

TWINHEAD DURABOOK

Prepared for the Unexpected



2024

Sustainability Report

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Message from the Management

In 2024, despite a gradual global economic recovery, the computer industry faced intense competition and widespread margin compression. Fortunately, Twinhead's early strategic transformation and new product introductions drove an increase in average gross margins, maintaining them above 30%. Under the board's oversight, our employees diligently executed transformation strategies and applied flexible tactics, steadfastly pursuing our strategic goals and carving a unique path amid fierce competition. Total revenue for 2024 grew compared to the previous year. Consolidated net profit after tax reached TWD 162,772 thousand, with the parent company's net profit after tax at TWD 164,724 thousand, reflecting significant growth from 2023.

Amid the escalating impacts of global climate change, stakeholders' focus on corporate sustainability has intensified. While advancing our core business, we prioritize sustainable development practices. Since 2023, we have published annual sustainability reports to evaluate our strategies through the three core pillars of environmental, social, and governance (ESG) dimensions, transparently sharing our sustainability efforts with stakeholders who care about Twinhead's sustainable development.

Guided by principles of transparency, fairness, and accountability, Twinhead has established robust internal risk control and operational risk management systems, regularly disclosing financial and non-financial information. We emphasize corporate ethics and regulatory compliance, formulating sustainable development policies and codes of conduct to engage all employees, partners, and supply chain stakeholders. Through the Sustainability Development Committee's oversight, we monitor the strategy and implementation outcomes across environmental, social, and governance dimensions.

In terms of social inclusion, Twinhead prioritizes employee welfare and development, offering diverse training programs, health promotion initiatives, and establishing communication platforms and grievance mechanisms to ensure employees can voice their opinions and

requirements. Guided by the principle of “taking from society, giving back to society,” we actively participate in social welfare activities and foster community well-being.

For environmental sustainability, we integrate green product design and manufacturing, complying with hazardous substance regulations while addressing low-carbon transition requirements. We conduct GHG inventories in accordance with ISO 14064-1:2018 and the GHG Protocol, monitoring emissions and adopting energy-efficient, waste-reducing, and low-consumption production equipment to achieve environmental and carbon reduction goals.

Twinhead remains committed to prudent management and sustainability, continuously enhancing operational efficiency and seizing market opportunities. Guided by the overarching objectives of “sales, quality, and efficiency first,” our strategy avoids low-margin, high-volume competition. Instead, we focus on developing and strengthening high-margin niche products, such as military/industrial-grade and rugged portable computers. By differentiating in the market and actively pursuing new customers and application markets, we provide comprehensive solutions—from product design to production, sales, and after-sales services. We aim to enhance added value and margins to drive greater profitability, tactically increasing customer reliance on our products to foster stable, long-term partnerships. Our long-term vision is to offer diversified, specialized application products and solution services to industrial clients, coupled with innovative marketing strategies, to establish Twinhead as a leading industrial PC supplier. By steadfastly advancing ESG principles, fulfilling social and ethical responsibilities, strengthening corporate governance, and prioritizing employee welfare, we continue to refine our efforts in environmental protection, social responsibility, and governance to build a foundation for sustainable operations.



Chairman

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Editorial Policy

This report covers the period from January 1, 2024, to December 31, 2024, and serves as the annual sustainability report issued by Twinhead International Corp. (hereinafter referred to as "Twinhead" or "the Company"). It encompasses disclosures on sustainability metrics related to corporate governance, economic, social, and environmental dimensions. To comprehensively present Twinhead's sustainability performance and stakeholder engagement outcomes, this report is prepared in accordance with the GRI Standards, SASB Sustainability Accounting Standards, TCFD Climate-Related Financial Disclosures, and the Regulations Governing the Preparation and Filing of Sustainability Reports by Listed Companies as required by competent authorities. It also aligns with the United Nations Sustainable Development Goals (SDGs), reflecting our responsible approach to reporting on economic, environmental, and social strategies and activities, demonstrating Twinhead's commitment to social responsibility and sustainable development.

Report Review Statement

The data and information in this report were collected by the Sustainability Development Committee, reporting directly to the Chairman, focusing on domestic and international economic, environmental, and social sustainability issues. Through diverse channels, we identified topics of concern to stakeholders, analyzed these through an engagement process, and determined material issues relevant to the Company. Management policies and performance data were gathered based on these material issues, reviewed and verified by the Sustainability Development Committee, and approved by the Board of Directors before public disclosure to ensure stakeholder awareness. Financial data in this report is sourced from the annual financial statements, audited and certified by KPMG Taiwan. To enhance disclosure quality, GREAT Certification Co., Ltd. was commissioned to conduct a Type 1 moderate assurance verification in accordance with AA 1000: AS v3, confirming compliance with the GRI Standards 2021 requirements and issuing a

verification statement.

Principles and Guidelines for Report Compilation

Twinhead considers industry requirements and key international economic, environmental, and social issues. Through stakeholder questionnaires, we assessed the impact of these issues and, in alignment with the Company's operational strategy, convened Sustainability Development Committee meetings to identify material issues. Following approval by the Committee Chair, the implementation outcomes are disclosed in this report.

Economic and financial performance metrics reflect consolidated financial results, with all financial data presented in New Taiwan Dollars (TWD). Environmental and social performance indicators cover Twinhead's Taiwan headquarters, Kaohsiung plant, Kunshan Runteng, and U.S. subsidiary (hereinafter referred to as "Twinhead USA"). Other subsidiaries are excluded from this report's scope, with any exceptions noted in specific chapters.

Report Management Process

Stage	Topic	Responsible Unit
Issue Collection	1. Identify stakeholders 2. Collect issues of concern	Sustainability Development Committee
Material Issue Determination	1. Assess external economic, environmental, and social impacts 2. Evaluate internal operational impacts 3. Sustainability Development Committee meeting resolutions	Sustainability Development Committee
Information	Collect management	Sustainability

Compilation	policies and performance data	Development Committee
Draft Preparation	Compile report information	Sustainability Development Committee / Relevant Operational Departments
Review and Finalization	Internal review of the report	Sustainability Development Committee
Publication and Issuance	Submission to the Board of Directors / Report issuance	Sustainability Development Committee

Publication Date and Cycle

Twinhead issues its sustainability report annually, with the publication schedule as follows:

Previous publication: August 2024

Current publication: August 2025

Next scheduled publication: August 2026

Restatement Circumstances

No restatements were required for this report due to significant organizational changes or alterations in the reporting period scope. Any adjustments to specific information are explained in the relevant sections where variations occur.

To support environmental sustainability and paperless initiatives, fulfilling our corporate citizenship responsibilities, this report is published in electronic format (Traditional Chinese) on the Company' s website for stakeholder access.

The report can be downloaded in PDF format from:

<https://www.twinhead.com.tw/download-reports/>

Contact Information

For any questions or suggestions regarding this report, please contact us:

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Contact: Sustainability Development Committee

Phone: +886-2-55899999 ext. 1011

Email: ESG@twinhead.com.tw

Company Website: <https://www.twinhead.com.tw/>

Stakeholder Communication and Material Issue Identification

◆ Identification of Key Stakeholders



While pursuing sustainable operations, Twinhead places significant emphasis on stakeholder voices. Individuals or groups that may significantly impact the Company's operations are considered stakeholders. The Sustainability Development Committee applies the five principles of the AA1000 Stakeholder Engagement Standard (SES)—dependency, responsibility, influence, diverse perspectives, and issue tension—to identify six key stakeholders, including employees, customers, suppliers, competent authorities, shareholders/investors, and communities.

◆ Stakeholder Communication Channels and Key Issues

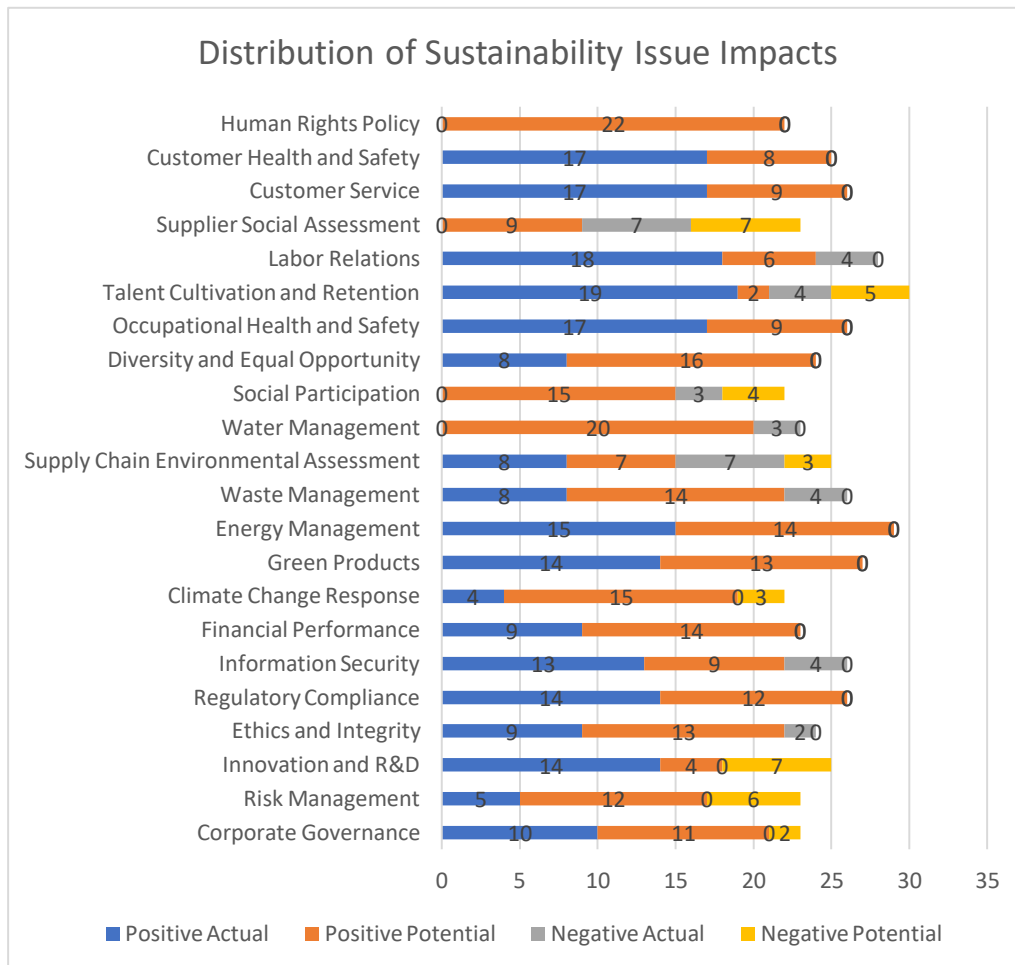
Stakeholders, due to their differing roles, have varied concerns regarding Twinhead's operations. The Company provides sustainability-related information on its official website and maintains open, direct communication channels to understand and promptly address stakeholders' requirements and expectations. Twinhead strives for mutually beneficial outcomes to achieve sustainable operations and continuously reviews and improves its sustainability performance.

Through daily operational interactions, departments engage with key stakeholders to identify their concerns, which are then consolidated by the Sustainability Development Committee. Referencing the GRI Standards 2021 topic-specific disclosures and SASB industry sustainability metrics, the Committee assesses the actual and potential positive and negative impacts of issues across economic, environmental, and social dimensions. This process identified 22 sustainability issues, covering economic, environmental, and

social aspects, ensuring that disclosures under the E (Environmental), S (Social), and G (Governance) dimensions meet stakeholder expectations.

Sustainability Issues	Positive Impact	Negative Impact	Actual/Potential
Customer Service	V		Actual
Talent Cultivation and Retention	V		Actual
Green Products	V		Actual
Innovation and R&D	V		Actual
Occupational Health and Safety	V		Actual
Operational Risk Management	V		Potential
Corporate Governance	V		Potential
Information Security	V		Actual
Labor Relations	V		Actual
Regulatory Compliance	V		Actual
Ethics and Integrity	V		Potential
Waste Management	V		Potential
Diversity and Equal Opportunity	V		Potential
Financial Performance	V		Potential
Human Rights Policy	V		Potential
Customer Health and Safety	V		Actual
Supply Chain Environmental Assessment	V		Actual
Supplier Social Assessment	V		Potential
Energy Management	V		Actual
Social Participation	V		Potential
Water Management	V		Potential

Climate Response	Change	V		Potential
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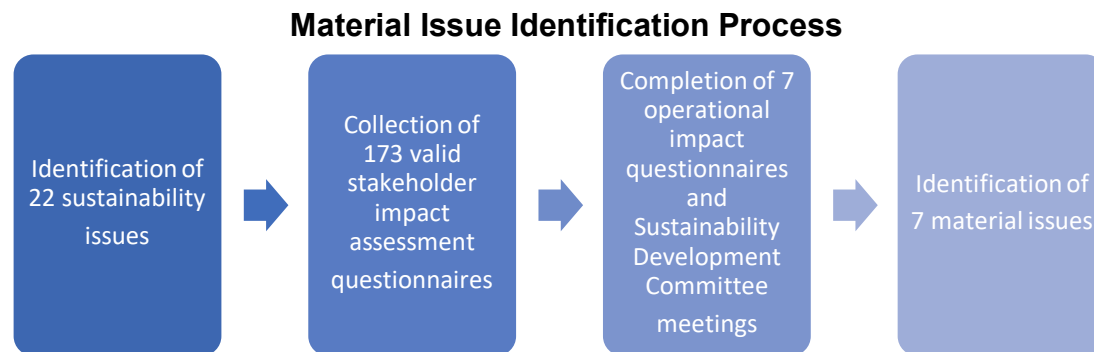
Stakeholder Communication Channels and Key Issues					
Stakeholder Category	Significance to the Company	Key Issues	Communication Channels	Frequency	Record of Communication
Competent Authorities	Competent authorities oversee and audit the Company's compliance with regulations.	Information Security, Occupational Health and Safety, Energy Management, Waste Management, Ethics and Integrity, Climate Change Response, Regulatory Compliance, Water Management, Diversity and Equal Opportunity, Corporate Governance	Public Information Observatory	Irregular	Public Information Observatory
			Corporate Governance Evaluation	Annual	Corporate Governance Evaluation
			Competent Authority Inspections	Annual	Operational Surveys
			Policy Advocacy Meetings	Irregular	Official document system
			Official Correspondence	Irregular	Official document system
Shareholders/Investors	Investors are key supporters of the Company, which ensures their rights, fair treatment, and access to information, participation, and decision-	Ethics and Integrity, Financial Performance, Corporate Governance, Operational Risk	Public Information Observatory	Irregular	Irregular Announcements/Material Information/Shareholder Meeting Notices

Stakeholder Communication Channels and Key Issues					
	making on material issues.	Management, Climate Change Response	Monthly Revenue and Quarterly Financial Reports	Annual	Monthly Revenue/Quarterly Reports
			Shareholders meeting	Annual	Shareholder Meeting Minutes
			Website/Phone/Email	Irregular	Investor Section and Email
			Earnings Call	Annual	Earnings Call Minutes
Suppliers	Long-term, positive interactions with suppliers ensure stable supply of raw materials, components, and services, while collaborative measures prevent environmental pollution and labor rights violations.	Supply Chain Environmental Assessment, Supply Chain Social Assessment, Energy Management, Financial Performance, Information Security, Ethics and Integrity, Occupational Health and Safety	Supplier Meetings	Irregular	Meeting Minutes/Email/Phone
			Supplier Audits	Annual	Audit Reports
			Supplier Questionnaires	Irregular	Hazardous Substance Guarantees/Surveyes
Customers	Customers are the primary source of revenue, and the Company prioritizes product quality, safety,	Supply Chain Environmental Assessment, Supply Chain Social As-	Customer Meetings	Irregular	Email/Phone
			Customer Satisfaction Surveys	Annual	Customer Satisfaction Survey Questionnaires

Stakeholder Communication Channels and Key Issues					
	and after-sales service to maintain high customer satisfaction and trust.	assessment, Customer Health and Safety, Regulatory Compliance, Information Security, Green Products, Innovation and R&D, Ethics and Integrity, Financial Performance, Occupational Health and Safety, Operational Risk Management, Waste Management, Energy Management, Human Rights Policy, Climate Change Response, Customer Service	Customer Audits	Irregular	Customer Feedback Mailbox
			Customer Questionnaires	Irregular	Customer Questionnaires
Employees	Employees are the foundation of the Company's operations, and we are committed to provid-	Ethics and Integrity, Financial Performance, Labor Relations, Talent Cultivation and Retention, Occupational Health and	Labor-Management Meetings	Quarterly	Meeting Minutes
			Employee Grievance Email	Irregular	Feedback Mailbox
			Employee Welfare Committee Meetings	Monthly	Meeting Minutes

Stakeholder Communication Channels and Key Issues					
	ing a healthy, inclusive workplace that supports their well-being and development.	Safety, Human Rights Policy, Diversity and Equal Opportunity	Management Meetings	Irregular	Meeting Minutes
			Department Meetings and Performance Reviews	Regular	Meeting Minutes
			Internal Announcements	Irregular	Performance Evaluations
Community	Aiming for mutual social prosperity, we enhance positive societal impact through community engagement.	Climate Change Response, Energy Management, Waste Management, Water Management, Social Participation	Community Meetings Charitable Donations and Activities	Irregular	Email/Phone/In-Person Meetings Company Website

Material Issue Identification



The Twinhead Sustainability Development Committee established 22 sustainability issues and distributed online questionnaires to key stakeholders, collecting 173 valid responses. These responses provided stakeholder assessments of the impact of each sustainability issue on corporate governance, environmental, and social dimensions. Additionally, the Committee completed 7 operational impact questionnaires, incorporating stakeholder perspectives and internal operational impact evaluations to determine the material issues for the year. Following confirmation by the General Manager, 7 material issues across environmental, social, and governance dimensions were prioritized for disclosure in this report. Twinhead will outline the management policies and related disclosures for each material issue in this report.

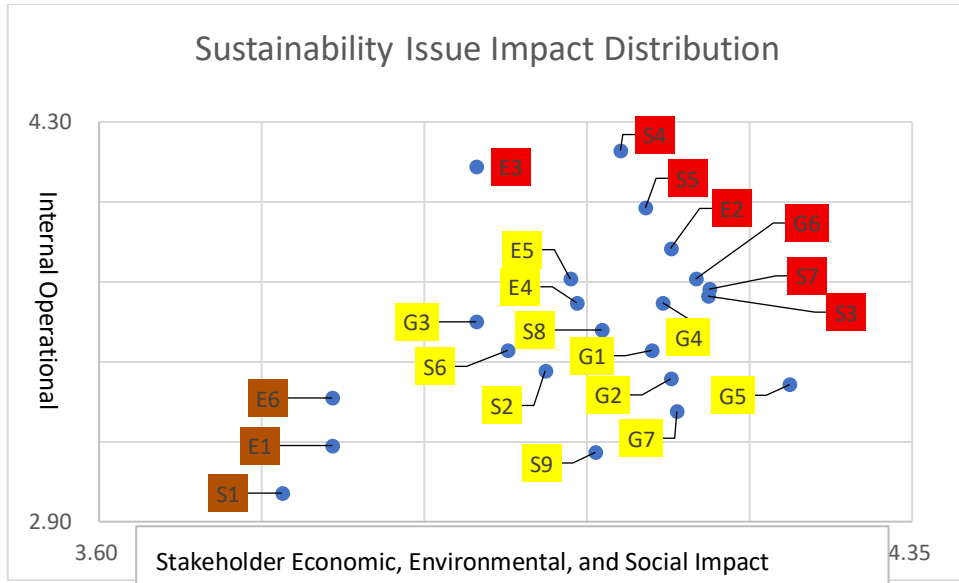
Dimensions	Material Issues
Environmental	Energy Management, Green Products
Social	Customer Service, Talent Cultivation and Retention, Labor Relations, Occupational Health and Safety
Governance	Information Security

Changes and Prioritization of Material Issues

As this is the first annual report, there are no changes to material issues

Material Issue Prioritization					
Code	Sustainability Issue	Ranking	Code	Sustainability Issue	Ranking
S4	Talent Cultivation and Retention	1	G1	Corporate Governance	12
S5	Labor Relations	2	G5	Regulatory Compliance	13
E3	Energy Management	3	G3	Innovation and R&D	14
E2	Green Products	4	G2	Operational Risk Management	15
G6	Information Security	5	S6	Supplier Social Assessment	16
S7	Customer Service	6	S2	Diversity and Equal Opportunity	17
S3	Occupational Health and Safety	7	G7	Financial Performance	18
G4	Ethics and Integrity	8	S9	Human Rights Policy	19
E5	Supply Chain Environmental Assessment	9	E6	Water Management	20
E4	Waste Management	10	E1	Climate Change Response	21
S8	Customer Health and Safety	11	S1	Social Participation	22

Note: Material issues are highlighted in yellow.



List of Material Issues									
Material Issue	Positive/Negative Impact	GRI Standards	Material Issue Value Chain Impact Boundary						Management Policy Disclosure Section
			Com-pany	Cust-omers	Co-m-p-e-t-Au-thor-ities	Sup-pliers	Com-mu-nity	Share-hold-ers/In-vest-ors	
Information Security	The Company continuously strengthens information security mechanisms and invests resources to effectively reduce security incidents, representing a positive potential impact.	Self-defined topic	●	●	●	●		●	1.6 Information Security
Talent Cultivation and Retention / Labor Relations	To achieve sustainable talent development, comprehensive training programs, diverse courses, and robust welfare systems are provided to reduce turnover, maintain harmonious labor relations, and align with operational goals, representing a positive actual impact.	GRI 401-1~401-3 GRI 404-1~404-3	●	●	●		●		3.2 Talent Cultivation
Energy Management	In response to the intensifying global climate impact of GHG emissions, the Company monitors and improves energy-saving and carbon-reduction measures, implementing initiatives across the production chain to mitigate impacts, representing a positive potential impact.	GRI 302-1 GRI 302-3 GRI 302-4	●	●	●			●	4.1 Energy Management
Occupational Health and Safety	Strengthening employee awareness of compliance, prioritizing environmental, occupational, and product safety regulations, and maintaining corporate reputation to reduce operational risks and liabilities for directors and managers, representing a positive actual impact.	GRI 403-1~403-10	●	●	●	●		●	1.5 Regulatory Compliance

Customer Service	Quality oversight throughout the product lifecycle, customized design, and integrated supply chain delivery of high-quality products to meet customer requirements, representing a positive actual impact.	Self-defined topic	●	●					2.2 Customer Service
Green Products	Proactive innovation through energy-efficient products and compliance with environmental regulations and customer requirements enhances competitiveness as well as avoids financial losses from non-compliance. In 2024, no products violated regulations or customer safety requirements, representing a positive actual impact.	Self-defined topic	●	●		●			2.3 Product Safety and Responsibility

1. Responsible Governance

1.1 About Twinhead

Founded in February 1984, Twinhead International Corp. began as a manufacturer of personal computer-related products and successfully established its own brand in 1991, venturing into the field of mobile computing. In recent years, recognizing the commoditization trend in the personal computer industry, Twinhead has leveraged over four decades of technical expertise and experience to pivot toward industrial and specialized application computers. Through continuous investment in in-house research and development (R&D) and collaboration with clients across diverse industries, the Company has cultivated comprehensive core technologies and capabilities.

Twinhead offers a broad and comprehensive product portfolio, including military/industrial-grade notebooks and tablets, semi-industrial notebooks and tablets, and customized motherboard/system solutions, meeting diverse industrial application requirements. Beyond its existing product lines, the Company adheres to an application-oriented design philosophy, supported by a professional R&D team and highly flexible production models, to provide specialized design, manufacturing, and customized services. Today, Twinhead serves leading clients across various global industries.

From product design to end-to-end production process management, Twinhead focuses on understanding industry requirements, conceptualizing and planning, as well as rapidly developing differentiated products to adapt to fast-evolving market dynamics. Certified under ISO 9001:2015 for quality management systems, Twinhead ensures superior quality across design, procurement, production, and after-sales services. This enables the Company to swiftly deliver high-quality products to the market while fulfilling its commitment to "customer first, quality first." Additionally, to address the lifecycle and maintenance requirements of industrial computers, Twinhead has established a unique supply chain management mechanism to ensure a stable supply of production materials and spare parts for maintenance, providing customers with seamless support. Furthermore, Twinhead implements ISO 14001:2015 environmental management systems and hazardous substance management, ensuring every stage of the manufacturing process complies with local environmental regulations. Looking ahead, Twinhead remains committed to its strategy of product diversification, high-quality service,

and flexible production. The Company will continue to advance its manufacturing technologies for industrial applications, strengthen core competencies, and expand into various vertical markets with niche products, aiming to become a leading supplier of industrial computer application equipment with the broadest market share.

Company Name	Twinhead International Corp.
Headquarters Location	9F, No. 550, Ruiguang Rd., Neihu District, Taipei City
Capital (TWD Thousand)	TWD 403 million
2024 Consolidated Revenue (TWD Thousand)	TWD 1.249,517 billion
Employee Headcount (unit: person)	Headquarters: 106, Kaohsiung Plant: 83 USA: 13, Kunshan: 7
Operational Locations	Taiwan (Taipei, Kaohsiung), USA (San Francisco), China (Kunshan)
Main Products	Military/Industrial-Grade Notebooks/Tablets, Military/Industrial-Grade Motherboards, Components and Peripherals, After-Sales Services for the Above Products
Product Quantity (Units)	52,033 Portable Computers (including finished boards)
Geographic Scope of Products/Services	Product sales primarily in Europe, the Americas, and China

Note: For details on Twinhead’ s shareholding structure, please refer to the Twinhead 2024 Annual Report (Section 3: Corporate Governance Report).

Brand Identity



Brand Origin	DURABOOK is the core brand of Twinhead International Corp. In 2000, the Company manufactured its first military-grade rugged notebook, subsequently launching the DURABOOK brand to fully meet the needs of customers requiring robust mobile solutions
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		across various markets.
DURABOOK Values	Core	Innovation In an era of rapid technological advancement, DURABOOK recognizes innovation as a continuous pursuit. We actively listen to new ideas, embrace transformation, and drive technological progress to prepare for an unpredictable future.
		Flexibility At the product and service levels, DURABOOK is agile and adaptable. Understanding the diverse requirements of our customers, we offer flexible solutions from production to delivery, meeting customized needs in the most efficient and cost-effective manner.
		Commitment DURABOOK upholds its promises to customers, listens attentively to their needs, and considers their perspectives. By anticipating customer requirements and meticulously executing every step of the process, we demonstrate our unwavering commitment to their trust.

Industry Value Chain

Twinhead's primary business involves the design, production, and sale of portable devices for specialized industries, such as military and industrial applications. Within the value chain, Twinhead operates as a midstream system assembler. Upstream, we collaborate with general computer component suppliers and specialized military/industrial-grade component manufacturers. Downstream, our products reach distributors and system integrators.

Sustainability Policy and Commitment

Twinhead is dedicated to advancing corporate sustainability, adhering to principles of ethical operations, robust corporate governance, social responsibility, and sustainable business practices.

We integrate sustainability into all operational decisions and actions to realize enduring corporate value.

Sustainability Policy

Environmental Dimension	<ol style="list-style-type: none">1. Committing to energy conservation and carbon reduction to minimize environmental impact, mitigate climate change, and maintain ecological balance.2. Investing in innovative R&D and green design to enhance energy and resource efficiency.3. Continuously improving processes, work environments, and equipment to reduce pollutant emissions.
Social Dimension	<ol style="list-style-type: none">1. Respecting human rights, prioritizing equal opportunity, diversity, and labor rights.2. Providing and fostering a healthy and safe work environment.3. Collaborating with the supply chain to ensure sustainable practices and safe, dignified working conditions.4. Engaging deeply in charitable activities to promote social care.
Governance Dimension	<ol style="list-style-type: none">1. Emphasizing economic, environmental, and social governance to pursue corporate sustainability.2. Strictly adhering to regulations and ethical operations, rejecting improper gains, corruption, and bribery.3. Building mutual trust with stakeholders through transparent communication and balanced disclosures.

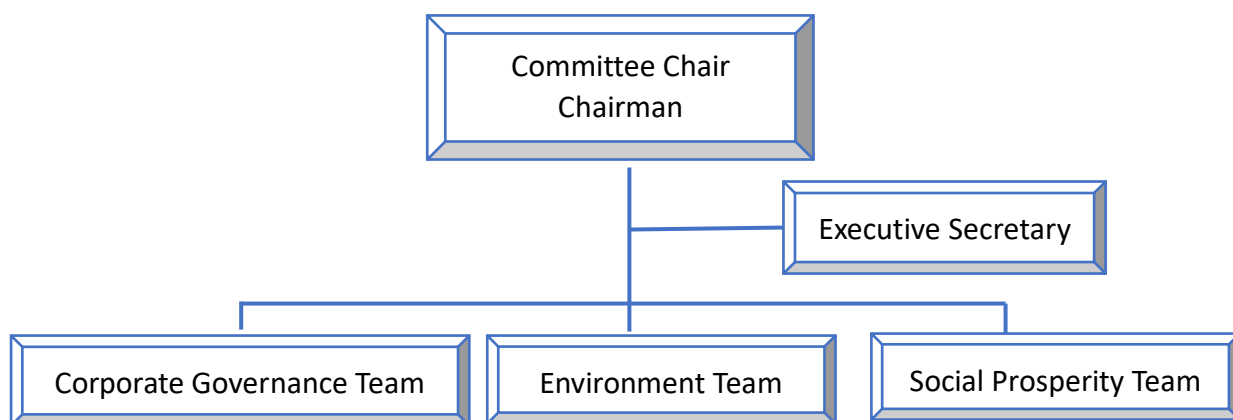
Sustainability Development Committee

To address the environmental, social, and governance (ESG) dimensions of sustainability, Twinhead established the Sustainability Development Committee in 2023. In 2024, the Board of Directors approved its elevation to a functional committee, comprising two independent directors, the Chairman, and the General Manager. The Committee's primary responsibilities include formulating sustainability strategies and goals, as

well as overseeing related management policies and implementation plans. Sub-teams under the Committee, led by relevant departments, collect stakeholder concerns on topics such as environmental protection, occupational safety, supply chain management, labor rights, operational performance, and corporate governance. Committed to respecting stakeholder rights, Twinhead has established a dedicated stakeholder section on its website to appropriately address key sustainability issues of concern.



Twinhead Sustainability Development Committee



Functions of the Sustainability Development Committee	Executive Secretary Responsibilities
<ul style="list-style-type: none"> ✓ Formulate corporate sustainability goals and strategies ✓ Promote and oversee sustainability initiatives ✓ Review sustainability 	<ul style="list-style-type: none"> • Assist in drafting sustainability policies • Lead policy implementation and sustainability report compilation

performance and outcomes ✓ Address other matters related to corporate sustainability ✓ Review the sustainability report	• Regularly report sustainability progress to the Committee Chair
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The Sustainability Development Committee convenes at least once annually to discuss the objectives and results of its working groups, with the flexibility to adjust meeting frequency in response to environmental or regulatory changes. In addition to regular committee members, the Committee Chair may invite working group members to attend based on agenda requirements. Resolutions and discussions are documented, and an annual report is presented to the Board of Directors. Through its operations, the Committee aims to strengthen Twinhead’ s sustainability efforts, enhance disclosures on sustainability-related information, and improve information security. By adopting the Plan-Do-Check-Act (PDCA) management approach, the Committee drives continuous improvement and growth in Twinhead’ s sustainability journey. In 2024, the Committee approved the 2024 sustainability performance and outcomes, the 2025 sustainability report planning timeline, and completed the compilation and verification process for the Company’ s sustainability report.



Working Groups and Related Sustainability Issues	
Corporate Governance Team	Risk Management, Internal Audit, Financial Performance, Information Security, Regulatory Compliance, Ethical Operations, Board Governance Practices, Procurement Policy
Sustainable Environment Team	Green Products, Energy Management, GHG Emissions, Climate Change Response, Water Management, Waste Management, Supply Chain Management
Social Prosperity Team	Talent Cultivation, Diversity and Equal Opportunity, Occupational Health and Safety, Customer Service, Labor Relations, Human Rights Policy, Social Welfare Activities, Product Safety and Responsibility



Sustainable Development Goals



The United Nations Sustainable Development Goals (SDGs), launched in 2015, outline 17 goals and 169 targets to guide member states and global



businesses toward sustainable development by 2030.

Twinhead integrates the SDGs into its business strategy, expanding its focus beyond financial performance to include environmental compliance, improved employee welfare to retain talent, elimination of workplace inequalities, reduction of wastewater and GHG emissions, and collaboration with suppliers to enhance environmental and workplace conditions. Moving forward, Twinhead is committed to making further contributions to the SDGs, fulfilling its corporate social responsibility.

SDGs	Target	Twinhead' s Response
	1.4 Ensure equal rights and access to economic resources for all, particularly the poor and vulnerable.	<ul style="list-style-type: none"> • Provide competitive salaries and comprehensive benefits exceeding regulatory requirements, enabling employees to work with dignity and improve their economic well-being. • Adjust employee salaries based on Company profitability to enhance employee loyalty.
	4.5 Eliminate educational disparities, ensuring access to education and vocational training for vulnerable groups, including persons with disabilities, indigenous peoples, and	<ul style="list-style-type: none"> • Provide job-specific training to ensure all employees have access to vocational development opportunities. • Offer courses on sustainability, workplace gender equality, and labor rights to encourage employee participation.

	<p>disadvantaged children.</p> <p>4.7 Promote education for sustainable development, sustainable lifestyles, human rights, gender equality, and peace.</p>	
 <p>5 性別平等</p>	<p>5.1 End all forms of discrimination against women.</p> <p>5.4 Recognize and value women's unpaid care work through social protection policies.</p>	<ul style="list-style-type: none"> • Ensure gender is not a factor in hiring, performance evaluations, or promotions. • Provide equal access to parental leave for all employees, regardless of gender.
 <p>8 體面工作和經濟增長</p>	<p>8.5 Achieve full and productive employment and decent work for all, including youth and persons with disabilities, with equal pay for equal work.</p> <p>8.7 Eradicate child labor and forced labor.</p>	<ul style="list-style-type: none"> • Ensure gender-neutral hiring, evaluation, and promotion processes. • Adjust salaries based on profitability to enhance employee loyalty. • Uphold labor rights, prohibiting child labor and workplace discrimination. • Adjust job responsibilities for pregnant employees to reduce workload and ensure their well-being.

	<p>8.8 Protect labor rights and promote safe working environments, especially for women and those in hazardous roles.</p>	<ul style="list-style-type: none"> • In 2024, no discrimination complaints or suspected incidents were reported. • Implement occupational health and safety mechanisms to enhance workplace safety.
 <p>10 減少不平等</p>	<p>10.2 Promote social, economic, and political inclusion, regardless of age, gender, disability, religion, or economic status.</p> <p>10.3 Ensure equal opportunity and reduce inequalities, including eliminating discriminatory practices.</p>	<ul style="list-style-type: none"> • Ensure hiring, evaluation, and promotion processes are free from bias based on physical or psychological differences. • Establish a whistleblower channel with a robust process to protect complainants.
 <p>12 責任消費及生產</p>	<p>12.5 Substantially reduce waste generation through prevention, reduction,</p>	<ul style="list-style-type: none"> • Implement green product designs and optimize manufacturing processes to minimize waste.

	recycling, and reuse.	
	<p>13.2 Integrate climate change measures into policies, strategies, and planning.</p>	<ul style="list-style-type: none"> • Adhere to <i>TCFD</i> climate-related financial disclosure requirements, implementing climate risk governance and disclosures in the sustainability report. • Conduct GHG inventories in accordance with ISO 14064-1 and the GHG Protocol.
	<p>16.6 Develop effective, accountable, and transparent institutions at all levels.</p> <p>16.7 Ensure responsive, inclusive, participatory, and representative decision-making at all levels. .</p>	<ul style="list-style-type: none"> • Strengthen corporate governance through internal controls to ensure compliance and establish whistleblower processes and channels. • Engage with stakeholders to understand their requirements and expectations, reporting regularly to the Board of Directors.

Management Systems

Twinhead prioritizes not only operational performance but also the rights and requirements of internal and external stakeholders. To this end, the Company has progressively adopted relevant management systems, integrating risk-based thinking and the Plan-Do-Check-Act (PDCA)

management philosophy to drive continuous improvement and achieve sustainable operations. The management systems currently in operation include ISO 9001:2015 (International Quality Management System) and ISO 14001:2015 (International Environmental Management System). Furthermore, to advance toward the goal of net-zero emissions, Twinhead has conducted GHG inventories since 2023 in accordance with ISO 14064-1 standards. Starting in 2024, the Company has further aligned with the GHG Protocol standards, completing verified inventories and obtaining third-party assurance statements to enhance GHG emissions monitoring and support emissions reduction target setting and implementation.

Industry Association Participation

Twinhead is committed to industry development and actively participates in external associations and organizations. Through these engagements, the Company stays informed about domestic and international trends and regulations, which serve as critical considerations for sustainable operations.

External Association Name	Participation Status
Taiwan Technology Industry Legal Officers Association	General Member
Chinese Association for Human Rights	General Member
The Third Wednesday Club	General Member
Intelligent Computer & AIoT Association	General Member
GS1 Taiwan	General Member
Taipei Computer Association	General Member
Taiwan Electrical and Electronic Manufacturers' Association	General Member
Kaohsiung General Chamber of Commerce and Industry	General Member

DAFA Industrial Park Association	General Member
Digital Content Protection LLC	General Member
Green Electronics Council	General Member
VCCI Council	General Member
CSA Group Testing & Certification Inc.	General Member
HDMI Licensing Administrator, Inc	General Member
SD Card Association	General Member
PCI-SIG	General Member
Underwriters Laboratories(UL)	General Member

1.2 Governance Practices

Robust corporate governance, encompassing effective board operations and risk management, not only mitigates operational risks but also enhances overall competitiveness and creates brand value. By fostering a culture of integrity and accountability, adhering strictly to regulations, and maintaining a sound governance framework, Twinhead ensures sustainable operations while safeguarding the rights of investors and other stakeholders.

The Shareholders' Meeting, composed of all shareholders, serves as the decision-making body for major corporate matters. The Board of Directors, as the highest governance authority, upholds its fiduciary duties, sets operational policies, reviews financial performance, and ensures compliance with applicable regulations. The Chairman is responsible for establishing the Company's strategic objectives, while the General Manager oversees daily operational planning, drives sustainable business strategies, and reports implementation outcomes to the Board alongside the management team.

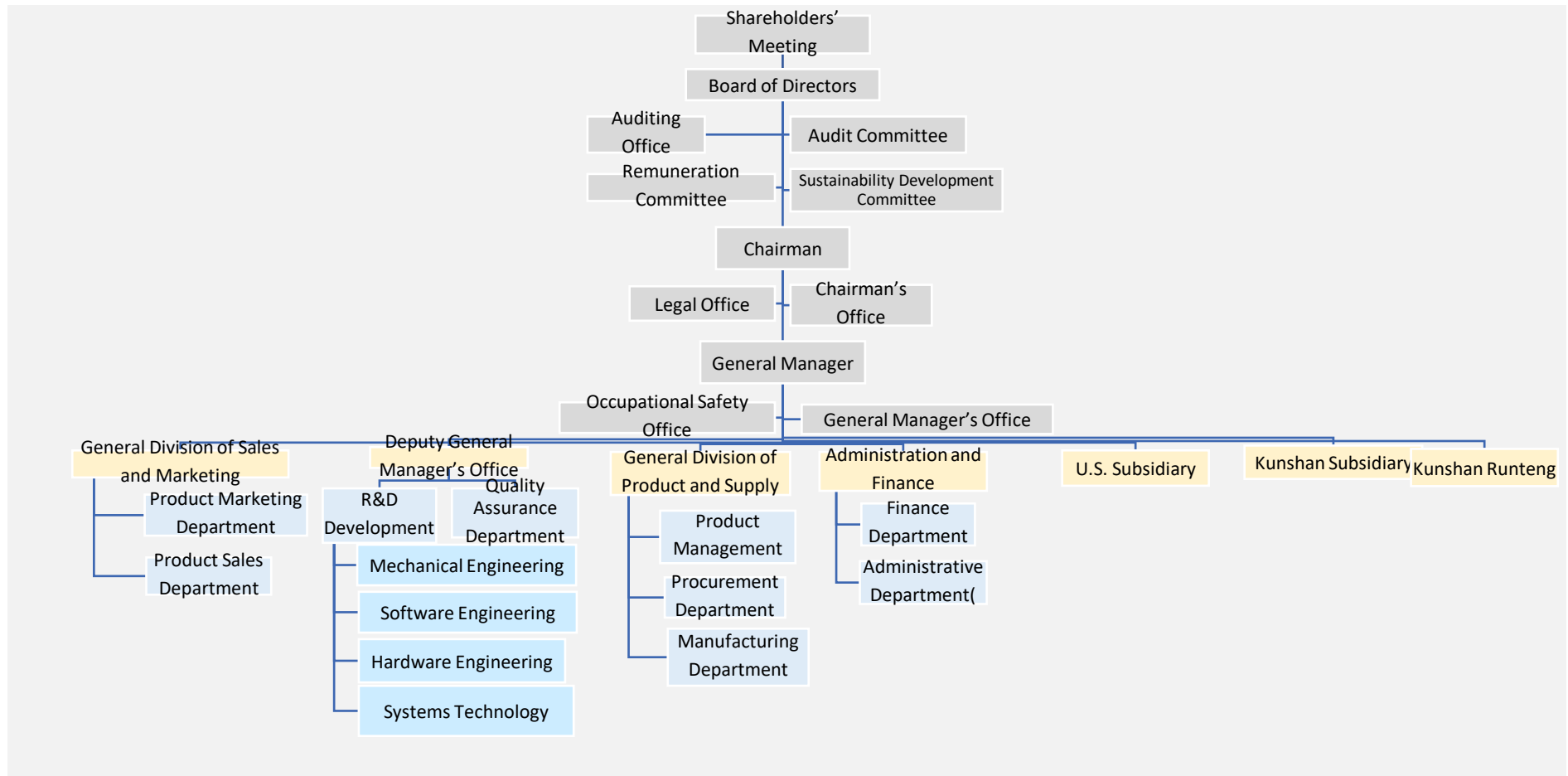
Financial statements are audited and certified by professional accountants, ensuring accurate and timely compliance with regulatory disclosure requirements. Looking ahead, Twinhead aims to strengthen board operations, enhance information transparency, and progressively integrate sustainability strategies into its governance framework.

Governance Structure

Twinhead is dedicated to establishing a robust corporate governance framework to ensure sustainable operations. The Company has established the Board of Directors, Compensation Committee, Audit Committee, and Sustainability Development Committee to ensure mutual oversight and checks and balances. These bodies operate in accordance with the Rules of

Procedure for Board of Directors Meetings, Compensation Committee Charter, Audit Committee Charter, and Sustainability Development Committee Charter, respectively.

Organization Chart



Note: The roles of Chairman and General Manager are held by different individuals.

Department	Business Overview
Audit Committee	Assists the Board in overseeing the quality and integrity of the Company' s accounting, auditing, financial reporting processes, and financial controls.
Remuneration Committee	Establishes a robust compensation system for directors, supervisors, and managers, appointed by the Board and convening meetings in accordance with regulations.
Sustainability Development Committee	(1) Formulates, promotes, and strengthens the Company' s sustainability policies, annual plans, and strategies. (2) Reviews, tracks, and revises sustainability performance and outcomes. (3) Oversees sustainability information disclosures and reviews the sustainability report. (4) Supervises sustainability-related operations and other tasks assigned by the Board.
Chairman's Office	Implements the Chairman' s directives to advance the Company' s operational policies.
Auditing Office	Reports to the Board, assists in establishing and implementing management systems, internal controls, audit systems, and operational procedures, and verifies their integrity and reliability.
Legal Office	Manages legal affairs, shareholder services, and reinvestment activities.
General Manager's Office	Oversees and executes the Company' s operational policies.
Deputy General Manager's Office	Coordinates operations related to the General Division of R&D Development and Quality Assurance Department.
Occupational Safety Office	Manages occupational health and safety-related operations.
Administration and Finance	Oversees operations related to the Administrative Management Department and Finance and Accounting Department.
Administrative Department	Manages human resources, general affairs, insurance, and information systems.
Finance Department	Oversees financial, accounting, and tax-related operations.
General Division of Product and Supply	Coordinates operations related to the Product Management, Procurement Department, Manufacturing Department, and Demand Management Center.
Product Management	Manages R&D projects, ISO-controlled document management, part coding, BOM creation, and engineering data (e.g., circuit diagrams, design drawings).
Procurement Department	Manages procurement of products, business supplies, and materials, oversees inventory management for raw materials and products, plans and reviews production scheduling and

	inventory policies.
Manufacturing Department	Oversees product manufacturing, new product adoption (EPR/PPR/MP processes), occupational safety and environmental compliance, material/product import/export, and bonded operations.
General Division of Sales and Marketing	Coordinates operations related to the Product Sales Department and Product Marketing Department.
Product Sales Department	Manages the development and maintenance of ODM/OEM military-grade computer business and branded industrial computer business, provides frontline technical support, technical assistance to customers and other departments, and manages customer complaints and after-sales services.
Product Marketing Department	Plans product roadmaps and future technology directions, conducts market intelligence collection and analysis, defines new product specifications, positioning, pricing strategies, and feasibility studies, manages marketing for DURABOOK' s military/industrial-grade products and brand, develops and executes product launch plans, oversees sales-related activities, exhibitions, events, marketing budgets, royalty matters, and product industrial design.
General Division of R&D Development	Coordinates operations related to the Software Engineering, Hardware Engineering, Systems Technology, and Mechanical Engineering.
Software Engineering	Manages software and firmware design and development for all products.
Hardware Engineering	Oversees product design, development, and PCB layout.
Systems Technology	Manages thermal management, heat dissipation analysis, design and testing of thermal modules, antenna planning, wireless device integration testing, EMI and safety compliance, and green product implementation and control.
Mechanical Engineering	Oversees structural design and mold development for all products.
Quality Assurance Department	Establishes and promotes quality policies, sets short-, medium-, and long-term quality goals and strategies, conducts testing and reliability analysis before mass production, and manages after-sales service operations.

1.2.1 Board of Directors

The Twinhead Board of Directors, as stipulated in the Company' s Articles of Incorporation, consists of 7 general directors and 4

independent directors, each serving a three-year term. Directors are elected by the Shareholders' Meeting from a list of candidates and are eligible for re-election. The election of directors follows the Rules for Election of Directors, adopting a candidate nomination system in accordance with Article 192-1 of the Company Act. The selection of independent directors complies with Articles 5, 6, 7, 8, and 9 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, as well as Article 24 of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.

The appointment of Twinhead's directors considers the overall composition of the Board, ensuring that more than half of the seats are held by individuals without spousal or second-degree familial relationships. The qualifications and selection of independent directors also adhere to relevant regulatory requirements.

In addition to promoting diversity in Board composition, the selection process evaluates basic qualifications, alignment with the Company's core values of integrity, and professional knowledge and skills, such as extensive experience in business, legal affairs, finance, accounting, or operations relevant to the Company's business. The Board is responsible for approving corporate policies, overseeing management, and being accountable to the Company and its shareholders. Its duties include reviewing key corporate regulations, determining business strategies, approving budgets, proposing profit distribution plans, deciding on capital increases or reductions, reviewing annual business reports, issuing or privately placing equity-related securities, and appointing or dismissing heads of finance, accounting, or internal audit.

Board Diversity Statistics		Number	Percentage
Gender	Male	9	81.8%
	Female	2	18.2%
Age	Under 60	2	18.2%
	60 and Above	9	81.8%

Note: For details on Board diversity and independence, refer to page 7 of the 2024 Annual Shareholders' Meeting Report.

Mechanisms to Avoid Conflicts of Interest

Twinhead convenes at least one Board meeting per quarter to review operational performance and discuss critical issues. In 2024, the Board held 5 meetings with an overall attendance rate of 83.6%. For agenda items where a director or the entity they represent has a conflict of interest, the director must disclose the nature of the conflict during the meeting. If there is a risk of harm to the Company's interests, the director is prohibited from participating in discussions or voting, must recuse themselves during such discussions and votes, and may not act as a proxy for other directors' voting rights. In 2024, no instances required recusal.

Note: For details on historical recusal instances, refer to the 2024 Annual Shareholders' Meeting Report, Section 3: Corporate Governance Report, Section 4: Corporate Governance Operations.

Twinhead has established a robust corporate governance system, including the formation of an Audit Committee. Independent directors, free from specific conflicts of interest with the Company's operations, provide objective and impartial opinions during Board decisions, strengthening corporate governance principles and enhancing the Board's oversight function. This contributes to effective operational governance and safeguards and enhances shareholder rights. To strengthen professional expertise and knowledge, and in accordance with the Guidelines for the Continuing Education of Directors and Supervisors of TWSE/TPEX Listed Companies, Twinhead arranges diverse training programs for directors, covering topics such as business management, risk control, regulatory compliance, and corporate governance. In 2024, all directors completed a total of 69 hours of training, meeting regulatory requirements, with 100% of the courses focused on ESG-related topics.

Title	Name	Date	Organizer	Course Name	Training Hours	Total Training Hours for the Year	Sustainability-Related
Corporate Director Representative	An Van Nguyen	2024/07/03	Taiwan Stock Exchange Corpor	2024 Cathay Sustainable Finance	6	6.0	V

			ation	and Climate Change Summit			
Corporate Director Representative	高育仁	2024/07/03	Taiwan Stock Exchan ge Corpor ation	2024 Cathay Sustain able Finance and Climate Change Summit	6	6.0	V
Independent Director	任子平	2024/07/03	Taiwan Stock Exchan ge Corpor ation	2024 Cathay Sustain able Finance and Climate Change Summit	6	6.0	V
Independent Director	蘇義雄	2024/07/03	Taiwan Stock Exchan ge Corpor ation	2024 Cathay Sustain able Finance and Climate Change Summit	6	6.0	V
Corporate Director Representative	高思復	2024/07/03	Taiwan Stock Exchan ge Corpor ation	2024 Cathay Sustain able Finance and Climate	6	6.0	V

				Change Summit			
Corporate Director Representative	張淑慧	2024/07/03	Taiwan Stock Exchange Corporation	2024 Cathay Sustainable Finance and Climate Change Summit	6	6.0	V
Corporate Director Representative	周成虎	2024/07/03	Taiwan Stock Exchange Corporation	2024 Cathay Sustainable Finance and Climate Change Summit	6	6.0	V
Corporate Director Representative	蔡美麗	2024/07/03	Taiwan Stock Exchange Corporation	2024 Cathay Sustainable Finance and Climate Change Summit	3	6.0	V
		2024/06/25	Taiwan Corporate Governance Association	Board Governance under ESG	3		

Independent Director	邱淑華	2024/07/03	Taiwan Stock Exchange Corporation	2024 Cathay Sustainable Finance and Climate Change Summit	6	6.0	V
Corporate Director Representative	黃敏恭	2024/07/03	Taiwan Stock Exchange Corporation	2024 Cathay Sustainable Finance and Climate Change Summit	6	9.0	V
		2024/06/25	Taiwan Corporate Governance Association	Board Governance under ESG	3		
Independent Director	李源泉	2024/07/03	Taiwan Stock Exchange Corporation	2024 Cathay Sustainable Finance and Climate Change Summit	6	6.0	V

The Company has established the Rules for Board Performance Evaluation and conducts annual self-assessments for directors. In the first quarter of 2025, the 2024 performance evaluation for the Board of Directors and functional committees (Audit Committee and Remuneration Committee) was completed, with the following results:

1. The 2024 performance evaluations for the Board and functional committees were rated "above standard," indicating effective operations and fulfillment of their intended functions.
2. The evaluation results were reported to the Board in the first quarter of 2025 and will serve as a reference for director compensation nominations and ongoing efforts to strengthen Board functions.

The Company plans to commission an external independent professional institution or team of experts to conduct an evaluation every three years. Currently, there is no linkage between managerial compensation and sustainability performance, but short-term plans include aligning managerial compensation with performance evaluations, depending on international industry performance assessment trends.

Stakeholder Engagement and Grievance Channels

To uphold the core value of ethical operations, Twinhead has established clear whistleblower channels and investigation procedures in accordance with its Code of Ethical Conduct. This ensures the effective implementation of the Ethical Operations Procedures and Guidelines, protecting the legitimate rights of whistleblowers.

Additionally, to actively and broadly understand stakeholders' requirements, Twinhead maintains ongoing engagement on topics of concern through dedicated contact points during routine business activities. The Company website includes not only corporate and product information but also a dedicated stakeholder section, providing diverse communication channels such as email and phone contacts for stakeholders. These channels facilitate smooth internal and external communication, ensuring timely responses to stakeholder needs.



1.2.2 Audit Committee

In accordance with Article 14-4 of the Securities and Exchange Act, Twinhead has established an Audit Committee comprising four independent directors, each serving a three-year term. All committee members possess professional knowledge and experience in finance or business. The Audit Committee Charter, established in compliance with the Regulations Governing the Exercise of Powers by Audit Committees of Public Companies, outlines the committee's authority, procedural rules, and the resources the Company must provide to ensure effective oversight of internal controls and financial statement preparation. The Audit Committee's purpose is to ensure the Company's operations comply with relevant laws and regulations, with responsibilities including:

- Ensuring the fair presentation of the Company's financial statements.
- Overseeing the appointment, dismissal, and independence of certified public accountants.
- Monitoring the effective implementation of the Company's internal controls.
- Ensuring compliance with relevant laws and regulations.

In 2024, the Audit Committee convened 5 meetings with a 100% attendance rate among members. Specific resolutions are detailed in

Section 4: Corporate Governance Operations of the 2024 Annual Shareholders' Meeting Report.

1.2.3 Remuneration Committee

To strengthen corporate governance and the compensation system for directors and managers, Twinhead established a Remuneration Committee in accordance with Article 14-6 of the *Securities and Exchange Act* and the *Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange*. The committee consists of three independent directors who objectively evaluate the Company's compensation policies and systems for directors and managers. The *Remuneration Committee Charter* has been established to ensure compliance.

Director remuneration is determined in accordance with Article 19 of the Company's Articles of Incorporation, capped at 2% of profits as director compensation, taking into account the Company's operational performance and individual contributions to performance, ensuring reasonable remuneration. Compensation for the General Manager, Deputy General Manager, and other managers is based on the Company's salary standards, their education and experience, and operational performance. In addition to considering overall operational performance, future industry risks, and development trends, the Company evaluates moral hazard incidents or other events impacting corporate image, reputation, internal management, or personnel misconduct. Compensation is calculated based on comprehensive factors, including goal achievement, profitability, operational efficiency, and contribution levels, to provide reasonable remuneration. The compensation system is reviewed periodically based on actual operational conditions and relevant regulations to balance sustainable operations and risk management.

In 2024, the Remuneration Committee held 3 meetings with a 100% attendance rate among members. Key discussion points are detailed in Section 4: Corporate Governance Operations of the 2024 Annual Shareholders' Meeting Report.

1.2.4 Auditing Office and Internal Audit

The Internal Auditing Office is an independent unit reporting to the Board of Directors, responsible for executing audit activities. The Company employs dedicated audit personnel, with the appointment or dismissal of the audit head approved by the Board. Internal auditors perform their duties objectively and impartially, and the audit head attends Board meetings as required by regulations to provide reports. Each year, in the fourth quarter, an annual audit plan for the following year is developed based on risk assessments. The approved audit plan is executed, and audit findings are documented in audit reports, including identified internal control deficiencies and corrective measures taken by responsible units. These reports are submitted to independent directors and the Chairman for review to ensure the continuous and effective implementation of internal controls. Annually, the Company submits required documents to competent authorities, including the annual audit plan, auditor roster and training hours, audit plan execution status, internal control statement, and details on internal control deficiencies and improvements. In 2024, no significant internal audit deficiencies were identified, and all related improvement actions were completed.

1.3 Risk Management and Climate Change Respons

Twinhead has established a risk management policy and procedures to conduct comprehensive risk assessments, analyze high-risk events that could impact operational objectives, and implement tracking and mitigation measures to strengthen its risk management framework.

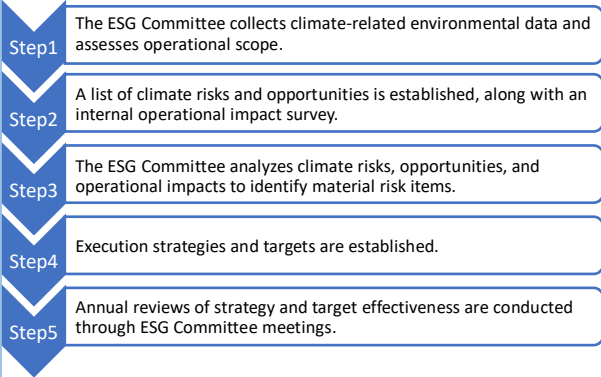
Risk Category	Risk Description	Risk Management Strategies (Mitigation Measures)
Sustainable Environment	Increased GHG emissions due to energy consumption	<ul style="list-style-type: none"> ● Implement ISO 14064-1 and GHG Protocol for GHG inventories to understand emissions from operations and identify opportunities for energy conservation and carbon reduction. ● Set emissions reduction targets, action strategies, and implementation plans.
	Increased water usage and waste disposal	<ul style="list-style-type: none"> ● Operate in accordance with ISO 14001 Environmental Management System. ● Implement resource recycling (e.g., waste paper, wastewater, scrap iron, waste oil) to reduce resource waste. ● Promote green procurement practices.
	Typhoons and floods	<ul style="list-style-type: none"> ● Follow alerts issued by the Central Weather Bureau for typhoons and heavy rain, promptly notifying all operational sites to conduct pre- and post-typhoon safety and environmental inspections, and communicate safety precautions to employees for commuting and business travel. ● Conduct regular disaster preparedness drills.
	Non-compliance with environmental regulations	<ul style="list-style-type: none"> ● Perform regular compliance audits to ensure adherence to local environmental regulations and environmental impact assessment requirements, avoiding significant fines for non-compliance.

Social Prosperity	Occupational safety	<ul style="list-style-type: none"> ● Conduct regular hazard identification and risk assessments to ensure operational procedures comply with regulations, revising non-compliant processes as required. ● In the event of workplace accidents involving employees or contractors, Twinhead follows the Emergency Response and Incident Investigation Management Measures to investigate and track incidents, determine damage and injury status, and grant occupational injury leave as applicable. Post-incident, corrective and preventive measures are implemented, monitored, and tracked by designated units to minimize losses and prevent recurrence. The Company also assists injured employees with occupational injury and medical claims and provides group insurance for accident compensation.
	Product safety responsibility or failure to meet customer service expectations	<ul style="list-style-type: none"> ● Implement hazardous substance management. ● Conduct regular product safety regulation assessments to ensure compliance with regulations and customer requirements. ● Perform regular customer satisfaction surveys. ● Establish a robust customer complaint handling process.
	Labor relations	<ul style="list-style-type: none"> ● Establish diverse communication channels. ● Implement comprehensive talent cultivation and performance evaluation systems. ● Organize health promotion activities to foster a healthy workplace.
Corporate Governance	Ethical integrity risks	<ul style="list-style-type: none"> ● Promote the Code of Integrity to new employees during onboarding, emphasizing the importance of ethical conduct. ● Establish an internal whistleblower system to ensure adherence to ethical standards.
	Insufficient transparency in	<ul style="list-style-type: none"> ● Irregularly update material information on the Market Observation Post

	information disclosure	<p>System and disclose financial statements regularly. °</p> <ul style="list-style-type: none"> ● Monitor requirements from competent authorities and stakeholders, responding promptly on the Company website or in the sustainability report.
	Information security	<ul style="list-style-type: none"> ● Policy Framework: Establish an information security management system to regulate employee conduct and incorporate auditing mechanisms. ● System Protection: Implement an information security incident reporting mechanism and enforce cybersecurity measures. ● Employee Training: Conduct information security training to enhance employees' cybersecurity awareness. ● External Controls: Restrict vendor access and permissions.

Climate Change Response

Twinhead has developed risk management policies and procedures to integrate environmental, social, and governance (ESG) risk management for sustainable operations. With global warming leading to extreme weather events, energy and climate change issues have become increasingly significant, and carbon tax regulations in various countries are progressively restricting industrial GHG emissions. To mitigate the impact of climate change on operations, Twinhead aligns with the Task Force on Climate-related Financial Disclosures (TCFD) framework, covering governance, strategy, risk management, and metrics and targets. The Sustainable Environment Team under the Sustainability Development Committee identifies climate risks and opportunities and formulates corresponding strategies.

Governance	Strategy	Risk Management	Metrics and Targets
Climate-Related Risk and Opportunity Governance	Business, Strategy, and Financial Planning: Actual and Potential Climate Impacts	Climate Risk Management Process	Metrics and Targets for Assessing and Managing Climate Issues
<p>◆ Climate risk and opportunity governance, along with annual sustainability risk management topics, are reported to the Board by the Sustainability Development Committee. The</p>	Refer to the 2024 Short-, Medium-, and Long-Term Climate Risk and Opportunity Table.	<p>The risk identification, assessment, and management process is as follows:</p> 	<p>◆ In 2024, Twinhead completed GHG inventories in accordance with ISO 14064 and the GHG Protocol, verified by a third party.</p>

2024 risk management status was reported to the Board.			
◆ The Sustainability Development Committee oversees climate risk and opportunity governance, conducting risk identification, assessment, and management.	<p>Refer to Climate Impacts.</p> <p>Twinhead references the 2°C scenario (2DS) during Sustainability Development Committee meetings and utilizes tools from the Taiwan Climate Change Projection and Information Platform (TCCIP) for assessing physical climate risks. The Company has adopted the 2DS/RCP8.5 scenario as its climate change physical risk scenario, under which it describes climate-related risks and opportunities, including physical risks and regulatory transition risks.</p>	The Company has obtained and maintains ISO 9001 and ISO 14001 certifications.	<p>2024 Group Emissions: Scope 1: 123.4807 metric tons CO₂e; Scope 2: 693.6143 metric tons CO₂e.</p> <p>Emissions Reduction Targets Compared to the 2023 baseline year, Twinhead's headquarters aims to:</p> <ul style="list-style-type: none"> ● Reduce Scope 1 + Scope 2 GHG emissions by 20% by 2030. ● Reduce Scope 1 + Scope 2 GHG emissions by 30% by 2040. ● Purchase renewable energy certificates

			<p>starting in 2030 to offset Scope 2 purchased electricity usage.</p> <ul style="list-style-type: none"> ● Achieve net-zero emissions by 2050.
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2024 Short-, Medium-, and Long-Term Climate Risk and Opportunity Table							
No.	Climate Change Risk Issue	Risk Level	Time Horizon	No.	Climate Change Risk Issue	Oppor tunity Level	Time Horizon
R1	Increased GHG emissions pricing	Medium	Short-term, Medium-term	O1	Reduce water usage and consumption	Medium	Medium-term, Long-term
R2	Enhanced emissions reporting obligations	Medium	Short-term, Medium-term, Long-term	O2	Use higher-efficiency production equipment	Medium	Medium-term, Long-term
R3	Requirements and regulations for existing products and services	Medium	Short-term	O3	Recycling and reuse	Medium	Medium-term, Long-term
R4	Substitution of existing products and services with low-carbon alternatives	Medium	Medium-term, Long-term	O4	Transition to higher-efficiency buildings	Medium	Medium-term, Long-term
R5	Costs of transitioning to low-carbon technologies	Medium	Short-term, Medium-term	O5	Adopt higher-efficiency transportation methods	Medium	Short-term, Medium-term, Long-term
R6	Changes in customer	Medium	Short-term,	O6	Use low-carbon energy	Medium	Medium-term,

	behavior		Medium-term		sources	m	Long-term
R7	Changes in precipitation (water) patterns and extreme climate variability	High	Medium-term, Long-term	O7	Develop low-carbon products and services	High	Medium-term, Long-term
R8	Increased severity of extreme weather events (e.g., typhoons, floods)	Medium	Medium-term	O8	Adopt new technologies	Medium	Medium-term, Long-term
R9	Rising raw material costs	Medium	Short-term, Medium-term	O9	Participate in carbon trading markets	Medium	Medium-term, Long-term
R10	Average temperature rise	High	Short-term, Medium-term, Long-term	O10	Shift to decentralized energy sources	Low	Medium-term, Long-term
R11	Sea level rise	Medium	Medium-term, Long-term				

Note 1: Short-term: 1–5 years; Medium-term: 6–10 years; Long-term: Over 10 years.

Financial Impacts and Responses

Physical Risks

Rising Average Temperatures Leading to Increased Electricity Costs

1. Replace all factory lighting with energy-efficient LED fixtures.
2. Install motion sensors to prevent unnecessary electricity waste.
3. Fully adopt Grade 1 energy-efficient cooling and air conditioning systems.

Electricity costs are projected to increase by 15% within the next 3 years (short-term), with a medium financial impact.

The rising frequency of typhoons and heavy rain may disrupt large-scale regional transportation, affecting the supply chain and customer interests, potentially causing financial losses.

The company's response measures include developing a multi-source supplier network to enhance supply chain resilience, and establishing emergency response mechanisms for typhoons and heavy rain to mitigate immediate risks. Based on the impact of typhoons and heavy rain over the past three years, the short-term financial cost is estimated at approximately TWD 1 million, with a low impact level. These measures ensure that the overall operational impact remains minimal.

Opportunities

Development of Low-Carbon Products and Services

- A. Continuously upgrade outdated factory production equipment to more energy-efficient models, reducing production costs and enhancing efficiency.
- B. R&D department focuses on product design improvements to further enhance energy efficiency.

Reduction Targets	Strategic Actions	Timeline
Compared to 2023 baseline: - 20% reduction in Scope 1 + Scope 2 GHG emissions by 2030 - 30% reduction in Scope 1 + Scope 2 GHG emissions by 2040	1. Implement green procurement, purchasing eco-labeled infrastructure equipment and replacing all cooling and air conditioning systems with Grade 1 energy-efficient models. 2. Launch energy-saving projects for facilities and equipment.	(1) 2024~2030 (2) 2024~2030 (3) 2030~2040


	3. Install self-use solar energy systems and purchase renewable energy certificates.	
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1.4 Ethical Operations

Twinhead engages regularly with stakeholders through established channels. In cases where potential significant negative impacts may arise between the Company and its stakeholders, the responsible department conducts a due diligence investigation into the stakeholder's financial status and reports the findings to the Chairman. The Chairman evaluates whether the results pose a material risk to the Company's overall operations and determines whether the matter warrants reporting to the Board of Directors. The Board then makes resolutions based on the due diligence report and assigns implementation to the relevant department. In 2024, no potential material negative events occurred between Twinhead and its stakeholders, and thus, no related reports were submitted to the Board.

Ethical Operations Initiatives

Policy	Outcome Description
Promoting an Integrity-First Organizational Culture	Twinhead's organizational culture is rooted in regulatory compliance and integrity, forming the core of its values. The Company conducts its operations with a commitment to honesty and adherence to laws, ensuring that the concept of ethical operations is fully integrated within the organization.
Establishing a Code of Ethical Conduct	Twinhead places great emphasis on employee integrity and has established a Code of Ethical Conduct, highlighting core values of integrity, innovation, discipline, positivity, and customer trust, with a mission to foster global connectivity through innovation and care. The implementation status of ethical operations was reported to the Board in the fourth quarter of 2024.
New Employee Training	During onboarding, the Administrative Management Department conducts training to foster employees' awareness of integrity. Management is required to lead by example, adhering to ethical principles and shaping the Company's overall culture of integrity through consistent behavior.
Whistleblower Channels and Reward/Penalty System	The Company has established complaint and whistleblower channels on its website, with internal and external reporting mechanisms and a reward/penalty system. Twinhead monitors developments in domestic and international ethical operation regulations, encouraging directors, managers, and employees to

	provide suggestions to improve ethical operation policies and measures, enhancing the Company' s commitment to ethical practices. In 2024, no whistleblower cases were reported.	
Annual Ethical Operations Status		

1.5 Regulatory Compliance

Regulatory compliance is fundamental to the Company's safety and sustainable development. It prevents misconduct, reduces risks of judicial investigations, fines, litigation, and negative publicity, while enhancing corporate reputation. This attracts high-quality independent directors, employees, and business partners, creating a win-win situation for the Company, shareholders, and stakeholders. In terms of corporate governance, the Audit Committee oversees the Company's financial status and internal control systems. Additionally, the Rules of Procedure for Board of Directors Meetings have been established to strengthen Board functions.

In personnel management, Twinhead has implemented robust whistleblower channels, with management leading by example to ensure all employees comply with relevant laws and Company policies. Internal control processes ensure adherence across all units. For employee training, the Company provides targeted regulatory training for different departments and job levels to ensure operations comply with all applicable regulations. Twinhead also adheres to labor laws to protect employees' legal labor rights.

Regarding environmental, safety, and health (ESH) management, Twinhead implements environmental management and occupational health and safety systems, complies with environmental regulations, and requires suppliers and contractors to do the same. The Company has established an Emergency Response Plan and an Emergency Response Team to handle urgent situations. Furthermore, Twinhead is committed to providing a safe and equitable work environment, protecting employee rights, and conducting regular safety and health training, including providing necessary health and first-aid facilities to minimize workplace hazards and prevent occupational incidents.

In 2024, Twinhead recorded no significant violations or fines related to ethical governance, anti-competitive behavior, commercial accounting, environmental protection, labor rights, occupational health and safety, product responsibility, socioeconomic compliance, customer privacy, or customer health and safety.

1.6 Information Security

Material Issue	Information Security
Policy	<ul style="list-style-type: none"> Ensure the confidentiality, integrity, availability, and compliance of data, systems, equipment, networks, and related information assets, protecting them from internal or external intentional or accidental threats while meeting relevant legal, regulatory, and contractual requirements.
Target	<ul style="list-style-type: none"> Zero major information security incidents annually.
Responsible Department/ Grievance Mechanism	<ul style="list-style-type: none"> Responsible Department: Information Department Email : ESG@twinhead.com.tw
Resources Allocated	<ul style="list-style-type: none"> Conduct information security education, training, awareness campaigns, and audits. Implement robust cybersecurity controls. Enforce data access controls. Perform regular backups and disaster recovery drills. Allocate TWD 1,303,400 for information security maintenance.
Evaluation Mechanism	<ul style="list-style-type: none"> No major information security incidents occurred in 2024. No penalties were imposed by competent authorities in 2024 due to breaches of confidential information affecting customer or employee personal data.

Note: A major information security incident is defined as an invasion of the Company' score information systems resulting in service disruption.

Protecting confidential information is a commitment Twinhead makes to its shareholders, customers, suppliers, and employees. As a member of the Company, employees are expected to adhere to principles of corporate governance, ethical operations, and fair treatment of shareholders, while strictly upholding policies of integrity and fulfilling their fiduciary duties with a high degree of discipline and caution. Confidential information related to Twinhead, its subsidiaries, customers, and suppliers must be safeguarded, and no actions that could harm their interests are permitted.

1. Cybersecurity Risk Management Framework:

The Information Department is responsible for managing information security risks and overseeing the performance of information security objectives.

The Company has appointed a dedicated information security officer and staff in accordance with regulations. They plan and execute all information security management tasks and report performance outcomes to the Board of Directors through meetings. °

2. Cybersecurity Policy:

To strengthen internal cybersecurity management, Twinhead has established the Information Cycle and Information Security Management Regulations, aiming to achieve the following policy objectives: :

- (1) Ensure the confidentiality, integrity, and availability of corporate information assets.
- (2) Regulate data access based on departmental functions to prevent unauthorized modifications or use of data and systems.
- (3) Maintain continuous operation of information systems, ensuring a high level of system availability for critical core systems.
- (4) Implement the Plan-Do-Check-Act (PDCA) cycle to ensure robust information security practices.

3. Specific Management Measures

(1) Internet Cybersecurity Controls

- A. Deploy firewalls.
- B. Conduct regular virus scans on computer systems and data storage media.
- C. Ensure all network services comply with the information security policy.
- D. Regularly review log files of network services to continuously monitor for anomalies.
- E. Keep virus definitions and operating systems updated.

(2) Data Access Controls

- A. Designate custodians for computer equipment, requiring account and password setup.
- B. Assign different access permissions based on job functions.
- C. Implement real-time management for account creation and deletion.
- D. Remove or overwrite confidential, sensitive data, and copyrighted software before equipment disposal.
- E. Require approval for remote access to management information systems.

(3) Contingency and Recovery Mechanisms

- A. Regularly review the emergency response plan.
- B. Conduct annual system recovery drills.
- C. Establish a system backup mechanism with offsite backups.

D. Periodically review network security control measures.

(4) Awareness Campaigns

Regularly promote information security awareness to enhance employee understanding and responsibility.

4. Resources Allocated to Cybersecurity Management :

- (1) All company servers, application servers, and critical equipment are housed in a dedicated server room with access logs maintained.
- (2) Firewalls, email servers, and internal/external network equipment are configured with high-availability architecture to prevent single points of failure.
- (3) Deploy account login and resource access controls for information systems.
- (4) Install antivirus software on servers and endpoints, with real-time virus definition updates to mitigate threats.
- (5) Deploy firewalls and spam gateways to block spam emails and malicious network activities.
- (6) Conduct information security training to enhance employee awareness and understanding of related responsibilities.
- (7) Perform regular disaster recovery drills by information personnel.
- (8) Maintain uninterruptible power systems in the server room and offsite data backups to ensure continuous operation of critical resources.
- (9) Implement encryption for the Company website to secure data transmission.

In 2024, Twinhead invested TWD 1,303,400 in information security maintenance, covering security testing, firewall updates, antivirus system maintenance, email spam protection, and VPN maintenance.

2. Sustainable Value Chain

Material Issue	Green Products
Policy	<ul style="list-style-type: none"> ● Commit to ensuring that the Company' s products comply with international environmental regulations and customer requirements, preventing environmental pollution and harm to human health. ● Establish a cross-departmental hazardous substance management team to oversee product design, procurement, production, and packaging labeling processes, requiring suppliers and outsourced manufacturers to incorporate raw materials and process additives into green management. ● Implement a hazardous substance process management system. ● Commit to not accepting or using metals from conflict-affected areas. ● Continuously develop energy-efficient products.
Target	<ul style="list-style-type: none"> ● Zero customer complaints due to violations of restricted substance regulations. ● Suppliers sign declarations confirming non-use of conflict minerals. ● All products fully comply with the Company' s restricted substance regulations.
Resources Allocated and Key Achievements in 2024	<ul style="list-style-type: none"> ● In 2024, conducted due diligence on the sources of tantalum (Ta), tin (Sn), gold (Au), tungsten (W), and cobalt (Co) in products supplied by contractors/suppliers, in accordance with the Responsible Business Alliance (RBA) Code of Conduct, and disclosed smelter information. ● No customer complaints related to restricted substance violations occurred in 2024. ● Two notebook products and four tablet products met Energy Star Level 8 efficiency standards.
Responsible Department/Grievance Mechanism	<ul style="list-style-type: none"> ● Contact: Procurement Department, Quality Assurance Department, R&D Department ● Email : ESG@twinhead.com.tw

Evaluation Mechanism	<ul style="list-style-type: none"> ● Conduct audits of controlled substances based on customer restricted substance requirements and maintain communication with customers. ● Sign declarations with key suppliers/contractors. ● Require suppliers/contractors to provide periodic EU RoHS material testing reports. ● Conduct annual Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) surveys with key suppliers.
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Material Issue	Customer Service
Policy/Commitment	<ul style="list-style-type: none"> ● Customer satisfaction.
Targets	<ul style="list-style-type: none"> ● Zero major customer complaints.
Resources Allocated	<ul style="list-style-type: none"> ● Establish modular component designs, allowing different models to share common module parts to meet customers' requirements for low-volume, high-variety products, reducing R&D resources, inventory, and costs while achieving higher profitability. ● Enhance R&D capabilities and marketing sensitivity to develop products with varied specifications, functions, and designs based on customer requirements, aiming to create high-value-added vertical market products to maintain expected profit margins. ● Pursue collaboration opportunities with global industry leaders to leverage their influence and reduce procurement costs.
Responsible Department/Grievance Mechanism	<ul style="list-style-type: none"> ● Contact: Quality Assurance Department ● Email : ESG@twinhead.com.tw
Evaluation Mechanism	<ul style="list-style-type: none"> ● No major customer complaints related to contract or regulatory violations occurred in 2024. ● Customer satisfaction surveys in 2024 met target expectations.

Note: A major customer complaint is defined as a violation of contracts or regulations resulting in Company compensation.

2.1 Supply Chain Sustainability

Twinhead regards suppliers as strategic partners, firmly believing in mutual support and collective growth. The Company's supply chain is categorized into four main types: raw materials, equipment, tooling fixtures, and outsourced processing suppliers. In 2024, Twinhead continued to consolidate its raw material suppliers.

The primary production and operational site is the Kaohsiung plant in Taiwan. To promote local industrial clusters and regional economic development, Twinhead prioritizes collaboration with local suppliers whenever possible. Except for specific components and equipment requiring international procurement, the Company actively engages with local suppliers for technical collaboration, striving to increase the local procurement rate.

Supplier Development

Twinhead has established a robust quality management system to effectively manage supplier quality. Additionally, the Company has developed documents such as the Supplier Commitment and Conflict-Free Minerals Declaration to extend its social responsibility principles and requirements to the supply chain. Suppliers are required to comply and commit to ensuring all operations adhere to environmental, labor, and international corporate social responsibility standards, ensuring compliance with ESG audit and sustainability management requirements.

Supplier Evaluation

To ensure suppliers meet Twinhead's requirements for quality, quantity, delivery schedules, pricing, and sustainability, the Company has established Supplier Management Regulations to evaluate both existing and new suppliers on quality and delivery performance. Starting in 2024, environmental and social sustainability assessments were incorporated into supplier evaluations. In 2024, three new suppliers were added, all passing quality evaluations. The total number of active suppliers was 221, all of whom participated in sustainability evaluations, achieving a 100% compliance rate with Company requirements. No suppliers were terminated in 2024 due to significant violations of environmental or social regulations.

Supplier Risk Management

To mitigate risks such as major disasters, unexpected supplier closures, or other issues that could affect production efficiency or lead to disputes, Twinhead has established a risk assessment mechanism to strengthen supplier management. Annual risk assessments and evaluations are conducted to ensure business continuity, with appropriate preventive measures to minimize operational risks and protect stakeholder interests. For critical equipment and outsourced processing, Twinhead maintains relationships with at least two suppliers to ensure stable service supply and reduce the risk of operational disruptions.

2.2 Customer Service

Twinhead values customer feedback and strives to meet customer requirements, committing to provide the best service. To this end, the Company has established a dedicated customer service team that supports the entire product lifecycle—from R&D, manufacturing, and marketing to after-sales service—ensuring comprehensive communication and management at every stage to promptly address customer needs and expectations.

Customer feedback and opinions are considered a vital foundation for improving customer relationships. Twinhead actively engages with customers through diverse and real-time channels to understand their requirements, enabling customers to report quality issues, performance concerns, or future needs. The Company has established management procedures for customer complaints, service, and satisfaction, conducting internal reviews and analyses to respond to each customer's feedback. Annual customer satisfaction surveys are conducted by the business units, with all issues referred to relevant departments for response and improvement. For complaints, a dedicated unit handles resolution and seeks design improvements to fulfill commitments to customers and quality. In 2024, customer satisfaction met target expectations, and no major complaints related to product safety, customer requirements, or environmental regulations were received.

Customer Privacy Protection

Twinhead recognizes that protecting confidential information is critical to maintaining its competitive advantage. The Company diligently manages trade secrets and undisclosed confidential information to safeguard the interests of customers and suppliers. In 2024, no customer complaints were received regarding breaches of customer privacy or leaks of confidential information.

2.3 Product Safety and Responsibility

To ensure compliance with international environmental regulations (e.g., EU RoHS, REACH) and customer green product requirements, preventing environmental pollution and harm to human health, Twinhead has formed a cross-departmental restricted hazardous substances management team. This team oversees product design, procurement, production, and sales processes,

requiring suppliers and contractors to integrate green product requirements into their management. By leveraging the Green Product Management (GPM) system, Twinhead ensures products are free of hazardous substances and meet customer requirements.

Item	Management Strategy
Regulatory Compliance and Customer Requirement Management	<ul style="list-style-type: none"> ● Review customer environmental restricted substance requirements through contracts and external document systems. The quality management unit irregularly reviews compliance with common international regulations and integrates specific customer environmental requirements to drive continuous improvement in Twinhead' s restricted substance management. ● Conduct irregular surveys of suppliers for restricted substances not included in Twinhead' s substance control standards, based on customer or regulatory requirements.
Lifecycle Management	<ul style="list-style-type: none"> ● Establish the Twinhead Restricted Substances Management Standard Document and Environmental Restricted Substances Management Procedure, adhering to EU RoHS/REACH regulations and reviewing customer environmental restricted substance requirements through contracts and external document systems. ● Suppliers provide regular updates to hazardous substance monitoring reports, achieving a 100% compliance rate for the entire year. ● Require suppliers to sign declarations.
In 2024, no product-related violations of green product regulations were reported.	

Product Energy Efficiency

The Notebook Energy Star 8.0 standard, established by the U.S. Environmental Protection Agency (EPA), aims to enhance the energy efficiency of notebook computers and reduce their environmental impact. This standard regulates energy consumption in active, standby, and sleep modes, imposing strict limits for each.

Twinhead ensures its notebook computers meet the following Energy Star 8.0 requirements from the design stage:

1. **Active Mode:** Energy consumption during use must be at least 30% lower than non-certified comparable products.
2. **Sleep Mode:** Energy consumption in sleep mode must be below 0.5 watts to minimize energy use when idle.
3. **Standby Mode:** Energy consumption in off or standby mode must be below 0.3 watts.

Additionally, Twinhead aligns with Energy Star 8.0's emphasis on material sustainability and recyclability, promoting the use of environmentally friendly materials in manufacturing and enhancing product recyclability. These measures not only reduce energy consumption but also lower the carbon footprint, contributing to sustainable development.

Green Products

In response to the global trend toward non-toxic, green products, which has become a baseline requirement across countries, Twinhead and its U.S. subsidiary, Durabook Americas, are committed to protecting the planet. Recognizing the increasing severity of global climate change impacts, Twinhead and Durabook Americas continuously strengthen their efforts to collect and comply with international regulations and customer requirements. The Company has established a Green Product Management (GPM) system to assess compliance with green product standards. During the product development phase, Twinhead incorporates eco-design principles, emphasizing energy efficiency, low toxicity, and recyclability to address environmental concerns. Internal testing and controls ensure products meet green requirements, while material sourcing is managed to comply with international green regulations. From components to finished products, Twinhead and Durabook Americas implement rigorous green oversight to minimize the use of hazardous substances, contributing to global environmental protection.

✓ Green Design

Twinhead and Durabook Americas base their green design on international environmental labels, integrating concepts such as low toxicity, ease of disassembly, minimal packaging, and low energy consumption as key considerations to meet current and future environmental requirements. The Company has fully adopted the "green product" concept, achieving four key areas of hazardous substance-free management: "Hazardous substance-free suppliers," "Hazardous

substance-free materials." , "Hazardous substance-free factory production processes." , "Hazardous substance-free product quality." . These efforts are systematically implemented across all operational stages to support overall environmental sustainability.

Twinhead and Durabook Americas incorporate ease of disassembly into product design, using exploded views for disassembly analysis, mapping product structure, and calculating disassembly times to optimize assembly structures and reduce recycling process times, ensuring compliance with customer and regulatory requirements. Disassembly manuals are created in accordance with customer environmental certification requirements, and the product recycling rate (3R = Reuse + Recycle + Recovery) is calculated to meet regulatory recycling standards.

In packaging material selection, Twinhead and Durabook Americas prioritize product protection while emphasizing environmental sustainability, using recyclable, non-hazardous materials that comply with the EU Packaging and Packaging Waste Directive and other national regulations, maximizing efforts toward environmental protection and resource recycling.

During new product development, Twinhead and Durabook Americas incorporate customer requirements and environmental label energy consumption standards to verify product compliance. The Company evaluates environmental performance across the product lifecycle, exploring alternative component technologies to enhance environmental performance, develop more eco-friendly products, and meet Energy Star low-energy consumption regulations.

In alignment with the environmental 3R principles (Reuse, Recycle, Recovery), Twinhead and Durabook Americas integrate resource recycling, reusability, and ease of disassembly into product design from the outset to minimize resource waste. The Company's notebook products achieve a wood-based packaging recycling rate of over 70%. Additionally, Twinhead and Durabook Americas' proprietary motherboard products offer recycling services in the U.S.

Recycling Service Information:

<https://www.durabookamericas.com/environment-recycle-form/>

Battery Recycling Information: <http://call2recycle.org/>

✓ Conflict Minerals Policy

As a responsible corporate citizen, Durabook Americas upholds its social

responsibility, respects human rights, and actively addresses conflict minerals issues. The Company conducts thorough supply chain investigations to ensure that metals such as tin (Sn), tantalum (Ta), tungsten (W), gold (Au), cobalt (Co), and palladium (Pd) are not sourced from mines controlled by armed groups in the Democratic Republic of Congo or its neighboring countries.

Durabook Americas has established the following policy commitments:

1. Refrain from procuring conflict metals from conflict-affected regions.
2. Require suppliers to refuse the use of conflict metals from conflict-affected regions and provide signed declarations.
3. Require suppliers to communicate this requirement to their upstream suppliers.

Conflict Minerals Due Diligence Measures:

Durabook Americas commissions Twinhead to conduct annual conflict minerals due diligence in accordance with the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance framework. Beyond protecting human rights, the Company ensures the legality of mineral sources in its products, avoiding direct or indirect support to armed groups. The due diligence process, aligned with the OECD framework, includes:

- Establishing management procedures.
- Identifying high-risk areas in the supply chain.
- Developing a process to address identified risks.
- Requiring suppliers to conduct due diligence on smelters and refiners, with verification when necessary.
- Publicly disclosing an annual smelter list based on supply chain due diligence results.

Twinhead's Due Diligence Process:

- The Sustainability Development Office plans and establishes conflict minerals policies and due diligence procedures.
- The Company establishes Conflict Minerals Management Procedures to define internal responsibilities.
- Provide communication channels for stakeholders regarding conflict minerals.
- Offer training on conflict minerals policies and due diligence to employees and suppliers.
- Annually require suppliers to provide smelter or refiner information using the Responsible Minerals Initiative (RMI) Conflict Minerals Reporting Template (CMRT/EMRT).
- Verify and analyze supplier CMRT/EMRT responses to ensure minerals are not

- sourced from conflict-affected regions.
- Continuously engage with suppliers to improve response rates and the accuracy of smelter information.
- Disclose verified smelter or refiner lists on the Twinhead and Durabook Americas websites.

Durabook Conflict Minerals Policy Websites:

<http://www.twinhead.com.tw/>

<https://www.durabookamericas.com/durabook-conflict-minerals-management-process/>

Intellectual Property Management

Twinhead values its intellectual property and respects the intellectual property of others. Through proactive intellectual property management, the Company encourages employee innovation to create high-quality intellectual property, enhancing competitive advantages and profitability. Simultaneously, Twinhead carefully assesses the intellectual property status of others to minimize infringement risks and actively defends against frivolous patent litigation to protect the Company's and shareholders' maximum value and interests. As of 2024, the Company holds 13 active patents.

Intellectual Property Management Framework	
Patent Management Measures	<ul style="list-style-type: none"> ● Intellectual property, including inventions, creations, works, and trade secrets generated by employees in the course of their duties, belongs to Twinhead. ● For technologies developed through commissioned work, accepted commissions, or collaborative R&D with third parties, intellectual property ownership is determined by contractual agreements. Where co-ownership is necessary, the rights and obligations of co-ownership must be clearly defined. ● For inventions or creations requiring intellectual property protection, Twinhead ensures proper management of the application process to secure optimal patent rights.
Trade Secret Management	<ul style="list-style-type: none"> ● Employees are obligated to maintain confidentiality for plans, documents, charts, and other materials designated as confidential by the Company. If an employee inadvertently discloses or becomes aware of

	<p>a disclosure by others, they must immediately notify the Company. This confidentiality and notification obligation persists after employment termination.</p> <ul style="list-style-type: none"> ● Business data from various units that hold economic value for production, sales, or operations must be protected with appropriate confidentiality measures based on the nature of the data.
Litigation Defense	<ul style="list-style-type: none"> ● Personnel involved in intellectual property development must maintain detailed reports or records of the R&D process as evidence for potential intellectual property disputes. ● If third parties challenge or initiate legal proceedings against Twinhead' s intellectual property, the responsible developers must assist the Company in lawful defense. In cases of infringement by others, developers must also assist in assessing infringement likelihood to protect the legitimate interests of the Company and its stakeholders. ● Employees are prohibited from using unauthorized software and must comply with legal restrictions set by the owners of software and databases.

2.4 Operational Performance

Financial performance is a core priority for Twinhead' s operations, with maximizing profit as a continuous goal. Since its establishment, Twinhead has pursued sustainable operations through a corporate culture rooted in innovation, teamwork, efficiency, and passion. The Company strives to maintain technological leadership, ensure customer satisfaction, promote shared benefits for all employees, enhance shareholder value, and fulfill social responsibilities, thereby consistently generating strong financial performance.

In response to a dynamic external environment, Twinhead continues to provide products that meet customer requirements, enhancing production technology and capacity through improvements in design, manufacturing processes, and quality assurance. The Company actively pursues new customer development while maintaining high customer satisfaction to sustain competitiveness.

Through robust corporate governance, Twinhead strengthens its operational

resilience, integrates its supply chain, reduces project costs, and enhances competitive strength. These efforts build confidence among shareholders, employees, supply partners, and customers, creating a mutually beneficial, multi-stakeholder win-win scenario and advancing sustainable operations.

Consolidated Operational Performance Over the Years Unit: TWD Thousand

Item	2022	2023	2024
Revenue	934,137	1,080,619	1,249,517
Operating Costs	635,281	683,843	779,113
Employee Salaries and Benefits	170,154	197,436	227,484
Payments to Capital Providers	11,448	12,676	13,257
Payments to Government	977	6,702	2,661
Community Investments	3	7	7
Retained Economic Value	116,274	179,955	226,995

Notes:

- Revenue includes net sales plus income from financial investments and asset sales.
- Operating Costs includes cash payments to external entities for raw materials, product components, facilities, and services.
- Employee Salaries and Benefits includes total salaries (including amounts paid to governments on behalf of employees) plus total benefits (excluding training, protective equipment costs, or other costs directly related to employee job duties).
- Payments to Capital Providers includes dividends paid to shareholders and interest paid to lenders.
- Payments to Government includes all taxes and fines paid in accordance with international, national, and local standards, covering income tax and property tax.
- Retained Economic Value: Direct economic value generated minus economic value distributed.

3. Social Inclusion

Material Issue	Talent Cultivation and Retention / Labor Relations
Policy	<ul style="list-style-type: none"> ● Provide competitive compensation, benefits, and comprehensive on-the-job training. ● Ensure zero barriers in labor-management communication.
Target	<ul style="list-style-type: none"> ● Zero labor disputes annually. ● Average annual employee training hours of 8 hours.
Resources Allocated and Key Achievements in 2024	<ul style="list-style-type: none"> ● Conducted orientation training and on-the-job training programs. ● Held quarterly labor-management meetings. ● Completed annual employee performance evaluations.
Responsible Department and Grievance Mechanism	<ul style="list-style-type: none"> ● Contact: Management / HR Administration ● Email : ESG@twinhead.com.tw
Evaluation Mechanism	<ul style="list-style-type: none"> ● The Labor-Management Committee convenes meetings every three months to discuss labor dynamics, company operational updates, labor activities, and welfare matters. ● No labor disputes occurred in 2024. ● The average training hours for all employees across the Group in 2024 was 9.86 hours.

Twinhead embraces a “people-centric” management philosophy, establishing a comprehensive employee care and support system to foster a friendly workplace. This enables every employee to grow alongside the Company without concerns.

Twinhead strictly adheres to labor-related regulations, implementing workplace rules to legally protect and uphold employee rights. The Company provides a healthy and safe working environment, establishes diverse and open labor-management communication channels, and offers fair compensation and promotion opportunities, a robust training and development system, comprehensive welfare programs, and a transparent profit-sharing scheme. These efforts allow employees to contribute their skills and performance confidently, fostering mutual growth, enhancing labor-management relations, and creating a warm, harmonious work atmosphere, laying a solid foundation for sustainable operations.

3.1 Workforce Structure

Twinhead promotes equal treatment of employees, implementing measures to eliminate any labor conditions that could lead to workplace inequality, ensuring the protection of employee labor rights. Developing and nurturing human resources is an essential component of sustainable business operations. Through a strategic approach to talent acquisition, utilization, and development, Twinhead enables employees to work with peace of mind, leverage their strengths, and remain with the organization, achieving a win-win outcome of long-term employee growth and Company sustainability.

Talent Sustainability Strategy	
Acquisition	Recruit suitable talent aligned with the Company' s strategic direction and diverse hiring channels, prioritizing localized employment. Enhance the Company' s image in the talent market and strengthen industry-academia collaboration to increase access to high-quality talent.
Utilization	Respect employee diversity and human rights, offering diverse compensation packages and comprehensive welfare programs to build a robust salary and reward structure alongside a performance evaluation system.
Cultivation	Plan education and training based on job levels and competencies, support employee self-improvement, and encourage knowledge sharing to foster a positive learning environment that inspires creativity and contribution.
Retention	Develop incentive-based, competitive compensation packages based on work performance and profit-sharing principles. Enhance harmonious development with a comprehensive employee welfare system, build team cohesion, prioritize employee health and workplace safety, identify occupational risks, and implement labor health protection programs to promote physical and mental well-being, creating a work-life balance.

3.1.1 Human Rights Protection

Twinhead complies with the laws of all operational locations globally, supporting and voluntarily adhering to international human rights conventions, including the Universal Declaration of Human Rights, United Nations Global Compact, United Nations Guiding Principles on Business and Human Rights, and standards set by the International Labor Organization, as well as Taiwan' s Labor Standards Act. Guided by these frameworks and conventions, Twinhead treats and respects all individuals with dignity, formulating and implementing human rights policies. The Company requires its supply chain partners to comply as well.

Human Rights Policy Implementation Guidelines	Enhancing Human Rights Awareness
<ul style="list-style-type: none"> ● Comply with national labor laws, internationally recognized labor standards, and applicable industry and international conventions, continuously improving employee working conditions and welfare. ● Provide employees with safe, healthy working and living conditions. ● Offer an equal, fair working environment with reasonable compensation and benefits. ● Respect employees' freedom and collective bargaining rights. ● Reasonably arrange work schedules, rest, and leave periods. ● Prohibit the use of child labor and forced labor. ● Eliminate all forms of discrimination to ensure employee health and growth, meeting their basic needs. 	<ul style="list-style-type: none"> ✓ New Employee Training: Includes topics such as prohibitions on forced labor, anti-discrimination, anti-harassment, flexible working hours, human rights protections, and a healthy, safe working environment. ✓ Preventing Workplace Violence: Through awareness campaigns and public statements, employees are informed of their responsibility to help prevent unlawful workplace violations, fostering a friendly work environment.

Additionally, Twinhead provides whistleblowing channels for employees, managed by designated personnel who conduct thorough investigations while protecting the whistleblower's personal data. If allegations are substantiated, Twinhead commits to no adverse treatment of the whistleblower. In 2024, no human rights violations were recorded. Twinhead prioritizes human rights, arranging irregular external and local authority-led training for employees based on their roles to enhance their human rights knowledge and development, supporting mutual growth with the Company. In 2024, new employee training on topics including workplace rules, occupational safety, and information security achieved 100% participation.

3.1.2 Employee Statistics

All employees at Twinhead are employed under indefinite-term contracts (i.e.,

full-time staff), with no part-time or child labor employment. The Company prioritizes localized hiring to provide stable, long-term career opportunities, enabling employees to focus on their work without financial concerns, thereby supporting their economic well-being. Recruitment, salaries, promotions, and compensation are determined based on job category, education, experience, professional knowledge, technical skills, seniority, and individual performance, with no discrimination based on age, gender, or race. Twinhead integrates gender balance into all HR practices, with women comprising 55.7% of the total workforce across the Group. The Company believes that increasing female recruitment will strengthen its inclusive culture, promote gender balance, enhance decision-making and innovation, and boost employee satisfaction. All senior managers (12 individuals at the department head level and above) are 100% locally hired.

Employment Type

Taiwan Headquarters							
Statistics/Year		2022		2023		2024	
Total Employees		95		100		106	
Employment contract		Indefinite	Fixed	Indefinite	Fixed	Indefinite	Fixed
Gender	Male	54	0	58	0	60	0
	Female	41	0	42	0	46	0
Employment Type		Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Gender	Male	54	0	58	0	60	0
	Female	41	0	42	0	46	0
Kaohsiung Plant							
Statistics/Year		2022		2023		2024	
Total Employees		70		73		83	
Employment contract		Indefinite	Fixed	Indefinite	Fixed	Indefinite	Fixed
Gender	Male	15	0	15	0	19	0
	Female	55	0	58	0	64	0

Employment Type		Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Gender	Male	15	0	15	0	19	0
	Female	55	0	58	0	64	0
Kunshan							
Statistics/Year		2022		2023		2024	
Total Employees		8		8		7	
Employment contract		Indefinite	Fixed	Indefinite	Fixed	Indefinite	Fixed
Gender	Male	2	0	2	0	2	0
	Female	6	0	6	0	5	0
Employment Type		Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Gender	Male	2	0	2	0	2	0
	Female	6	0	6	0	5	0
Durabook Americas							
Statistics/Year		2022		2023		2024	
Total Employees		10		11		13	
Employment contract		Indefinite	Fixed	Indefinite	Fixed	Indefinite	Fixed
Gender	Male	5	0	6	0	8	0
	Female	5	0	5	0	5	0
Employment Type		Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Gender	Male	5	0	6	0	8	0
	Female	5	0	5	0	5	0

Note: The headquarters has 3 non-employee workers (1 female cleaner, 1 male consultant, 1 female consultant); the Kaohsiung Plant has 1 non-employee worker (a female cleaner); Kunshan and Durabook Americas offices have no non-employee workers.

Diverse Composition

Headquarters Diversity Statistics/Year				2022		2023		2024	
				Number	Percentage	Number	Percentage	Number	Percentage
Employees	Management	Gender	Male	33	34.74%	33	33.00%	33	31.13%
			Female	17	17.89%	18	18.00%	19	17.93%
		Age	Under 30	0	0.00%	0	0.00%	0	0.00%
			30 to Under 50	25	26.32%	25	25.00%	22	20.75%
			50 and Above	25	26.32%	26	26.00%	30	28.30%
	Non- Management	Gender	Male	21	22.11%	25	25.00%	27	25.47%
			Female	24	25.26%	24	24.00%	27	25.47%
		Age	Under 30	8	8.42%	9	9.00%	10	9.43%
			30 to Under 50	34	35.79%	36	36.00%	39	36.79%
			50 and Above	3	3.16%	4	4.00%	5	4.72%

Kaohsiung Plant Diversity Statistics/Year				2022		2023		2024	
				Number	Percentage	Number	Percentage	Number	Percentage
Employees	Management	Gender	Male	6	8.57%	6	8.22%	5	6.02%
			Female	5	7.14%	5	6.85%	6	7.23%
		Age	Under 30	0	0.00%	0	0.00%	0	0.00%
			30 to Under 50	4	4.94%	4	5.48%	4	4.82%
			50 and Above	7	8.64%	7	9.59%	7	8.43%
	Non-	Gender	Male	9	12.86%	9	12.33%	14	16.87%
			Female						

Kaohsiung Plant Diversity Statistics/Year				2022		2023		2024	
				Number	Percentage	Number	Percentage	Number	Percentage
	Management	Age	Female	50	71.43%	53	72.60%	58	69.88%
			Under 30	3	3.70%	3	4.11%	2	2.41%
			30 to Under 50	49	60.49%	37	50.68%	43	51.81%
			50 and Above	18	22.22%	22	30.14%	27	32.53%

Note: In 2024, 4 employees with disabilities were hired (2 in Taipei, 2 in Kaohsiung).

Kunshan Diversity Statistics/Year				2022		2023		2024	
				Number	Percentage	Number	Percentage	Number	Percentage
Employees	Management	Gender	Male	2	25.00%	2	25.00%	2	28.6%
			Female	6	75.00%	6	75.00%	5	71.4%
		Age	Under 30	1	12.50%	1	12.50%	0	0.0%
			30 to Under 50	7	87.50%	7	87.50%	7	100%
			50 and Above	0	0.00%	0	0.00%	0	0.0%

Durabook Americas Diversity Statistics/Year				2022		2023		2024	
				Number	Percentage	Number	Percentage	Number	Percentage
Employees	Management	Gender	Male	5	50.00%	6	54.55%	8	61.54%
			Female	5	50.00%	5	45.45%	5	38.46%
		Age	Under 30	1	10.00%	2	18.18%	2	15.38%
			30 to Under 50	5	50.00%	3	27.27%	4	30.77%
			50 and Above	4	40.00%	6	54.55%	7	53.85%

Note: The percentage of non-management staff under 30 = (Total non-management staff under 30 at year-end / Total employees at year-end) * 100%.

The percentage of management staff under 30 = (Total management staff under 30 at year-end / Total employees at year-end) * 100%.

2024 Employee Turnover Statistics

New Hires and Resignations/Year		Headquarters		Kaohsiung	
		Total	Percentage	Total	Percentage
New Hires		23	21.70%	28	33.73%
Age	Under 30	7	6.60%	1	1.20%
	30 to Under 50	15	14.15%	24	28.92%
	50 and Above	1	0.94%	3	3.61%
Gender	Male	12	11.32%	9	10.84%
	Female	11	10.38%	19	22.89%
Resignations		17	16.04%	19	22.89%
Age	Under 30	4	3.77%	0	0.00%
	30 to Under 50	12	11.32%	15	18.07%
	50 and Above	1	0.94%	4	4.82%
Gender	Male	10	9.43%	5	6.02%
	Female	7	6.60%	14	16.87%

Note: New hire rate = (Total new hires in a specific category for the year / Total employees at year-end) * 100%.

For example, female new hire rate = (Total female new hires for the year / Total employees at year-end) * 100%.

Turnover rate = (Total resignations in a specific category for the year / Total employees at year-end) * 100%.

For example, turnover rate for under 30 = (Total resignations under 30 for the year / Total employees at year-end) * 100%.

Note: In Kunshan, 1 female employee resigned in 2024 with no new hires. In Durabook Americas, 2 male employees were hired in 2024 with no resignations.

3.2 Talent Cultivation

Professional talent forms the core and driving force of Twinhead' s operations and is a key pillar of its sustainable growth. The Company continuously invests resources in talent management to enhance workforce capabilities, maintain competitiveness, and attract like-minded, high-caliber individuals. During the talent cultivation process, employees are encouraged to learn and adapt,

continuously strengthening their professional knowledge and workplace skills. Twinhead is committed to providing a healthy and safe working environment, enabling employees to thrive, and achieving a win-win-win scenario for the Company, employees, and their families.

3.2.1 Compensation and Benefits

Twinhead links compensation to company operational performance, departmental performance, and individual performance to ensure fairness internally, externally, and personally, with no gender-based disparities. Regular performance and career development reviews are conducted to ensure transparent promotion pathways. Annually, the Company conducts salary surveys to assess market compensation trends and adjust salaries accordingly to remain competitive. In 2024, base-level employees at Twinhead’ s Taiwan headquarters received equal pay for both male and female staff, exceeding the local minimum wage. In response to market price fluctuations, Twinhead has worked to elevate employee salary levels, with the median salary for full-time employees increasing by 3.9% and the average salary rising by 7.9% compared to 2023.

Non-Management Employee Salaries

Item		2023	2024	Difference
Annual Salary of Full-Time Non-Management Employees (Unit: TWD Thousand)	Average	802	865	+63
	Median	665	691	+26

Paternity Leave

Twinhead’ s headquarters and Kaohsiung Plant adhere to Article 16 of the Gender Equality in Employment Act, allowing employees with at least six months of service to apply for paternity leave for each child until the child reaches three years of age, with a maximum duration of two years. Kunshan and Durabook Americas do not offer paternity leave.

Employees on Paternity Leave/Year	Gender	2023		2024	
		Headquarters	Kaohsiung plant	Headquarters	Kaohsiung plant
Number of Employees Eligible for Paternity Leave	Male	1	0	2	0
	Female	1	1	2	2
Number of Employees Applying for Paternity Leave	Male	0	0	1	0
	Female	1	1	0	1
Number of Employees	Male	0	0	1	0

Expected to Return Post-Leave (A)	Female	1	1	1	1
Number of Employees Actually Returning Post-Leave (B)	Male	0	0	1	0
	Female	0	0	0	1
Return Rate (B/A)	Male	NA	NA	100%	0
	Female	0.00%	100.00%	0	100%
Number of Employees Still Employed 12 Months After Returning from Leave (C)	Male	0	NA	0	0
	Female	0	0	0	0
Retention Rate (C/Previous Year B)	Male	NA	NA	0	0
	Female	NA	NA	0	0
<p>Notes 1: The number of employees eligible for paternity leave is based on male and female employees who have taken maternity or paternity leave in the past three years.</p> <p>Notes 2: Return rate = (Total number of employees actually returning in the year / Total number of employees expected to return in the year) * 100%.</p> <p>Notes 3: Retention rate = (Total number of employees still employed 12 months after returning from leave / Total number of employees who actually returned the previous year) * 100%.</p>					

Benefits System:

Employee Benefits	Full-Time Employees in Taiwan	Full-Time Employees Overseas
Group Insurance	V	V
Marriage/Birth/Hospitalization/Funeral Allowance	V	V (Marriage/Funeral Allowance)
Festival/Birthday Bonuses	V	V (Festival/Women's Day Gifts)
Year-End Bonus/Employee Dividends	V	V (Year-End Bonus)
Annual Health Check-Up	V	V
Annual Company Trip	V	-
Paternity Leave	V	-
Childcare Leave	-	V

Note: Overseas refers to Durabook Americas and Kunshan; Taiwan refers to headquarters and Kaohsiung Plant.

Workplace-Friendly Initiatives



The Company complies with the Labor Standards Act by contributing monthly to retirement funds to support employees' post-retirement lives. Overseas subsidiaries also adhere to relevant social insurance regulations.

New System: Twinhead has fully adopted the new labor pension system, effective July 1, 2005, for employees opting into the Labor Pension Act. The Company contributes 6% of each employee's salary to their individual retirement account with the Bureau of Labor Insurance, based on the government's wage classification table. Employees may also voluntarily contribute an additional maximum of 6% based on their personal needs and preferences.

3.2.2 Talent Cultivation

Talent cultivation is one of the key drivers of Twinhead's sustainable operations. To address rapid societal changes and the advent of the 5G era, a robust talent development system enhances employees' emerging skills and capabilities internally, enabling them to explore diverse roles and undertake innovative projects. Externally, it strengthens employees' adaptability and resilience to evolving trends. Talent cultivation also improves employee competence, work efficiency, and quality, while embedding corporate culture into training to boost employees' sense of belonging and team cohesion.

Twinhead's training process begins with departments identifying training needs, which are then compiled by the HR Administration Department, approved by the Chairman, and implemented. Post-training evaluations are conducted based on the type of training. In 2024, the average training hours per employee (excluding Kunshan subsidiary) was 9.86 hours.

Training Performance

Taipei Office Training Performance Statistics/Year		2022	2023	2024
Average Training Hours per Employee ^(Note 1)		7.58	14.76	13.81
Average Training Hours per Employee by Gender ^(Note 2)	Female	10.21	18.60	14.21
	Male	5.59	11.98	13.50
Average Training Hours per Employee by Category ^(Note 3)	Management	7.04	11.84	14.92
	Non-Management	8.19	17.80	12.74

Kaohsiung Plant Training Performance Statistics/Year		2022	2023	2024
Average Training Hours per Employee ^(Note 1)		8.62	11.20	11.70
Average Training Hours per Employee by Gender ^(Note 2)	Female	10.60	13.10	11.13
	Male	2.65	5.38	13.63
Average Training Hours per Employee by Category ^(Note 3)	Management	4.90	6.17	14.06
	Non-Management	3.70	5.06	11.34

Durabook Americas Training Performance Statistics/Year		2022	2023	2024
Average Training Hours per Employee ^(Note 1)		4.50	4.00	4.08
Average Training Hours per Employee by Gender ^(Note 2)	Female	4	3.8	4.00
	Male	4.05	4.17	4.13
Average Training Hours per Employee by Category ^(Note 3)	Management	5	5	4.50
	Non-Management	4	3.8	4.00

Note 1: Average training hours per employee = Total training hours for all employees in the year / Total number of employees at year-end.

Note 2: Average training hours per female employee = Total training hours for female employees in the year / Total number of female employees at year-end.

Note 3: Average training hours per category = Total training hours for the category in the year / Total number of employees in that category at year-end.

Note 4: Training hours for Kunshan employees are not recorded and are not disclosed.

Note 5: Management refers to supervisor-level and above.

Junior Supervisor Training



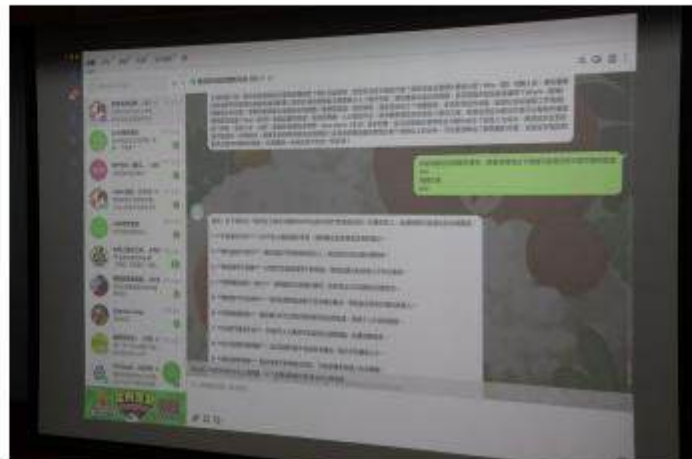
Middle Manager Training

ChatGPT 協作教學



25

用Line群組 分享ChatGPT互動結果



CHATGPT Collaborative Learning(ChatGPT 協作教學)

Sharing CHATGPT Interaction Results via LINE Groups(用 LINE 群組分享 ChatGPT 互動成果)

Performance Appraisal

To ensure employees' work performance is appropriately reflected in their compensation, all staff undergo annual performance appraisals. Appraisal results are integrated into career development and promotion considerations, enabling employees with specialized skills to grow into experts in their fields through their efforts, while those with management potential and leadership qualities advance to managerial roles. This provides broad career development opportunities. In 2024, 100% of employees underwent performance appraisals.

Employees Reviewed at Taipei Office in 2024		Number Reviewed	Total Employees	Percentage
Gender	Male	60	106	56.60%
	Female	46		43.40%
Employee Category	Management	52		49.06%
	Non-Management	54		50.94%
Employees Reviewed at Kaohsiung Plant in 2024		Number Reviewed	Total Employees	Percentage
Gender	Male	19	83	22.89%
	Female	64		77.11%
Employee Category	Management	11		13.25%
	Non-Management	72		86.75%
Employees Reviewed at Kunshan Runteng in 2024		Number Reviewed	Total Employees	Percentage
Gender	Male	2	7	28.57%
	Female	5		71.43%
Employee Category	Management	7		100.00%
	Non-Management	0		0.00%

Employees Reviewed at Durabook Americas in 2024		Number Reviewed	Total Employees	Percentage
Gender	Male	8	13	61.54%
	Female	5		38.46%
Employee Category	Management	11		84.62%
	Non-Management	2		15.38%

3.2.3 Labor-Management Communication

✓ Diverse Communication Channels:

Twinhead has long emphasized humanistic management, guided by the principle of “labor and management as one, coexisting and prospering together.” The Company provides diverse communication channels for labor-management issues, facilitating dialogue, fostering consensus, and promoting labor-management harmony while strengthening workplace cohesion.

Diverse Labor-Management Communication	
Organizational Meetings	Regular unit/department meetings, cross-functional meetings.
Announcements/Surveys /Reviews/Feedback	Performance appraisals, feedback channels, employee grievance mechanisms, HR announcements, etc.
Labor-Management Meeting Bodies	Labor-management meetings, Employee Welfare Committee, etc. These diverse channels, encompassing one-way, two-way, and interactive modes, are integrated with internal operations and management policies to ensure seamless and accurate communication.

In the event of factory closures, new factory establishments, employee layoffs, or changes in work locations, Twinhead complies with the Mass Layoff Protection Act by notifying the local Labor Bureau 60 days in advance and adhering to the required notice period.

✓ **Labor-Management Meetings**

As the Company has not established a labor union, the collective bargaining agreement signing rate is 0%. However, to ensure effective labor-management communication, Twinhead holds quarterly labor-management meetings. Employee representatives, elected by all staff, participate at 100% representation to voice opinions and address concerns, fostering employee cohesion.

✓ **Employee Welfare Committee Meetings**

Both labor and management committee members discuss welfare measures during these meetings, addressing various employee work- and life-related concerns. This dialogue enhances mutual understanding and serves as a reference for management decision-making.

✓ **Grievance Handling and Resolution**

Twinhead has established a grievance mechanism, allowing employees to report any unlawful activities or incidents detrimental to their rights through confidential channels to senior management for immediate rectification, safeguarding employee interests. No significant grievances were reported in 2024.

✓ **Prevention of Discrimination or Sexual Harassment**

Twinhead has implemented the Workplace Sexual Harassment Prevention, Complaint, and Punishment Measures to prevent workplace sexual harassment and bullying, ensuring employee rights. When incidents occur, employees can file complaints via the Company's reporting mechanism. No reports of sexual harassment or bullying were received in 2024.

Grievance Channels

Phone: (02)5589-9999#1060

Email:suggestionbox@twinhead.com.tw

✓ **Countermeasures Against Corruption and Bribery**

Twinhead has established a Code of Ethical Conduct as a daily guideline for employee behavior. No instances or suspected cases of corruption or bribery were reported among employees in 2024. While such incidents occur in the future, they will be investigated and addressed per relevant management policies. If evidence is substantiated, disciplinary actions will be taken in accordance with Company regulations or applicable government laws.

3.3 Community Engagement

Twinhead upholds the service philosophy of “taking from society and giving back to society” to fulfill its social responsibility and support vulnerable groups. The Company collaborates with local organizations across its operational sites through diverse charitable activities, providing internal support to employees in need and external assistance to disadvantaged communities, while enhancing cultural education. This approach creates maximum value for internal and external stakeholders, demonstrating Twinhead’ s commitment to society.

Community Care

Since the beginning of the pandemic, Twinhead’ s headquarters has irregularly donated pandemic relief supplies to the local building management committee, contributing to community (Neihu District, Taipei City) health efforts and fulfilling corporate social responsibility.

Method of fulfilling Social Responsibility: Donation of supplies to the building management committee.

Frequency: Irregular.

Beneficiaries: Approximately 300–500 people.

Twinhead actively assists in sorting and organizing recyclable materials at the local building recycling station, partnering with the community to protect the planet, promote sustainable resource and environmental management, and fulfill corporate social responsibility.

Method of fulfilling Social Responsibility: Actively supporting building recycling operations.

Frequency: Monday to Friday.

Location: Neihu District, Taipei City.

Beneficiaries: Unspecified number of people.



The Company proactively addresses community risks and opportunities to build a sustainable society and environment, recognizing that community development is integral to its business and values. Through material donations and the installation of love offering boxes, Twinhead supports local community growth, reflecting its commitment to social responsibility. Additionally, the Company prioritizes environmental sustainability, actively participating in recycling and waste reduction efforts to minimize environmental impact, including reducing waste and carbon footprints, thereby improving community environmental quality.

Twinhead views community health, social issues, and environmental sustainability as inseparable from its operations. The Company will continue to implement community-beneficial measures and strengthen mutually beneficial community relationships for a better future.

Twinhead's hiring ratio of local talent or other quantifiable performance metrics reflects its ongoing commitment to employing individuals from operational locations, fostering deep community ties. At the Taipei headquarters (Neihu District, Taipei City), over one-third of employees are local residents, reinforcing the Company's local commitment and establishing a stronger foundation. Notably, at the Kaohsiung plant (Dafa Industrial Park, Daliao District, Kaohsiung City), over three-quarters of employees are local, creating significant employment opportunities and strengthening ties with the community. Actively hiring local talent enhances Twinhead's integration into the community, improves understanding of local needs, and contributes to community development. The Company will continue this commitment to maintain and enhance positive relationships with local communities.

4. Environment and Safety

Twinhead and Durabook Americas pursue balanced development and sustainable operations, with the General Manager signing the Twinhead Environmental Protection Policy to publicly affirm the Company's commitment to protecting the environment and ensuring community safety. Internally, this policy mandates employees to enhance their expertise and continuously develop products that benefit society while prioritizing safety, hygiene, and environmental considerations as fundamental to sustainable operations. Twinhead consistently implements the ISO 14001 Environmental Management System and conducts GHG inventories. Identified gaps from environmental audits are prioritized for improvement, following the PDCA cycle to ensure compliance with regulations and a commitment to continuous enhancement.

Our Commitments:

Compliance with Regulatory Requirements: All products, activities, and services comply with government environmental regulations and other applicable requirements.

Risk Management Promotion: Minimize environmental impact and reduce effects on personnel and the environment.

Continuous Improvement: Regularly review management performance, striving toward zero incidents, zero accidents, and zero pollution.

Training and Awareness: Ensure all employees understand Company policies and responsibilities toward stakeholders, providing necessary job training.

Meeting Customer Needs: Fully honor commitments to customers, ensuring both customers and suppliers are aware of the Company's environmental policy.

【Carbon Reduction】

Conduct GHG inventories and establish emission reduction targets.

Improve production processes to maximize energy efficiency, reduce carbon emissions, and include annual carbon reduction targets as a management goal to fulfill corporate citizenship responsibilities.

Adjust office air conditioning temperatures based on employee occupancy to minimize excessive carbon emissions.

【Waste Reduction - Waste Sorting】

- Promote waste sorting and install recycling bins to achieve waste reduction.

- Encourage reduced use of disposable utensils to decrease household waste.

【Industrial Waste】

- Manage industrial waste within the Company according to regulatory

procedures, classifying and storing it based on its chemical properties, then entrusting disposal to qualified vendors.

【Green Procurement】

- Twinhead and Durabook Americas ensure products are free of Substances of Very High Concern (SVHC) as listed under REACH.
- Twinhead and Durabook Americas comply with the EU RoHS green environmental standards, implementing green procurement management. This includes requiring suppliers to provide materials free of hazardous substances and ensuring no harmful chemicals are used in production processes.
- Twinhead and Durabook Americas continue to produce products meeting EPEAT requirements.

【Emergency Response】

- Twinhead and Durabook Americas have established emergency response plans, setting up an Emergency Response Command Center and forming response teams. In emergencies, these teams manage and address incidents. Biannual emergency response training and fire drills are conducted, with new employees required to operate fire extinguishers hands-on. Simulation exercises by response teams enhance employees' emergency response and self-safety management skills, enabling timely action to limit damage and injury before incidents escalate.
- In collaboration with fire departments, employees receive training in fire

escape procedures and first aid.

In 2024, the Kaohsiung Plant, a key production site, conducted two emergency response drills per its emergency plan. Task groups, including the on-site commander, ambulance notification team, security communications, evacuation guidance, and safety officers, participated to ensure rapid response to emergencies, minimizing personnel injuries and environmental impact.

4.1 Energy Management

Material Issue	Energy Use
Policy/Commitment	<ul style="list-style-type: none"> ● Implement energy conservation and carbon reduction, minimizing unnecessary waste.
Targets	<ul style="list-style-type: none"> ● Continuously review energy management practices. ● Achieve net-zero emissions by 2050. ● Reduce annual energy intensity by 5% compared to the previous year.
Responsible Department/Grievance	<ul style="list-style-type: none"> ● Contact: General Affairs/Facilities Management ● Email : ESG@twinhead.com.tw

Mechanism	
Resource Investment	<ul style="list-style-type: none"> Promote electricity conservation awareness. Encourage employees to use stairs instead of elevators. Optimize air conditioning shutdown times based on seasonal electricity usage. 2024 renewable energy usage ratio: 4.1%.
Evaluation Mechanism	<ul style="list-style-type: none"> Regularly monitor energy consumption trends. Review target achievement during Sustainability Committee meetings. In 2024, energy intensity decreased by 10.73% compared to 2023.

The rapid economic growth has increased corporate demand for energy, making energy management a significant challenge and a critical issue for Twinhead. The Company focuses on improving energy efficiency, reducing waste, adopting more effective energy use methods as technology advances, and decreasing reliance on single energy sources. Annual energy consumption audits are conducted to track usage patterns, supporting the Company’s sustainable development.

4.1.1 Energy Consumption

Twinhead’s energy use structure primarily comprises electricity and gasoline for company vehicles, while Durabook Americas’ office electricity is sourced from solar energy, a renewable resource. Total energy consumption in 2024 was 5,691.71 GJ, a 3.2% increase from 5,513.98 GJ in 2023, driven by heightened operational activity. Renewable energy accounted for 4.1% of total energy consumption in 2024. Twinhead conducts annual energy consumption audits to assess yearly usage trends.

2024 Total Energy Consumption

Energy Consumption	Year	Electricity		Gasoline		Diesel		Total Energy
		(kWh)	GJ	(Liters)	GJ	(Liters)	GJ	GJ
Taipei Office	2022	356,360	1,282.90	7,017.83	229.14	NA	NA	1,512.03
	2023	342,120	1,231.63	7,238.37	236.34	NA	NA	1,467.97
	2024	324,818	1,169.35	8,898.325	290.54	NA	NA	1,459.89

Kaohsiung Plant	2022	1,003,200	3,611.52	NA	NA	NA	NA	3,611.52
	2023	1,043,140	3,755.30	NA	NA	240	8.44	3,763.74
	2024	1,093,668	3,937.20	NA	NA	122.65	4.31	3,941.51
Kunshan Runting	2022	17,778	64.00	NA	NA	NA	NA	64.00
	2023	16,572	59.66	NA	NA	NA	NA	59.66
	2024	15,589	56.12	NA	NA	NA	NA	56.12
Durabook Americas	2022	59,228	213.22	NA	NA	NA	NA	213.22
	2023	61,835	222.61	NA	NA	NA	NA	222.61
	2024	65,184	234.66	NA	NA	NA	NA	234.66

Notes 1: Indirect electricity and gasoline consumption result from purchased electricity and gasoline products; diesel is used for generators.

Notes 2: Each kWh equals 3.6 million joules; 1 GJ equals 10⁹ joules. Refer to the Environmental Protection Administration's GHG Emission Factor Management Table (Version 6.04): gasoline calorific value is 7,800 kcal/L, diesel calorific value is 8,400 kcal/L, and 1 kcal equals 4,186 J.

4.1.2 Energy Intensity

Twinhead analyzes energy intensity using specific metrics, defined as the Company's annual consolidated revenue (in millions). Energy intensity is calculated from operational energy consumption data over the year, measuring both electricity and fuel usage intensity. This assessment provides insight into energy use efficiency, guiding future energy management strategies.

Historical Total Energy Intensity

Energy Intensity	Revenue (Millions)	Total Energy (GJ)	Intensity (GJ/Million Revenue)
2022	934	5,400.77	5.78
2023	1,081	5,513.98	5.10
2024	1,250	5,692.18	4.55

4.1.3 Water Management

With climate change increasing the frequency of extreme weather, risks related to water scarcity and quality have risen significantly. Effective water resource management and water recycling improvements are critical components of corporate operations. Twinhead's headquarters, Kaohsiung Plant, Kunshan, and Durabook Americas source water from municipal supplies, which are not in high-stress water regions, and use it primarily for domestic purposes.

Specific Water-Saving Measures
<ul style="list-style-type: none">✓ Regularly inspect and maintain pipelines to prevent leaks.✓ Adjust air conditioning and cooling water discharge volumes, with regular maintenance of chiller units.✓ Install water-saving devices (e.g., low-flow toilets, sensor-activated faucets).✓ Use visual signage, stickers, and posters to promote water conservation awareness among employees at headquarters and operational sites.✓ Reduce faucet water flow rates to conserve water.

Taipei Office Water Usage Statistics (Million Liters)			
Year	Total Water Withdrawal	Total Wastewater	Total Water Consumption

		Discharge	
2023	2.237	2.237	0
2024	2.539	2.539	0
Kaohsiung Plant Water Usage Statistics (Million Liters)			
Year	Total Water Withdrawal	Total Wastewater Discharge	Total Water Consumption
2023	4.172	4.172	0
2024	5.870	5.870	0
Durabook Americas Water Usage Statistics (Million Liters)			
Year	Total Water Withdrawal	Total Wastewater Discharge	Total Water Consumption
2023	0.351	0.351	0
2024	0.278	0.278	0

Group-Wide Water Usage Statistics (Million Liters)		
Year	Total Water Withdrawal (Million Liters)	Water Intensity (Million Liters/Million Revenue)
2023	6.760	0.0063
2024	8.687	0.0070

Note: Water usage data for the Kunshan subsidiary is excluded due to incomplete statistics.

4.1.3 Energy Conservation and Carbon Reduction

Twinhead has planned a series of energy conservation and carbon reduction measures, promoting awareness in daily operations to enhance employees' understanding of energy-saving issues and embed these practices into everyday life. The Company will continue conducting GHG inventories to identify major emission sources, enabling the development of precise carbon reduction plans. Future plans include introducing energy-efficient equipment and facilities across sites to reduce energy consumption.

- Promote setting indoor air conditioning to optimal temperatures,

installing insulating curtains based on sunlight and heat load variations.

- Regularly maintain air conditioning units to ensure high-efficiency operation.
- Implement waste sorting, reduction, and recycling initiatives.
- Conduct workplace environment assessments to provide a safe and comfortable work setting for employees.
- Encourage employees to bring reusable water cups to internal meetings.
- Promote turning off computers and monitors when not in use or after work hours to reduce unnecessary power consumption.
- Select energy-efficient appliances (e.g., air conditioners, refrigerators, multifunction devices) with energy-saving labels.
- Use eco-labeled toner cartridges and green procurement-compliant printing paper.
- Advocate for reduced use of disposable utensils and cups among employees.
- Turn off lights, air conditioning, and projectors in meeting rooms after use.
- Fully transition office lighting to LED energy-saving fixtures.
- Gradually adopt green procurement for office infrastructure and equipment.

4.2 GHG Emissions Management

Climate change has emerged as a global challenge requiring collective action. Twinhead recognizes that the Earth's climate and environment are deteriorating due to GHG impacts. As a responsible corporate citizen, the Company conducts GHG inventories in accordance with requirements from the Environmental Protection Administration, using the process and results to effectively monitor and manage current GHG emissions.

Through risk assessments and opportunity identification, Twinhead aims to minimize or prevent operational losses while exploring future business opportunities.

4.2.1 Direct GHG Emissions (Scope 1) & Indirect (Scope 2) and Other Indirect GHG Emissions (Scope 3)

In line with industry chain requirements, this report covers the Taipei Office, Kaohsiung Plant, Durabook Americas, and Kunshan subsidiary, which have completed GHG inventories per ISO 14064-1 and the GHG Protocol standards, with verification by a third-party entity. 2024 is designated as the base year to support future carbon reduction and net-zero planning.

GHG Emissions Statistics - Scope 1 and Scope 2 (Metric Tons CO₂e)

Year	Item GHG Protocol Scope 1 ISO 14064-1 Category 1	GHG Protocol Scope 2 ISO 14064-1 Category 2	Scope (Category) 1 + 2
2022	15.88	711.10	726.98
2023	17.01	694.32	711.33
2024	123.4807	693.6143	817.0950

Notes 1: Refer to the Environmental Protection Administration's GHG Emission Factor Management Table (Version 6.04): diesel emission factor is 2.6060 kg CO₂/L, gasoline emission factor is 2.2631 kg CO₂/L; electricity emission factors are 0.495 kg CO₂e/kWh in 2022, 0.494 kg CO₂e/kWh in 2023, and 0.474 kg CO₂e/kWh in 2024.

Notes 2: The increase in Scope 1 emissions in 2024 is attributed to the expanded inclusion of direct fugitive emissions from human systems.

GHG Emissions Statistics - Scope 3 (Metric Tons CO₂e)

Item	GHG Protocol Scope 3
Year	ISO 14064-1 Categories 3 and 4
2024	226.9114

Note: Scope 3 disclosure was introduced in 2024. Scope 3 categories include employee commuting, business travel, procurement-related emissions (e.g., tap water and various energy sources), and waste disposal emissions.

4.2.2 GHG Emission Intensity

Twinhead uses GHG inventory results to assess current emission levels, adopting million revenue as the metric to evaluate the Company's average emission profile. This enables annual tracking of environmental performance.

Twinhead Scope 1 Emission Intensity Statistics

Year\Item	Revenue (Millions)	Scope 1 Emissions (Metric Tons CO ₂ e)	Emission Intensity (Tons CO ₂ e/Million Revenue)
2022	934	15.88	0.0170
2023	1,081	17.01	0.0157
2024	1,250	123.4807	0.0988

Twinhead Scope 2 Emission Intensity Statistics

Year\Item	Revenue (Millions)	Scope 2 Emissions (Metric Tons CO ₂ e/Year)	Emission Intensity (Tons CO ₂ e/Million Revenue)
2022	934	711.10	0.7613
2023	1,081	694.32	0.6423
2024	1,250	693.6143	0.5549

Twinhead Scope 1 + 2 Total Emission Intensity Statistics

Year\Item	Revenue (Millions)	Scope 1 + 2 Emissions (Metric Tons CO ₂ e/Year)	Emission Intensity (Tons CO ₂ e/Million Revenue)
2022	934	726.98	0.7784

2023	1,081	711.33	0.6580
2024	1,250	817.0950	0.6537

Twinhead Scope 3 Emission Intensity Statistics

Year\Item	Revenue (Millions)	Scope 3 Emissions (Metric Tons CO2e/Year)	Emission Intensity (Tons CO2e/Million Revenue)
2024	1,250	226.9114	0.1815

4.3 Waste Management and Control

The Taipei Office, Durabook Americas, and Kunshan operate as office-based facilities, primarily generating domestic waste, which is excluded from this report's disclosure. The Kaohsiung Plant manages process-related industrial waste in accordance with the Waste Management Regulations, treating it as general industrial waste. All process-generated industrial waste is handled off-site by qualified disposal vendors to ensure legal and safe final treatment. No hazardous industrial waste was generated or processed in 2024.

Category	Waste Item	2022	2023	2024	Treatment Method	Off-Site/On-Site Treatment
General Industrial Waste	Waste Paper	10.201	14.320	24.015	Recycling	Off-Site
	Waste Plastic	--	1.745	2.695	Recycling	Off-Site
	Waste Lamps	--	0.026	0.037	Recycling	Off-Site
	Domestic Waste	12.6	16.7	17.5	Incineration	Off-Site
Total		22.801	32.791	44.247	-	-
General Industrial Waste Recycling Rate (%)		44.74	49.07	60.45	-	-

Note: PCB waste has not yet reached an economically viable volume for processing and is stored on-site awaiting recycling. Annual waste treatment data is sourced from disposal vendor manifests.

4.4 Healthy Workplace

Material Issue	Occupational Safety and Health
Policy/Commitment	<ul style="list-style-type: none"> Continuously strengthen safety and health management and regularly assess safety and health performance to establish a safe, hygienic, and friendly work environment.
Targets	<ul style="list-style-type: none"> Zero major occupational incidents. No violations of occupational safety and health regulations.
Responsible Department/Grievance Mechanism	<ul style="list-style-type: none"> Contact: Occupational Safety Email: ESG@twinhead.com.tw
Resources Allocated	<ul style="list-style-type: none"> Implement self-inspections for safety and health, enhancing employee awareness. Adhere to and enforce relevant safety and health regulations Prepare for and manage emergency responses.
Evaluation Mechanism	<ul style="list-style-type: none"> Zero major occupational incidents in 2024. No violations of occupational safety and health regulations in 2024.

Twinhead actively promotes occupational safety, health, and wellness by anticipating, recognizing, assessing, controlling hazards, and applying the PDCA cycle to continuously improve the safety and health of the work environment while mitigating workplace hazards. Long committed to employee care, safety awareness, and corporate social responsibility, Twinhead views employee safety and health as invaluable assets, striving to create a high-quality, safe, and healthy workplace.

4.4.1 Occupational Safety and Health Operations

To provide a safe and healthy work environment for employees and contracted workers, Twinhead continuously improves occupational health and safety performance. Although the ISO 45001 Occupational

Health and Safety Management System has not yet been implemented, the Company has established occupational safety and health plans and related management systems to ensure compliance with regulatory and other requirements for both employees and contractors.

4.4.2 Occupational Safety and Health Hazard and Incident

Prevention

Hazard identification, risk assessment, and incident investigation are essential elements of enterprise safety management. Common hazards at Twinhead include cuts, crush injuries, and slips. To meet occupational health and safety needs, the Company conducts comprehensive hazard identification and risk assessments for operations at offices and sites that may cause personnel injuries or property damage. Past and present safety performance is reviewed, potential hazard sources are identified through full workplace inspections, and risks are evaluated based on the severity of potential harm and frequency of occurrence. Corresponding measures are then implemented to mitigate risks according to their assessed levels. Twinhead has established the Accident, Incident Reporting, Investigation, and Management Procedure to prevent occupational incidents, enabling immediate rescue and response actions, investigating incident causes, and developing improvement measures to reduce recurrence, thereby safeguarding employee safety.

4.4.3 Worker Participation, Consultation, and Communication on

Occupational Safety and Health

Ensuring workplace safety and health, as well as aligning occupational safety and health policies with employee needs, relies heavily on direct worker participation and communication. Twinhead provides open communication channels, including regular labor-management meetings and ISO 9001 & 14001 system management review meetings, where employees can engage in discussions on labor conditions and welfare, fostering positive labor-management relations and preventing disputes.

Meeting Type	Labor-Management Meeting	Employee Welfare Committee	ISO 9001 & 14001 System Management Review Meeting
Frequency	Quarterly	Quarterly	Annually
Participating Units	Labor and management representatives		
Grievance Channels	Employee suggestion box, sexual harassment complaint E-mail, workplace misconduct complaint E-mail		

4.4.4 Occupational Safety and Health Training

Twinhead schedules annual training programs based on occupational safety and health regulations and requirements, including new employee orientation, fire drills, and refresher training for personnel with special qualifications. Through the annual training plan, the Company ensures that specific employees maintain safety and health certifications to meet regulatory standards. To prepare for emergency incidents, fire drills are conducted biannually. In 2024, both the Taipei Office and Kaohsiung Plant completed occupational safety training for new employees as required.

4.4.5 Mitigating Occupational Safety and Health Impacts

Twinhead enhances workplace safety annually through occupational safety and health programs. The Company offers health protection services, including health promotion activities, health screenings, and abnormal condition management, providing voluntary annual health checkups for employees at no cost. To ensure a safe work environment, specialized health examinations are conducted annually for employees in specific roles, monitoring them for occupational hazards and reinforcing protective measures. Comprehensive health assessments, including general checkups, specialized screenings, and occupational health exams, inform the planning of annual health seminars and promotion activities tailored to employees' physical and mental well-being. For suppliers, occupational safety and health requirements were integrated into the 2024 supplier sustainability evaluation, with no significant occupational safety incidents reported among suppliers during the year.

Twinhead 2024 Occupational Safety Management Results

Occupational Safety Program	Performance
New Employee Occupational Safety Training	100% participation rate for new employee training
Employee Health Checkups	Completed annual health screenings
Environmental Monitoring	Quarterly water quality testing by accredited labs for coliform bacteria levels, with regular cleaning, filter replacement, and disinfection of water dispenser systems by vendors to ensure safe drinking water
Emergency Response	Taipei Office and Kaohsiung Plant completed fire drills for both halves of the year
Health Promotion Activities	Monthly health awareness campaigns, totaling 12 sessions annually

4.4.6 Occupational Incident Management Statistics

Twinhead has established occupational incident management mechanisms and consistently enforces occupational safety and health standards. Through regular training, the Company identifies and corrects potential hazards and risky behaviors among employees, prioritizing safety as a core compliance principle and promoting adherence to standard operating procedures during tasks. In the event of workplace accidents, the Company implements emergency response plans and notification networks to alert relevant supervisors, followed by incident investigations to analyze causes, develop corrective measures, and prevent recurrence, reducing risks for both internal employees and contracted workers collaborating on-site.

Employee Occupational Injuries and Illnesses Statistics

Headquarters Statistics/Year		2022	2023	2024
Total Hours Worked		203,280	205,920	219,472
Fatal Occupational Injuries (Note 1)	Number	0	0	0
	Percentage	0	0	0
Serious Occupational Injuries (Note 2)	Number	0	0	0
	Percentage	0	0	0
Recordable Occupational Injuries (Note 3)	Number	0	0	0
	Percentage	0	0	0
Occupational Illnesses	Number	0	0	0
	Percentage	0	0	0
Recordable Occupational Illnesses (Note 3)	Number	0	0	0
	Percentage	0	0	0

Kaohsiung Plant Statistics/Year		2022	2023	2024
Total Hours Worked		137,560	142,752	151,384
Fatal Occupational Injuries (Note 1)	Number	0	0	0
	Percent age	0	0	0
Serious Occupational Injuries (Note 2)	Number	0	0	0
	Percent age	0	0	0
Recordable Occupational Injuries (Note 3)	Number	0	0	2
	Percent age	0	0	2.6423
Occupational Illnesses	Number	0	0	0
	Percent age	0	0	0
Recordable Occupational Illnesses (Note 3)	Number	0	0	0
	Percent age	0	0	0

Kunshan Statistics/Year		2022	2023	2024
Total Hours Worked		13,548	13,344	12,607
Fatal Occupational Injuries (Note 1)	Number	0	0	0
	Percent age	0	0	0
Serious Occupational Injuries (Note 2)	Number	0	0	0
	Percent age	0	0	0
Recordable Occupational Injuries (Note 3)	Number	0	0	0
	Percent age	0	0	0
Occupational Illnesses	Number	0	0	0
	Percent age	0	0	0
Recordable Occupational Illnesses (Note 3)	Number	0	0	0
	Percent age	0	0	0

Notes 1: Fatality or injury rates are calculated per 200,000 hours worked.

Notes 2: Serious occupational injuries are those causing employees to be unable or unlikely to recover to their pre-injury health status within six months, excluding fatalities.

Notes 3: Recordable occupational injuries or illnesses include those resulting from death, leaving the workstation, restricted work or job transfer, medical treatment beyond first aid, loss of consciousness, or diagnoses by a licensed physician or healthcare professional of significant injuries or illnesses (even if not resulting in death, leaving the workstation, restricted work, job transfer, treatment beyond first aid, or loss of consciousness), including fatalities; commuting accidents are excluded from occupational injury statistics.

Notes 4: Durabook Americas reported no recordable or serious occupational injuries; data is not disclosed due to unrecorded total hours worked.

GRI Sustainability Reporting Guidelines Comparison Table					
Statement of Use	Twinhead International Corp. has referenced the GRI Standards to report on activities from January 1 to December 31, 2024.				
GRI 1 Used	GRI 1: Foundation 2021				
Applicable GRI Sector Standards	The Company has no applicable GRI sector standards yet.				
Note	Topics marked with * are material issues.				
Topic	Disclosure Item	Description	Section	Page	Omitted/Notes
GRI 2: General Disclosures 2021					
Organization and Reporting Practices	2-1	Organizational Details	1.1 About Twinhead	21	
	2-2	Entities Included in the Organization's Sustainability Reporting	Editorial Policy	5	
	2-3	Reporting Period, Frequency, and Contact Point	Editorial Policy	5	
	2-4	Restatements of Information	Editorial Policy	5	
	2-5	External Assurance	Editorial Policy	5	
Activities and Workers	2-6	Activities, Value Chain, and Other Business Relationships	1.1 About Twinhead	21	
	2-7	Employees	3.1 Workforce Structure	75	

	2-8	Workers Who Are Not Employees	3.1 Workforce Structure	75	
Governance	2-9	Governance Structure and Composition	1.2 Governance Practices	56	
	2-10	Nomination and Selection of the Highest Governance Body	1.2 Governance Practices	56	
	2-11	Chair of the Highest Governance Body	1.2 Governance Practices	56	
	2-12	Role of the Highest Governance Body in Overseeing Impact Management	1.2 Governance Practices 1.3 Operational Risk Management and Climate Change Response	56 46	
	2-13	Delegation of Responsibility for Impact Management	1.2 Governance Practices 1.3 Operational Risk Management and Climate Change Response	56 46	
	2-14	Role of the Highest Governance Body in Sustainability Reporting	1.1 About Twinhead	21	
	2-15	Conflict of Interest	1.2 Governance Practices	56	
	2-16	Communication of Critical Concerns	1.2 Governance Practices	56	
	2-17	Collective Knowledge of the Highest Governance Body	1.2 Governance Practices	56	
	2-18	Evaluation of the Performance of the Highest Governance Body	1.2 Governance Practices	56	

	2-19	Remuneration Policies	1.2 Governance Practices	56	
	2-20	Process for Determining Remuneration	1.2 Governance Practices	56	
	2-21	Annual Total Compensation Ratio	--	--	Not disclosed due to confidentiality under employee code
Strategy, Policies, and Practices	2-22	Statement on Sustainability Strategy	Message from Management	2	
	2-23	Policy Commitments	1.1 About Twinhead	21	
	2-24	Embedding Policy Commitments	1.1 About Twinhead	21	
	2-25	Processes to Remediate Negative Impacts	1.2 Governance Practices 1.3 Operational Risk Management and Climate Change Response 1.6 Information Security 2.2 Customer Service 2.3 Product Safety and Responsibility 3.2 Talent Cultivation 4.4 Healthy Workplace	56 46 59 66 82 106	
	2-26	Mechanisms for Seeking Advice and Raising Concerns	1.2 Governance Practices 1.3 Operational Risk Management and Climate Change Response 1.6 Information Security 2.2 Customer Service 2.3 Product Safety and Responsibility 3.2 Talent Cultivation 4.4 Healthy Workplace	56 46 59 66 82 106	
	2-27	Compliance with Laws and	1.5 Regulatory Compliance	58	

		Regulations			
	2-28	Membership Associations	1.1 About Twinhead	21	
Stakeholder Engagement	2-29	Approach to Stakeholder Engagement	Stakeholder Communication and Material Issue Identification	9	
	2-30	Collective Bargaining	3.2 Talent Cultivation	82	
GRI 3: Material Topics 2021					
Material Topics	3-1	Process to Determine Material Topics	Stakeholder Communication and Material Issue Identification	9	
	3-2	List of Material Topics	Stakeholder Communication and Material Issue Identification	9	
*Green Products					
GRI 3: Material Topics 2021	3-3	Management of Material Topics	2.3 Product Safety and Responsibility	66	
*Information Security					
GRI 3: Material Topics 2021	3-3	Management of Material Topics	1.6 Information Security	59	
*Customer Service					
GRI 3: Material Topics 2021	3-3	Management of Material Topics	2.2 Customer Service	66	
Economic Dimension					
Economic Performance					
GRI 201: Economic Performance 2016	201-1	Direct Economic Value Generated and Distributed	2.4 Operational Performance	72	
	201-2	Financial Implications and Other Risks and	1.3 Operational Risk Management and Climate Change Response	46	

		Opportunities Due to Climate Change			
Environmental Dimension					
*Energy Management					
GRI 3: Material Topics 2021	3-3	Management of Material Topics	4.1 Energy Management	96	
GRI 302: Energy 2016	302-1	Energy Consumption Within the Organization	4.1 Energy Management	96	
	302-3	Energy Intensity	4.1 Energy Management	96	
Water Management					
GRI 303: Water and Effluents 2018	303-1	Interactions with Water as a Shared Resource	4.1 Energy Management	99	
	303-2	Management of Water-Related Impacts	4.1 Energy Management	99	
	303-3	Water Withdrawal	4.1 Energy Management	99	
	303-4	Water Discharge	4.1 Energy Management	99	
	303-5	Water Consumption	4.1 Energy Management	99	
GHG Emissions					
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG Emissions	4.2 GHG Emissions Management	102	
	305-2	Energy Indirect (Scope 2) GHG Emissions	4.2 GHG Emissions Management	102	
	305-3	Other Indirect (Scope 3) GHG Emissions	4.2 GHG Emissions Management	102	
	305-4	GHG Emission Intensity	4.2 GHG Emissions Management	102	

Waste Management					
GRI 306: Waste 2020	306-3	Waste Generated	4.3 Waste Management and Control	105	
	306-4	Waste Diverted from Disposal	4.3 Waste Management and Control	105	
	306-5	Waste Directed to Disposal	4.3 Waste Management and Control	105	
Social Dimension					
*Employment Relations					
GRI 3: Material Topics 2021	3-3	Management of Material Topics	3. Social Inclusion	74	
GRI 401: Employment 2016	401-1	New Employee Hires and Employee Turnover	3.1 Workforce Structure	75	
	401-2	Benefits Provided to Full-Time Employees (Excluding Temporary or Part-Time Employees)	3.2 Talent Cultivation	83	
	401-3	Parental Leave	3.2 Talent Cultivation	83	
Labor/Management Relations					
GRI 402: Labor/Management Relations 2016	402-1	Minimum Notice Periods Regarding Operational Changes	3.2 Talent Cultivation	83	
*Occupational Safety and Health					
GRI 3: Material	3-3	Management of Material	4.4 Healthy Workplace	106	

Topics 2021	2021	Topics			
GRI 403: Occupational Health and Safety 2018 (Management Approach)	403-1	Occupational Health and Safety Management System	4.4 Healthy Workplace	106	
	403-2	Hazard Identification, Risk Assessment, and Incident Investigation	4.4 Healthy Workplace	106	
	403-3	Occupational Health Services	4.4 Healthy Workplace	106	
	403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	4.4 Healthy Workplace	106	
	403-5	Worker Training on Occupational Health and Safety	4.4 Healthy Workplace	106	
	403-6	Promotion of Worker Health	4.4 Healthy Workplace	106	
	403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked to Business Relationships	4.4 Healthy Workplace	106	
GRI 403: Occupational Health and Safety 2018	403-9	Work-Related Injuries	4.4 Healthy Workplace	106	
	403-10	Work-Related Ill Health	4.4 Healthy Workplace	106	

*Talent Cultivation and Retention					
GRI 3: Material Topics 2021	3-3	Management of Material Topics	3. Social Inclusion	74	
GRI 404: Training and Education 2016	404-1	Average Hours of Training per Employee per Year	3.2 Talent Cultivation	83	
	404-2	Programs for Upgrading Employee Skills and Transition Assistance	3.2 Talent Cultivation	83	
	404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	3.2 Talent Cultivation	83	
Diversity and Equal Opportunity Among Employees					
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of Governance Bodies and Employees	1.2 Governance Practices 3.1 Workforce Structure	56 75	

Topic		Description	Section
Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies	Article 4-2	Two-Year Salary of Full-Time Employees Not in Managerial Roles	3.2.1 Compensation and Benefits

A2: SASB Sustainability Accounting Standards Comparison Table - Technology and Communications/Hardware

Disclosure Topic	Disclosure Metric	Metric Code	Corresponding Section	Notes
Product Safety	Description of methods to identify and address data security risks in products	TC-HW-230a.1	2.3 Product Safety and Responsibility	
Employee Diversity and Inclusion	Ratio of management and all other employees by gender and race/ethnicity	TC-HW-330a.1	3.1 Workforce Structure	
Product Lifecycle	Percentage of product revenue containing IEC 62474 declarable substances	TC-HW-410a.1	100% of Company products comply with IEC 62474 declarable substances	
	Percentage of product revenue from EPEAT-registered or equivalent products	TC-HW-410a.2	29% of total products registered under EPEAT requirements	
	Percentage of product revenue from ENERGY STAR-compliant products	TC-HW-410a.3	42% of product revenue complies with ENERGY STAR requirements	
	Weight and percentage of recycled end-of-life products and e-waste	TC-HW-410a.4	4.3 Waste Management	
Supply Chain Management	Percentage of Tier 1 suppliers audited with RBA VAP or equivalent audits	TC-HW-430a.1	Data incomplete, to be disclosed in 2025	Partially disclosed
	Percentage of Tier 1 suppliers (1) not passing RBA VAP or equivalent audits, and deficiency improvement rate from audit results	TC-HW-430a.2	Data incomplete, to be disclosed in 2025	Partially disclosed
Material Sourcing	Description of risk management for the use of critical materials	TC-HW-440a.1	2.3 Product Safety and Responsibility	

Activity Metrics

Metric Item	Metric Code	Corresponding Section/Description	Notes
Units produced by product category	TC-HW-000.A	Sales volume of portable computers (including finished boards) is 52,033 units	
Production facility area	TC-HW-000.B	13,442M ²	
Production from owned facilities	TC-HW-000.C	100%	

A3: TCFD Disclosure Item Comparison

Dimension	TCFD Disclosure Item	Corresponding Section	Page
Governance	Oversight of climate risks and opportunities by the Board	1.3 Operational Risk Management and Climate	46
	Role of management in assessing and managing climate-related risks and opportunities	1.3 Operational Risk Management and Climate	46
Strategy	Identified short-, medium-, and long-term climate risks and opportunities	1.3 Operational Risk Management and Climate Change Response	46
	Description of the impact of climate risks and opportunities on business, strategy, and financial planning	1.3 Operational Risk Management and Climate	46
	Resilience of the organization' s strategy, considering different climate scenarios	1.3 Operational Risk Management and Climate	46
Risk Management	Process for identifying and assessing climate risks	1.3 Operational Risk Management and Climate	46
	Process for managing climate risks	1.3 Operational Risk Management and Climate	46
	Integration of climate risk identification, assessment, and management into the organization' s overall risk management framework	1.3 Operational Risk Management and Climate Change Response	46

Metrics and Targets	Metrics used to assess climate risks and opportunities in line with strategy and risk management processes	1.3 Operational Risk Management and Climate Change Response	46
	Disclosure of Scope 1, Scope 2, and Scope 3 (if applicable) GHG emissions and related risks	1.3 Operational Risk Management and Climate Change Response 4.2 GHG Emissions Management	46 102
	Targets used to manage climate risks and opportunities, and performance against those targets	1.3 Operational Risk Management and Climate	46

A4: Taiwan Stock Exchange Sustainability Disclosure Indicators - Listed Electronic Components Industry

No.	Indicator	Indicator Type	Unit	Report Content Section Report Content Section
1	Total energy consumption, percentage of purchased electricity, and renewable energy usage rate	Quantitative	Gigajoules (GJ), Percentage (%)	4.1 Energy Management No renewable energy usage
2	Total water withdrawal and total water consumption	Quantitative	Thousand cubic meters (m ³)	4.1 Energy Management
3	Weight and recycling percentage of hazardous waste generated	Quantitative	Metric tons (t), Percentage (%)	4.3 Waste Management
4	Description of occupational incident categories, number of incidents, and rates	Quantitative	Percentage (%), Number	4.4 Healthy Workplace
5	Product lifecycle management disclosure: weight of end-of-life products and e-waste, and recycling percentage	Quantitative	Metric tons (t), Percentage (%)	4.3 Waste Management
6	Description of risk management related to the use of critical materials	Qualitative	Not applicable	2.3 Product Safety and Responsibility
7	Total monetary losses due to legal actions related to anti-competitive behavior regulations	Quantitative	Reporting currency	No related litigation in 2024, total loss is 0
8	Main product output by product category	Quantitative	Varies by product type	Sales volume of portable computers (including finished boards) is 52,033 units

A5: Climate Information for Listed Companies

Climate Risks and Opportunities for the Company and Corresponding Mitigation Measures

Item	Company Response
1. Oversight and governance of climate-related risks and opportunities by the Board and management	1.3 Operational Risk Management and Climate Change Response
2. Description of how identified climate risks and opportunities impact business, strategy, and finances (short-, medium-, long-term)	1.3 Operational Risk Management and Climate Change Response
3. Description of the financial impact of extreme weather events and transition activities	1.3 Operational Risk Management and Climate Change Response
4. Description of how climate risk identification, assessment, and management processes are integrated into the overall risk management framework	1.3 Operational Risk Management and Climate Change Response
5. If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analysis factors, and major financial impacts	1.3 Operational Risk Management and Climate Change Response
6. If a transition plan is in place to manage climate risks, describe the plan content and metrics/targets for identifying and managing physical and transition risks	No relevant transition plan in place
7. If internal carbon pricing is used as a planning tool, describe the basis for pricing	No internal carbon pricing used
8. If climate-related targets are set, describe the covered activities, GHG emission scopes, timeline, annual progress, and, if carbon offsets or RECs are used, the source and quantity of offsets or RECs	1.3 Risk Management and Climate Change Response
9. GHG inventory and assurance status, and emission reduction targets	As below

GHG Inventory Status

Scope 1	2023 Total Emissions (tCO2e)	2024 Total Emissions (tCO2e)	2023 Emission Intensity (tCO2e/Million)	2024 Emission Intensity (tCO2e/Million)	Assurance Provider	Assurance Description (Verification Certificate)
Parent Company DURABOOK Kunshan Lunteng	17.01	123.4807	0.0157	0.0988	ARES INTERNATIONAL CERTIFICATION CO., LTD.	2023 and 2024 Scope 1 and Scope 2 with reasonable assurance
Scope 2	2023 Total Emissions (tCO2e)	2024 Total Emissions (tCO2e)	2023 Emission Intensity (tCO2e/Million)	2024 Emission Intensity (tCO2e/Million)		
Parent Company DURABOOK Kunshan Lunteng	694.32	693.6143	0.6423	0.5549		
Scope 3	2023 Total Emissions (tCO2e)	2024 Total Emissions (tCO2e)	2023 Emission Intensity (tCO2e/Million)	2024 Emission Intensity (tCO2e/Million)		
Parent Company DURABOOK Kunshan	-	226.9114	---	0.1815		

Lunteng						
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GHG inventory and assurance status

Emission Reduction Targets	Strategic Actions	Timeline
20% reduction in Scope 1 and Scope 2 GHG emissions by 2030 compared to the 2024 baseline	1. Green procurement of eco-labeled infrastructure equipment, full replacement of refrigeration and air conditioning with Tier 1 energy-efficient units	(1) 2024~2030
30% reduction in Scope 1 and Scope 2 GHG emissions by 2040 compared to the 2024 baseline	2. Facility equipment energy-saving projects	(2) 2024~2030
	3. Solar installation for self-use and green certificate purchases	(3) 2030~2040

A6: Third-Party Independent Assurance Statement



Independent Assurance Statement Based on 2024 Sustainability Report of Twinhead International Corp.

Statement No.: 2507007

Twinhead International Corp. (hereinafter referred to as Twinhead) and GREAT International Certification Co., Ltd. (hereinafter referred to as GREAT) are independent companies and organizations. Except for the evaluation and verification of the company's 2024 sustainability report, GREAT has no financial relationship with Twinhead.

The purpose of this independent assurance statement (hereinafter referred to as the Statement) is only to serve as the conclusion of guaranteeing the relevant matters within the scope defined in the following relevant Twinhead's Sustainability Report, and not for other purposes. Except for the Statement for fact verification, GREAT does not bear any relevant legal or other responsibilities for the use of other purposes, or anyone who reads this Statement.

This Statement is based on the conclusions made by the relevant information verification provided by Twinhead to GREAT. Therefore, the scope of the review is based on and limited to the content of the information provided. GREAT believes that the information content is complete, accurate and precise. Any questions about the content of this Statement or related matters will be answered by Twinhead.

The Scope of Assurance

The verification scope of Twinhead and GREAT agreement includes:

- The contents of the entire sustainability report and all operating performance of Twinhead from January 1, 2024 to December 31, 2024;
- According to the type 1 of AA1000 Assurance Standard v3, evaluate the nature and degree of Twinhead 's compliance with the AA1000 Accountability Principles (2018), excluding the verification of the reliability of the information/data disclosed in the report.
- This Statement is made in Chinese and translated into English for reference.

Verification Opinion

We summarize the content of Twinhead's sustainability report, and provide a fair standpoint of Twinhead 's related operations and performance. We believe that the specific performance indicators of Twinhead in 2024, such as environment, society and corporate governance, are presented correctly. The performance indicators disclosed in the report demonstrate Twinhead's expectations and efforts to identify and satisfy stakeholders.

The performance index disclosed in the report demonstrate DURABOOK's efforts to identify and meet stakeholder expectations as following:

- GHG emission in 2024 : Scope 1 is indicated as 0.0008 ton CO₂e,
Scope 2 is indicated as 12.9567 ton CO₂e,
Scope 3 (other indirect GHG emission) is not calculated.
- Water usage for DURABOOK in 2024 is 0.278 ML.
- Energy usage for DURABOOK in 2024 is 234.66 GJ.

Our verification work is carried out by a group of teams with verification capabilities according to the AA1000 Assurance Standard v3, as well as the planning and execution of this part of the work to obtain the necessary information data and instructions. We believe that the evidence provided by Twinhead is sufficient to show that its reporting method and self-declaration in accordance with the AA1000 Assurance Standard v3 and its 2018 appendix are in line with the GRI Sustainability Reporting Guidelines.

Verification method

To gather the evidence relevant to the conclusions, we performed the following:

- To conduct a senior management review of issues from external parties related to Twinhead 's corporate policies to confirm the appropriateness of the statement in this report;
- To discuss with the managers of Twinhead about the way of stakeholder participations, and have no direct contact with external stakeholders;
- To interview with employees related to the preparation of the sustainability report and information provision;
- To audit the performance data of Twinhead on a sampling basis;
- To evidence supporting the claims made in the review report;
- To Review the management process of the principles of inclusivity, materiality, responsiveness, and impact described in the company report and its related AA1000 Accountability Principles (2018).

Conclusion

The results of a detailed review of the AA1000 Accountability Principles (2018) including inclusivity, materiality, responsiveness,

Impact and GRI sustainability reporting standards are as follows:

- Inclusivity

Twinhead has established a process of cooperation with major stakeholders, including employees, customers, suppliers, government agencies, shareholders/investors and community, etc., and will launch a series of stakeholder activities in 2024, involving environment, society and economy, a series of major themes. In terms of our professional opinion, this report covers the inclusivity issues of Twinhead.

- Materiality

The report has stated that Twinhead focuses on environment, society and economy topics, and identified 7 major topics including energy use, green product, customer services, talent cultivation and retention, labor-employment relations, occupational safety and health, and information security, etc. In terms of our professional opinion, this report appropriately covers the materiality issues of Twinhead.

- Responsiveness

Twinhead responds to requests and opinions from stakeholders. Implementation methods include public information observatory, corporate governance evaluation, competent authority visits/policy promotion meetings/official document exchanges, monthly/quarterly financial reports, shareholders meetings, legal briefing, company website, supplier meetings/audit/questionnaire, customer meetings/satisfaction survey/audit/questionnaire, labor-management meeting, welfare committee meetings, employee complaint email, internal company announcements, community meetings, donations and charity events, phone calls and email, etc., those numerous internal and external stakeholder communication mechanisms, as an opportunity to provide further responses to stakeholders, and to promptly respond to stakeholder concerns. In terms of our professional opinion, this report covers the responsiveness issues of Twinhead.

- Impact

Twinhead has identified and fairly demonstrated its impact with balanced and effective measurement and disclosure. Twinhead has established a process for monitoring, measuring, evaluating and managing impacts, which helps to achieve more effective decision-making and results management within the organization. In terms of our professional opinion, this report covers the impact issues of Twinhead.

- GRI Guidelines

Twinhead provides the self-declaration of compliance with the GRI Sustainability Reporting Standards and relevant information. Based on the results of the review, we confirm that the report refers to the social responsibility and sustainability of the GRI Sustainability Reporting Standards. Relevant disclosure items for developments have been disclosed, partially disclosed, or omitted. In terms of our professional opinion, this self-declaration covers Twinhead's social responsibility and sustainability themes.

Assurance level

According to the AA1000 Assurance Standard v3 and its 2018 Appendix, we have verified that this Statement is a moderate level of assurance, as described in the scope and methods of this Statement.

Responsibility

The responsibility of the sustainability report, as stated in this Statement, is owned by the person in charge of Twinhead. The responsibility of GREAT is solely to provide professional opinions based on the scope and methods described, and to provide a Statement for the stakeholders.

Ability and Independence

GREAT is composed of experts in various management system fields. The verification team is composed of members with professional background, who have received training in a series of sustainable development, environmental and social management standards such as AA1000 AS v3, ISO 9001, ISO 14001 and ISO 45001, and are qualified as lead auditors.

On behalf of the assurance team AUGUST 06, 2025

GREAT International Certification Co., Ltd. Taiwan, Republic of China



Signed by General Manager W. J. Chen



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2024 Sustainability Report

Twinhead International Corporation