbon Reduction

Encouraged and supported by its key client and strategic partner, Taiwan Mobile, tsti formally published its carbon reduction targets on December 13, 2023, referencing the methodology and guidance of the Science Based Targets initiative (SBTi). Driven by its dedicated commitment to sustainability, tsti was honored with the "Best Carbon Reduction Partner Award" by Taiwan Mobile in 2024, followed by the prestigious "Sustainable Partner Outstanding Contribution Award" at the Cathay Financial Holdings Supply Chain Sustainability Initiative Summit in 2025. Furthermore, to ensure the precision and comparability of quantitative environmental metrics, the Company passed ISO 14064-1:2018 third-party verification and established 2023 as its baseline year for emissions reduction. Moving forward, tsti will continue partnering closely with commercial stakeholders to co-create a sustainable value chain centered on "Sustainable Connectivity and Green Co-Prosperity."

ESG Seminars and Events Envisioning the Future

In 2025, tsti organized 18 in-person seminars and exhibition booths, 2 webinars, 6 press releases, and 1 media feature interview. By collaborating with leading technology brand vendors (principals) and corporate clients to advance ESG initiatives, the Company continues to foster a diversified and mutually beneficial sustainable ecosystem.

▲ October 23, 2025 "Healthcare Seminar": AIoT Low-Carbon Smart Restroom Solution
▲ November 19, 2025 "Digital Industry Net-Zero Action DEMO DAY": ibo.ai Smart Sustainable Public Service Solution

Commitment to Sustainability and Supply Chain Sustainability Initiative

In 2025, tsti was honored with the "Sustainable Partner Outstanding Contribution Award" at the Cathay Financial Holdings Supply Chain Sustainability Initiative Summit. The Company actively delivers products and services bearing eco-labels, energy conservation certifications, and Product Carbon Footprint (PCF) disclosures, assisting enterprise clients in promoting green procurement and accelerating low-carbon transformation. tsti continues to join forces with strategic partners to cultivate a resilient value chain defined by sustainable connectivity and shared green prosperity.

ESG Sustainability Advocacy

All 125 newly onboarded suppliers in the current year completed signing the "Supplier Sustainability Commitment." Furthermore, written ESG self-assessment questionnaires were conducted for 30 procurement suppliers, and on-site supplier audits and dialogues were conducted across 5 key suppliers, reinforcing bilateral supply chain cooperation and long-term mutual resilience.

Certified internal sustainability professionals at tsti served as instructors to conduct "Environmental Sustainability Training" programs. Designed to cultivate comprehensive ESG awareness, the curriculum encompasses core topics including the Company' s sustainability roadmap, decarbonization pathways, climate and environmental risk management, climate governance frameworks, environmental policies and action plans, sustainable supply chain stewardship, healthy workplaces, regulatory and ethical compliance, and Tech for Good initiatives. This sustainability course is also established as a mandatory training module for all newly recruited personnel.

To align with the 2050 Net-Zero Carbon Emissions goal, tsti translates strategic commitments into tangible action while driving proactive organizational transformation. In 2025, a total of 540 attendees (person-times) completed ESG sustainability-related training courses, accumulating 267 training hours and continually reinforcing employees' environmental consciousness and resource stewardship. Concurrently, following a biodiversity and ecological conservation seminar titled Discovering the Beauty of Wetlands, the Company organized stream cleaning and mountain hiking initiatives in local ecosystems, translating environmental awareness into direct stewardship, recording 283 participants (person-times) and 934 cumulative volunteer hours.

Blog Promotion

In 2023, tsti launched its official corporate blog to share professional insights, domain expertise, and emerging market trends in ESG and Artificial Intelligence (AI). Throughout 2025, the Company published a total of 50 articles, delivering in-depth analyses spanning environmental sustainability, social responsibility, and corporate governance. The blog focuses on three core pillars: Artificial Intelligence (AI), ESG Sustainability, and Information Security. tsti is dedicated to delivering professional insights and innovative technology solutions to empower enterprises and stakeholders in effectively adopting ESG principles, thereby driving sustainable value creation across the digital ecosystem.

GRI 203-1、GRI 203-2

Social Co-Prosperity

From Awareness Inspiration to Life Practice

Tatung holds "Social Co-prosperity" as its core, advocating that public welfare should extend from awareness inspiration to life practice. Through five major pillars: "Tech Empowerment, Vulnerable Training, Environmental Action, Industry-Academia Collaboration, Circular Life," professional technology is transformed into social impact.

Tech Empowerment and Talent Training

Digital and Sustainable Twin-Axle Transformation Solutions

Through tiCare Telehealth and ESG AIoT Systems, bridge the urban-rural medical gap and assist enterprises in real-time carbon emissions monitoring.

Taipei Performing Arts Center "Low-Carbon Smart Washroom"

Deploy AIoT sensors to conduct crowd flow diversion and dynamic occupancy detection, effectively reducing manpower and resource waste (water and power).

Industry-Academia Connection to Create an IT Talent Cradle

In-depth collaboration with National Taipei University, successfully facilitating 3 interns to transition to full-time positions in 2025, narrowing the industry-academia gap.

Environmental Practice and Diverse Training

"Do One Thing for the Tamsui River" Stream Clean-up Action

Mobilized 62 people to remove 163 kilograms of garbage and 900 PET bottles, practicing biodiversity protection.

Aboriginal Children's Culture Transmission and Youth Training

Sponsored for 9 years, mentoring 6 children to become "Little Guides"; cultivating self-discipline and a sense of honor in youth through Blue Sea Plans.

"Shoes Save Lives" Material Collection and Shipping Fund Sponsorship

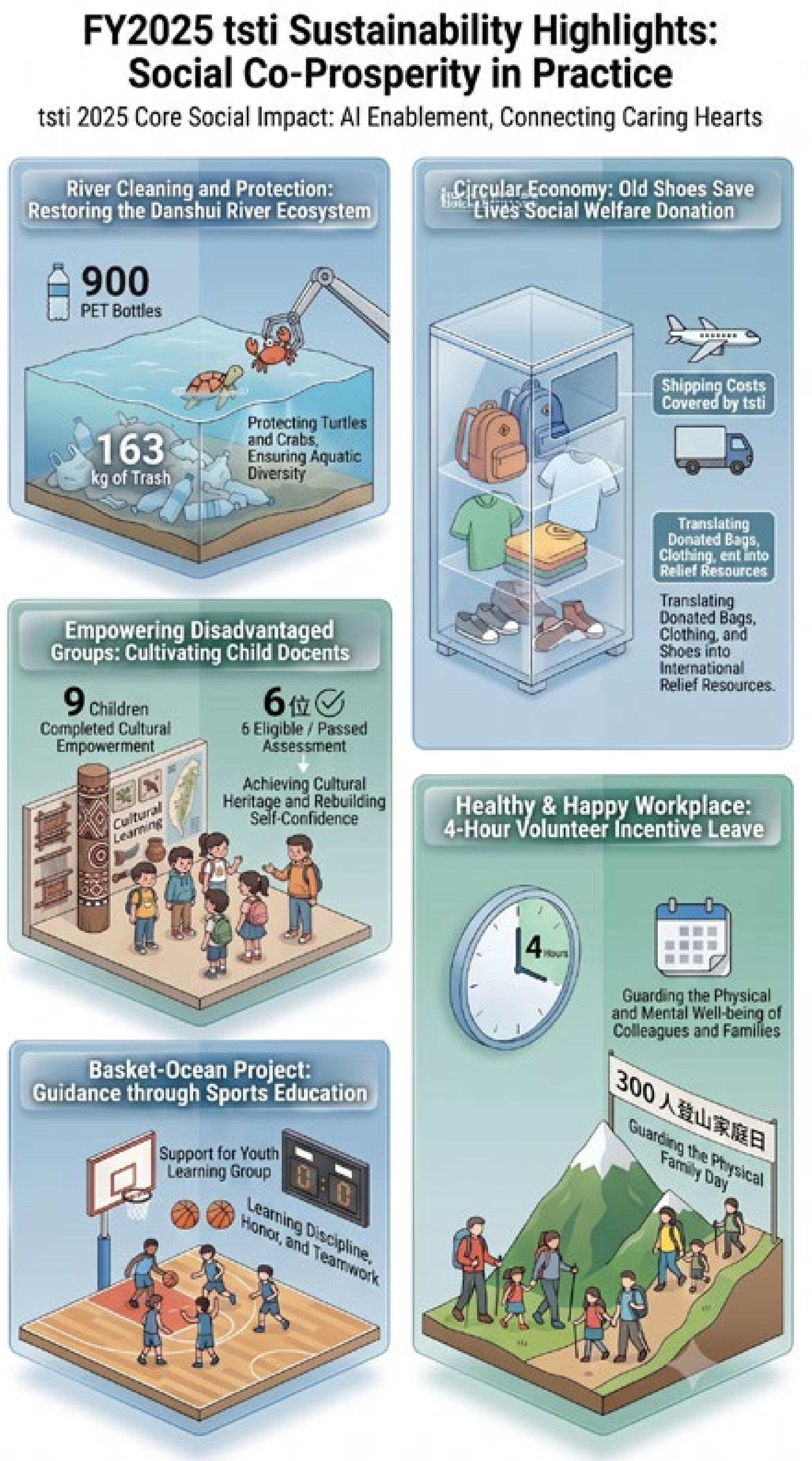
The company covered the full cost of shipping, successfully collecting over 190 items of idle resources to transform into international social aid.

Highlights and Key Achievements

tsti continuously extends support to disadvantaged communities, actively responding to and promoting social welfare initiatives. By integrating its core software development capabilities, the Company spearheads innovative ESG-oriented sustainable business models. Solutions such as the ESG AIoT Command Dashboard, Telemedicine Video Consultation System, and AIoT Smart Restroom leverage tsti' s ICT domain expertise to make tangible contributions to environmental sustainability (including energy conservation and waste reduction) and address societal challenges like the urban-rural digital divide.

Certifications & Accreditations:

- Corporate Health Responsibility (CHR) Pledge Enterprise
- Member of the Zhongshan District Health Promotion Association
- Health Promotion Workplace Certification (2021–2024), Health Promotion Administration, Ministry of Health and Welfare
- iSports Enterprise Certification (2024–2027), Sports Administration, Ministry of Education



▼ Highlights and Key Achievements of tsti's " Social Co-Prosperity "

2023

- 2022: Winner of the "Smart City Innovative Application Award."
- 2022: Integrated core ICT digital transformation capabilities to develop ESG-oriented sustainable solutions, including Smart City applications such as AIoT Smart Restrooms, Net-Zero Carbon Integrated Management Systems, and Telemedicine Consultation Platforms.
- Sponsored the 2023 Taiwan Women's Open Golf Tournament.
- Provided sustained educational assistance and care for underprivileged indigenous students in remote communities.
- Participated in 2 annual events organized by local community health promotion associations.
- Hosted 1 corporate campus visit for university students.

2024

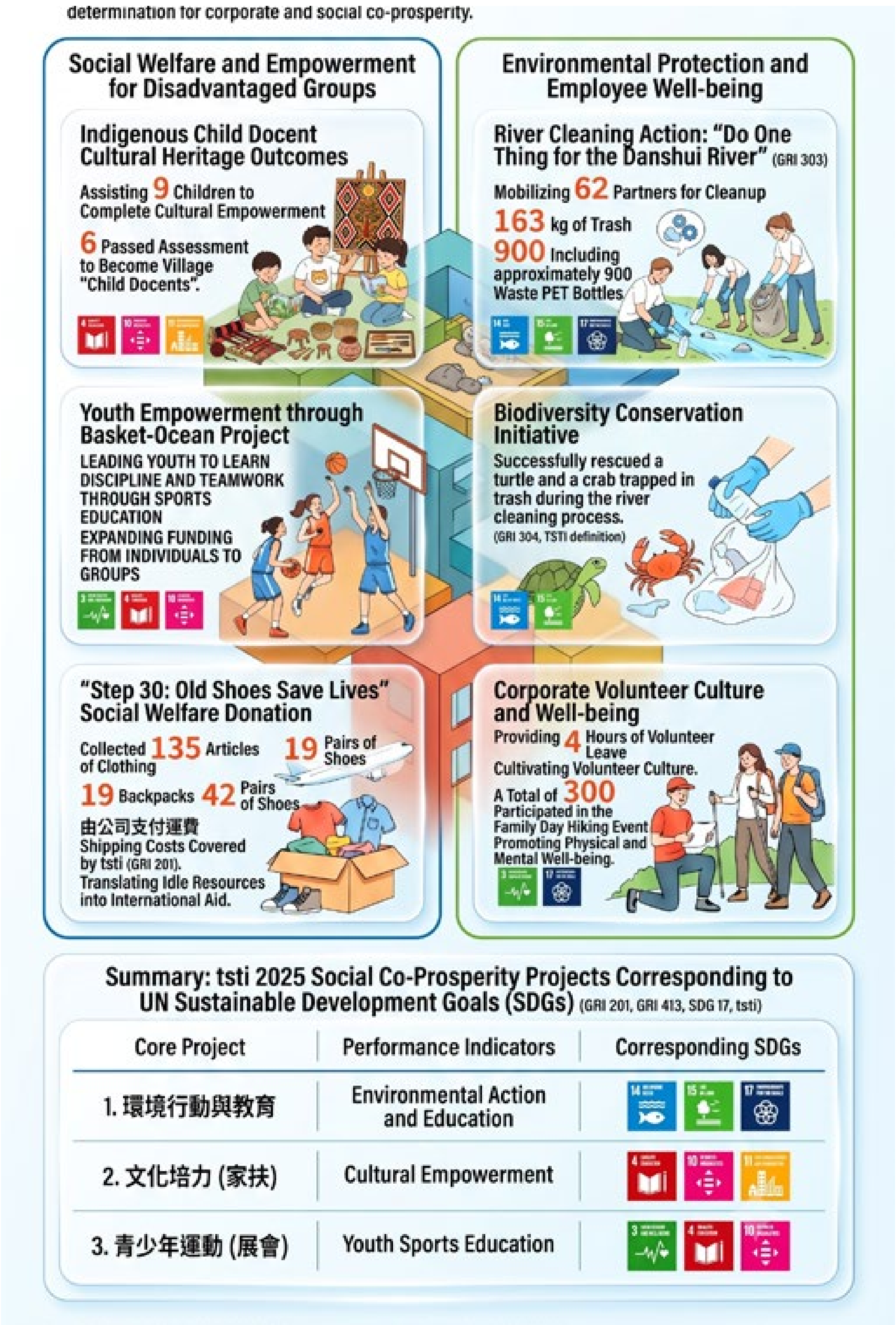
- Sustained educational support and long-term sponsorships for underprivileged students in remote areas.
- Sponsored and participated in 1 corporate charity walk.
- Continued environmental stewardship initiatives, including 1 coastal beach cleanup event.
- Participated in 1 annual event hosted by local community health associations.
- Encouraged workforce participation in sustainability-driven innovation, elevating employee engagement in ACE (AI, Cloud, ESG) Tech for Good solutions.
- Conducted 2 corporate campus visits, 1 in-person campus recruitment seminar, and 1 virtual recruitment session; published job postings across 4 target universities and signed Letters of Intent (LOIs) for strategic collaboration with 3 academic institutions.
- Executed an industry-academia collaboration and academic development agreement with National Taipei University, allocating an annual budget of approximately NT$150,000.

2025

- Executed 1 river cleanup campaign titled "Do One Thing for the Tamsui River."
- Organized 1 seasonal charity donation drive in partnership with "Step30 International Ministries."
- Maintained educational support programs for underprivileged students in rural areas, including the domestic "Ocean Blue Basketball Project" and the "Indigenous Children Service Program."

▼ 2025 Social Well-being Highlight Initiatives

Core Dimensions	Community & Social Welfare Initiatives	2025 Impact & Outcome Indicators	Corresponding SDGs
Environmental Action & Education	"Do One Thing for Tamsui River" River Cleanup Initiative	• Cleared a total of 163 kg of waste, including approximately 900 discarded PET bottles. • Rescued native turtles and crabs from debris piles, putting biodiversity conservation into active practice. • Mobilized 62 participants, including employees, family members, and supply chain partners.	SDG 14 SDG 15 SDG 17
Empowerment & Capacity Building for Disadvantaged Groups	Taiwan Fund for Children and Families (TFCF) – Indigenous Children Service Program	• 9 children completed tribal cultural capacity-building training, with 6 passing assessments to qualify as "Junior Cultural Tour Guides." • Supported children' s transformation from timid and withdrawn to confident speakers, advancing local cultural heritage preservation and self-esteem.	SDG 4 SDG 10 SDG 11
Youth Sports Education	World Vision Taiwan – Domestic "Ocean Blue Basketball Project"	• Shifted from traditional one-on-one sponsorships to "collective capacity building," fostering peer co-learning and developmental groups for youth. • Guided underprivileged youth to build self-discipline, honor, and teamwork through sports education.	SDG 3 SDG 4 SDG 10
Circular Economy & Social Welfare	"Step30" (Shoes for Orphan Souls) – Seasonal Charity Donation Drive	• tsti fully absorbed logistics and freight expenses, significantly boosting employee participation and donation efficiency. • Collected backpacks, seasonal clothing, and footwear, transforming idle household resources into humanitarian overseas aid.	SDG 1 SDG 3 SDG 4 SDG 10 SDG 17
Employee Well-being & Sustainability	Volunteer Leave Mechanism & Holistic Health Promotion	• Employees participating in environmental initiatives were granted 4 hours of paid volunteer leave, fostering an active corporate volunteer culture. • Organized the Jiantan Mountain Hiking Family Day, bringing 300 employees, family members, and friends closer to nature.	SDG 3 SDG 8 SDG 17



Continuous Social Welfare Engagement: From Awareness Inspiration to Daily Practice

Upholding the guiding philosophy of "Caring for the Earth and Striving for Environmental Stewardship," tsti continued fostering symbiotic interactions between society and the natural environment in 2025, actively fulfilling its corporate citizenship responsibilities. The Company not only sustained long-term educational assistance for underprivileged communities but also integrated professional digital resources with employee volunteerism to translate empathy into concrete social impact. Acting as a dedicated corporate neighbor, tsti deepened grassroots community connections and advanced local inclusion. In the realm of talent cultivation, the Company focused on strategic industry-academia collaboration, entering into cooperation agreements with National Taipei University and establishing robust internship-to-hire pipelines to build a comprehensive talent development ecosystem, reinforcing tsti's positioning as an incubator for ICT professionals.

The year 2025 marked a period of embedding a pervasive sustainability culture across tsti. From river basin ecological conservation along the Tamsui River and seamless campus-to-career transitions for emerging talent, to the empowerment of children in remote indigenous areas, the Company witnessed profound qualitative transformations driven by sustained social engagement. Moving forward, tsti will continue leveraging its ICT service expertise as a cornerstone to bridge employee engagement with societal well-being, advancing steadily along its sustainable development roadmap.

Environmental Awareness Transformation: Environmental Stewardship from "Awareness" to "Action"

The foundation of sustainability begins with genuine awareness. In 2025, tsti guided employees on an educational journey transitioning from indoor realization to active outdoor stewardship. In August, through a thematic seminar titled Discovering the Beauty of Wetlands, the Company led employees to gain an in-depth understanding of the Tamsui River basin ecosystem and the critical challenges facing wetland biodiversity, integrating sustainable thinking into daily routines.

This awareness was translated into direct field action in November. Responding to the river conservation movement, 62 employees, family members, and supply chain partners collaborated in a volunteer river cleanup along the Tamsui River basin. The initiative successfully removed 163 kg of waste and approximately 900 discarded PET bottles, while participants safely rescued trapped local wildlife during the cleanup. The event reinforced the core sustainability principle that "source reduction takes precedence over downstream cleanup," empowering employees to experience the necessity of waste minimization firsthand while jointly safeguarding the vital river basin.

Empowering the Future: From "Educational Assistance" to "Talent Cradle"

tsti firmly believes that quality education and cultural heritage preservation are foundational to shaping a sustainable future. In 2025, the Company witnessed tangible outcomes from its long-term community dedication. As the "Indigenous Children Service Program," conducted in partnership with the Taiwan Fund for Children and Families (TFCF), entered its ninth consecutive year, nine participating children completed tribal cultural capacity-building courses, with six successfully passing evaluations to qualify as "Junior Cultural Tour Guides." Observing these children evolve from feeling apprehensive on stage to confidently presenting tribal traditions demonstrated remarkable learning resilience.

Meanwhile, as sponsored youth under World Vision Taiwan transitioned toward independence, tsti reallocated educational resources toward the "Ocean Blue Basketball Project." Through structured sports education, the Company guided underprivileged youth in cultivating teamwork, self-discipline, and a collective sense of honor, delivering broader positive social impact through holistic youth sponsorship.

Furthermore, tsti consistently reinforces its commitment as an incubator for ICT talent by establishing institutional industry-academia collaborations with leading colleges and universities. Participating students engage in real-world technology projects and business operations, gaining practical insights into software solutions and ICT services while sharpening core workplace competencies. The Company also implemented an internship performance evaluation framework to assess outcomes and career aspirations, establishing a seamless internship-to-hire pipeline. In the second half of 2025, tsti successfully converted qualified interns into full-time employees, injecting motivated emerging talent with hands-on technical capabil

Sustainable Living: Integrating Sustainability into Daily Workplace Practices

Sustainability should not be an added burden, but an intrinsic way of life. tsti integrates carbon reduction into employees' daily routines through diverse engagement initiatives. Within the workplace, employees actively champion low-carbon and plant-based meal practices. Coupled with turning off office lights for one hour during daily lunch breaks and participating in the annual global Earth Hour campaign, energy conservation has evolved into a spontaneous everyday habit. Additionally, the corporate Family Day held in October invited employees and their families to hike the Jiantan Mountain trails, enhancing physical health while fostering team cohesion and environmental connection.

Integrating Core Innovative Technology with Sustainability Collaboration

GRI 203-1、GRI 203-2

Based on the operational characteristics across various client industries, tsti systematically evaluates its distributed and proprietary solution portfolios to assist clients in formulating climate change adaptation strategies and deploying essential software architectures. Dedicated to enabling ICT smart transformation, tsti delivers "tsti OneService"—a comprehensive, one-stop professional service framework—to empower government agencies and enterprises in realizing digital transformation, intelligent transportation, IoT innovation, smart cities, and net-zero integration. The Company has introduced advanced solution architectures such as ESG AIoT Command Dashboards, Telemedicine Video Consultation Systems, and AIoT Smart Restrooms. Leveraging its ICT expertise, tsti actively addresses environmental challenges—including energy conservation and waste reduction—as well as social issues like the urban-rural digital divide, advancing toward corporate ESG net-zero sustainability.

In 2025, tsti continuously expanded its focus on Modern Data Centers (DC), end-to-end AI solutions, cybersecurity, unified communications, Modern Work applications, and smart security. By strategically aligning with leading industry ecosystem partners and global technology brand vendors (principals), combined with tsti's comprehensive OneService capabilities, the Company delivers superior customer success, empowering the resolution of societal challenges through technology (Digital Enablement). For fiscal year 2026, tsti's planned R&D pipeline includes the "Data-Assisted AI Query Platform" and the "AI Agent Management Platform," with total projected R&D investments reaching NT$ 68,467 thousand. tsti is committed to building a resilient ICT service ecosystem, collaborating with enterprise clients to establish highly competitive IT environments and foster sustainable development. (For further details, please refer to the tsti Annual Report.)

To assist enterprise clients in advancing sustainability and digital/green twin transformation, tsti has actively deployed key intelligent solutions:

OneService Smart Service Management System	Integrates AI and process automation technologies to deliver paperless, energy-efficient, and low-carbon service management workflows (including automated alerting and visual tracking). It elevates customer experience and intelligent service delivery by leveraging tsti's proprietary ibo.ai and tiCC platforms.
ibo.ai Intelligent Platform	Features a proprietary NLP/NLU engine and multi-brain architecture, deeply integrated with Azure OpenAI services while supporting mainstream domestic and global Large Language Models (LLMs). Built on a no-code paradigm combining knowledge nodes, Retrieval-Augmented Generation (RAG), and standard API gateways, it delivers generative AI application services across enterprise and government operations.
ESG Ecosystem Integration Services	• Green Energy Power Optimization Solution: Integrates renewable power generation, energy storage systems (BESS), and AI predictive algorithms to help enterprises optimize energy efficiency and curtail carbon emissions. • ESG AIoT Command Dashboard: Delivers real-time monitoring of energy consumption and GHG emissions, automatically generating regulatory compliance reports. • AIoT Smart Restroom Solution: Minimizes water and power consumption through intelligent IoT sensor networks, enabling sustainable facility management. • Smart Healthcare Solution: The tiCare Telemedicine Platform integrates international FHIR standards, providing secure online medical consultations and e-prescriptions via a web-native architecture, integrated with the ibo.ai Medical Assistant to enhance the patient care experience. All of these solutions center around data-driven and AI-enabled capabilities, empowering clients to balance operational efficiency with sustainability targets.

▼ Special Feature: Integrating Core Innovative Technology with Sustainability Collaboration — Case Study I

Enabling Sustainable Cities with Technology: tsti Leads Green Transformation in Public Spaces Through AIoT

Modular Cloud-Based Smart Restroom System: Partnering with Benchmark Venues to Advance Digital and Green Twin Transformation

SDG 3 SDG 6 SDG 8 SDG 11 SDG 13

1. Project Background and Operational Pain Points

As global emphasis on environmental protection and sustainable development accelerates, managing As global emphasis on environmental protection and sustainable development intensifies, the management of public facilities has become a pivotal operational domain for meeting decarbonization targets. High-capacity venues and municipal infrastructure frequently encounter acute crowd congestion during peak hours. Conventional scheduled manual inspections are labor-intensive and yield four critical operational bottlenecks: excessive water and electricity waste, inefficient cleaning schedules, degraded visitor experiences, and public safety blind spots during health emergencies. Addressing these structural challenges, tsti leverages its core ICT systems integration capabilities to implement the "**AIoT Low-Carbon Smart Restroom**" solution, driving digital and green twin transformation across public infrastructure.

2. Deployment of Core Innovative Technology

Integrating cloud computing, big data analytics, and Internet of Things (IoT) sensing architectures, the project establishes an end-to-end "AIoT Low-Carbon Smart Restroom Cloud Management Platform." Core technological components include:

- Comprehensive IoT Sensing Infrastructure: Environmental sensors monitor ambient indoor air quality in real time (detecting ammonia NH_3 and hydrogen sulfide H_2S, consumable sensors monitor soap and tissue replenishment levels, and millimeter-wave (mmWave) radar systems detect accidental falls and prolonged abnormal occupancy, transmitting telemetry securely to the cloud.
- Precision Crowd Dispersion and Dynamic Wayfinding: Integrating occupancy tracking with abnormal dwell-time detection, the platform synchronizes with on-site LED status panels and digital wayfinding displays, guiding visitor traffic toward vacant cubicles to eliminate queues and bottleneck congestion.
- Predictive Operations and Automated Alert Dispatch: The system triggers automated rule-based alerts based on foot-traffic thresholds and low-battery warnings (activated when device battery falls below 20%). Incident dispatches are pushed via instant messaging platforms, shifting venue maintenance from reactive manual patrols to data-driven proactive facility operations.

3. Generating ESG Value and Fulfilling Sustainable Development Goals (SDGs)

This initiative establishes public sanitation infrastructure as a benchmark for advancing SDG 11 (Sustainable Cities and Communities), generating quantifiable ESG impacts:

- Environmental Value (E) & SDG 13 (Climate Action): Environmental telemetry:
  Environmental telemetry enables facility managers to track peak water and power consumption, curbing energy waste and greenhouse gas emissions. Automated threshold alerts prevent excessive water consumption and the overapplication of chemical detergents from unnecessary cleaning cycles, delivering tangible reductions in both operational carbon emissions and corporate water footprints.
- Social and Public Safety Value (S) & SDG 3 (Good Health and Well-Being):
  In response to aging demographics, privacy-preserving fall detection algorithms and automated prolonged-stay alerts eliminate safety blind spots in unmonitored public spaces, safeguarding public health and emergency response capabilities.
- Governance and Operational Value (G):
  Facility managers gain comprehensive data visibility into cleaning frequencies and consumable utilization cycles. Transitioning from scheduled patrolling to demand-driven dispatch reduces labor expenditures and material waste, mitigating persistent labor shortages in facility services.

4. Cross-Domain Adaptability: Modular Scalability and Deployment Milestones

Featuring high architectural modularity and replicability, this cloud-native platform has expanded from regional eco-tourism destinations to high-density metropolitan landmarks:

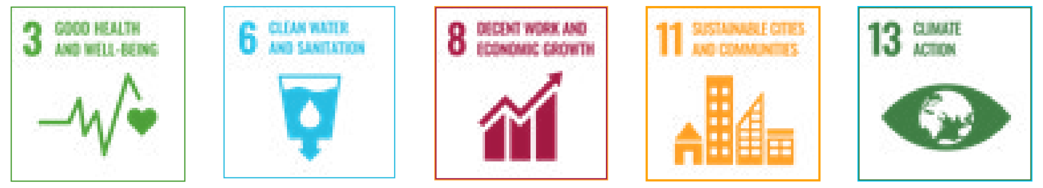
- 2023 – Regional Eco-Tourism Destination (Siraya National Scenic Area – Guantian Visitor Center): Established the benchmark AIoT operational model, earning national recognition as an Outstanding Public Restroom facility.
- 2024 – Major Transportation Hub (Port of Kaohsiung – Kaohsiung Port Cruise Terminal): Tailored proactive sensing architectures to high-traffic international transit hubs, tracking high passenger throughput and consumable replenishment dynamics in real time.
- 2025 – High-Capacity Cultural Complex (Taipei Performing Arts Center, TPAC): Deployed across 106 restrooms to mitigate acute event-driven visitor spikes. Dynamic LED wayfinding effectively alleviated peak congestion, enhancing facility operational efficiency and visitor satisfaction.

5. Future Outlook

tsti plans to expand this modular platform across healthcare institutions and educational campuses while integrating AI voice processing and big data predictive analytics to anticipate traffic patterns and optimize equipment maintenance lifecycles. The Company aims to establish intelligent restroom solutions as standardized architecture for smart city deployments across Taiwan, reinforcing its long-term commitment to sustainable digital transformation.

【Sustainable Value Chain Linkage】

(Aligned with SDG 3, SDG 6, SDG 8, SDG 11, and SDG 13)



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Consult the source materials to learn more.

▼ Special Feature: Integrating Core Innovative Technology with Sustainability Collaboration — Case Study II

Core Technology Enabling Smart Governance: tsti Empowers "Taobao AI Quick Search," Setting a Benchmark for Public-Private Partnerships

SDG 9 SDG 11 SDG 16

tsti ibo.ai Partners with the Department of Land Administration, Taoyuan City Government to Optimize Smart Governance, Winning the Golden Map Awards

1. Project Background and Identified Social Needs

As the volume and complexity of public administrative data expand, leveraging digital innovation to bridge information divides and promote social inclusion has become a pivotal domain for public-private partnerships driving sustainable development.

tsti recognized that citizens frequently encounter accessibility barriers when navigating specialized government open data—such as real estate transactions and actual price registrations—due to multi-layered website interfaces and technical terminology hurdles. To fulfill its corporate responsibility regarding digital equality, tsti actively supports public sector digital transformation. By deploying proprietary core AI technologies, the Company assists government agencies in elevating public service accessibility and narrowing the digital divide.

2. Core Innovative Solution: Deploying ibo.ai to Drive Smart Land Administration

tsti integrated its proprietary ibo.ai Enterprise AI Assistant Platform into public administrative workflows, collaborating with the Department of Land Administration, Taoyuan City Government to develop the "Taobao AI Quick Search" intelligent service.

The system integrates Natural Language Processing (NLP) and speech recognition engines, replacing conventional keyword-based queries and complex portal navigation. Citizens can effortlessly query data via natural conversational text or voice prompts. The platform accurately retrieves, summarizes, and analyzes market trends, translating complex land administration databases into intuitive insights and significantly lowering the threshold for public information access.

【Sustainable Value Chain Linkage】

(Aligned with SDG 9, SDG 11, and SDG 16)

3. Tangible Sustainability Benefits and Social Impact

This initiative delivers quantifiable value across digital inclusion and resilient public governance:

- Advancing Inclusive Technology and Digital Equality: By leveraging conversational AI to dismantle technical knowledge barriers, the platform provides an accessible, intuitive, 24/7 channel for public data retrieval, safeguarding equal information rights for non-specialist citizens and senior demographics.
- Quantifying Public Service Efficiency and System Resilience: Integrating AI with geospatial information systems (GIS), the "Taoyuan Residential and Real Estate Information Portal (Taobao Real Estate Portal)" has surpassed 40 million cumulative visits, supporting daily concurrent peak usage of up to 200 users while maintaining robust system availability and operational stability.
- National Recognition for Public-Private Partnership: This successful integration of AI innovation and citizen-centric governance earned the Taoyuan City Government Taiwan's premier geospatial honor—the "Best Application System Award" at the 21st Golden Map Awards, conferred by the Taiwan Geographic Information Society (TGIS).

4. Future Commitments: Deepening Secure and Responsible AI

tsti remains committed to trustworthy and responsible AI practices. Moving forward, within secure, robustly governed frameworks compliant with data privacy and cybersecurity standards, the Company will continue expanding generative AI applications. By scaling this validated public-private partnership model into broader public administrative services, tsti continues to maximize the long-term value of digital public infrastructure, advancing an intelligent and socially inclusive future.

【Performance Highlights】

- Core Technology: Proprietary "ibo.ai Enterprise AI Assistant Platform" developed by tsti
- Project Milestone: Integrated into the "Taoyuan Residential and Real Estate Information Portal (Taobao Real Estate Portal)" to launch "Taobao AI Quick Search"
- Cumulative Impact: Surpassed 40 million visits, supporting peak daily concurrent usage of up to 200 users
- External Recognition: Assisted the Taoyuan City Government in winning the "Best Application System Award" at the 21st Golden Map Awards hosted by the Taiwan Geographic Information Society (TGIS)

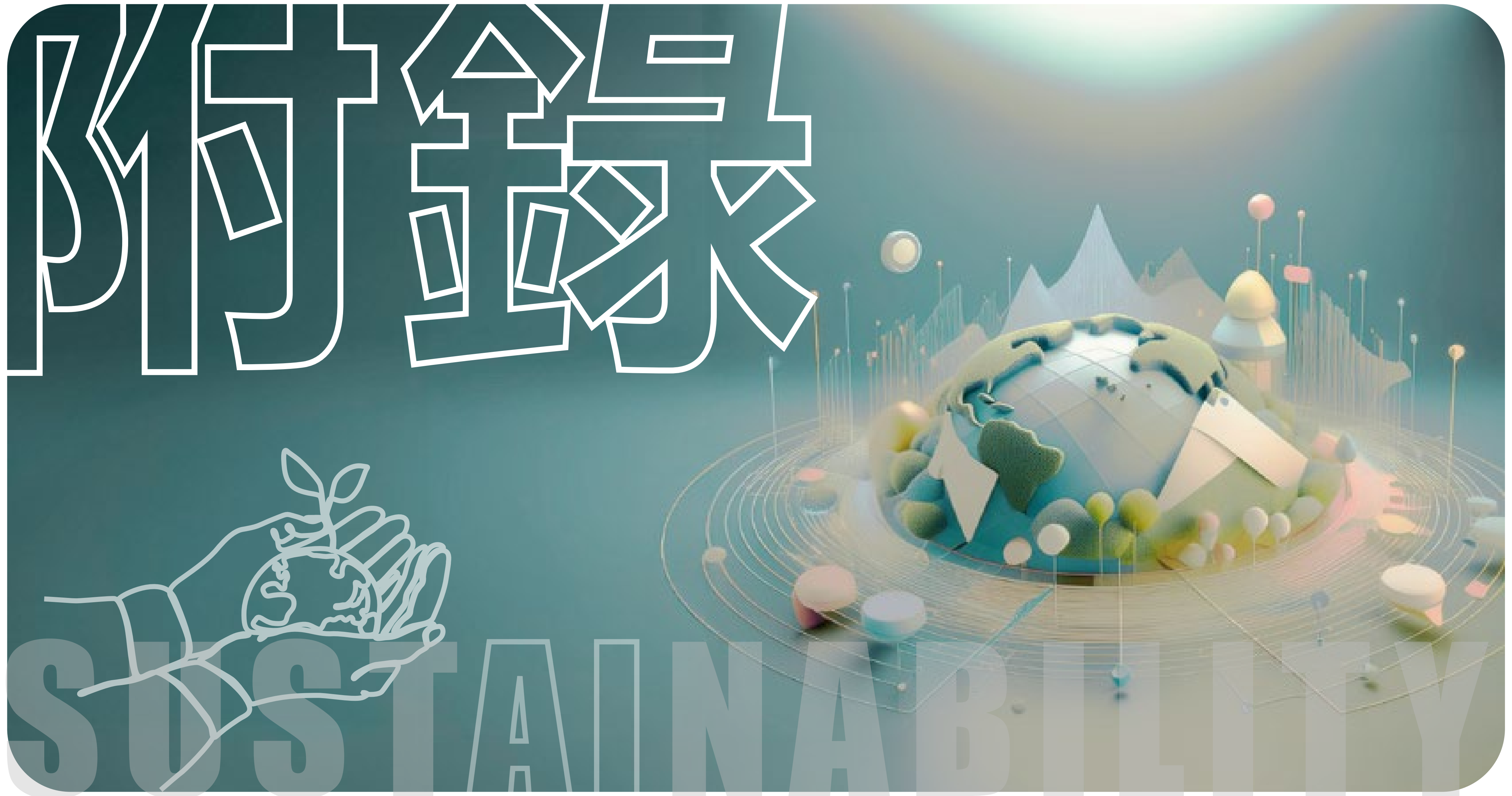
Consult the source materials to learn more.

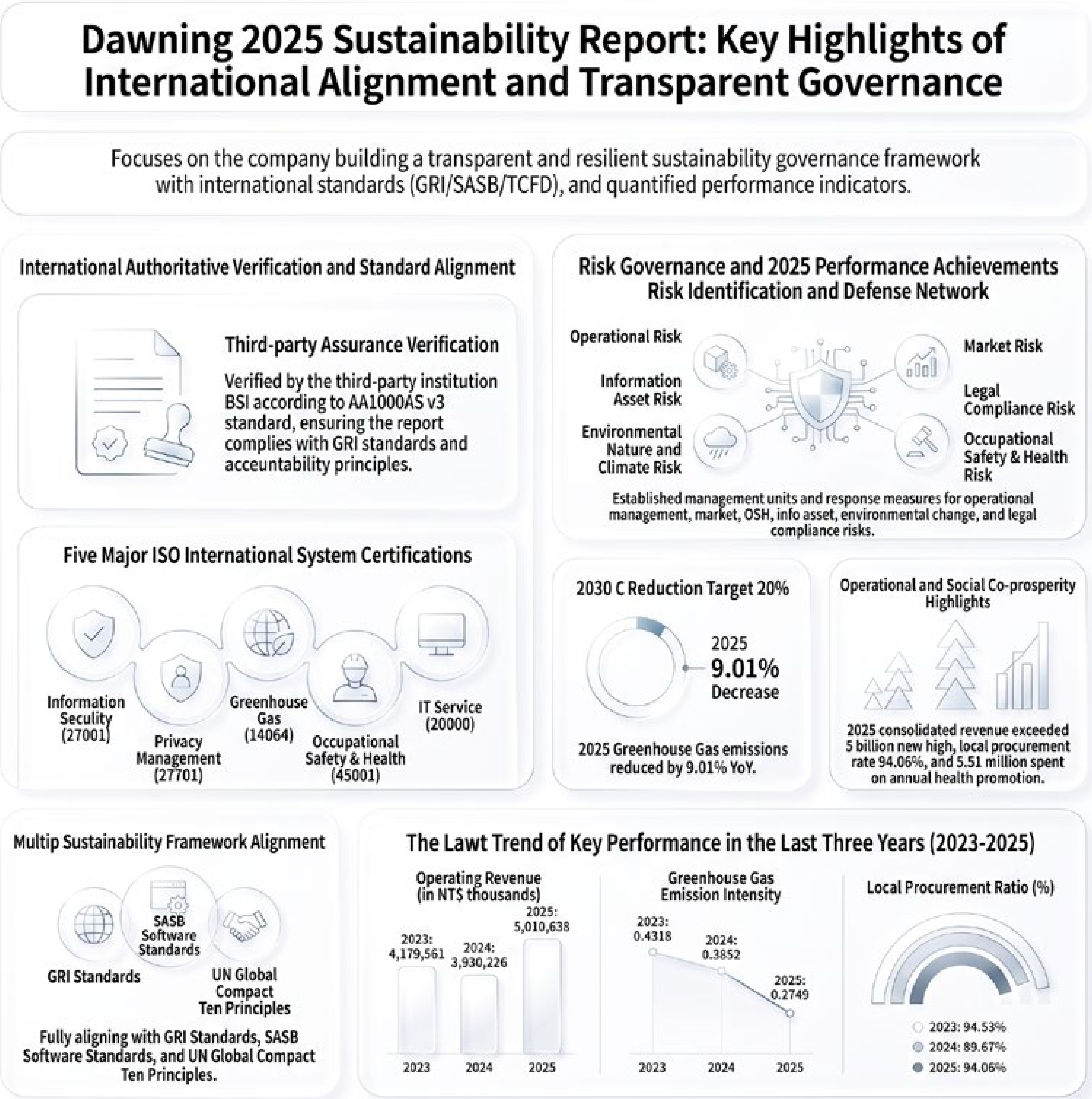
ibo.ai

Taoyuan City Government Launches "Taobao (Taoyuan Real Estate Portal) Actual Price Registration AI Quick Search" Smart Public Service

The AI Quick Search service streamlines the inquiry workflow by eliminating 90% of conventional query steps while delivering uninterrupted 24/7 smart land administration services, substantially enhancing public accessibility and data retrieval efficiency.

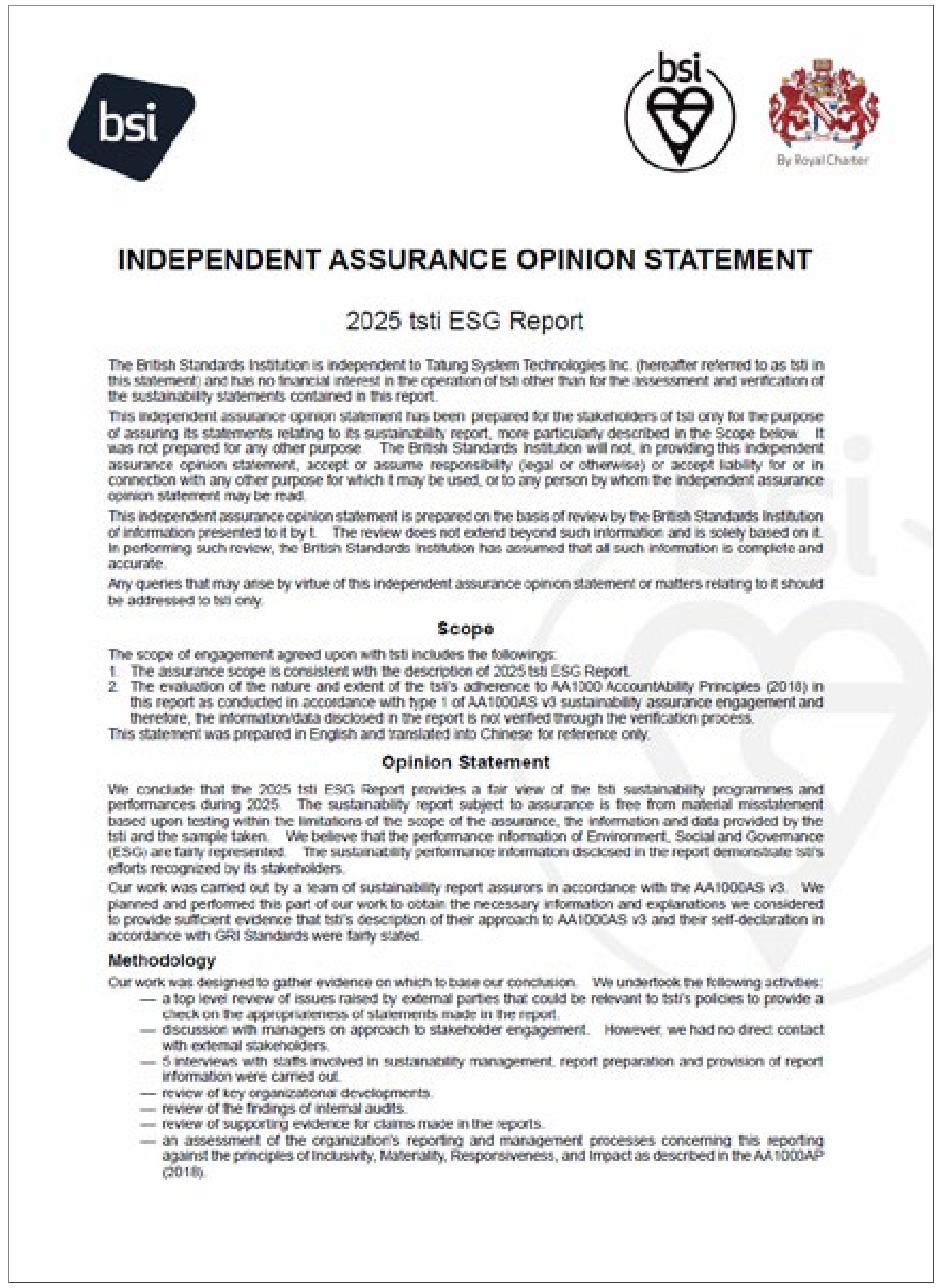
Appendix


附錄
SUSTAINABILITY


Dawning 2025 Sustainability Report: Key Highlights of International Alignment and Transparent Governance
Focuses on the company building a transparent and resilient sustainability governance framework with international standards (GRI/SASB/TCFD), and quantified performance indicators.
International Authoritative Verification and Standard Alignment
Third-party Assurance Verification
Verified by the third-party institution BSI according to AA1000AS v3 standard, ensuring the report complies with GRI standards and accountability principles.
Risk Governance and 2025 Performance Achievements Risk Identification and Defense Network
Operational Risk
Information Asset Risk
Environmental Nature and Climate Risk
Market Risk
Legal Compliance Risk
Occupational Safety & Health Risk
Established management units and response measures for operational management, market, OSH, info asset, environmental change, and legal compliance risks.
Five Major ISO International System Certifications
Information Security (27001)
Privacy Management (27701)
Greenhouse Gas (14064)
Occupational Safety & Health (45001)
IT Service (20000)
2030 C Reduction Target 20%
2025
9.01%
Decrease
2025 Greenhouse Gas emissions reduced by 9.01% YoY.
Operational and Social Co-prosperity Highlights
2025 consolidated revenue exceeded 5 billion new high, local procurement rate 94.06%, and 5.51 million spent on annual health promotion.
Multip Sustainability Framework Alignment
GRI Standards
SASB Software Standards
UN Global Compact Ten Principles
Fully aligning with GRI Standards, SASB Software Standards, and UN Global Compact Ten Principles.
The Lawt Trend of Key Performance in the Last Three Years (2023-2025)
Operating Revenue (in NT$ thousands)
2023: 4,179,561
2024: 3,930,226
2025: 5,010,638
Greenhouse Gas Emission Intensity
2023: 0.4318
2024: 0.3852
2025: 0.2749
Local Procurement Ratio (%)
2023: 94.53%
2024: 89.67%
2025: 94.06%
2023
2024
2025

Independent Assurance Statement

tsti commissioned an independent third-party assurance body, BSI Group Singapore Pte. Ltd., Taiwan Branch, to perform assurance in accordance with the AA1000 Assurance Standard (AA1000AS v3). The assurance engagement was conducted under Type 1 with a Moderate Level of Assurance to evaluate and verify that the disclosures in this report comply with the GRI Standards and the AA1000 Accountability Principles (Inclusivity, Materiality, Responsiveness, and Impact).


INDEPENDENT ASSURANCE OPINION STATEMENT

2025 tsti ESG Report

Scope

Opinion Statement

Methodology


Conclusions

Inclusivity

Materiality

Responsiveness

Impact

GRI Sustainability Reporting Standards (GRI Standards)

Assurance level

Responsibility

Competency and Independence

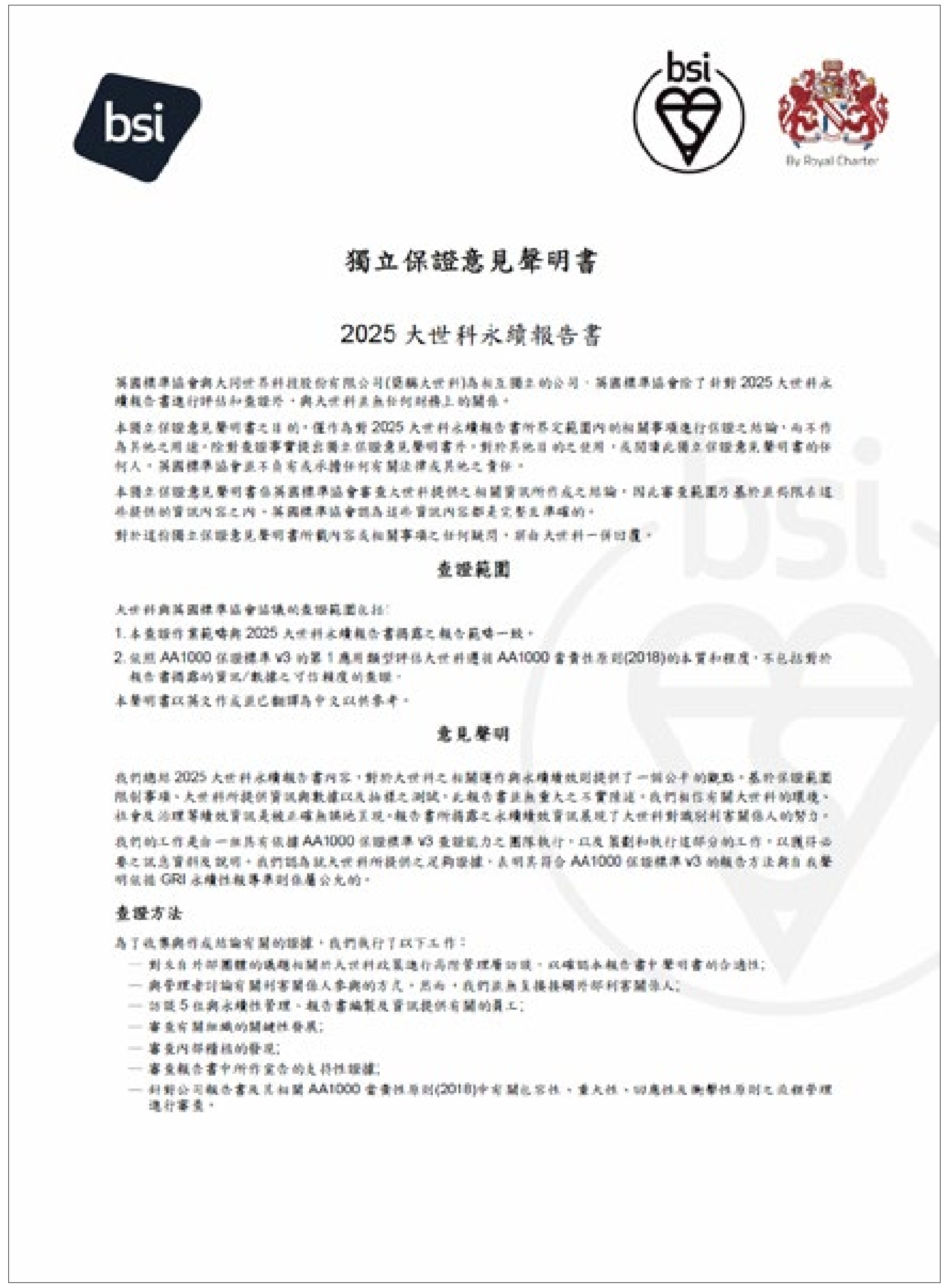
For and on behalf of BSI:

Joe Hsieh, Managing Director Northeast Asia, APAC Assurance

AA1000 Licensed Report 000-4/V3-9PCGZ

Statement No: SRA-TW-809113

2026-06-05


獨立保證意見聲明書

2025 大世科永續報告書

查證範圍

意見聲明

查證方法


結論

包容性

重大性

回應性

衝擊性

GRI 永續性報導準則

保證等級

責任

能力與獨立性

For and on behalf of BSI:

Joe Hsieh, Managing Director Northeast Asia, APAC Assurance

AA1000 Licensed Report 000-4/V3-9PCGZ

Statement No: SRA-TW-809113

2026-06-05

Greenhouse Gas Verification Statement

ISO 14064-1:2018 Organizational-Level Greenhouse Gas Verification Statement (Certificate No. CFV810211). Verification Body: BSI (British Standards Institution). Date of Issuance: May 20, 2026.
The verification was performed in accordance with ISO 14064-3:2019, ISO 14065:2020, and ISO/IEC 17029:2019. GHG Inventory Reporting Period: January 1, 2025 – December 31, 2025.

bsi

By Royal Charter

Verification Opinion

Verified as Satisfactory	
Reasonable Assurance: Based on the process and procedures conducted, the GHG statement contained in the Tatung System Technologies Inc. 2025Y GHG Report produced by Tatung System Technologies Inc., covering the direct GHG emissions and removals (Scope 1) and the indirect GHG emissions from imported energy (Scope 2)	• Is materially correct and is a fair representation of GHG data and information. • Has been prepared in accordance with ISO 14064-1:2018 and it's principles.
Limited Assurance: Based on the process and procedures conducted, there is no evidence that the GHG statement contained in the Tatung System Technologies Inc. 2025Y GHG Report produced by Tatung System Technologies Inc., covering the other indirect GHG emissions (Scope 3):	• Is not materially correct and is not a fair representation of GHG data and information. • Has not been prepared in accordance with ISO 14064-1:2018 and it's principles. • For certain categories, greenhouse gas emissions are estimated using secondary data, which may introduce inherent uncertainty in the resulting emissions figures.
Lead Verifier	Chapman Lin
Independent Reviewer	Eric Su
Signed on behalf of BSI	Managing Director Northeast Asia, APAC Assurance
Issue Date	2026-05-20

BSI Group Singapore Pte. Ltd. Taiwan Branch, 2nd Floor, No.37, Ji-Hu Road Nei-Hu Dist., Taipei 114700, Taiwan

NOTE: BSI Group Singapore Pte. Ltd. Taiwan Branch (hereafter referred to as BSI Taiwan) is independent to and has no financial interest in Tatung System Technologies Inc.. This 3rd party Verification Opinion has been prepared for Tatung System Technologies Inc. only for the purposes of verifying its statement relating to its GHG emissions more particularly described in the scope above. It was not prepared for any other purpose. In making this Statement, BSI Taiwan has assumed that all information provided to it by Tatung System Technologies Inc. is true, accurate and complete. BSI Taiwan accepts no liability to any third party who places reliance on this statement.

Certificate Number and date of issuance of opinion: CFV 810211 Dated 2026-05-20

ANAB

Page: 1 of 4

Verification Engagement

Organization	Tatung System Technologies Inc. 大同世界科技股份有限公司
Responsible party	Tatung System Technologies Inc. 大同世界科技股份有限公司
Verification Objectives	To express an opinion on whether the organizational GHG Statement which is historical in nature: • Is accurate, materially correct and is a fair representation of GHG data and information • Has been prepared in accordance with ISO 14064-1:2018, the criteria used by BSI to verify the GHG Organizational Statement
Materiality Level	5%
Level of Assurance	• Reasonable for direct GHG emissions and indirect GHG emissions from imported energy • Limited for the other indirect GHG emissions
Verification evidence gathering procedures	• Evaluation of the monitoring and control systems through interviewing employees observation & inquiry. • Verification of the data through sampling recalculation, retracing, cross checking and reconciliation. • Activity data was verified through consumption logs, records, daily logs, utility bills, invoices, service records, etc. • Secondary data used in calculations were verified through visiting the respective sites and accessing those references.
The verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification.	
Verification Standards	The verification was carried out in accordance with ISO 14064-3:2019, ISO 14065:2020 and ISO 17029:2019
Note: Tatung System Technologies Inc. is responsible for the preparation and fair presentation of the GHG statement and report in accordance with the agreed criteria. BSI is responsible for expressing an opinion on the GHG statement based on the verification.	

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Organizational GHG Statement

Organization		Tatung System Technologies Inc. 大同世界科技股份有限公司 No. 22, Sec. 3, Zhongshan N. Rd., Zhongshan Dist., Taipei City 104427, Taiwan 104427 台北市中山區中山北路三段 22 號
Organizations GHG Report containing GHG Statement		大同世界科技股份有限公司_2025 年溫盤清冊_v20260427 大同世界科技股份有限公司_2025 年溫盤報告書_v20260427
Organizational Boundary		Operational Control
Locations included in the Organizational Boundary		See Appendix A
Scope of activities		Sale agents of ICT products and deliver system integration services. 銷售資訊通信技術產品並提供系統整合服務
Reporting Boundary	Direct GHG emissions (Scope 1)	• Stationary combustion • Fugitive (anthropogenic systems)
	Direct GHG Removals (Scope 1)	Not significant
	Indirect GHG emissions from imported energy (Scope 2)	• Imported electricity
	Indirect GHG emissions from transportation (Scope 3)	• Employee commuting (Includes only motorcycle, cars, MRT, buses, and trains)
	Indirect GHG emissions from products used by organization (Scope 3)	• Purchased goods (Includes only gasoline, electricity, photocopy paper, and toilet paper)
	Indirect GHG emissions associated with the use of products from the organization (Scope 3)	Not significant
	Indirect GHG emissions from other sources (Scope 3)	Not significant
Criteria for developing the organizational GHG Inventory		ISO 14064-1:2018
Reporting Period		2025-01-01 to 2025-12-31

GHG Emission Summary:

Category	tonnes CO_2e
Direct emissions (Scope 1)	82.0372
Indirect emissions from imported energy (Scope 2) - Location Based	945.5097
Indirect GHG emissions from transportation (Scope 3)	219.0121
Indirect GHG emissions from products used by organization (Scope 3)	130.8291
Total (location based)	1,377.3881

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Appendix A

Location	Address
台北總公司	台北市中山區中山北路三段 22 號
新竹辦公室	新竹市關新路 27 號 15 樓之 6
台中辦公室	台中市南屯區五權西路二段 236 號 8 樓之 1、之 2
嘉義辦公室	嘉義市漢口路 109 號 1 樓
台南辦公室	台南市永康區中華路 12 號 5 樓之 1
高雄辦公室	高雄市三民區建國一路 458 號 12 樓

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tsti Verification and Certification Certificates

Certificates	ISO/IEC 27701:2019 (PIMS)	ISO 14064-1:2018	ISO/IEC 27001:2022	ISO 45001:2018	ISO/IEC 20000-1:2018	ISO/IEC 27001:2022 (ISMS)
Verification Certificate						
Certificate Number	PM 823198	CFV810211	IS693086	TW20/10671	N44736181432	IS693084
Issuing Institution	BSI	BSI	BSI	SGS	TÜV NORD	BSI
Validity Period	~ 2028/05/12	Obtained on 2026/05/20	~ 2027/06/12	~ 2026/12/16	~ 2026/08/31	─ 2027/06/12

Note:
1. For the latest certificates obtained by tsti, please refer to the official company website.
2. Both tsti and TISNet have successfully obtained ISO/IEC 27001:2022 verification; certificate number IS693084 was obtained by TISNet.

Digital Service Institution Capability Registration Certificate

	tsti				Tisnet
Registration Category	IT Service Organization		Information Security Service Organization	Artificial Intelligence (AI) Technical Service Organization	Information Security Service Organization
Item Description	IT Service Category: Implementation & Development Services — Infrastructure Implementation Services	Software Product Service Category: Industry-Specific or Domain-Specific Application Software — Intelligent Customer Service Systems	Information Security Service Category: Information Security Defense Capability Analysis & Assessment, Managed Security Services (MSS), and Information System Security Protection Services	Artificial Intelligence (AI) Industry Application Capability Service Category: Business & Productivity — Intelligent Customer Service	Information Security Service Category: Information Security Defense Capability Analysis & Assessment, Network Transmission Security Protection Services, and Information System Security Protection Services
Registration Date	2025/12/01	2025/12/01	2024/09/15	2024/12/01	2025/09/01
Period of Validity	2027/12/01	2027/12/01	2026/09/15	2026/12/01	2027/09/01
Verification Certificate					

GRI Content Index

Statement of use	Tatung System Technologies Inc. has reported in accordance with the GRI Standards for the period 2025/01/01 to 2025/12/31.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Report Contents or Explanation	Page
General Disclosures			
GRI 2: General Disclosures 2021			
	2-1 Organizational details	Ethical Governance and Risk Management ＞ Sustainability Governance Structure Appendix ＞ tsti Operational Sites	P.3 P.124
	2-2 Entities included in the organization's sustainability reporting	About tsti ESG Report ＞ Reporting Period and Scope	P.3
	2-3 Reporting period, frequency and contact point	About tsti ESG Report ＞ Reporting Period and Scope、Feedback and Contact Information	P.3
	2-4 Restatements of information	About tsti ESG Report ＞ Reporting Period and Scope Ethical Governance and Risk Management ＞ Economic Performance> ▼tsti's Government Subsidies Over the Past Three Years Digital Trust ＞ Information and Communication Security Management> ▼Cybersecurity Project Expenditures Over the Past Three Years Environmental Sustainability>Driving Sustainable Governance> ▼Greenhouse Gas (GHG) Emissions Over the Past Three Years	P.3 P.53 P.94 P.38
	2-5 External assurance	About tsti ESG Report ＞ Report Compiling and Quality Management Process	P.3
	2-6 Activities, value chain and other business relationships	Ethical Governance and Risk Management ＞ Economic Performance Sustainable Partnerships ＞ Sustainable Value Chain	P.37-38 P.42
	2-7 Employees	Healthy & Happy Workplace ＞ Diverse Talent Cultivation ＞ Diverse and Abundant Employment Opportunities	P.73-74
	2-8 Workers who are not employees	Healthy & Happy Workplace ＞ Diverse Talent Cultivation ＞ Diverse and Abundant Employment Opportunities	P.74
	2-9 Governance structure and composition	Ethical Governance and Risk Management ＞ Sustainability Governance Structure ＞ Board Diversity、Functional Committees	P.27-28
	2-10 Nomination and selection of the highest governance body	Ethical Governance and Risk Management ＞ Sustainability Governance Structure ＞ Board Diversity	P.29-30 P.27
	2-11 Chair of the highest governance body	Ethical Governance and Risk Management ＞ Sustainability Governance Structure ＞ 9th Board of Directors	P.27

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Report Contents or Explanation	Page
	2-12 Role of the highest governance body in overseeing the management of impacts	Letter from tsti Chairman：Cultivating Digital Trust and Co-creating Sustainable Resilience Sustainability Strategy and Stakeholder Engagement ＞ Sustainability Governance Ethical Governance and Risk Management ＞ Sustainability Governance Structure ＞ Functional Committees	P.4 P.10 P.29-30
	2-13 Delegation of responsibility for managing impacts	Ethical Governance and Risk Management ＞ Sustainability Governance>Sustainability Governance Structure ＞ Functional Committees	P.29
	2-14 Role of the highest governance body in sustainability reporting	About tsti ESG Report ＞ Report Compiling and Quality Management Process	P.3
	2-15 Conflicts of interest	Ethical Governance and Risk Management ＞ Sustainability Governance Structure ＞ Board Diversity	P.27
	2-16 Communication of critical concerns	Ethical Governance and Risk Management ＞ Sustainability Governance Structure ＞ Board Diversity、Communication of Critical Concerns	P.27 P.32
	2-17 Collective knowledge of the highest governance body	Ethical Governance and Risk Management ＞ Sustainability Governance Structure ＞ Board Members' Continuing Education	P.28
	2-18 Evaluation of the performance of the highest governance body	Ethical Governance and Risk Management ＞ Sustainability Governance Structure ＞ Functional Committees ＞ Board and Functional Committees Perfomance Evaluation	P.33
	2-19 Remuneration policies	Ethical Governance and Risk Management ＞ Sustainability Governance Structure ＞ TSTI Policy Linking Executive Compensation with ESG-Related Performance Evaluation	P.33-34
	2-20 Process to determine remuneration	Ethical Governance and Risk Management ＞ Sustainability Governance Structure ＞ TSTI Policy Linking Executive Compensation with ESG-Related Performance Evaluation	P.34
	2-21 Annual total compensation ratio	Healthy & Happy Workplace ＞ Diverse Talent Cultivation ＞ Compensation and Benefits	P.66-72
	2-22 Statement on Sustainability Strategy and Stakeholder Engagement strategy	Letter from tsti Chairman：Cultivating Digital Trust and Co-creating Sustainable Resilience: tsti's Global Vision and Local Practices	P.4
	2-23 Policy commitments	Sustainability Strategy and Stakeholder Engagement ＞ Identification and Management of Material Topics ＞ Management of Material Topics Risk Management Policies and Procedures：Ethical Governance and Risk Management ＞ Business Continuity and Risk Management Human Rights Policy；Diversity and Inclusion Workplace Policy：Healthy & Happy Workplace ＞ Creating a Friendly Workplace Environment Occupational Health and Safety Policy：Healthy & Happy Workplace ＞ Occupational Health and Safety New Supplier Onboarding and Management：Sustainable Partnerships>Implementing Sustainable Responsibility in the Supply Chain Service and Quality Policy：Sustainable Partnerships>Customer Relationship – Service Quality and Responsibility Environmental Policy：Environmental Sustainability>Climate Change Governance>Environmental Sustainability Policy	P.20-23 P.59 P.59-60 P.63 P.43 P.45 P.83

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Report Contents or Explanation	Page
	2-24 Embedding policy commitments	Sustainability Strategy and Stakeholder Engagement ＞ Identification and Management of Material Topics ＞ Management of Material Topics	P.20-23
	2-25 Processes to remediate negative impacts	Sustainability Strategy and Stakeholder Engagement ＞ Stakeholder Engagement ＞ Communication and Grievance Channels Ethical Governance and Risk Management ＞ Ethical and Compliant Business Operations Sustainable Partnerships>Implementing Sustainable Responsibility in the Supply Chain>Supplier Management Procedures Sustainable Partnerships>Customer Relationship – Service Quality and Responsibility>Service and Quality Policy Healthy & Happy Workplace>Occupational Health and Safety Healthy & Happy Workplace>Creating a Friendly Workplace Environment	P.11-12 P.35 P.43-44 P.45 P.60 P.63
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Strategy and Stakeholder Engagement ＞ Stakeholder Engagement ＞ Communication and Grievance Channels	P.11-12
	2-27 Compliance with laws and regulations	No environmental-related penalties：Environmental Sustainability Labor-related penalties：Ethical Governance and Risk Management ＞ Regulatory Compliance and Training	P.82 P.36
	2-28 Membership associations	Appendix ＞ Participation in Industry Associations	P.123
	2-29 Approach to stakeholder engagement	Sustainability Strategy and Stakeholder Engagement ＞ Stakeholder Engagement	P.11-15
	2-30 Collective bargaining agreements	Healthy & Happy Workplace ＞ Creating a Friendly Workplace Environment	P.63

Material Topics

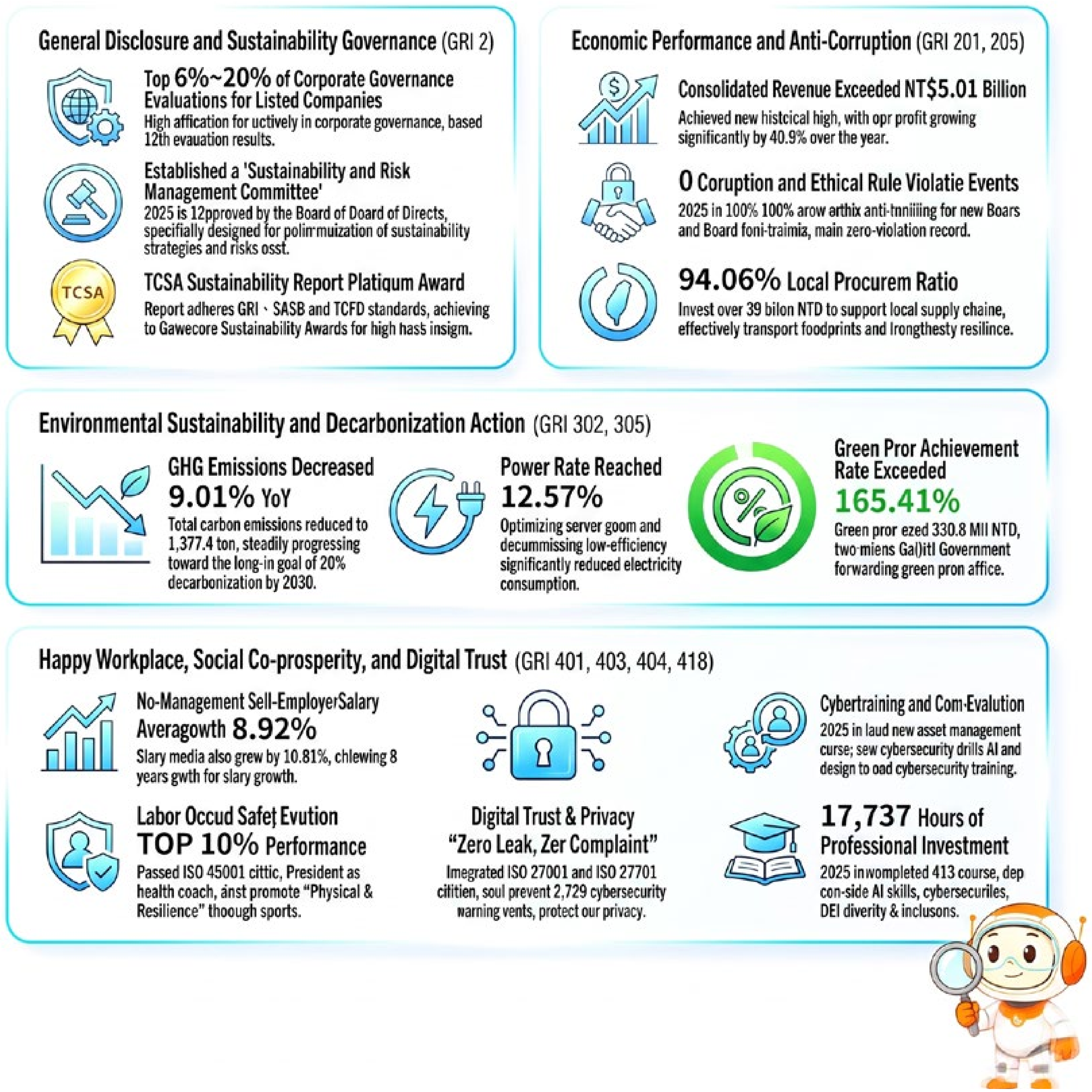
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Report Contents or Explanation	Page
GRI 3: Material Topics 2021			
	3-1 Process to determine material topics 3-2 List of material topics 3-3 Management of material topics	Sustainability Strategy and Stakeholder Engagement ＞ Identification and Management of Material Topics	P.16-23

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Report Contents or Explanation	Page
Economic Performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy and Stakeholder Engagement ＞ Identification and Management of Material Topics	P.16-23
GRI 201: Economic Performance 2016			
	201-1 Direct economic value generated and distributed	Sustainability Strategy and Stakeholder Engagement ＞ Identification and Management of Material Topics	P.26、37-38
	201-2 Financial implications and other risks and opportunities due to climate change	Ethical Governance and Risk Management ＞ Corporate Organization and Governance Ethical Governance and Risk Management ＞ Economic Performance Environmental Sustainability ＞ Climate Change Governance ＞ Climate Risks and Opportunities Identification	P37-38 P.83、P.85
	201-3 Defined benefit plan obligations and other retirement plans	Healthy & Happy Workplace ＞ Creating a Friendly Workplace Environment ＞ Compensation and Benefits Healthy & Happy Workplace ＞ Creating a Friendly Workplace Environment ＞ Benefit System ＞ Pension Plan	P.66 P.71
	201-4 Financial assistance received from government	Ethical Governance and Risk Management ＞ Economic Performance ＞ Government Subsidies and Tax Credits	P.38
Ethical Management & Regulatory Compliance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy and Stakeholder Engagement ＞ Identification and Management of Material Topics	P.16-23
GRI 205: Anti-corruption 2016			
	205-1 Operations assessed for risks related to corruption 205-2 Communication and training about anti-corruption policies and procedures 205-3 Confirmed incidents of corruption and actions taken	Sustainability Strategy and Stakeholder Engagement ＞ Identification and Management of Material Topics Ethical Governance and Risk Management ＞ Ethical and Compliant Business Operations	P.20 P.35-36
Emission of Greenhouse Gases			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy and Stakeholder Engagement ＞ Identification and Management of Material Topics	P.16-23
GRI 305: Emissions 2016			
	305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity	Environmental Sustainability ＞ Driving Sustainable Governance ＞ Green Disclosure	P.94
Energy Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy and Stakeholder Engagement ＞ Identification and Management of Material Topics	P.16-23
GRI 302：能源 2016			
	302-1 Energy consumption within the organization 302-3 Energy intensity	Environmental Sustainability ＞ Driving Sustainable Governance ＞ Green Emission Reduction ＞ Energy Use	P.92

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Report Contents or Explanation	Page
Labor Relations			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy and Stakeholder Engagement > Identification and Management of Material Topics	P.16-23
GRI 401: Employment 2016			
	401-1 New employee hires and employee turnover	Healthy & Happy Workplace > Diverse Talent Cultivation > New Hires、Employees Turnover and Retention	P.75-76
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Healthy & Happy Workplace > Diverse Talent Cultivation > Benefits System	P.70-72
	401-3 Parental leave	Healthy & Happy Workplace > Diverse Talent Cultivation > Benefits System > Parental Leave	P.72
GRI 402: Labor/Management Relations 2016			
	402-1 Minimum notice periods regarding operational changes	Healthy & Happy Workplace > Creating a Friendly Workplace Environment	P.63
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy and Stakeholder Engagement > Identification and Management of Material Topics	P.16-23
GRI 403: Occupational Health and Safety 2018			
	403-1 Occupational health and safety management system	Healthy & Happy Workplace > Occupational Health and Safety	P.59-60
	403-2 Hazard identification, risk assessment, and incident investigation	Healthy & Happy Workplace > Occupational Health and Safety > Hazards Indentification and Risk Control	P.59
	403-3 Occupational health services	Healthy & Happy Workplace > Occupational Health and Safety > Occupational Injury and Illness Prevention Management	P.62
	403-4 Worker participation, consultation, and communication on occupational health and safety	Healthy & Happy Workplace > Occupational Health and Safety	P.60
	403-5 Worker training on occupational health and safety	Healthy & Happy Workplace > Occupational Health and Safety > Occupational Safety Training and Emergency Drills	P.61
	403-6 Promotion of worker health	Healthy & Happy Workplace > Creating a Friendly Workplace Environment > Health Promotion	P.64-65、P.70-72
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Healthy & Happy Workplace > Occupational Health and Safety > Hazards Indentification and Risk Control Healthy & Happy Workplace > Creating a Friendly Workplace Environment > Health Promotion	P.59-60
	403-8 Workers covered by an occupational health and safety management system	Healthy & Happy Workplace > Occupational Health and Safety	P.59-60
	403-9 Work-related injuries	Healthy & Happy Workplace > Occupational Health and Safety > Occupational Injury Statistics and Analysis	P.62
	403-10 Work-related ill health	Healthy & Happy Workplace > Occupational Health and Safety > Occupational Injury and Illness Prevention Management	P.62

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Report Contents or Explanation	Page
Employee Care and Welfare			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy and Stakeholder Engagement > Identification and Management of Material Topics	P.16-23
GRI 404: Training and Education 2016			
	404-1 Average hours of training per year per employee	Healthy & Happy Workplace > Diverse Talent Cultivation > Comprehensive Talent Development System	P.77
	404-2 Programs for upgrading employee skills and transition assistance programs	Healthy & Happy Workplace > Creating a Friendly Workplace Environment>Benefit System>Pension Plan Healthy & Happy Workplace > Diverse Talent Cultivation > Employee Turnover and Retention、Comprehensive Talent Development System	P.71 P.76、77
	404-3 Percentage of employees receiving regular performance and career development reviews	Healthy & Happy Workplace > Diverse Talent Cultivation > Career Development and Performance Evaluation	P.80
GRI 405: Diversity and Equal Opportunity 2016			
	405-1 Diversity of governance bodies and employees	Ethical Governance and Risk Management > Sustainability Governance Structure > Board Diversity Healthy & Happy Workplace > Creating a Friendly Workplace Environment>Diverse and Abundant Employment Opportunities	P.27-28 P.73-75
	405-2 Ratio of basic salary and remuneration of women to men	Healthy & Happy Workplace > Creating a Friendly Workplace Environment>Compensation and Benefits	P.66
Data Security and Privacy Protection			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy and Stakeholder Engagement > Identification and Management of Material Topics	P.16-23
GRI 418: Customer Privacy 2016			
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Digital Trust > Information Security and Privacy Protection Digital Trust > Performance and Effectiveness of InfoSec and Privacy Protection No confirmed incidents of data breaches have occurred, nor have there been any complaints regarding violations of customer privacy or loss of customer data.	P.51 P.53

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Report Contents or Explanation	Page
Topics in the applicable GRI Sector Standards determined as not material			
Market Presence			
GRI 202: Market Presence 2016			
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Healthy & Happy Workplace > Creating a Friendly Workplace Environment>Compensation and Benefits	P.66-67
	202-2 Proportion of senior management hired from the local community	TSTI Technologies (Shanghai) has one General Manager, holding 100% of the management position.	P.66-67
Indirect Economic Impacts			
GRI 203: Indirect Economic Impacts 2016			
	203-1 Infrastructure investments and services supported	Social Co-Prosperity	P.97-104
	203-2 Significant indirect economic impacts	Social Co-Prosperity > Integrating Core Innovative Technology with Sustainability Collaboration	P.102-104
Procurement Practices			
GRI 204: Procurement Practices 2016			
	204-1 Proportion of spending on local suppliers	Environmental Sustainability > Green Procurement and Procurement Practices Local procurement amount as a percentage of total procurement amount：94.06%	P.88-89
Non-discrimination			
GRI 406: Non-discrimination 2016			
	406-1 Incidents of discrimination and corrective actions taken	Healthy & Happy Workplace > Creating a Friendly Workplace Environment	P.63
Child Labor			
GRI 408: Child Labor 2016			
	408-1 Operations and suppliers at significant risk for incidents of child labor	Healthy & Happy Workplace > Creating a Friendly Workplace Environment	P.63
Forced or Compulsory Labor			
GRI 409: Forced or Compulsory Labor 2016			
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Healthy & Happy Workplace > Creating a Friendly Workplace Environment	P.63



SASB Content Index

tsti Sustainability Accounting Standards Board (SASB) Index

SASB 對照表 - 2-1

Topic	SASB Metric Code	Category	Accounting Metric	Unit of Measure	Disclosure / Response
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	Quantitative	(1) Total energy consumed	GJ	7,845.96
			(2) Percentage grid electricity	Percentage (%)	Grid Electricity Share: 91.52% Company Vehicle Fuel Share: 8.47%
			(3) Percentage renewable	Percentage (%)	0%; tsti does not currently procure or consume renewable energy.
	TC-SI-130a.2	Quantitative	(1) Total water withdrawn (2) Total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Page Ref.	As the premises are leased and shared with other companies in the same office building, please refer to the "Environmental Sustainability" section (P. 91).
	TC-SI-130a.3	Qualitative	Discussion of the integration of environmental considerations into strategic planning fo data center needs	Page Ref.	For targets and actions across various stages, please refer to the "Environmental Sustainability" section (P. 86–87).
Data Privacy & Freedom of Expression	TC-SI-220a.1	Qualitative	Description of policies and practices relating to targeted advertising and user privacy	Page Ref.	Please refer to the "Digital Trust" section (P. 50–55).
	TC-SI-220a.2	Quantitative	Number of users whose information is used for secondary purposes	Times	0 times; no such occurrences during the reporting year.
	TC-SI-220a.3	Quantitative	Total amount of monetary losses as a result of legal proceedings associated with user privacy	NT$ Thousand	NT$ 0; no such occurrences during the reporting year.
	TC-SI-220a.4	Quantitative	(1) Number of law enforcement requests for user information	Times	0 times; no such occurrences during the reporting year.
			(2) Number of users whose information was requested	Cases	0 cases; no such occurrences during the reporting year.
			(3) Percentage resulting in disclosure	Times	0 times; no such occurrences during the reporting year.
	TC-SI-220a.5	Quantitative	List of countries where core products or services are subject to government required monitoring, blocking, content filtering, or censoring	Cases	0 cases; no such occurrences during the reporting year.
Data Security	TC-SI-230a.1	Quantitative	(1) Number of data breaches	Times	0 times; no such occurrences during the reporting year.
			(2) Percentage involving personally identifiable information (PII)	Percentage (%)	N/A; no data breach incidents occurred during the reporting year.
			(3) Number of account holders affected	Cases	0 cases; no such occurrences during the reporting year.
	TC-SI-230a.2	Qualitative	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Page Ref.	Please refer to the "Digital Trust" section (P. 50–55).
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	Quantitative	(1) Percentage of employees that are (1) foreign nationals and	Percentage (%)	Please refer to the table "Distribution of Job Categories among All Employees of tsti and Its Subsidiaries (Chyun Huei, TISNet, TSTI Shanghai) in 2025" in the "Healthy & Happy Workplace > Diverse Talent Cultivation" section (P. 73).
			(2) located offshore Employees	Percentage (%)	In Taiwan: Foreign employees account for 0.4% (1 overseas Chinese of Malaysian nationality; 1 of Chinese nationality). In China (local employees of TSTI Shanghai): All 4 are Chinese nationals, with no Taiwanese employees.
	TC-SI-330a.3	Quantitative	(1) Representation of Gender and Ethnic Groups Among Management	Percentage (%)	Management positions total 125 employees, including 97 males and 28 females. Male managers account for 24.7% of all male employees; female managers account for 16.2% of all female employees.
			(2) Representation of Gender and Ethnic Groups Among Technical Staff	Percentage (%)	Technical & R&D personnel total 370 employees (including 73 in management positions), with 322 males (57% of total employees) and 48 females (8.5% of total employees).
			(3) Representation of Gender and Ethnic Groups Among All Other Employees	Percentage (%)	Sales and Administrative (Non-Managerial) personnel total 143 employees (total workforce excluding management and technical personnel), including 39 males (6.9% of total employees) and 104 females (18.4% of total employees). Indigenous peoples: 3 employees; Persons with disabilities: 4 employees. For more statistical data on employee categories, please refer to the table "Distribution of Job Categories among All Employees of tsti and Its Subsidiaries (Chyun Huei, TISNet, TSTI Shanghai) in 2025" in the "Healthy & Happy Workplace > Diverse Talent Cultivation" section (P. 73).

SASB 對照表 - 2-2

Topic	SASB Metric Code	Category	Accounting Metric	Unit of Measure	Disclosure / Response
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.2	Qualitative	Employee engagement as a percentage, by organizational tier	Page Ref.	• Employee Engagement Experience (EEE) and Human Rights Atmosphere Surveys: In 2025, three employee surveys were conducted, including 451 participant-times in the Q1 EEE survey, 432 participant-times in the Q2 EEE survey, and 108 participant-times in the Q3 Workplace Human Rights Atmosphere Survey. All surveys were administered via digital questionnaires, covering all employees with a tenure of one year or more. Survey results indicated that employees generally provided highly positive feedback across human rights-related dimensions, including personal data and information security protection, occupational health and safety training, grievance mechanisms, freedom of association, and fair treatment without discrimination (P. 69).
Intellectual Property Protection & Competitive Behaviour	TC-SI-520a.1	Quantitative	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	NT$ Thousand	• NT$ 0; no such occurrences during the reporting year. •
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	Quantitative	Number of (1) performance issues	Times	• 0 times; no such occurrences during the reporting year.
			Number of (2) service disruptions	Times	• 0 times; no such occurrences during the reporting year.
			Number of (3) total customer downtime	Times / Count	• 0 times; no such occurrences during the reporting year.
	TC-SI-550a.2	Qualitative	Description of business continuity risks related to disruptions of operations	Page Ref.	For the operational status of risk management in 2025, please refer to the section "Ethical Governance and Risk Management > Business Continuity and Risk Management" (P. 39), as well as: • Publicly disclosed and regularly updated in the company's Annual Report, official website, and Corporate Sustainability Report. • Official Website: "Company Regulations and Systems > Risk Management Policies and Procedures."

Risk Identification Mapping Table

For the operational status of risk management in 2025, please refer to the following disclosures for details：
1. Publicly disclosed and regularly updated in the company's Annual Report, official website, and Corporate Sustainability Report.
2. Official Website: "Company Regulations and Systems > Risk Management Policies and Procedures."

Category	Risk Item (Based on Materiality Principle)	Responsible / Management Unit	Description	Response Measures / Mitigation Strategies	Risk Dimension, Identification, and Analysis	Responding Section
Operational Risk	Interest Rate and Foreign Exchange Rate Fluctuation Risk	Finance & Accounting Department	Interest rate fluctuations impact financing costs.	• Adjust long-term and short-term capital allocations based on interest rate trends and actual operational needs. • Monitor capital status and evaluate optimal financing methods and tools. • Maintain strong banking relationships to secure optimal financing rates. • Utilize hedging instruments to reduce exposure.	Governance Dimension (Financial Capital / Supply Chain / Talent & Technology) Supply chain disruptions, personnel turnover and skill gaps, and capital liquidity difficulties.	Ethical Governance and Risk Management
	Risks Associated with Derivative Transactions, Loaning of Funds, and Making of Endorsements/ Guarantees	Finance & Accounting Department	Financial losses may occur if loan recipients or endorsement/ guarantee beneficiaries default upon maturity. Derivatives Trading	Rigorously implement review procedures and control measures, subject to resolution and approval by the Audit Committee and the Board of Directors. All derivatives transactions are strictly conducted to meet hedging requirements for underlying physical exposures. In the event of significant exposures, optimal hedging instruments are selected to mitigate risk, avoiding complex derivative structures.		Ethical Governance and Risk Management
	Supply Chain Management Risks (Concentration of Purchases or Sales)	Procurement Department	Reliance on a limited number of suppliers may expose the supply chain to risks such as delivery delays, shortages, quality issues, and price volatility. Concentration in a single market, product, or a small customer base may impair the ability to respond effectively to rapid market shifts.	• Diversify procurement sourcing, establish localized and resilient supply chains, and continuously optimize inventory management systems to ensure uninterrupted supply. • Guide and assist suppliers in undertaking ESG sustainability transformations, establishing a resilient sustainable supply chain. • Periodically adjust operational policies, review sales revenue structures and customer portfolios, and monitor supply-demand dynamics to adapt commercial strategies.		Sustainable Partnerships > Implementing Sustainable Responsibility in the Supply Chain
	Talent Attrition and Skill Gaps	Human Resources Department	Inability to systematically refine performance appraisal mechanisms, career development frameworks, and succession plans over the long term may lead to talent attrition and skill gaps. Ineffective labor-management dialogue may diminish employee engagement.	• Cultivate organizational culture by optimizing mechanisms such as professional training and performance management. • Foster internal communication, organize seminars and exchange activities on Diversity, Equity, and Inclusion (DEI) in the workplace, maintain transparent communication channels, and establish employee care mailboxes for workplace issues and suggestions. • Conduct organizational landscape and internal/external stakeholder analyses to identify actionable areas for optimizing and enhancing human rights protection. • Actively promote industry-academia collaboration to cultivate ICT professionals and contribute to an enhanced digital lifestyle for society.		Healthy & Happy Workplace
Market Risk	Technology Evolution and Industry Change Risk	Business Units Technical Services Division Product Distribution & R&D Division	Emergence of new technologies and emerging industries may render existing company products or services obsolete, leading to a loss of competitive advantage.	Closely monitor industry development and technological innovation trends, integrating them into product development and applications to capture market opportunities.	Governance Dimension (Market Demand / Competition / Regulations): Market demand fluctuations, intensifying market competition, and regulatory changes impacting market dynamics.	Ethical Governance and Risk Management

Category	Risk Item (Based on Materiality Principle)	Responsible / Management Unit	Description	Response Measures / Mitigation Strategies	Risk Dimension, Identification, and Analysis	Responding Section
Occupational Health and Safety (OH&S) Management	Workplace Environment Risk	Occupational Health & Safety and General Affairs Department	Operational activities may involve risks related to compliance with occupational health and safety regulations, as well as potential risks arising from inadequate workplace mental health management.	Through the effective operation of the Occupational Health and Safety Management System (ISO 45001), tsti continuously enhances OH&S performance evaluations and audits to ensure regulatory compliance and safeguard employee physical and mental well-being. Simultaneously, the company strengthens OH&S training, regulatory dissemination, workplace mental health management, and health promotion initiatives to achieve the management goals of safety, health and hygiene, and zero workplace accidents.	Social Dimension (Workplace Accidents / Occupational Diseases / Health Promotion): Workplace accident risks, occupational disease risks, and physical & mental health promotion.	Healthy & Happy Workplace > Occupational Health and Safety Policy
Information Security	Cybersecurity and Technology Risks	Information Security Department	As cybersecurity threats continuously evolve, cyberattacks such as network disruptions, confidential data theft, ransomware extortion, or system destruction can cause severe operational and financial losses to the company.	tsti has obtained ISO/IEC 27001:2022 certification and appointed dedicated Information Security Engineers to drive the Information Security Management System (ISMS), effectively safeguarding corporate information assets. The Information Security and Privacy Management Team formulates risk treatment plans and executes follow-up corrective actions. The company continuously invests in upgrading cybersecurity hardware and software, while optimizing mechanisms such as employee training, performance appraisal, early warning notifications, and public disclosures.	Technology Dimension (Cyberattacks / Personal Data / Ransomware): Cyberattacks and data breach incidents, malware and ransomware threats, and malicious IT service disruptions.	Digital Trust > Information Security and Privacy Protection
Natural Environment and Climate Change	Physical Risks	Business Units Finance, Accounting & General Affairs Departments	Climate emergencies (e.g., rising temperatures, increased frequency of typhoons) or public utility disruptions (electricity, water, gas) may cause natural disaster damage at project sites, leading to property damage and business interruption.	• Conduct identification of climate risks and opportunities in accordance with TCFD recommendations. • Based on the scale of corporate operating assets, utilize financial tools such as insurance evaluated on a replacement cost basis to mitigate the risk of operating asset losses caused by natural or non-natural disasters. • Execute disaster prevention monitoring and conduct drills for emergency response and operational recovery capabilities.	Environmental Dimension including Climate-Related TCFD & Nature-Related TNFD (Climate Hazards / Energy Costs): Rising energy costs and acute/chronic climate hazards impacting business operations.	Environmental Sustainability > Climate Change Governance
	Transition Risks	Business Units Finance, Accounting & General Affairs Departments	Policy and Legal Regulations: ・In alignment with the FSC Sustainable Development Roadmap for TWSE/TPEx-Listed Companies, listed companies with capital over NT$10 billion (and their parent groups) must disclose verified GHG emissions in annual reports. ・Starting in 2025, annual reports must additionally disclose GHG emissions data of subsidiaries included in the consolidated financial statements. ・Starting in 2027, GHG emissions data of subsidiaries in consolidated financial statements must undergo external verification. ・Implementation of the Carbon Fee System under Taiwan's Climate Change Response Act will impose financial costs on emissions exceeding statutory limits.	• Conduct identification of climate risks and opportunities in accordance with TCFD recommendations. • Continuously implement energy conservation and carbon reduction initiatives to lower GHG emissions. • Tracks the evolution of the Taskforce on Nature-related Financial Disclosures (TNFD) framework, actively aligning with industry best practices and green supply chain initiatives.		Environmental Sustainability > Climate Change Governance
Legal & Regulatory Compliance Risk	Risk of Domestic and International Regulatory & Policy Changes	Legal Affairs Department Business Units	Stringency of global regulatory enforcement is intensifying. Heightened compliance demands across ESG sustainable operations, net-zero carbon reduction standards, ISO information security certifications, international financial/tax regulations, and emerging technology frameworks elevate corporate operational risks domestically and internationally.	In response to significant domestic and international policy and legal amendments impacting operations, tsti adjusts internal control procedures and operational activities accordingly. The company regularly amends internal governance policies, including the Corporate Governance Practice Principles and Sustainable Development Practice Principles, ensuring seamless operational continuity.	Governance Dimension (Ethics / Compliance / Privacy): Regulatory compliance updates and tightening data privacy regulations.	Ethical Governance and Risk Management
	Crisis Management Risk Arising from Regulatory Impacts on Corporate Reputation	Stock Affairs & Investor Relations Department Public Relations Department	Information disseminates rapidly across diverse media platforms; the emergence of negative coverage, erroneous reports, or false claims may adversely affect corporate reputation.	tsti maintains open and transparent communication channels with external media and investors. In response to unexpected incidents, responsible business units collaborate with the Public Relations Department to draft external clarification statements based on the nature of the event.		Ethical Governance and Risk Management > Business Continuity and Risk Management
	Ethics & Regulatory Compliance	Human Resources Department	Uphold integrity, compliance, and corporate social responsibility to safeguard the fundamental human rights of all employees, customers, and stakeholders, while advancing Diversity, Equity, and Inclusion (DEI).	Formulate policies and concrete action plans, implement risk assessments, execute mitigation measures, and conduct training programs. Deliver corporate integrity lectures and courses covering information security, privacy rights, intellectual property rights, ESG sustainability, and ethical management policies.		

Climate-Related Management for TPEx-Listed Companies (ESG Indicators)

▼ Climate-related risks and opportunities facing the company, and corresponding response measures adopted

* For detailed disclosures on environmental and climate response initiatives, as well as identification and response measures for climate-related risks and opportunities, please refer to the sections "Ethical Governance and Risk Management > Business Continuity and Risk Management" and "Environmental Sustainability > Climate Change Governance" in this report.

No.	Disclosure Content / Company Response	Item / Disclosure Requirement	Page Ref
1	Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	In 2022, tsti formulated the Sustainable Development Practice Principles. Simultaneously, a dedicated operational task force, the "Sustainability Task Force" (subsequently renamed the "Sustainability and Risk Management Task Force"), was established. The Chairman and General Manager serve as Convener and Vice Convener, respectively, with the CFO & Corporate Governance Officer serving as Executive Secretary. Strategy deployment and operational oversight are executed through quarterly regular meetings and thematic working groups. Following four regular meetings in 2025, to elevate corporate governance excellence, the Board of Directors resolved on December 19, 2025, to formally establish the board-level "Sustainability and Risk Management Committee" and enacted the Organizational Charter of the Sustainability and Risk Management Committee. The Committee reports climate strategies, risk assessments, and execution progress directly to the Board of Directors. At the close of each fiscal year, sustainability strategies and targets for the subsequent year are deliberated and submitted annually to the Board to ensure rigorous implementation of ESG and risk governance frameworks.	P.29-30
2	Describe how identified climate risks and opportunities impact the business, strategy, and financials (short, medium, and long term).	Under the tsti Sustainability and Risk Management Task Force, the Business Continuity and Risk Management Team serves as the responsible functional unit for risk management, primarily overseeing the execution of risk monitoring, measurement, and evaluation. Impact of Climate Risks and Opportunities on Business, Strategy, and Financials (Short, Medium, and Long Term): ・ Enacted the Environmental Sustainability Policy in 2022; pledged science-based carbon reduction targets aligned with Science Based Targets initiative (SBTi) methodologies in 2023. ・ Climate Risk Time Horizons: Short-term defined as within 1 year (2026); Medium-to-long-term defined as 2027 and beyond. ・ Formally disclosed the matrix for Climate-Related Risks and Opportunities Identification (TCFD / IFRS S2). **Short-Term Targets (2026)** 1. Continuously promote green procurement, reaching over NT$3 million in green purchasing volume. 2. Maintain local procurement accounting for over 90% of total procurement expenditures. 3. Review emission reduction plans continuously for structured, planned carbon reduction. 4. Replace aging equipment with high-efficiency energy-saving equipment. 5. Progressively optimize electronic document approval workflows and HR operational systems; phase in electronic document transmission to replace paper. 6. Adopt eco-friendly consumables to promote circular economy practices. 7. Maintain third-party verification under ISO 14064-1:2018. 8. Drive ESG implementation among supply chain partners, conducting on-site audits for at least 5 suppliers annually. **Medium- and Long-Term Targets (2027–2030)** 1. Promote green procurement initiatives across subsidiaries (e.g., Chyun Huei, TISNet, TSTI Shanghai). 2. Optimize electronic document approval workflows continuously to minimize paper consumption and environmental impact. 3. Refine management systems: Develop intelligent monitoring and management platforms to collect and master carbon emission and electricity usage data, identifying operational pain points to set targeted improvement goals. 4. Utilize recycled materials to reduce environmental burden. 5. Promote waste sorting and resource recycling continuously. 6. Maintain third-party verification under ISO 14064-1:2018. 7. Obtain ISO 14001 (EMS) and ISO 50001 (EnMS) certifications. 8. Medium-to-long-term roadmap targets a 20% carbon reduction by 2030: Reduce Scope 1 company vehicle fuel consumption by 5–10%; reduce Scope 2 purchased energy emissions by 10–15%; reduce Scope 3 emissions by 10–20%. For details, please refer to the "Environmental Sustainability" section.	P.85 P.91 P.81-96

No.	Disclosure Content / Company Response	Item / Disclosure Requirement	Page Ref
3	Describe the financial impacts of extreme climate events and transition actions.	Regarding the financial impacts of climate events and transition actions, tsti analyzed the financial implications of climate change following comprehensive risk reviews and formulated annual adaptation strategies, disclosing the "Climate-Related Risks and Financial Impacts" and "Climate-Related Opportunities and Financial Impacts" tables. ・ The Company focuses on transition risks (policy/legal, technology, market, and reputation) associated with the low-carbon transition, as well as physical risks (acute and chronic) driven by climate hazards. Simultaneously, leveraging its core digital capabilities, tsti develops ESG sustainable business models and delivers decarbonization solutions for enterprise clients, including ESG AIoT Command Dashboards, Telehealth Video Consultation Systems, and AIoT Smart Restrooms. To mitigate corporate operational climate risks, tsti enacted the Emergency Disaster Response Management Regulations, conducting emergency response drills and fire/safety inspections for natural and sudden disasters (earthquakes, fires, and epidemics) to ensure employee safety and business continuity. ・Estimated annual management expenditures for climate change include:1. ISO 14064-1 third-party verification and Sustainability Report publishing costs: ~NT$ 500,000.2. Employee training and digital transformation of customer services: ~NT$ 3.18 million.3. Stakeholder engagement (investor conferences, press releases, seminars, and ESG marketing): ~NT$ 3.40 million. 4. Fire safety inspections, disaster prevention equipment upgrades, energy-efficient equipment retrofits, and green procurement: ~NT$ 3.33 million. 5. R&D investments for ACE (AI, Cloud, ESG) innovative energy conservation solutions: ~NT$ 3.42 million.For details, please refer to "Environmental Sustainability > Climate Change Governance > Climate Risk and Opportunity Identification" (P. 83–85).	P.83 -85
4	Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	・ Enterprise risk management at tsti encompasses four major pillars: Operational Environment (including Climate), Social, Governance, and Technology. The Company adheres to applicable regulations and internal governance frameworks to evaluate, mitigate, and monitor material risk impacts. To reinforce sound operations and sustainable development, the Risk Management Policies and Procedures were enacted in 2023 to systematically monitor risk capacity, current exposures, risk response strategies, and compliance enforcement. ・ The "Business Continuity and Risk Management Group" identifies climate-related risks and opportunities, evaluates financial impacts annually, and formulates response strategies and reduction targets. The "Sustainable Environment and Risk Management Group" executes environmental and climate mitigation initiatives. Progress reports are submitted by the "Sustainability and Risk Management Task Force" to the board-level "Sustainability and Risk Management Committee," with annual execution reports presented directly to the Board of Directors. The Board serves as the highest governance body for risk oversight, approving risk appetite and governance structures to guarantee management effectiveness. For details, please refer to "Ethical Governance and Risk Management" (P. 29–39), "Climate Change Governance" (P. 81–96), and the "Risk Identification Mapping Table" in the Appendix (P. 116–117).	P.29 -31 P.39 P.81 -96 P.116 -117
5	If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and key financial impacts used.	In assessing climate change resilience, tsti references international standards including TCFD, SASB, and GRI to identify and disclose climate-related risks and opportunities and formulate adaptation strategies. Detailed quantitative scenario analyses, parameter modeling, assumptions, and granular financial impact assessments remain under continuous evaluation and internal review. The Company has enacted the Emergency Disaster Response Management Regulations, conducting emergency response exercises and fire safety audits to safeguard personnel safety and operational resilience during crises. ・ Water Stress Assessment: According to the World Resources Institute (WRI) Aqueduct Water Risk Atlas, Taiwan is categorized as Low-Medium risk (1–2) with no immediate severe water stress. Nevertheless, recognizing water as a vital shared natural resource, tsti proactively manages operational water consumption by installing fixtures certified with Water Efficiency Labels, adopting sensor faucets, and performing regular inspections on water infrastructure to eliminate leaks. ・ Geological Hazard Assessment: According to the Soil Liquefaction Potential Query System of the Geological Survey and Mining Management Agency (GSMMA, MOEA), tsti's Taipei Headquarters is situated in a high-potential zone. The Company regularly executes structural inspections, fire safety audits, and emergency evacuation drills to minimize potential disruption from geological hazards. For details, please refer to the "Environmental Sustainability" section (P. 81–96).	P.81 -96

No.	Disclosure Content / Company Response	Item / Disclosure Requirement	Page Ref
6	If there is a transition plan for managing climate-related risks, describe its contents, along with metrics and targets used to identify and manage physical and transition risks.	Details of tsti’s climate transition plan, along with the metrics and targets deployed to manage physical and transition risks, are disclosed under "Environmental Sustainability > Climate Change Governance > Climate Risk and Opportunity Identification". Core Pillars of the Climate Transition Plan: • Green Procurement: Adhere to the Green Procurement Guidelines, establish a green supply chain knowledge repository, cultivate sustainable vendor ecosystems, and prioritize eco-labeled equipment (refrigerants, certified paper, eco-friendly building materials, LED lighting, and energy-efficient ICT hardware). • Green Emission Reduction: Advance active energy conservation, conduct annual GHG inventories, streamline paperless approval workflows, and digitalize customer service operations. Monitor water withdrawal and waste generation to establish reduction baselines; replace aging infrastructure with high-efficiency models; optimize data center cooling systems; migrate workloads to low-carbon cloud data centers; and foster green workplace practices. • Green Recycling and Circular Economy: Implement multi-tier waste sorting and resource recycling across all office floors. Promote electronic waste (e-waste) recovery to maximize resource circularity. Execute formal recycling programs for decommissioned PCs and toner cartridges, ensuring secure data sanitization and physical destruction for storage media (e.g., HDDs) prior to scrapping in compliance with the Personal Data Protection Act and circular economy principles. • Green Disclosure: Voluntarily quantify and disclose GHG emissions ahead of regulatory statutory deadlines and formulate long-term decarbonization roadmaps. Systematically evaluate climate risks and opportunities to enact robust adaptation strategies. • Green Initiatives: Align with leading environmental initiatives, including committing to the Science Based Targets initiative (SBTi) methodologies, and leading eco-charity activities.Quantifiable Target & Decarbonization Roadmap:tsti has set a target to achieve a 20% absolute reduction in Scope 1 and Scope 2 greenhouse gas emissions by 2030, using 2023 as the baseline year.	,P.81 -96
7	If an internal carbon price (ICP) is used as a planning tool, describe the basis for setting the price.	While tsti has not yet implemented an Internal Carbon Pricing (ICP) shadow mechanism, the Company closely monitors domestic carbon fee regulations and international carbon market dynamics. Comprehensive GHG inventories have been conducted since 2023, with annual third-party ISO 14064-1 verification executed since 2024. tsti has instituted a target of 20% carbon reduction by 2030, actively managing energy efficiency and operational GHG emissions, thereby evaluating current climate transition policy costs as having a low financial impact on overall business operations.	P.81 -96
8	If climate-related targets have been set, describe the activities covered, GHG emission scopes, planned timelines, and annual progress; if carbon offsets or Renewable Energy Certificates (RECs) are used to meet targets, describe the sources, quantities of offsets, or RECs used.	Regarding climate targets, tsti advances five overarching action pillars: "Green Emission Reduction, Green Disclosure, Green Procurement, Green Recycling, and Green Initiatives," mobilizing employee engagement in pollution reduction and resource stewardship. For detailed roadmaps, please refer to the "Environmental Sustainability Policy" section and the official "Announcement on Sustainable Co-Prosperity and Science-Based Carbon Reduction" published on the Company's website. tsti currently does not utilize carbon offsets or Renewable Energy Certificates (RECs), but continues to monitor renewable energy procurement options and certificate market mechanisms.	P.81 -96
9	Greenhouse Gas Inventory, Verification Status, Reduction Targets, Strategies, and Concrete Action Plans.	In alignment with group-wide sustainability governance, tsti engaged external professional consultancy in February 2024 and successfully obtained third-party verification under ISO 14064-1:2018 at year-end 2024. The GHG inventory for fiscal year 2025 successfully completed ISO 14064-1:2018 third-party verification on May 20, 2026. The Company commits to executing annual third-party verification to uphold data credibility, transparency, and continuous emissions management.	P.81 -96

▼ Greenhouse Gas (GHG) Inventory and Verification Status in the Past Two Years (2024–2025)

For details on the Company's greenhouse gas inventory, emission reduction targets, strategies, concrete action plans, and achievements, please refer to the "Environmental Sustainability" section in this report. The latest GHG inventory and third-party verification details are publicly disclosed in the "Sustainability (ESG)" section of the official website.

Greenhouse Gas (GHG) Inventory Information Describe GHG emission volumes (metric tons CO_2e), emissions intensity (metric tonsCO_2e / NT$ million), and data coverage for the past two fiscal years.	For detailed information regarding tsti's greenhouse gas inventory, please refer to the "Green Disclosure" subsection within the "Environmental Sustainability" section of this report. Disclosures comprehensively cover emission volumes, emissions intensity, and data boundary coverage for fiscal years 2023 through 2025. (P. 93–94)
Greenhouse Gas (GHG) Assurance Information Describe assurance status for the past two fiscal years, including assurance scope, assurance institution, assurance standards applied, and assurance opinion.	tsti has conducted internal greenhouse gas inventories independently since 2021. GHG inventory data for fiscal years 2022 and 2023 were self-inventoried without third-party verification. To further enhance data credibility and drive long-term sustainability goals, tsti evaluated the implementation of ISO 14064-1:2018 starting in 2023, encompassing the organizational boundary of tsti and its Taiwan-based operating subsidiaries across all office sites. Please refer to the "Greenhouse Gas Verification Statement" in the "Appendix" section of this report. (P.107)
Greenhouse Gas (GHG) Reduction Targets, Strategies, and Concrete Action Plans Describe the GHG reduction base year and baseline data, reduction targets, strategies, concrete action plans, and target achievement status.	External advisory services were engaged in February 2024, and third-party verification was successfully obtained prior to Q3 2024. The 2024 GHG inventory report completed third-party verification in June 2025, and third-party verification for FY2025 was completed on May 20, 2026. Please refer to the "Greenhouse Gas Verification Statement" in the "Appendix" section of this report. (P. 107) In 2024, tsti launched its "Digital and Green Twin Transformation" strategy and introduced ISO 14064-1 greenhouse gas management consultancy support. The Company comprehensively re-examined its organizational boundary and GHG emission sources, re-quantifying emission data across Categories 1 through 6 under professional advisory guidance. Fiscal year 2023 was formally established as the corporate GHG emissions baseline year. Independent third-party verification under ISO 14064-1:2018 is conducted annually to ensure the accuracy, transparency, and comparability of quantified emissions data. Moving forward, tsti will conduct annual GHG inventories, track reduction performance, and publicly disclose findings while maintaining ISO 14064-1:2018 verification statements. To fulfill corporate sustainability governance and mitigate operational climate risks, tsti and its operating subsidiaries (including Chyun Huei, TISNet, and TSTI Shanghai) will continuously implement energy conservation and carbon reduction measures, setting an annual 1% GHG emission reduction target as a core milestone for sustainable operations. For detailed information regarding reduction targets, strategies, concrete action plans, and progress, please refer to the "Climate Change Governance" and "Driving Sustainable Governance" subsections under the "Environmental Sustainability" section of this report. (P. 86–96)

2025 Sustainability Performance Summary Table

Dimension	ESG Performance Indicator	Unit of Measure	2023	2024	2025
Governance (G)	Consolidated Operating Revenue	(NT$ Thousand)	4,179,561	3,930,226	5,010,638
	Economic Value Retained	(NT$ Thousand)	3,370,487	3,088,571	4,114,569
	Cybersecurity Investments and Expenditures	(NT$ Thousand)	2,290	3,067	4,152
	Local Procurement Expenditures in Taiwan	(NT$ Thousand)	2,823,950	2,446,130	3,914,066
	Total Procurement Expenditures in Taiwan	(NT$ Thousand)	2,987,400	2,727,961	4,161,030
	Proportion of Spending on Local Suppliers in Taiwan (%)	(%)	94.53%	89.67%	94.06%
Environmental (E)	Direct GHG Emissions (Scope 1) – Company Vehicles (Gasoline) & Septic Tanks	(Metric Tons CO_2e)	147.3272	110.0963	82.0372
	Energy Indirect GHG Emissions (Scope 2) – Purchased Electricity	(Metric Tons CO_2e)	1,104.8641	1,081.4353	945.5097
	Other Indirect GHG Emissions (Scope 3) – Employee Commuting & Other Indirect Emissions	(Metric Tons CO_2e)	552.4906	322.2572	349.8412
	Total GHG Emissions	(Metric Tons CO_2e)	1,804.6819	1513.7888	1,377.3881
	GHG Emissions Intensity	(Metric Tons CO_2e/NT$ Million Revenue)	0.4318	0.3852	0.2749
Social (S)	Permanent Employees (Indefinite-Term Contracts)	(Persons)	500	460	466
	Temporary Employees (Fixed-Term Contracts)	(Persons)	108	104	99
	Full-Time Employees	(Persons)	601	559	562
	Part-Time Employees	(Persons)	7	5	3
	Workers Who Are Not Employees*	(Persons)	57	34	3
	Total Occupational Health and Safety (OH&S) and Well-being Investments / Expenditures	(NT$ Thousand)	4,852	5,560	5,513

Notes:
1. From 2023 to 2025, Scope 1 GHG emissions encompass fugitive and mobile sources; Scope 2 emissions comprise purchased electricity; Scope 3 emissions include employee commuting and other indirect emissions. The electricity carbon emission factor was 0.494 kg CO_2e/kWh for 2023, and 0.474 kg CO_2e/kWh for both 2024 and 2025. For detailed data and boundaries, please refer to the subsection "Environmental Sustainability > Green Disclosure" in this report.
2. Adjustment to Total Annual Health Expenditures: Includes the newly allocated budget for Occupational Health and Safety (OH&S) security initiatives. Additionally, while previous disclosures only accounted for sports and athletic clubs, all employee clubs and interest groups are now fully integrated as part of holistic physical and mental health promotion initiatives, with their total budgetary investments included in the expenditure metrics.

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Participation in Industry Associations

Through proactive membership and substantive engagement in professional industry associations, tsti collaborates closely with ecosystem partners to foster sustainable development and digital resilience across the information and communications technology (ICT) value chain.

▼ Trade Associations and Sustainability Initiative Organizations Participated by tsti in 2025

Taipei Computer Association (TCA)
Chinese Information Software Association (CISA)
Intelligent Transportation Society of Taiwan (ITS Taiwan)
Taiwan Contact Center Development Association (TCCDA)
Greater China Contact Center Alliance (GCCA)
Information Management Association (IMA)
Cloud Computing & IoT Association in Taiwan (CIAT)
Taiwan Electrical and Electronic Manufacturers' Association (TEEMA)
Taiwan Telecommunication Industry Association (TTA)
Taiwan Information Security Association (TWISA)
Digital Technology and Policy Promotion Association (DTR)
Zhongshan District Health Promotion Association

Commitment to the UN Global Compact (UNGC)

tsti actively aligns with the United Nations Global Compact (UNGC) by deeply integrating its Ten Principles into core business operations, disclosing specific practices and management approaches across the "2025 tsti Sustainability Report":

- Human Rights (Principles 1–2): Disclosed in the "Healthy & Happy Workplace" chapter; comprehensive human rights policies and internal HR management systems safeguard the legitimate rights of all employees—including resident engineers stationed at client sites—achieving zero incidents of human rights violations or discrimination.
- Labor Standards (Principles 3–6): Disclosed in the "Healthy & Happy Workplace" chapter; maintained ISO 45001 certification, realized an 8.92% average salary increase for non-managerial staff, and delivered over 17,000 cumulative hours of DEI and professional technical training.
- Environment (Principles 7–9): Disclosed in the "Environmental Sustainability" chapter; obtained third-party ISO 14064-1 verification, curbed electricity consumption by 10.81% relative to the base year, surpassed green procurement targets by 165.41%, and empowered clients' "Digital and Green Twin Transformation" through AIoT low-carbon smart solutions.
- Anti-Corruption (Principle 10): Disclosed in the "Ethical Governance and Risk Management" chapter; established the board-level Sustainability and Risk Management Committee and upheld a track record of zero corruption or bribery incidents in 2025.

Leveraging its core ICT system integration capabilities to implement global sustainability standards, tsti transforms external regulatory compliance into risk mitigation resilience and emerging green market opportunities. The Company has once again been awarded the TCSA Taiwan Corporate Sustainability Awards – Sustainability Report Platinum Award, solidifying its position as the industry's foremost digitally resilient sustainability navigator.

Category	UN Global Compact Ten Principles	Responding Section in Report
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	Healthy & Happy Workplace > Creating a Friendly Workplace Environment
	Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	Healthy & Happy Workplace > Creating a Friendly Workplace Environment
Labor Standards	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Healthy & Happy Workplace > Creating a Friendly Workplace Environment
	Principle 4: The elimination of all forms of forced and compulsory labor.	Healthy & Happy Workplace > Creating a Friendly Workplace Environment
	Principle 5: The effective abolition of child labor.	Healthy & Happy Workplace > Creating a Friendly Workplace Environment
	Principle 6: The elimination of discrimination in respect of employment and occupation.	Healthy & Happy Workplace > Creating a Friendly Workplace Environment
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges.	Environmental Sustainability
	Principle 8: Undertake initiatives to promote greater environmental responsibility.	Environmental Sustainability
	Principle 9: Encourage the development and diffusion of environmentally friendly technologies.	Social Co-Prosperity > Core Innovative Technology and Sustainability Collaboration
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Ethical Governance and Risk Management

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tsti Operational Sites

▼ Tatung System Technologies Inc. (tsti)

Office Name	Address	Phone
tsti Taipei Headquarters	No.22, Sec. 3, Zhongshan N. Rd., Zhongshan Dist., Taipei City 104, Taiwan (R.O.C.)	+886-2-55625788
tsti Hsinchu Office	15F.-6, No.27, Guanxin Rd., East Dist., Hsinchu City 300, Taiwan (R.O.C.)	+886-3-5633515
tsti Taichung Office	6F.-1&-2, No. 236, Sec. 2, Wuquan W. Rd., Nantun Dist., Taichung City 408, Taiwan (R.O.C.)	+886-4-24713300
tsti Tainan Office	5F - 1, No.12, Zhonghua Road, Yongkang District, Tainan City 710, Taiwan (R.O.C.)	+886-6-3132066
tsti Chiayi Office	1F, No. 109, Hankou Road, Chiayi City	0800-066038
tsti Kaohsiung Office	12F., No.458, Jianguo 1st Rd., Sanmin Dist., Kaohsiung City 807, Taiwan(R.O.C.)	+886-7-2251000

▼ Chyun Huei Commercial Technologies Inc. (CHCI)

Office Name	Address	Phone
CHCI Taipei Headquarters	No.22, Sec. 3, Zhongshan N. Rd., Zhongshan Dist., Taipei City 104, Taiwan (R.O.C.)	0800-030038
CHCI Taichung Office	6F.-1&-2, No. 236, Sec. 2, Wuquan W. Rd., Nantun Dist., Taichung City 408, Taiwan (R.O.C.)	

▼ TISNeT Technology Inc. (TISNeT)

Office Name	Address	Phone
Tisnet Taipei Headquarters	No.22, Sec. 3, Zhongshan N. Rd., Zhongshan Dist., Taipei City 104, Taiwan (R.O.C.)	+886-2-55625400
Tisnet Taichung Office	6F.-1&-2, No. 236, Sec. 2, Wuquan W. Rd., Nantun Dist., Taichung City 408, Taiwan (R.O.C.)	+886-4-24713300
Tisnet Kaohsiung Office	12F., No.458, Jianguo 1st Rd., Sanmin Dist., Kaohsiung City 807, Taiwan(R.O.C.)	+886-7-2251000

▼ TSTI Shanghai Co., Ltd. (TSTICN)

Office Name	Address	Phone
TSTI Shanghai Co., Ltd. (TSTICN)	Room 602, Zhonghuan Science and Technology Park, No. 485 Xingmei Road, Meilong Town, Minhang District, Shanghai, China *Relocating here in May 2026	+86-21-54392268

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TSTI Official Website
https://www.etatung.com/

TSTI ESG & Corporate
Sustainability Section
https://dub.sh/tstiESG

TSTI ESG Sustainability Report
(Download Area)
https://dub.sh/tstiESGbook

TSTI Sustainability Report AI Assistant
(AI Q&A, Sustainability Knowledge Dashboard,
Sustainability Metrics Lookup)
https://tsti-esg.ai.studio/

TSTI Sustainability Knowledge Graph
https://dub.sh/tstiESGgraph