



2024 ESG

廣宇科技 永續報告書

SUSTAINABILITY REPORT



Table of Contents

1. Basic Information and Sustainability Management.....	4
1.1 About This Report.....	4
1.1.1 Reporting Period	4
1.1.2 Guidelines Followed	4
1.1.3 Boundaries and Scope.....	5
1.1.4 Information Restatement.....	6
1.1.5 Internal Control.....	6
1.1.6 External Assurance/Verification.....	7
1.1.7 Contact Information.....	7
1.2 Sustainability Strategy and Performance	8
1.2.1 Message from the Management.....	8
1.2.2 Sustainability Performance	9
1.2.3 Management Systems and Other Verification Assurance Qualifications	10
1.3 Stakeholder Engagement.....	11
1.3.1 Identifying Stakeholders.....	11
1.3.2 Stakeholder Communication	11
1.4 Material Topic Management	14
1.4.1 Material Topic Assessment Process.....	14
1.4.2 Material Topic Impact Management	16
2. Corporate Governance	18
2.1 Company Profile.....	18
2.1.1 Basic Information	18
2.1.2 Operating Locations	19
2.2 Governance Structure	20
2.2.1 Governance Framework.....	20
2.2.2 Functional Committee	26
2.3 Economic Performance	28
2.3.1 Economic Value	28
2.3.2 Environmental Sustainability Expenditure	30
2.4 Responsible Business Conduct.....	31
2.4.1 Ethical Management	32

2.4.2 Human Rights Policy	35
2.4.3 Regulatory Compliance	35
2.5 Risk Management	36
2.5.1 Risk Management Organization	36
2.5.2 Risk Identification and Response Measures	37
2.5.3 Risk Management Policy	39
2.5.4 Information Security Management	40
2.6 Climate-related Financial Disclosures	42
3. Products and Services	49
3.1 Product R&D and Innovation	49
3.2 Product Quality and Safety	50
3.3 Customer Relationship Management	52
3.3.1 Commitment to Customers	52
4. Sustainable Supply	53
4.1 Industry Supply Chain	53
4.1.1 Industry Overview	53
4.1.2 Supply Chain Structure	53
4.2 Supply Chain Management	55
4.2.1 Supply Chain Management Policy	55
4.2.2 Supply Chain Management Process	58
4.2.3 Supply Chain Audit Effectiveness	59
5. Environmentally Friendly	62
5.1 Energy Conservation and Carbon Reduction	64
5.1.1 Energy and Greenhouse Gas Management	67
5.1.2 Energy Consumption	71
5.1.3 GHG Emissions	75
5.1.4 Energy-saving and Carbon Reduction Measures	80
5.2 Water Resource Management	82
5.3 Waste Management	89
5.3.1 Waste Impact Assessment	91
5.3.2 Waste Management Policy	93
5.3.3 Waste Transportation, Disposal, and Reduction/ Recycling Performance	96

5.4 Air Quality	103
6. Happy Workplace	107
6.1 Diversity and Inclusion	107
6.1.1 Human Resource Management	107
6.1.2 Cultural Diversity	108
6.1.3 Diverse and Inclusive Employee Composition	109
6.1.4 Labor-Management Agreement.....	115
6.1.5 Employee Satisfaction.....	116
6.2 Remuneration and Benefits.....	117
6.2.1 Equal and Competitive Remuneration.....	118
6.2.2 Comprehensive Welfare Measures	120
6.2.3 Family-friendly Workplace	123
6.3 Diverse Development	124
6.3.1 Training and Development	124
6.3.2 Performance Evaluation.....	127
6.4 Workplace Safety	128
6.4.1 Occupational Health and Safety Management.....	130
6.4.2 Occupational Injuries and Occupational Diseases	138
7. Social Integration.....	142
7.1 Social Assessment and Indicators.....	142
7.2 Social Participation.....	143
8 Appendix.....	151
8.1 GRI Standards Content Index	151
8.2 SASB Standards Index Table	156
8.3 Sustainability Disclosure Indicators for Electronic Components Industry (Appendix 1-12).....	158
8.4 Climate-Related Information for Listed Companies	160
8.5 Assurance Certificate Sustainability Report (Year 2024)	162
8.6 Management System and Other Verification/Assurance Certificates	165
8.7 ISO 14064-1: 2018 Certificate (Year 2024) - Taipei Headquarters, Dongguan & Wuhu Plant	174
8.8 ISO 14064-1: 2018 Certificate (Year 2024) - Honghuasheng, Yantai	176
8.9 ISO 14064-1: 2018 Certificate (Year 2024) - New Ocean, Jiangxi	177

1. Basic Information and Sustainability Management

1.1 About This Report

1.1.1 Reporting Period

(GRI 2-3)

This report is a sustainability report (this report) issued by Pan-International Industrial Corp. and its group (Pan-International Group, Pan-International, the Group or we), disclosing the Group's performance, management policies and objectives in five major aspects: governance, products, supply chain, environment and society for the year 2024 (January 1, 2024 to December 31, 2024). The Group publishes a sustainability report annually and on its website.

- Release date of the previous report: August 2024
- Release date of this report: August 2025
- Expected release date of the next report: August 2026

The reporting period of this report aligns with that of the consolidated financial statements. To ensure completeness and comparability, certain chapters include information from before January 1, 2024, and after December 31, 2024, which will be indicated in those chapters.

1.1.2 Guidelines Followed

This report adheres to the GRI Standards issued by the Global Sustainability Standards Board (GSSB), the Electrical & Electronic Equipment SASB Standards issued by the Sustainability Accounting Standards Board (SASB), and the framework of Task Force on Climate-Related Financial Disclosures (TCFD) issued by the Financial Stability Board (FSB).

It also follows the TWSE's Preparation and Filing of Sustainability Reports by TWSE Listed Companies," as promulgated by the Taiwan Stock Exchange Corporation, and discloses the relevant disclosure of items related to the United Nations' 17 Sustainable Development Goals (SDGs).



1.1.3 Boundaries and Scope

(GRI 2-2)

The scope of information disclosure in this report covers the Group's parent company and subsidiaries included in the consolidated income statement, including enterprises located in Taiwan, China and the United States with 100% shareholding, excluding P.I.E. INDUSTRIAL BERHAD (PIB) Group (PIB Group), a Southeast Asian subsidiary that has independently prepared its sustainability report, as well as holding subsidiaries established for investment or tax planning purposes. However, if any information in this report involves the aforementioned excluded entities, it will be explicitly noted in the content.

The actual disclosure subjects of this report include:

No.	Company	Type	Abbreviation 1	Abbreviation 2	Level
(1)	Pan-International Industrial Corp. (Parent Company) A: Xindian Headquarters (1/1/2024-11/24) B: Zhonghe Headquarters (11/24/2024-12/31)	Pan-International, Taipei (Office)	Pan-International, Taipei	Taipei Headquarters	Various Factories and Locations
(2)	Pan-International Precision Electronic (Dongguan) Co., Ltd. (PDG)	Subsidiary	Dongguan Pan- International	Dongguan Plant	
(3)	Newocean Precision Component (Jiangxi) Co.,Ltd	Subsidiary	New Ocean, Jiangxi	Jiangxi Plant	
(4)	Honghuasheng Precision Electronics (YanTai) Co., Ltd.	Subsidiary	Honghuasheng, Yantai	Yantai Plant	
(5)	CJ Electric Systems (Wuhu) Co., Ltd.	Subsidiary	CJ Electric Systems, Wuhu	Wuhu Plant	
(6)	Pan-International Electronics, Inc.(PIU)	Subsidiary (Office)	PIU (USA)	US Office	

- ※ In subsequent report content, when referring to the above companies, Abbreviation 1 and Abbreviation 2 will be used interchangeably to enhance reading convenience and consistency.
- ※ The operational boundary period of (1) the parent company disclosed in this report is from January 1, 2024 to December 31, 2024. Due to the official relocation from the Xindian Headquarters to the Zhonghe Headquarters on November 25, 2024, this year's operational period can be divided into two phases: A. January 1, 2024 to November 24, 2024 is the operational period of Xindian Headquarters; B. November 25, 2024 to December 31, 2024 is the operational period of Zhonghe Headquarters. Due to the limited impact of the relocation process on overall operational activities, and for ease of data compilation and management, relevant environmental performance indicators are still primarily reported as combined annual statistics, with supplementary explanations provided for specific indicators when necessary.
- ※ Some entities listed in the consolidated financial statements are not included in the sustainability performance disclosure scope of this report, mainly because the PIB Group is a locally listed company and its sustainability information will be disclosed independently according to local regulations. For details, please refer to their official website:
- ※ For all entities covered in the consolidated financial statements, please refer to the financial information in the Investor Relations section of our Group's website:
https://www.panpi.com.tw/tw/investor_service/financial/reports

If the scope of disclosure in each chapter of this report differs from the above, it will be specified within that chapter. The calculation basis for various statistics presented in the report is as follows:

Financial data	The economic income distribution table uses data from the consolidated financial report certified by accountants. Unless otherwise specified, all financial data are presented in New Taiwan Dollars. If presented in other currencies, it will be separately noted.
Environmental data	Greenhouse gas emissions are based on data inventoried in accordance with ISO 14064-1: 2018, with some plants verified by independent third parties. Water resource and waste statistics are based on data reported by each operating site to local authorities.
Other data	Summarized statistics from each operating base.

1.1.4 Information Restatement

(GRI 2-4)

This report is the 2025/09/17 version. The revisions are as follows: (1) P.83–84: Supplementary explanation of water resource management performance indicators and achievement status. (2)P.90: Supplementary explanation of waste and hazardous waste management performance indicators, including waste reduction, hazardous waste recycling rate, and achievement status. (3)P.176: Appendix 8.8 – ISO 14064-1:2018 Organizational-level Greenhouse Gas Verification Certificate (2024) – Yantai Honghuasheng.

1.1.5 Internal Control

The Group has established procedures for preparing and verifying sustainability reports. The Investor Relations Department is responsible for the overall planning and communication of the annual sustainability report. Every year, the Sustainable Development Department is responsible for collecting the information required for the report and drafting its content. Once the annual sustainability report is prepared, it is submitted to the Sustainability Committee for a preliminary review, followed by an internal audit conducted by the audit supervisor. Finally, the report is approved by the Board of Directors.



1.1.6 External Assurance/Verification

(GRI 2-5)

After the report is finalized, management commissions an independent third-party agency for verification. This year we engaged PwC Taiwan to perform limited assurance procedures in accordance with International Standard on Assurance Engagements 3000 (TWSAE3000) Assurance Engagements Other Than Audits or Reviews of Historical Financial Information (referring to International Standard on Assurance Engagements 3000 (ISAE 3000)). For relevant assurance methods and results, please refer to the appendix. 8.5 Assurance Statement Sustainability Report.

1.1.7 Contact Information

(GRI 2-3)

This report will be published on the Market Observation Post System and the Company's website for all stakeholders to access. Through the issuance of this report, we hope to have further communication and mutual understanding with stakeholders on relevant issues. We welcome any suggestions or feedback you may have on this report. Please contact us using the following methods:

Contact unit: **Sustainable Development Department, Pan-International Industrial Corp.**

Contact person: **Jou-Chiung Hung**

Phone: **(02) 2211-3066 ext.: 7370**

Email: **Gigi.Hung@panpi.com.tw**

Company website: **<http://www.panpi.com.tw/tw>**

Address: 6F., No. 200, Jian 8th Rd., Zhonghe Dist., New Taipei City 235042

Report download URL:

<https://www.panpi.com.tw/tw/sustainability/report>





1.2 Sustainability Strategy and Performance

1.2.1 Message from the Management

As the climate crisis intensifies, businesses must take responsibility.

According to the World Meteorological Organization's report, 2024 has the potential to be the hottest year on record, with global average surface temperature rising by as much as 1.55°C. Extreme weather events caused by global warming have reached record highs, inflicting irreparable damage and harm on ecosystems worldwide. For business, climate change brings significant uncertainties and operational risks. While this may lead to increased operating costs, it also creates new opportunities for innovative green business development. Nevertheless, to prevent the intensification of global warming, companies must undertake the responsibility to drive energy conservation and emissions reduction.

Implementing carbon management, actively moving towards carbon neutrality. In order to drive low-carbon transformation, the Company has completed comprehensive carbon inventory and engaged an external verification agency to validate the data, ensuring the accuracy and credibility of the inventory results. These results serve as the foundation for setting carbon reduction targets, formulating carbon reduction plans, and planning the path to carbon neutrality. Beyond continuously optimizing manufacturing processes and improving equipment efficiency, we actively invest in solar facility installation, and the purchase of renewable energy certificates (green certificates). Furthermore, we are increasing green electricity usage, improving renewable energy efficiency, and deepening sustainable investments. We are committed to contributing towards global emissions reduction and achieving carbon neutrality and net-zero emission goals.

Listening to employee voices, building a thriving workplace.

We recognize that our employees are our Company's greatest asset. To better understand their expectations, we conducted our first satisfaction survey at Pan-International, Taipei headquarters, which received an enthusiastic response from employees. The Company will actively respond to employee suggestions, enhance welfare benefits, and expand the scope of training in order to develop employees' professional competencies and competitiveness, supporting their career growth. In the future, the satisfaction survey will be gradually expanded to all global facilities to understand the diverse needs of employees worldwide. This approach will address local needs, foster employees' sense of belonging and engage everyone in shaping the future of Pan-International together.

Continuously strengthening governance and building a sustainable foundation.

With the tireless efforts of colleagues across various departments, our corporate governance evaluation rating significantly improved last year. We are deeply gratified that our efforts have been recognized. The road ahead offers considerable opportunities for growth and improvement. We will continue to strengthen the Board's supervisory function by establishing organizations such as the Risk Management Committee and Sustainability Committee. We aim to improve supply chain management and establish a green supply chain system while strengthening information security awareness and protection, to safeguard personal data. We will increase the number of women in executive roles, implementing workplace diversity and gender equality policies. Moreover, we will uphold workplace safety, protect labor rights, and other key governance policies to preserve the Company's positive corporate image.

Moving towards a century-old enterprise, fulfilling sustainable commitments.

Pan-International has reached its 55th year of business, made only possible by the collective efforts of all our colleagues who have helped us overcome all past difficulties and challenges. Looking to the future, we aim to build a century-old business. In the fact of intense geopolitical competition and a rapidly changing global business environment, we will remain steadfast in our corporate culture and core values of integrity, pragmatism, and innovation, as we bravely face challenges, and continue to generate revenue and profits. We are accelerating investments in future green and emerging industry product markets, developing new growth engines to propel the Company' to the next level. Furthermore, we will adhere to our carbon neutrality pathway and strive to achieve carbon reduction goals. We will operate in full compliance with regulations and uphold the highest standards of business integrity. At the same time, we will actively fulfill our corporate social responsibilities and give back to the communities we serve. Through these commitments, we uphold stakeholder interests and secure Pan-International's sustainable operations.

Chairman and Chairperson of Sustainability Committee



1.2.2 Sustainability Performance



Pan-International Group Sustainability Highlights

2024



G

Integrity violations: 0 ; Zero cases of competitive behavior: 0

- ✓ Zero cases of incidents related to trust and monopoly laws
- ✓ Taiwan corporate governance evaluation improved to 21%-35%
- ✓ Group: Sustainability Report has obtained ISAE3000 assurance annually starting from 2023
- ✓ The proportion of Independent Directors exceeds half at 57%
- ✓ Strengthen climate governance
- ✓ Cybersecurity protection achieves a Grade A Security Scorecard

S

- ✓ Honghuasheng, Yantai: Obtained SEDEX-SMETA (Supplier Ethical Data Exchange) certification in collaboration with corporate entities
- ✓ Strengthen supplier audit management
- ✓ From 2024, the employee satisfaction survey questionnaire response rate reached 85.85%, with an average employee satisfaction rate of 78.75%
- ✓ Annual severe injury rate is zero

E

- Group's total waste recycling rate reached 81.04%
- ✓ Group's renewable energy usage rate increased to 3.92% in 2024 (baseline year 2022: 0.06%)
- ✓ Compared to the baseline year (2022), the Group's carbon emissions in 2024 decreased by 14,451.189 tCO₂e
- ✓ Subsidiaries in Taiwan and Mainland China regions all obtained greenhouse gas inventory verification certificates for 2024
- ✓ Honghuasheng, Yantai: Obtained UL2799 Platinum Level Zero Landfill Certification
- ✓ New Ocean Precision Component, Jiangxi: Obtained the GRS (Global Recycled Standard) Certificate in 2024
- ✓ CJ Electric Systems, Wuhu's annual water withdrawal decreased by approximately 24.85% compared to the previous year



▼ Sustainability Highlights - 2



MSCI (Morgan Stanley Capital International) ESG Rating: BB

(AAA-CCC, AAA being the best)

※ Source: Company Investor Integrated Relations Platform <https://irplatform.tdcc.com.tw/ir/zh/#>

1.2.3 Management Systems and Other Verification Assurance Qualifications

(Please refer to the appendix for certificates)

ESG	Items	Name	Pan-International, Taipei (Office)	Dongguan Pan-International	New Ocean, Jiangxi	Honghuasheng, Yantai	CJ Electric Systems, Wuhu
G	ISO 9001	Quality Management System	NA	2026/12/24	2028/1/11	2027/11/7	NA
G	ISO 13485	Medical devices Quality management systems standards	NA	2028/1/7	2028/5/29	NA	NA
G	IATF 16949	Automotive Quality Management System Standard	NA	2026/12/24	NA	2027/11/7	2026/11/16
E	ISO 14001	Environmental Management Systems	NA	2027/4/3	2028/3/11	2027/6/27	2027/2/1
E	IECQ QC 080000	Hazardous Substance Process Management System	NA	2027/8/18	NA	NA	NA
E	ISO 50001	Energy Management System	NA	NA	Planned to obtain by December 2025	2026/10/12	NA
E	ISO 14064-1	Greenhouse Gas Inventories	Obtained 2024 certificate in August 2025	Obtained 2024 certificate in August 2025	From 2024 (the 2023 certificate), renewed annually; the 2024 certificate (expected 2025/09).	From 2022 (the 2021 certificate), renewed annually; the 2024 certificate (expected 2025/08).	Obtained 2024 certificate in August 2025
E	GRS	Global Recycled Standard	NA	NA	2025/8/14	NA	NA
E	UL2799 Platinum Certification	Zero Waste to Landfill Validation	NA	NA	NA	September 15, 2027 Platinum Certification	NA
S	ISO 45001	Occupational Health and Safety Management Systems	NA	NA	2026/4/6	September 15, 2027	NA
S	ISO/IEC 27001	Information Security Management System	NA	NA	NA	July 28, 2026 (Corporate Joint)	NA
S	SEDEX (SMETA)	Suppliers Ethical Data Exchange Audit	NA	NA	NA	Obtained on January 9, 2023	NA
G	ESG Sustainability Report - Assurance Certificate (TWSAE3000)	Starting from 2024 (using 2023 data), the entire group obtains certificate annually (2024 certificate to be obtained in August 2025)					

Note: Dates listed in the table represent the expiration dates of the certificates

1.3 Stakeholder Engagement

1.3.1 Identifying Stakeholders

(GRI 2-29)

The Company's operations are deeply intertwined with the environment and communities in which it operates and do not function independently. Therefore, company decisions have different degrees of impact on downstream customers, upstream suppliers, community partners, and the natural environment. Companies with a sense of responsibility must mitigate the impact of their decisions on stakeholders.

Considering the Company's industry attributes and operations, Pan-International Group's Sustainability Committee and each of its issue units, along with the heads of the corresponding external communication departments, referred to the five major principles of the AA1000 Stakeholder Engagement Standard (2015): Dependency, Responsibility, Tension, Influence, and Diverse Perspectives, to assess the groups or organizations that impact Pan-International and are affected by it. After identification, there are seven categories of stakeholders directly related to our group, including employees, customers, investors/shareholders, suppliers, non-profit organizations, government agencies, and media. This enables us to concentrate our resources, gain a deeper understanding of stakeholders' concerns, and actively respond.

1.3.2 Stakeholder Communication

(GRI 2- 12, 2-29)

To understand and respond to stakeholders' concerns, we engage in both regular and irregular communications with stakeholders through various channels, allowing them to provide feedback at any time regarding ESG issues that matter to them. The Company will respond by formulating strategies or modifying management measures accordingly. The communication mechanisms and the key issues of concern for various stakeholders in 2023 (conducted every two years) are summarized as follows:

▼ Pan-International Group's Stakeholder Communication Mechanism and Management Procedures

No.	Communication Procedure	Description
1	Identification for Stakeholder and Issue of Concern	• The Sustainability Committee's various issue units and corresponding external communication departments are responsible for identifying relevant stakeholders and gathering their issues of concern.
2	Corresponding External Communication Departments	• Following the annual strategic goals and stakeholder concern response guidelines established by the Sustainability Committee, the responsible departments develop response modes and practices, and promote their implementation.

No.	Communication Procedure	Description
3	Sustainability Committee	<ul style="list-style-type: none"> Identify major issues of concern for stakeholders and formulate response guidelines. Oversee each relevant department in formulating response strategies, reviewing implementation progress, and making improvements for deficiencies.
4	Board of Directors	<ul style="list-style-type: none"> Engagement results and ESG-related issues are compiled in the annual sustainability report, which is submitted to the Board of Directors for discussion and approval before being announced publicly. Review the effectiveness of stakeholder communication and annual ESG-related goals.
5	External Disclosure	<ul style="list-style-type: none"> Disclose stakeholder communication and engagement results annually through sustainability reports and company websites.

▼ Pan-International Group's Primary Stakeholders and Communication Results

Stakeholder	Relationship Description	Communication Channels	Communication Frequency	Primary Issues of Concern ^{Note 1}	Responsible Units	Communication Results
Employees	Important partners for company operations and promoting sustainable management	Assembly Internal education and training Performance evaluation Grievance channels	Irregular Irregular Annual Irregular	Benefits and salaries, diversity and equality, human rights, career development	Human Resources Department	<ul style="list-style-type: none"> Adjusted employee salaries to align with market and industry trends. Allocated annual performance bonuses and profit-sharing based on evaluation results. Reviewed job levels and positions to promote outstanding talents.
Customers	Important partners for promoting sustainable management	Customer visits Plant visits Reporting channels	Irregular	Business integrity, product quality and safety, innovation and R&D, raw material use, marketing and labeling	Business Department, Business Units	<ul style="list-style-type: none"> Maintained good customer relationships and ongoing order transactions. Jointly developed new products and expanded revenue. Recognized as excellent suppliers by customers.
Suppliers	Important partners for promoting green supply chains, jointly implementing carbon management plans	Price negotiation meetings Supplier questionnaires Annual audits Supplier conferences	Irregular Irregular Annual Annual	Business integrity, supply chain management, product quality and safety, greenhouse gas emissions	Procurement Department Manufacturing Department	<ul style="list-style-type: none"> Conducted annual audits of 65 suppliers, 63 of which passed improvement review and were rated as Grade A suppliers. Held irregular educational training sessions on environmental protection, quality, conflict minerals, hazardous substances, and integrity issues
Investors/Shareholders	Important stakeholders supporting the company's Sustainable operations	Spokesperson channels Investor conferences Annual shareholders' meeting	Irregular Semi-annual/quar- terly Annual	Operational performance, R&D, customer relationships, business integrity	GM's Office Investor Relations Department	<ul style="list-style-type: none"> The GM and spokesperson participated in investor conferences hosted by securities firms to discuss the Company's current operations and future outlook. Responded inquiries from investors and shareholders through spokesperson channels. All proposals at the annual shareholders' meeting were approved by shareholders, and new directors were elected.

Stakeholder	Relationship Description	Communication Channels	Communication Frequency	Primary Issues of Concern ^{Note 1}	Responsible Units	Communication Results
Communities /Public welfare organizations	Important partners in maintaining community harmony and protecting the environment	Community activities Charitable activities Spokesperson channels	Quarterly Irregular Irregular	Air quality, waste, greenhouse gas emissions, human rights, biodiversity	Human Resources Department Investor Relations Department Environmental Safety Department	<ul style="list-style-type: none"> Regularly communicated with village representatives, participated in community activities, and donated resources to give back to residents. Accepted proposals from public welfare organizations and cooperated with them to sponsor charitable activities that support disadvantaged groups. Collaborated with environmental groups to provide resources and volunteers for maintaining environmental cleanliness and reducing pollution.
Media	Key partners in disclosing company information and ensuring transparency	Investor conferences Spokesperson channels	Semi-annual/quar- terly Irregular	Operational performance, business integrity, R&D innovation, customer relationships	GM's Office Investor Relations Department	<ul style="list-style-type: none"> Responded to media inquiries and disclosed operations-related information appropriately to enhance company information transparency.
Government Agencies	The Group's operations are based on legal compliance, and timely reflect operational issues and industry opinions to government agencies to help adjust policies and support industry development	Meetings held by government departments Questionnaires Official document communication	Irregular	Regulatory compliance, business integrity, energy, information security, labor rights	GM's Office Investor Relations Department	<ul style="list-style-type: none"> Assigned personnel from relevant departments to participate in industry and environment-related seminars organized by government agencies, allowing them to provide feedback on behalf of the Company. Invited to participate in Corporate Governance 3.0 - Sustainable Development Roadmap exchange meetings held by the Financial Supervisory Commission and stock exchange to understand relevant policy development plans and formulate company response strategies.

Note 1: This table provides a brief overview of stakeholders' concerns. For detailed response measures, please refer to the relevant chapters of this report.

1.4 Material Topic Management

1.4.1 Material Topic Assessment Process

(GRI 2- 14, 3-1)

Material Topic Assessment Process

Pan-International Group's Sustainability Committee annually evaluates the sustainability issues that significantly impact stakeholders based on the Group's operations, industry type, and the effects generated by the value chain. The evaluation is conducted through stakeholder engagement and consultant advice, in accordance with the materiality, completeness, and stakeholder inclusiveness criteria outlined in GRI 3 of the 2021 version of GRI Standards. The Sustainability Committee then determines the key sustainability issues for the current period. The detailed assessment process is as follows:

Step 1: Identify Key Issues

- (1) Summarize industry attributes: Review the business items, models, product or service types, industry classifications, types of workers for each company in the Group, and analyze all the relevant industry attributes associated with the Group.
- (2) Identify sustainability issues: In addition to considering significant past events, both positive and negative, the Group also evaluates potential risks or opportunities based on feedback from stakeholder communications, as well as global regulations and standards (GRI Standards, TCFD, and Electrical & Electronic Equipment SASB Standards, etc.). Additionally, the Group reviews industry regulations, standards, and benchmark enterprises within the same industry to comprehensively assess sustainability issues relevant to the Group. A total of 25 sustainability issues were identified during this reporting period.

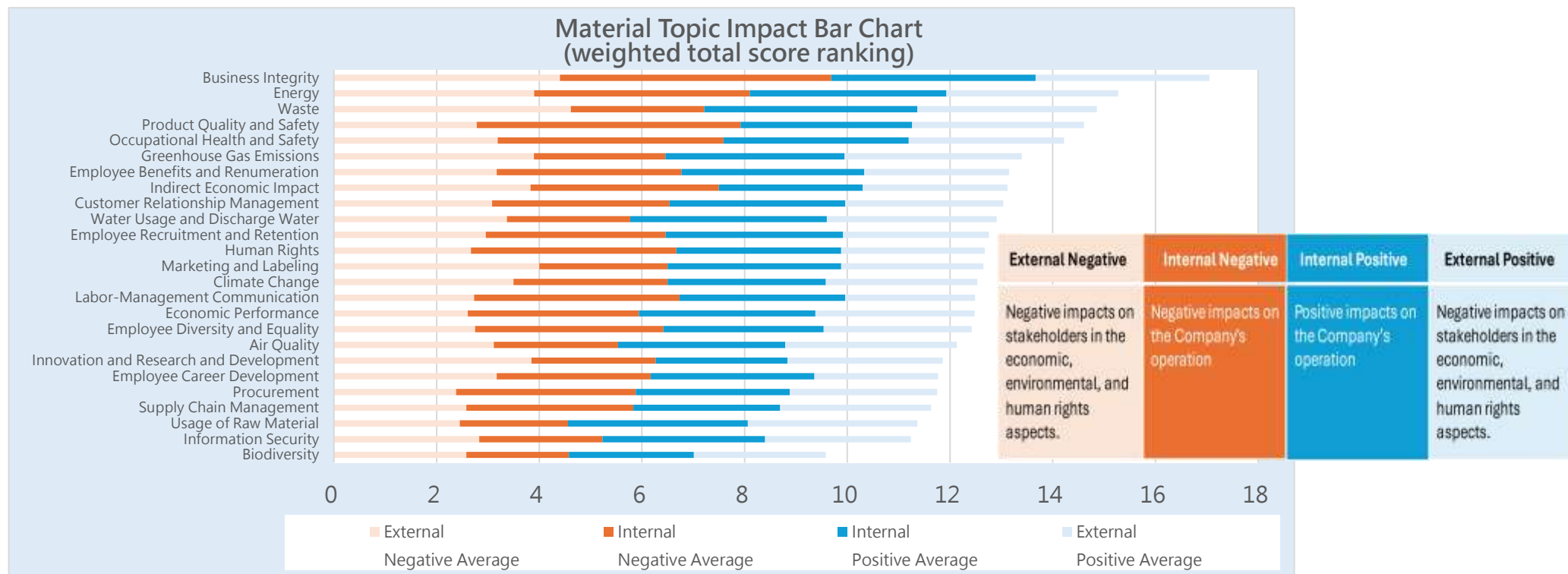
Step 2: Determine Material Topics

We conduct questionnaires for senior executives, members of the Group's Sustainability Committee, and external stakeholders to comprehensively assess the positive and negative impacts of each sustainability issue. Internal personnel evaluate the impact on company operations, while external stakeholders review the effects on the environment, society, and human rights (people). The evaluation aspects include:

- (1) Positive or negative impact: The impact on company operations or stakeholders resulting from the Group's management strategies and actions on various issues can be classified as positive or negative.
- (2) Impact level: Conduct a comprehensive evaluation of factors such as the magnitude of impact on company operations or stakeholders, the probability or frequency of occurrence, the scope of impact, and the ability to remedy any negative effects.

In 2023 (conducted every 2 years), a total of 223 questionnaires were collected. After excluding invalid questionnaires, there were 207 valid questionnaires, with 31 from internal and 176 from external sources. After calculating the positive and negative impact scores of each issue for the Company's internal and external stakeholders, we set weighted scores based on three industry-related standards or regulations to ensure a comprehensive evaluation.

Finally, we ranked the total scores of each issue from high to low. The Sustainability Committee set "top quartile of total scores" as the materiality threshold, selecting seven material topics for this period.



Step 3: Reporting on Material Topics and Information

The Sustainability Committee evaluates relevant international standards for material topics, reviews management policies and objectives of material topics, collects annual data, and ensures the disclosure of key sustainability information of this address respond to stakeholders' concerns. After completing the preparation of the annual sustainability report, the Sustainability Committee reviews the report again and submits it to the Board of Directors for approval, ensuring that all disclosed information is accurate and free of any concerns regarding misrepresentation.

Step 4: Continuous Review

The Company conducts an annual review of the implementation of material topic policies and goal achievement rates annually to optimize internal management approaches and quantitative goals. It also compares the differences in topics before and after the next identification process, investigates the reasons for these differences, and presents the findings in the report.

1.4.2 Material Topic Impact Management

(GRI 2- 12, 2- 12, 2-3)

Material Topic Management Strategy

The Chairman of Pan-International Group is the highest decision-making and supervisory authority for the Group's management of material topics. The Chairman appoints the Sustainability Committee to oversee sustainable material topic management, which includes reviewing and evaluating management approaches, proposing suggestions for improvement. The Committee also establishes diverse communication channels for stakeholders, and regularly summarizes stakeholder feedback. Then, the Committee reviews these opinions and their impacts, formulates response measures or guidelines, and reports them to the Board of Directors. The Chairman and Sustainability Committee meet at least once a year to discuss the management of material topics and formulate new sustainability development directions and strategic goals for the upcoming year.

Material Topic List

Compared to 2022, this year included "Product Quality and Safety" as a material topic and removed "Economic Performance," "Corporate Governance," "Risk Management," "Climate Change," and "Water Resource Management" from the list of five material topics.

Material Topic	Corresponding GRI Topic	Corresponding Report Chapter
Business Integrity	GRI 3-3 GRI 205-3 GRI 206-1	2.4 Responsible Business Conduct
Energy	GRI 3-3 GRI 302-1 GRI 302-3 GRI 302-4	5.1 Energy Conservation and Carbon Reduction

Material Topic	Corresponding GRI Topic	Corresponding Report Chapter
Waste	GRI 3-3 GRI 306-3 GRI 306-4 GRI 306-5	5.3 Waste Management
Product Quality and Safety	GRI 3-3	3.2 Product Quality and Safety
Occupational Health and Safety	GRI 3-3 GRI 403 (All)	6.4 Workplace Safety
Greenhouse Gas Emissions	GRI 3-3 GRI 305-1 GRI 305-2 GRI 305-4 GRI 305-5	5.1 Energy Conservation and Carbon Reduction
Employee Benefits and Remuneration	GRI 3-3 GRI 202-1 GRI 401-2 GRI 401-3	6.2 Remuneration and Benefits

Note: This management approach list presents only the material topics and their corresponding GRI topics. For detailed information on policies, strategies, management objectives, and approaches, please refer to the explanation provided in each chapter.

2. Corporate Governance

2.1 Company Profile

2.1.1 Basic Information

(GRI 2-1, 2-7, 2-28)

Pan-International Group was established in 1971 with its headquarters located in New Taipei City, Taiwan. It has operating bases in China, the United States, Malaysia, and Thailand engaged in manufacturing, sales, and customer service businesses.

Since its establishment, Pan-International has adhered to the spirit of innovation, aiming to care for employees while maximizing profits for shareholders, and has worked tirelessly to achieve these goals. With the evolution of product technology and market changes, the main business has gradually expanded from the production and sales of terminals and plugs to the research and development and production of signal cables, wire harnesses and PCBs for consumer, communication, industrial and medical products, while also entering professional EMS services to meet customers' one-stop solution needs. Due to climate change and increasing frequency of extreme natural disasters, achieving carbon neutrality to mitigate global warming has become a global trend. Governments worldwide have established goals and carbon reduction pathways. Electric vehicle products align with this trend and are expected to become mainstream consumer products in the future with significant growth potential. To contribute to the carbon neutrality trend and create new business opportunities, the Company actively invests in the automotive wire harness industry, establishes R&D teams, and collaborates with customers to develop electric vehicle wire harness products, aiming to seize industry opportunities. The hard work has yielded significant rewards. Over the past two years, a substantial increase in customer shipments has led automotive wire harness products to become one of the Company's primary sources of revenue.

Affected by factors such as regional wars, geopolitics, US-China competition, and inflation, the global economy will undergo major changes, and business operators will face greater challenges and decision-making dilemmas. The Company will continue to uphold the principles of diligence and frugality, maintain its transformation operational strategy, and work together with all employees to create revenue, control costs, and improve profitability. Additionally, the Company is committed to addressing major stakeholder concerns, fulfilling corporate social responsibilities, and sharing operating results with all stakeholders to ensure sustainable social development and sustainable operation of enterprises.

Company Name	Pan-International Industrial Corp.
Company Type:	Listed & Limited Company
Date of Establishment:	May 19, 1971
Headquarter Location:	No. 97, Anxing Rd., Xindian Dist., New Taipei City 231006, Taiwan (R.O.C.), relocated to 6F., No. 200, Jian 8th Rd., Zhonghe Dist., New Taipei City 234013, Taiwan (R.O.C.) on 2024/11/25

Company Name	Pan-International Industrial Corp.
Industry Category	Electronic Components and Products Manufacturing
Primary Products or Services:	Manufacturing and sales of electronic components such as signal cables, wire harness products, connectors, and PCBs, and providing EMS services.
Paid-in Capital:	NTD 5,183,462,820
Net Sales:	NTD 22,167,928,086
Number of Employees:	4158

- **Association Memberships:**

Pan-International Group continues to participate in business-related associations. In 2024, the Group was a general member of the Taiwan Electrical and Electronic Manufacturers' Association, exchanging industry knowledge, information, and practical experience with peers and professionals, aiming to respond to changes in the international situation together and improve industry standards.

2.1.2 Operating Locations

▼ Operating Layout of Pan-International Group

Region	Operating Location and Business Nature	Number of Operating Locations
Taiwan	Headquarters and R&D center	1
Mainland China	Product manufacturing and sales locations	5
Malaysia	Product manufacturing and sales locations	2
Thailand	Product manufacturing and sales locations	1
United States	Sales location	1



2.2 Governance Structure

2.2.1 Governance Framework

(GRI 2-9)

The highest authority of the Group is the shareholders' meeting, where shareholders elect directors to form the Board of Directors. The Board serves as the Company's highest governing body, responsible for making overall business decisions. Beneath the Board are functional committees, including the Nomination Committee, Remuneration Committee, and Audit Committee, which respectively oversee the Group's management, operational performance, financial statements, compensation of directors and managers, and key ESG goals. In addition, an Audit Office has been established to monitor the effectiveness of the Company's internal control system. Each committee performs its duties according to its responsibilities and division of powers, reporting its implementation results and resolutions to the Board of Directors to safeguard the interests of the Company and all stakeholders.

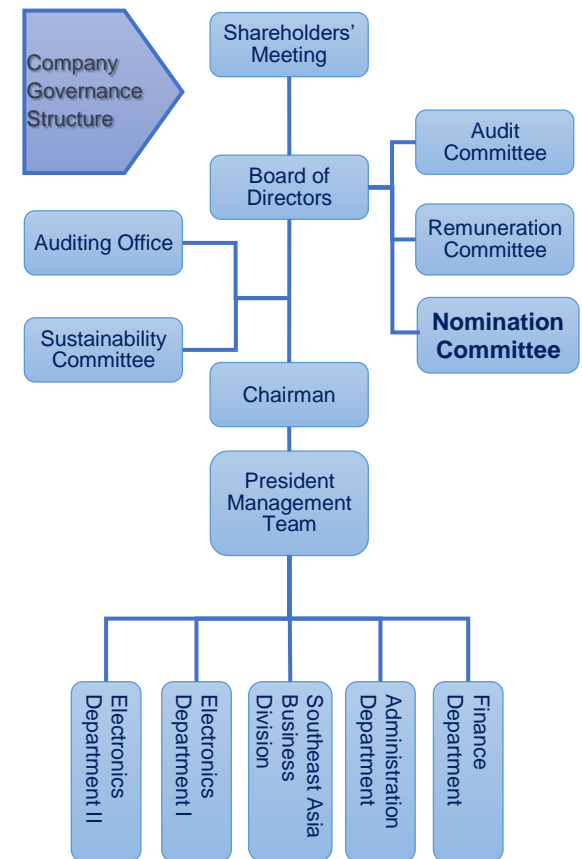
Board of Directors Operations and Composition (GRI 2-9, 2-10, 2-11, 405-1)

The Board of Directors serves as the balancing and supervisory body between the Company's owners and its management. It exercises the rights and obligations authorized by shareholders and formulates operating guidelines based on stakeholder interests. In addition, it appoints and oversees the Company's management team, supervises business operations, establishes sustainability development-related strategies, and monitors the effectiveness of their implementation.

The Group adopts a candidate nomination system for its Board of Directors. Seven directors are elected from the list of candidates by the shareholders' meeting. The term of office of directors is three years and they may be re-elected. The nomination and selection criteria are the independence and professional background of the candidates and their relevance to the Company's operational development, while also considering the diversity of the Board's composition. The current Board of Directors consists of seven directors (including four independent directors), with a male to female ratio of 5:2. The proportion of directors who also serve as employees is 0%, and independent directors account for more than half at 57%. Three independent directors have served for less than three years, and one independent director has served for three to six years. Currently, only two directors (29%) are between 61-70 years old, achieving the goal of Board rejuvenation. Female directors account for 29%, also meeting the original gender equality target. For the next board election nominations, the inclusion of at least one-third of directors from either gender will be a key criterion, and outstanding director candidates will be nominated based on the Company's future development needs.

Pan-International Group generally holds board meetings quarterly. In 2024, a total of four regular board meetings were held, with an average attendance rate of 100%. For the attendance of each director and the information of the proposals, please refer to page 13 of Pan-International Group's 2024 Annual Report.

http://www.panpi.com.tw/tw/investor_service/shareholder_meeting/information

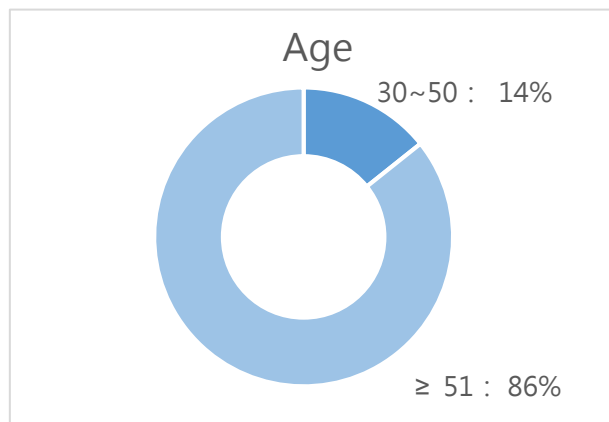
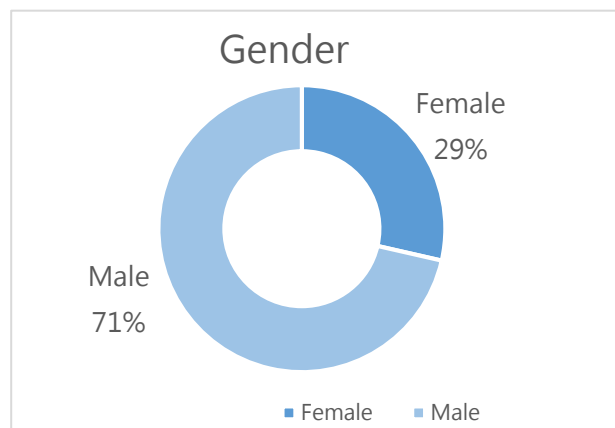


▼ **Pan-International Group's Director Information** (Current term of Board of Directors: From June 9, 2023 to June 8, 2026)

Title	Total Years of Service	Name	Gender	Age	Concurrent Position in the Group	Concurrent Position in Other Companies	Functional Committees		
							Audit Committee	Remuneration Committee	Sustainability Committee
Chairman	2	Kuang-Ya Lee	Male	≥ 51 years old	-	Assistant Vice President of Hon Hai Precision Industry Co., Ltd.			V
Director	2	Ying-Shih Huang	Male	≥ 51 years old	-	Senior Officer of Hon Hai Precision Industry Co., Ltd.			
Director	23	Feng-An Huang	Male	≥ 51 years old	-	-			
Independent Director	5	Wen-Jung Cheng	Male	30 to 50 years old	-	Lead CPA of Fubo United Accounting Firm Supervisor of Top Food Industry Corporation Independent Director of SHUN ON ELECTRONIC CO., LIMITED	V		
Independent Director	2	Chih-Keng Chen	Male	≥ 51 years old	-	Professor and Department Head of Vehicle Engineering, National Taipei University of Technology, Taipei Tech	V	V	
Independent Director	2	Ching-Wei Lin	Female	≥ 51 years old	-	-	V	V	
Independent Director	2	Ming-I Kuo	Female	≥ 51 years old	-	Consultant of Lexcel Law Offices	V	V	

Note: Director Feng-An Huang retired in September 2024 and no longer serves as the Vice President of the Group.

▼ **Director Gender and Age Distribution Chart**



▼ Director Professional Skills and Experience Distribution

Title	Name	Director Professional Skills and Experience Distribution											
		Leadership Decision-Making	Business Management	Finance and Accounting	Industry Knowledge	Industry Technology	Marketing	Business Development	Information Technology	Risk Management	Environment Sustainability	Social Participation	Supply Chain Management
Chairman	Kuang-Ya Lee	V	V		V	V	V	V		V	V	V	V
Director	Ying-Shih Huang	V	V	V	V				V	V	V	V	
Director	Feng-An Huang	V	V	V	V				V	V	V	V	
Independent Director	Wen-Jung Cheng	V	V	V	V				V	V	V	V	
Independent Director	Chih-Keng Chen	V			V	V			V	V	V	V	
Independent Director	Lin Ching-Wei	V	V	V						V	V	V	
Independent Director	Ming-I Kuo	V	V	V					V	V	V	V	



- **Director Training (GRI 2-17)**

Pan-International Group arranges annual training courses and forums for directors on professional skills, knowledge, and sustainability development-related issues to strengthen their expertise to address operational impacts. In 2024, a total of 57 hours and 13 sessions of training courses and major issue forum meetings were participated in.

2024 director training items: Page 21 of Pan-International Group's 2024 Annual Report.

http://www.panpi.com.tw/tw/investor_service/shareholder_meeting/information

- **Remuneration Structure for Directors and Senior Executives (GRI 2-19, 2-20)**

The remuneration of Pan-International Group's directors includes cash remuneration for independent directors, directors' remuneration, salaries and remuneration for concurrent employees, and pensions. The Remuneration Committee refers to industry levels and individual director performance as a basis for adjusting individual remuneration. In addition to fixed salaries and retirement pensions, performance bonuses are calculated based on the achievement of various performance indicators. For details on director remuneration, director remuneration brackets and payment standards in 2024, please refer to pages 8-10 of Pan-International Group's 2024 Annual Report.

The remuneration system for Pan-International Group's senior management is proposed and recommended to the Board of Directors by the Remuneration Committee and approved by the Board of Directors. In addition to fixed salaries and retirement pensions, performance bonuses are calculated based on the achievement of various performance indicators. The retirement system for senior executives is the same as that for other employees. For details on senior management salaries and brackets in 2024, please refer to pages 11-12 of Pan-International Group's 2024 Annual Report. The Remuneration Committee has formulated the Executive Salary and Remuneration Regulations and submitted it to the first Board meeting in 2024 for review and approval. This will serve as the basis for evaluating and determining senior executive remuneration.

- **Resignation and Retirement Policy for Directors and Senior Executives**

The notice period for resignation of Pan-International Group's directors and senior executives is in accordance with local government regulations. The number of notice days and calculation method of severance pay are the same as those for other employees. In addition to severance pay, no other payments or benefits in kind will be provided to departing directors and senior executives.

For details, please refer to page 66 of Pan-International Group's 2024 Annual Report.

http://www.panpi.com.tw/tw/investor_service/shareholder_meeting/information

- **Link between Director and Senior Executive Remuneration and ESG Performance**

The Group is currently developing short-term and medium-term ESG implementation plans and achievement goals; therefore, the remuneration of directors and senior executives has not yet been linked to ESG performance. A procedure for ESG performance evaluation will be established after commissioning an independent professional organization to assess the performance evaluation model and target items for the Company's directors and senior executives. ESG performance indicators will be gradually introduced each year to link individual participation in ESG issues and the achievement of ESG goals with their annual bonuses, thereby strengthening the accountability of directors and senior executives for the Company's sustainability vision.

- **Clawback Provision**

A clawback provision has not yet been established. In the future, we will seek advice from external consultants and consider the Company's operating conditions for further discussion.

- **Board Performance Evaluation (GRI 2-18)**

In principle, the Group conducts annual self-performance evaluations of the Board of Directors, functional committees (including Audit Committee, Compensation Committee, and Nomination Committee), and individual board members. To further enhance board operation efficiency and strengthen corporate governance, the Group plans to engage an external professional independent institution or a team of external experts and scholars once every three years to conduct board performance evaluations, which serves as a reference for improving the board's operational performance.

Measurement items for board performance evaluation:	Performance evaluation for individual board members
<ol style="list-style-type: none"> 1. Participation in company operations 2. Enhancing the quality of board decisions 3. Board composition and structure 4. Director selection and ongoing education 5. Internal control 	<ol style="list-style-type: none"> 1. Understanding of company goals and tasks 2. Awareness of director duties 3. Participation in company operations 4. Internal relationship management and communication 5. Director's Expertise and Ongoing Education 6. Internal control

▼ **Board Evaluation Implementation:**

To enhance evaluation quality, on August 14, 2024, the Board of Directors approved amendments to certain provisions of the board evaluation procedures. The performance evaluation of the Group's Board of Directors and functional committees should be conducted by an external professional independent institution or a team of external experts and scholars at least once every three years. The Group appointed the Taiwan Investor Relations Institute to conduct the 2023 external performance evaluation of the Board of Directors and functional committees (covering the period from July 1, 2023, to June 30, 2024). The institution and its evaluation experts have no business dealings with the Group, ensuring independence. Their independent experts conducted questionnaire surveys and actual evaluations focusing on five major dimensions: objectives, organization, expertise, operational participation, and internal control of the Board and functional committees. The evaluation report was completed in December 2024. The recommended items from the report are summarized as follows:

1. Early planning to achieve one-third female directors: Will plan the list of director candidates in 2026 according to the recommendation.
2. Oversight of risk management by the Audit Committee or board-level functional committees: Will establish an Audit and Risk Management Committee in 2025 to supervise risk management.
3. Establish succession planning for board members and key management: A deputy system for first-level executives has been established to nurture deputies as succession candidates, and outstanding director candidates are being sought.
4. Add provisions in the Corporate Governance Practice Principles prohibiting directors from trading company shares during the closed period before financial report releases: Will complete the amendment of provisions in 2025.
5. Prepare English version of Sustainability Report: The English version of the 2023 Sustainability Report has been completed and uploaded to the Market Observation Post System and company website for stakeholders to download.

6. Hold at least two investor conferences annually: Meeting the recommendation and gradually increasing the frequency of investor conferences to enhance corporate information transparency.
7. Actively promote environmental and social governance: The company will more actively engage in environmental issues, set emission reduction targets and work to achieve them, evaluate climate change impacts, assess opportunities and risks, and enhance volunteer and resource contributions to society, fulfill social responsibilities, and make the greatest efforts to advance governance across all ESG dimensions.

The external institution's assessment report and implementation status were submitted to the first Board of Directors meeting of 2025 on March 11, 2025.

Evaluation Cycle	Evaluation Period	Evaluation Method	Evaluation Scope	Evaluation Result
Once a Year	2024/01/01~ 2024/12/31	Self Evaluation	Overall Performance of the Board of Directors	Excellence Grade
Once a Year	2024/01/01~ 2024/12/31	Self Evaluation	Individual Board Members	Excellence Grade
Once a Year	2024/01/01~ 2024/12/31	Self Evaluation	Audit Committee	Excellence Grade
Once a Year	2024/01/01~ 2024/12/31	Self Evaluation	Remuneration Committee	Excellence Grade
Once a Year	2024/01/01~ 2024/12/31	Self Evaluation	Nomination Committee	Excellence Grade

2024performance evaluation results: Page 14 of Pan-International Group's 2024Annual Report.
http://www.panpi.com.tw/tw/investor_service/shareholder_meeting/information

- **Conflict of Interest Management (GRI 2-15)**

The rules of procedure for Pan-International Group's board meetings, Audit Committee, and Remuneration Committee, include provisions on avoiding conflicts of interest. When a director's proposal involves the interests of themselves, their spouse, or relatives within the second degree of kinship, or companies that have a controlling or subordinate relationship with the director, they must disclose their interests at the board meeting. If there is any concern about harming the Company's interests, they shall not participate in the discussion and voting, and must exclude themselves from both. Additionally, they may not exercise voting rights on behalf of other directors. The names of the related directors, important content explanations and recusal are all recorded in the meeting minutes. Directors and managers must complete an annual related party transaction declaration, with results reported to the Audit Committee.

For 2024 related party transactions, cross-shareholdings of directors, controlling shareholders or other stakeholders, please refer to page 38 of Pan-International Group's 2024 Annual Report.

In addition, the Group has established codes of ethical conduct for personnel at different levels, as well as separate codes for directors and managers, and for employees. The Audit Office and General Administration oversee the implementation of these codes and regularly report the implementation results to the Board of Directors. As of the end of 2024, Pan-International Group had not experienced any major conflicts of interest.

2.2.2 Functional Committee

(GRI 2- 9, 2-14)

- Sustainability Committee (GRI 2-12, 2-13, 2-14, 2-16)**

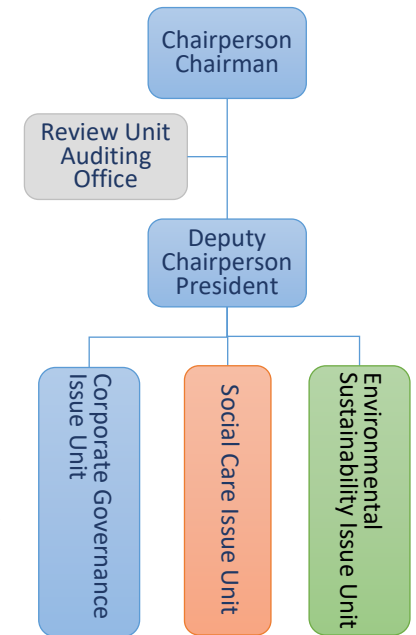
Pan-International Industrial Corp. has established a Sustainability Committee directly managed by the Chairman as the highest-level dedicated sustainability unit within the company. The Sustainability Committee is composed of the Chairman, the President and relevant department heads. The Sustainability Committee is mainly responsible for managing, resolving and supervising the governance strategies, policy implementation effectiveness and goal achievement rates of major ESG issues related to the company's operations, and reports implementation results to the Board of Directors annually.

Three functional issue units are established under the committee: Environmental Sustainability Issue Unit, Social Inclusion Issue Unit, and Corporate Governance Issue Unit. The President serves as the chief commander, integrates issue unit members, and assigns relevant department heads as leaders of each issue unit. The issue units are responsible for identifying significant ESG issues related to company operations, formulating management strategies and objectives, and preparing annual sustainability reports. The President will regularly review the performance and goal achievement of the issue units and report to the Sustainability Committee annually.

- Sustainability Committee Implementation**

In 2024, Pan-International Industrial Corp.'s Sustainability Committee communicated 3 major items to the Board of Directors, mainly including the presentation of the annual integrity management implementation report, approval of the 2023 Sustainability Report, and the 2025 operational risk assessment report. All related reports were acknowledged and approved by the Board of Directors.

Sustainability Committee



▼ 2024 Sustainability Committee Communications with the Board of Directors

Meeting Date	Major Matters Communicated with the Board of Directors	The Board's Major Suggestion	Sustainability Committee Resolution Results	The Board's Resolution Results
May 14, 2024	Reported 2023 annual integrity management results	None	Approved by all attending committee members	Approved by all attending directors
August 14, 2024	Submitted 2023 annual sustainability report	None	Approved by all attending committee members	Approved by all attending directors
November 13, 2024	Submit 2025 Business Risk Assessment Report	None	Approved by all attending committee members	Approved by all attending directors

- **Remuneration Committee (GRI 2-19, 2-20)**

The Remuneration Committee consists of three members, all of whom are independent directors, meeting the independence requirements of regulations. Their term of office runs from June 9, 2023 to June 8, 2026. The Group has formulated the Remuneration Committee Charter to define the powers and responsibilities of the Remuneration Committee, which is responsible for setting and regularly evaluating the remuneration systems and standards for directors and managers. In principle, the Committee meets once every six months. In 2024, a total of six meetings were held, with a 100% attendance rate from all members.

To ensure the transparency in the remuneration system and protect stakeholders' interests, Pan-International Group will implement an external stakeholder mechanism, with third-party independent consultants regularly reviewing the performance of the Group's Board of Directors and various committees. Moreover, the remuneration distributed to employees and directors each year must be approved at the shareholders' meeting.

This year's employee and director remuneration was approved by resolution at the shareholders' meeting on May 31, 2024.

- **Audit Committee**

The Group's Audit Committee is composed of four independent directors, with terms of office from June 9, 2023 to June 8, 2026. Its responsibilities include reviewing the Company's financial statements, overseeing the appointment and independence of certified public accountants, formulating or revising internal control systems, and ensuring that the Company's internal rules comply with relevant laws and regulations. Meetings are held quarterly, and when necessary, department heads, internal auditors, accountants, and legal consultants are invited to participate in discussions. In 2024, a total of four meetings were held, with members achieving a 100% attendance rate.

Audit Committee implementation: Pages 15-16 of Pan-International's 2024 Annual Report

- **Nomination Committee**

The Group's Nomination Committee consists of two independent directors and a general director, with terms of office from June 9, 2023 to June 8, 2026. Its responsibilities include nominating candidates for the Group's directors, assessing the qualifications of those candidates, structuring the functional committees under the Board, reviewing the organizational regulations of each functional committee, evaluating operational rules of the Group's Board of Directors, and reviewing the Group's corporate governance practices, as well as other matters assigned by the Board of Directors. In 2024, a total of one meeting was held, achieving a 100% attendance among its members.

Nomination Committee implementation: Pages 23 to 24 of Pan-International Group's 2024 Annual Report.

2.3 Economic Performance

2.3.1 Economic Value

(GRI 201-1)

In the fourth quarter of each year, each business unit and central management department prepare the internal budget for the following year. The Accounting Department consolidates budgets for sales, R&D, production, procurement, personnel expenses, and capital expenditures to prepare an internal projected income statement for the President's review. At the first Board meeting of the following year, the President reports the annual budget and business plan to the Board of Directors, with quarterly reports on implementation results.

We process daily accounting transactions and prepare financial statements according to the Business Entity Accounting Act, Generally Accepted Accounting Principles (GAAP), and International Financial Reporting Standards (IFRSs) on an accrual basis. The Accounting Department analyzes and compares the differences between budgeted and actual statements monthly, including the variance amounts and reasons. If there are significant differences or impacts from force majeure factors, they will be submitted to the Board of Directors for discussion and potential revision of business objectives. After review and completion by the financial and accounting supervisor, quarterly financial statements are audited and certified by CPAs, then reviewed by the Audit Committee before being submitted to the Board of Directors for approval. Pan-International Group's quarterly consolidated financial reports, annual consolidated financial reports, and individual financial reports are all publicly available on the Group's official website and the Market Observation Post System.

Due to consumer products being in a generational transition period, which significantly impacted annual revenue, coupled with severe internal competition among automotive product competitors in mainland China and export obstacles caused by geopolitical factors, the annual consolidated revenue declined by 15%. However, while the management team continued to implement product portfolio adjustment strategies and strictly control production costs to maintain gross margin growth, expenses increased due to meeting customer requirements, expanding R&D capabilities, adjusting mainland China plant capacity, and due diligence costs for investment projects. Combined with the impact of exchange gains and losses from USD exchange rate fluctuations, the annual net profit also showed a relatively significant decline.

In summary for 2024, the Group's consolidated revenue was NT\$21,820,835 thousand, a decrease of 14.87% compared to 2023; consolidated net profit after tax was NT\$1,201,351 thousand, with earnings per share after tax of NT\$2. For other financial performance explanations and analyses, please refer to the Group's annual report. For other financial performance explanations and analyses, please refer to the Group's annual report.

▼ Pan-International Group Consolidated Financial Performance

Items	2022	2023	2024
Operating Revenue (NT\$ thousand)	26,257,340	25,634,258	21,820,835
Net Profit Before Tax (NT\$ thousand)	2,056,433	1,841,792	1,466,221
Net Profit After Tax (NT\$ thousand)	1,566,399	1,489,833	1,201,351
Earnings Per Share (NT\$)	2.55	2.42	2
Cash Dividend (NT\$/share)	1.40	1.30	1.1

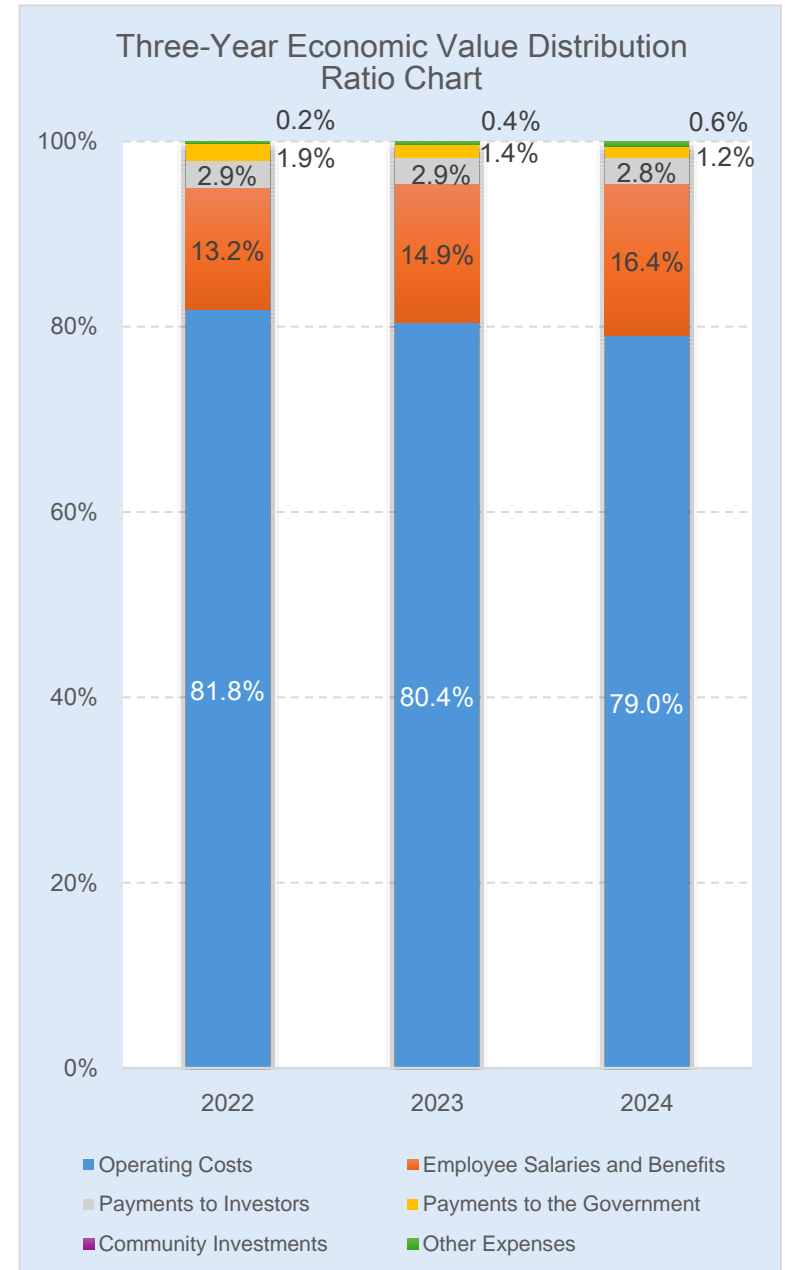
Note: Cash dividends are the amounts resolved for distribution in the earnings distribution proposals for each reporting year. (The distribution amount for 2024 was approved by the shareholders' meeting on May 31, 2024.)

From the stakeholder economic distribution perspective of GRI, analyzing the Group's consolidated financial position, the direct economic income (operating income and non-operating income) for this year totaled NT\$22,163,512 thousand, with a total distribution amount of NT\$21,532,342 thousand. The top three economic distribution items were operating costs (78.9%), employee wages and benefits (16.5%), and payments to investors (2.8%). Direct Economic Value Generated and Distributed in the Past Three Years (Unit: NT\$ thousand)

(GRI 201-1)

Value	Item/Subject	2022	2023	2024
Direct Economic Income	Net Operating Income	26,257,340	25,634,258	21,820,835
	Financial Investment Income	262,150	203,428	195,341
	Asset Sales Income	0	0	0
	Royalty Income	0	0	0
	Government Subsidies	44,221	28,254	29,125
	Other Income	4,051	149,139	118,211
Direct Economic Value Generated		26,567,762	26,015,079	22,163,512
Economic Distribution	Operating Costs	21,047,693	20,268,775	16,991,789
	Employee Salaries and Benefits	3,388,415	3,764,016	3,547,130
	Payments to Investors	756,041	724,841	607,081
	Payments to the Government	490,034	351,959	264,870
	Community Investments	0	0	0
	Other Expenses	44,865	89,505	121,472
Economic Value Distributed		25,701,661	25,727,048	21,532,342
Economic Value Retained		840,714	815,983	631,170

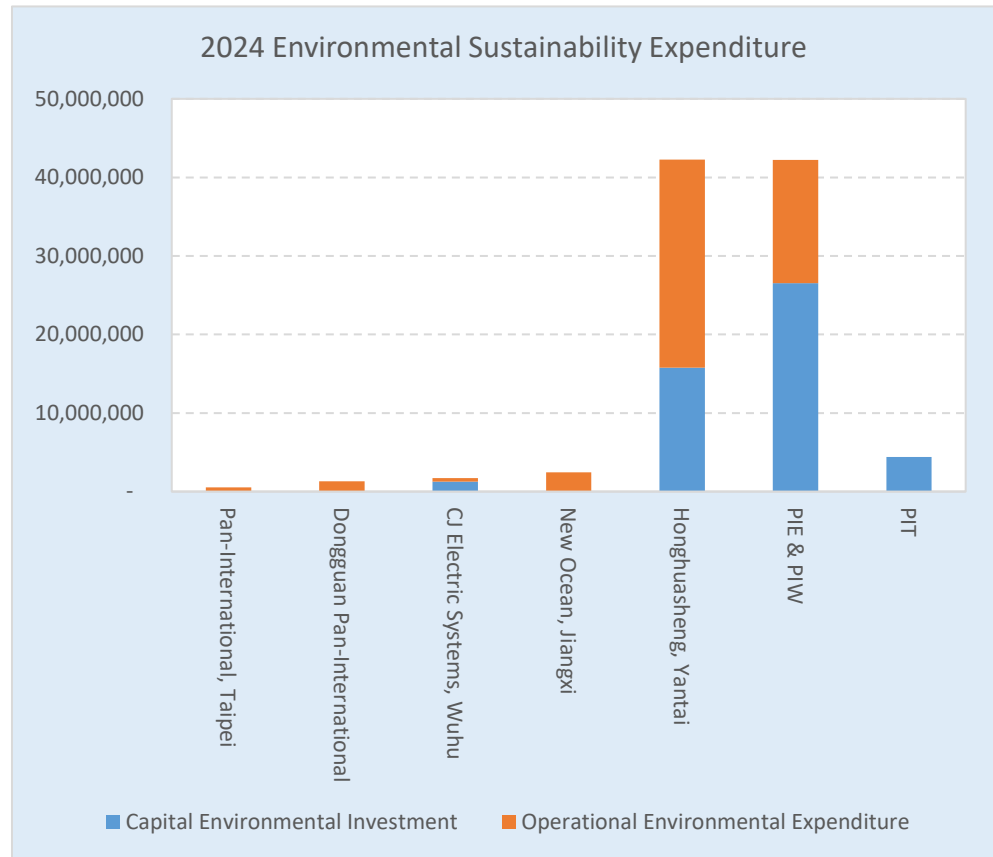
Note: Economic value retained = Direct economic value generated - Economic value distributed.



2.3.2 Environmental Sustainability Expenditure

▼ Environmental Sustainability Expenditure (Unit: NT\$)

Location	Capital Environmental Investment	Operational Environmental Expenditure
Pan-International, Taipei	-	525,333
Dongguan Pan-International	-	1,324,228
CJ Electric Systems, Wuhu	1,259,030	461,688
New Ocean, Jiangxi	-	2,456,968
Honghuasheng, Yantai	15,762,652	26,487,987
PIE & PIW	26,518,478	15,688,658
PIT	4,396,800	-
Subtotal	47,936,960	46,944,862
Total	94,881,822	



Note 1: PIE (PIE Enterprise (M) Sdn. Bhd.), PIW (P.I.W. Enterprise (Malaysia) Sdn. Bhd.), and PIT (PIE Enterprise (M) Sdn. Bhd.) are all Malaysian subsidiaries of Pan-International Group, operating under the Southeast Asian group P.I.E. INDUSTRIAL BERHAD (PIB) system.

Note 2: Capital Environmental Investment: Refers to expenditures related to energy-saving equipment purchases, solar and other renewable energy facility construction, etc.

Note 3: Operational Environmental Expenditure: Includes expenditure items such as consulting fees, energy-saving equipment rental, environmental disposal operations, energy-saving renovations, and plant greening.

2.4 Responsible Business Conduct

Material Topic Management Approach: Business Integrity

Corresponding GRI Indicators: GRI 3-3, 205-3, 206-1

Impact Description		1. Damage to company reputation and corporate image. 2. Bear liable for compensation related to negligence. 3. Loss of orders.				
Location		Pan- International, Taipei	Dongguan Pan- International	New Ocean, Jiangxi	Honghuasheng, Yantai	CJ Electric Systems, Wuhu
Policies or Commitments Established or Followed	Internal Regulations	V	V	V	V	V
	Government Regulations	V	V	V	V	V
Responsible Units		1. GM 's Office 2. Business Division Management Department 3. Human Resources Department 4. Information Department 5. Investor Relations Department 6. Auditing Office				
Management Actions		1. Strengthen internal education and training on integrity and business responsibility. 2. Enhance information security protection mechanisms. 3. Improve document and system data control mechanisms to prevent leakage. 4. Plan both regular and irregular audit programs. 5. Establish whistleblower mechanisms and reporting channels. 6. Arrange liability insurance to protect the Company's interests.				
Process for Monitoring the Effectiveness of Actions		1. Regularly review information systems for any data breaches. 2. Effectively implement regular and irregular audit programs. 3. Regularly review whether liability insurance coverage is sufficient.				
Management Performance Indicators						
Indicators		2024 Achievement	Short-term Goal (2025)	Mid-term Goal (2022- 2027)	Long-term Goal (2022-2050)	
Zero violations of integrity management, competitive behavior, antitrust and monopoly-related laws		Achieved 100% in 2024				



2.4.1 Ethical Management

(GRI2-23、2-24, 2-25, 2-26, 206-1, 205-1, 205-2, 205-3)

The Group formulates policy regulations on ethical corporate management in accordance with the FSC's Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies. The Sustainability Committee's Corporate Governance Issue Unit follows this ethical management policy, adopting Integrity, Honesty, Compliance and Fraud Prevention as guiding principles. With a goal of zero incidents, the Committee drives the implementation of ethical operations across the company. Simultaneously, the Group identifies potential impacts on various stakeholders in its business relationships, reviews specific risks, formulates relevant preventive measures and plans. It also follows up on incidents handling through human resources and audit units to improve and optimize responsible business conducts, ensuring compliance with ethical management goals and standards. Achieving the spirit of establishing effective, accountable, and inclusive institutions as outlined in the United Nations Sustainable Development Goals (SDG 16 Peace, Justice and Strong Institutions).

If violations are discovered through reporting or auditing, and investigation reveals serious violations or potential significant damage to the company, a report should be immediately prepared and the Independent Director should be notified in writing. The Board of Directors shall discuss and resolve to restore the company's reputation and minimize losses in order to protect the interests of all stakeholders.

Regarding responsible business conduct, the Group is committed to meeting customers' one-stop solution needs, ensuring the security and confidentiality of customers' product information, trade secrets, and related information, while maintaining product quality and preventing harm and losses. Current implementation results are positive with no related incidents occurring. Related information is also published in the company's annual report and website.

▼ Integrity Management Policy:

Approval Unit	Implementation Unit	Policy Regulations	Reference (Government official documents, guidelines, initiatives, etc.)
Board of Directors	Company directors and all employees	Pan-International Group Code of Ethical Management	Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
Board of Directors	Company directors and all employees	Pan-International Industrial Corp Procedures for Ethical Management and Guidelines for Conduct	Procedures for Ethical Management and Guidelines for Conduct for TWSE/TPEX Listed Companies

To guide and implement understanding of the Group's integrity management policy among members of all operating locations and company stakeholders, Pan-International Group has implemented a series of measures and management mechanisms, including signing relevant documents and utilizing communication meetings, educational training sessions, and briefings, totaling 10,916 hours of continuous promotion. Through internal communication meetings, educational training, and briefings, we strengthen employees' and partners' awareness of integrity and compliance knowledge. After calculation, a total of 7,533 employees and 29 senior executives received integrity management training, with a training participation rate of approximately 69%, complying with "GRI 205-2 Communication and Training about Anti-corruption Policies and Procedures".

Annual qualification audits are conducted for suppliers, with audit items including quality, delivery time, price comparison, environmental impact control, and improvement efficiency, for evaluation and selection purposes. Starting from 2025, social and human rights-related audit items will be gradually introduced to improve the overall ESG rating of the supply chain. Comprehensively improve supply chain ESG performance, aligning with (SDG 12 Responsible Consumption and Production).

▼ **Integrity Management Education Training and Supplier Audits:**

Identity		Timing	Documents to be Signed	Contract Signing Rate
Workers	New employees	Upon entry	Integrity Commitment / Integrity Conduct and Intellectual Property Rights Agreement	100%
Business Partners	New suppliers	Before signing contract	Supplier Evaluation Report / Supplier Risk Level and Evaluation Form / Environmental Protection Agreement	100%
	Existing suppliers	When signing contract	Integrity Commitment / Declaration of Non-use of Conflict Minerals / Environmental Protection Agreement	100%
Identity	Other Integrity Management Education Training Topics			
All Employees / Dedicated Personnel	Integrity management, business ethics, security awareness and trade secrets protection, employee integrity self-discipline and professional ethics cultivation, anti-fraud measures, ETI (Ethical Trading Initiative) advocacy and practical knowledge, supplier selection and ESG evaluation criteria			
Total Training Hours		10,916 hours		

The Group organizes integrity management-related training courses, which explain prohibited behaviors in business operations, including business ethics courses (trade secrets, intellectual property, information usage, fair competition) / anti-corruption courses (including bribery, providing or receiving improper benefits, fraud, extortion, money laundering), etc., to prevent dishonest behavior.

To mitigate the impact of any violations of integrity management and business ethics, employees at all Pan-International Group operating locations can use internal whistleblower reporting procedures to report violations, while suppliers and stakeholders can report any illegal or integrity management violations through the reporting and grievance channels.

Reports can be made through dedicated hotlines/websites/mailboxes, which are handled by the Audit Office and Human Resources Department. They will investigate the reported content and related evidence. If the report involves directors or managerial officers, it should be submitted to the Independent Directors. The receiving units will conduct investigations according to company regulations and implement strict confidentiality measures for the whistleblower's personal information and investigation process. Once verified, corresponding disciplinary measures will be implemented according to the Group's integrity management policies and regulations, including compensation for losses, termination of employment contracts, and business relationship contracts.

As of 2024, Pan-International Group has had no violations of integrity management, competitive behavior, trust and monopoly-related laws, and the implementation results were reported to the second Board meeting of 2024. We will continue to implement the above management measures to reduce potential risks and avoid the occurrence of negative incidents.

● Internal Integrity Management Guidelines

The Group has established the "Code of Integrity Management" and "Integrity Management Operating Procedures and Behavioral Guidelines" as the main regulations for internal integrity management, which are implemented and managed by the Human Resources Department. The above regulations were established in accordance with government-issued guidelines such as the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" and "Procedures for Ethical Management and Guidelines for Conduct of Public Companies" to establish employee conduct standards, strengthen integrity governance culture, and ensure the Group's operational behaviors comply with ethical and regulatory requirements.

▼ Communication Channels for Stakeholders:

Location	Employees or suppliers/contractors sign integrity management-related documents
Pan-International, Taipei	Employees: Integrity and Intellectual Property Confidentiality Agreement. Suppliers: Integrity Commitment Letter.
Dongguan Pan-International	Employees: Labor Contract, Confidentiality Agreement. Suppliers: Integrity Commitment Letter.
New Ocean, Jiangxi	Employees: Labor Contract, Intellectual Property Confidentiality Agreement. Suppliers: Integrity Commitment Letter.
Honghuasheng, Yantai	Employees: Labor Contract, Integrity Commitment Letter. Suppliers: Integrity Commitment Letter.
CJ Electric Systems, Wuhu	Employees: Labor Contract.
PIU (USA)	No Suppliers/Contractors (Sales Locations)

▼ Whistleblowing and Grievance Mechanism: Please describe the reporting or complaint channels established for anti-corruption, anti-competitive behavior (antitrust), etc.

Location	Grievance Channels	Location	Grievance Channels
Pan-International, Taipei	Hotline/Mailbox	New Ocean, Jiangxi	Hotline
Dongguan Pan-International	Hotline/Mailbox	CJ Electric Systems, Wuhu	Hotline/Mailbox
Honghuasheng, Yantai	Hotline/Mailbox	PIU (USA)	Mailbox

2.4.2 Human Rights Policy

(GRI 2-25)

The Group adheres to international human rights conventions, including the Universal Declaration of Human Rights and the International Labor Organization Declaration of Fundamental Principles and Rights at Work. It implements various human rights requirements, such as non-discrimination, prohibition of child labor, and prohibition of forced labor, to protect the fundamental rights of employees and stakeholders. In addition, the Company has begun internal reviews to examine the operating conditions of each plant and is drafting codes of conduct for employees and human rights as a policy basis for protecting employee rights. The employee and human rights code of conduct is expected to be completed and announced publicly in 2024.

- Human Rights Policy Training

To help employees, suppliers, and external stakeholders understand the content of Pan-International Group's various human rights policies, we not only provide human rights policy education and training courses for new employees but also adopt diverse methods such as training sessions, contract requirements, promotional meetings, company websites, opinion mailboxes, and various feedback channels. This ensures that all personnel understand their rights and company regulations. Moreover, all implementation results are publicly disclosed on the Company's official website and in the sustainability report.

- Communication and Remedies for Human Rights Policies or Cases

The Group has set up feedback channels and opinion mailboxes to enable all employees and external stakeholders to communicate various human rights incidents with dedicated departments, including suggestions for policy improvements, potential risk warnings, and reports of human rights violations. To maintain fair procedures for reviewing and investigating complaint or reports, a cross-departmental team composing of the Human Resources Department and the Audit Office is responsible for investigating human rights incidents and formulating improvement measures.

The Group has not experienced any human rights incidents such as discrimination, employment of child labor and forced labor this year.

2.4.3 Regulatory Compliance

(GRI 2-27)

In 2024, the Group had no violations of environmental regulations, social regulations, governance and economic regulations, and product and service regulations.

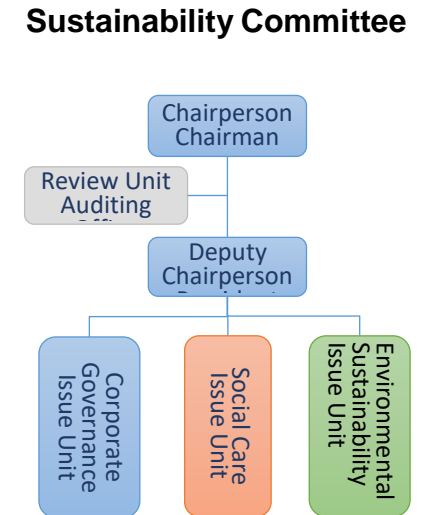
2.5 Risk Management

2.5.1 Risk Management Organization

In the face of risks and opportunities arising from internal and external variables, the Company's risk management capabilities will have a significant impact on business decisions. The risks and opportunities brought by global trends and environmental changes, and how the Company anticipates, analyzes, makes decisions, and executes accordingly, will all affect future revenue and profitability. Only by continuously improving risk management capabilities and increasing operational resilience and competitiveness can we seize every opportunity to create new operational peaks.

▼ Risk Management Committee Organizational Diagram

According to Article 27 of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, the Group's risk management organization establishes the "Sustainability Committee" under the Group's Board of Directors as the highest authority for risk management, with the Corporate Governance Issue Unit serving as the executive body for risk management. The responsibilities of each department are as follows:



Board of Directors	The Board of Directors is the highest governing body for risk management, responsible for reviewing annual risk management reports, risk execution reports, and audit reports to ensure effective implementation of the risk management system. The Board of Directors meeting unit periodically interacts and communicates with various staff function heads on environmental and social issues related to the Company. Additionally, it conducts an annual review of the impact and strategic goals of ESG initiatives.
Sustainability Committee	The Committee identifies and determines the Group's major risks and responsible risk management units. Risks are managed through identification, analysis, and the implementation of concrete measures, with regular reports submitted to the Board of Directors.
Corporate Governance Issue Unit	Identifies risk issues, formulates response strategies, and reviews risk management implementation results with risk response execution units.
All Company Execution Departments	Propose risk management objectives and implementation plans, and regularly report results to risk control units.
Risk Audit Unit (Audit Office)	Assesses the effectiveness of the operation of risk management systems and mechanisms. Conducts audit operations and regularly submits risk management results to the Audit Committee and the Board of Directors.

▼ Emergency Response Unit:

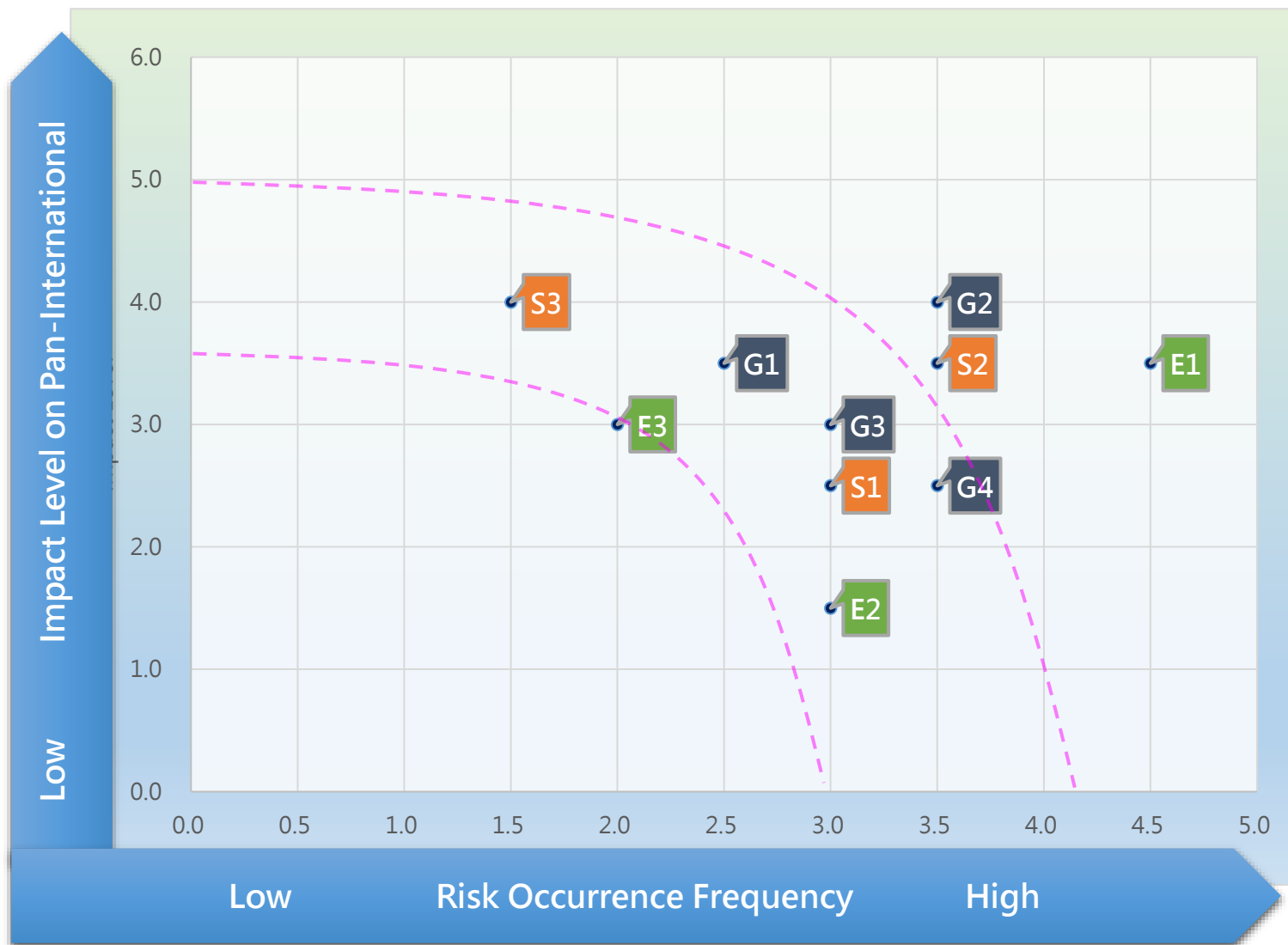
To coordinate resources and address swiftly in the event of emergencies or major incidents, the GM will act as the commander, convening units such as the Administration Department, Human Resources, Legal Affairs, Business and Finance to establish the Emergency Response Unit. This group will review the affected departments, extent of damage, and develop response plans. Quick decisions and announcements will be made to maintain the transparency of the Company.

2.5.2 Risk Identification and Response Measures

As the Group has not yet established a responsible unit for environmental risk assessment, it has not yet introduced an environmental risk assessment procedure and does not use the precautionary principle as an assessment measure. However, we plan to implement the Group's risk system management in line with related principles and guidelines. Based on the scope of Pan-International Group's risk management policies and procedures, we have completed internal risk identification and assessment, and implemented mitigation measures. The details are as follows:

Risk Aspect	Risk Issue Identification	Impact	Risk Mitigation Measures
Environment Sustainability Aspect	Carbon Neutrality Pathway Planning	Failure to meet trends and customer requirements may result in negative impacts and loss of orders.	Complete carbon inventory according to regulations, develop carbon reduction plans, and disclose carbon neutrality pathway planning externally.
	Climate Change - Major Natural Disasters	Cause operational disruption, asset impairment, reduced revenue, and increased operating costs.	Appoint external consultants to follow TCFD guidelines to simulate potential financial impacts of risks and opportunities, and develop response plans.
	Severe infectious diseases	Cause operational disruption, reduced revenue, and increased operating costs.	Establish response SOPs and plan backup solutions.
Social Integration Aspect	Human Rights Topic	Create negative impacts on corporate image, increase employee recruitment costs and litigation risks.	Establish employee code of conduct, enhance human rights protection and rights awareness.
	Workplace Safety	Cause substantial losses to the company and employees, and litigation risks.	Establish response SOPs, conduct regular drills and reviews, strengthen employee education, training, and workplace safety awareness.
	Earthquake/Fire	Will cause business interruption and asset impairment.	Establish response SOPs, conduct regular drills and review insurance coverage.
Corporate Governance Aspect	Information Security	Loss of trust from customers and suppliers, resulting in future operational losses and increased monitoring costs.	Establish information security policies, set up organizations, and strictly control information systems.
	New Technology Competition	Unable to meet customer and market requirements, resulting in loss of new orders.	Expand R&D team capabilities and accelerate new technology development timeline.
	Market Trend Changes	Failure to grasp new trend directions may lead to investment mistakes, losses, and loss of orders.	Carefully assess market directions, conservatively evaluate investment proposals and decisions.
	Regulatory compliance	Violations will result in government fines, increased supervision, higher operating costs, and loss of orders.	Strengthen advocacy, raise awareness of legal compliance, and strictly control document stamping procedures.

▼ Risk Issue Impact Table



- E1 Carbon Neutral Pathway Planning
- E2 Climate Change - Major Natural Disasters
- E3 Severe Infectious Diseases
- S1 Human Rights Issues
- S2 Workplace Safety
- S3 Earthquake/Fire
- G1 Information Security
- G2 New Technology Competition
- G3 Market Trend Changes
- G4 Regulatory Compliance

2.5.3 Risk Management Policy

● Risk Management Related to Key Material Usage

Currently, copper-related products are the major raw materials used in the Group's products, so fluctuations in copper prices will have a certain impact on costs and profits. To reduce the impact of copper price fluctuations, the Procurement Department has established a copper price monitoring mechanism, using the previous month's average price to order the following month's copper usage when appropriate, and implementing a mechanism to spot-purchase copper immediately during sudden price crashes to stabilize costs; The monthly business review meeting also lists copper price fluctuation analysis as an important review item for immediate decision-making to reduce the impact of this risk on the Company's operations.

Copper Price Monitoring Mechanism:

- Order next month's copper usage based on previous month's average price to balance cost fluctuations.
- During sudden copper price drops (flash crashes), activate the immediate spot copper purchase mechanism to lock in costs.
- Management review meetings include copper price fluctuation analysis as a key topic for quick decision-making to ensure operational stability.

● Risk Management Policy for Major Events

When major events occur, to coordinate resources and respond quickly, the Crisis Response Team mechanism is immediately activated:

- The President serves as the commander, convening executives from Management, HR, Legal, Sales, and Finance departments.
- Quickly assess the scope of impact, extent of damage, and formulate response plans.
- Focus on core objectives of controlling impact scale and minimizing personnel and asset losses.
- After decisions are made, immediate public announcements are made to ensure information transparency and stakeholder trust.



2.5.4 Information Security Management

● Governance Framework

The Group has established a comprehensive information security governance system, with the IT Department responsible for information security management, including policy planning, operations execution, continuous maintenance, and implementation of information security operations. The Audit Department is established to supervise implementation status and track improvements for audit findings. A Corporate Governance Group is established under the Sustainability Committee to integrate ESG and information security management, strengthening corporate sustainable governance.

The Group's information security governance strategy demonstrates our commitment to transparent governance and resilient systems, specifically addressing the following United Nations Sustainable Development Goals:

- SDG 9: Industry, Innovation and Infrastructure — Support smart manufacturing and innovative development by strengthening information security systems.
- SDG 16: Peace, Justice and Strong Institutions — Establish effective, accountable and inclusive governance frameworks to enhance organizational transparency and accountability.

● Information Security Policies and Management Programs

(一) Policy Framework

The Company has established comprehensive information security policies, creating a holistic management system covering data protection, access control, incident response, and other aspects to ensure information asset security and operational continuity.

(二) Information Security Management System

1. Establish comprehensive information security policies and management procedures
2. Implement systematic data protection and access control
3. Establish comprehensive information security protection and monitoring mechanisms

● Resource Investment Status

(一) Personnel Allocation





1. Assign dedicated information security personnel
2. Continuously strengthen the professional capabilities of the information security team

(二) Resource Input

1. Continue investing in information security infrastructure development
2. Invest in off-site backup system implementation project
3. Invest in official website security upgrade project
4. Allocate sufficient resources to support various information security protection measures

● Information Security Objectives and Implementation Status (GRI 418-1)

(一) 2024 Objectives and Achievements

Items		Achievements
Number of information leakage incidents: 0		Achieved 
Regulatory Compliance Objectives		Achieved
Percentage of information leakage incidents related to personal information: 0%		Achieved
Items		Achievements
System availability target: Above 99%		Achieved 
Enhancement of Information Security Protection Level		Achieved SecurityScorecard Grade A
Number of customers affected by information leakage incidents: None		Achieved

(二) Key Implementation Measures

1. Establishment of off-site backup mechanisms for core services across plants: Completed off-site disaster recovery setup for core systems at all plants to enhance operational continuity
2. Overall enhancement of information security protection level: SecurityScorecard (SSC) rating improved to Grade A
3. Comprehensive upgrade of official website security: Completed security enhancement measures for the official website
4. External system security encryption: Comprehensive implementation of HTTPS encryption for external systems to ensure secure data transmission

● Risk Management

(一) Risk Identification and Assessment

Regular information security risk assessments are conducted, with the main identified risks including:

1. External network attack threats
2. Internal personnel

operational risks

3. System vulnerabilities and technical risks

(二) Risk Control Measures

1. Establish multi-layered protection mechanisms to reduce external attack risks
2. Implement strict access control management to prevent internal risks
3. Regularly perform system updates and vulnerability patches

● Education and Training

Continuously strengthen employee information security awareness by providing differentiated security training for different positions, including ISO 27001 system training for professionals and basic information security training for general employees. Relevant personnel participated in educational training, reaching 96 person-times with a total of 105 training hours.

● Information Security Incident Management

Establish information security monitoring and response mechanisms, and formulate comprehensive incident reporting and handling procedures. In 2024 and up to the printing date of the annual report, no major information security incidents

occurred, and there were no operational losses caused by security incidents, demonstrating effective information security protection.

● Audit and Improvement

Regular internal security audits were conducted, with annual audit operations completed in 2024. Improvements were made for identified deficiencies, achieving a 100% improvement rate, continuously enhancing information security management standards.

● Future Planning and Continuous Improvement

(一) Key Objectives for 2025

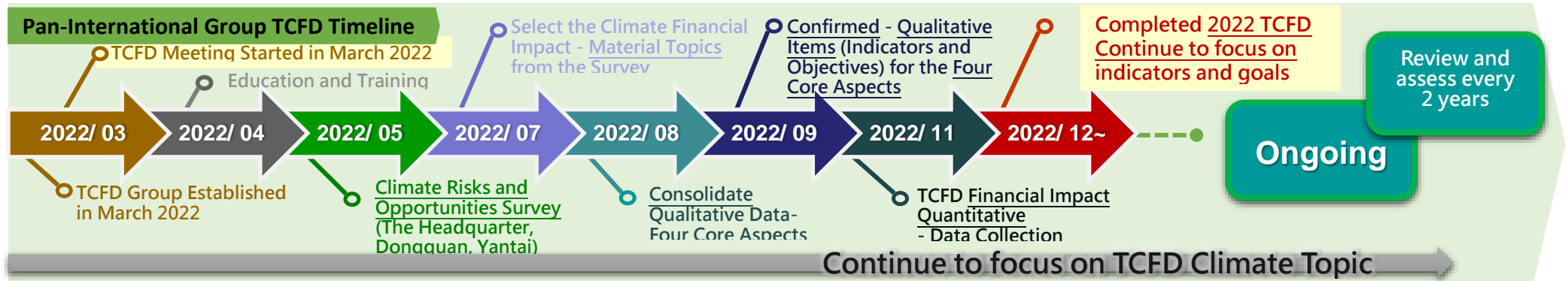
1. Conduct backup and restoration drills to verify disaster recovery capabilities
2. Replace new firewall equipment to strengthen network security protection
3. Conduct phishing email drills to enhance employee security awareness
4. Maintain antivirus software licenses continuously to ensure uninterrupted protection

(二) Continuous Improvement Mechanism

Establish a PDCA cycle improvement process to regularly review information security policies and implementation effectiveness, ensuring that the information security management system evolves in sync with business development and external threat environments, supporting corporate sustainable development goals.

2.6 Climate-related Financial Disclosures

In response to international trends and the requirements from regulations, investors, supply chains, and consumers regarding climate issues, Pan-International Group implemented the Task Force on Climate-Related Financial Disclosures (TCFD) in 2022. The assessment is reviewed every 2 years, and climate governance continues to be promoted to achieve low-carbon operations and environmental sustainability.



- Based on the four core elements of climate-related financial disclosure: "Governance," "Strategy," "Risk Management," "Metrics and Targets."
- Establish a risk framework, identify material risks and opportunities that may impact operations, and propose related response strategies.
- Integrate climate change with corporate governance, business strategy, and risk management. Information helps guide the enterprise's decisions on climate risk and opportunities, while funding supports the overall transition to low-carbon economic development.
- Ultimate goal - Enhance competitiveness under low-carbon transition.

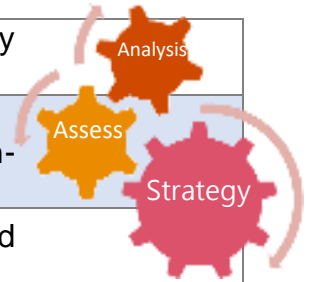
Climate Governance: Currently introduced in Pan-International, Taipei, Dongguan Pan-International, and Honghuasheng Yantai

To effectively identify and properly manage the company's climate-related risks and opportunities, Pan-International Group's [Sustainability Committee] is convened by the Board of Directors, with the Sustainability Development Department serving as the executive unit. The Sustainability Development Department is responsible for identifying and managing climate change risks and opportunities, and reports the risk and opportunity identification results to the Chairperson at the annual senior executive meeting of the Sustainability Development Department, where control measures are formulated. [The Sustainability Committee] regularly reports Pan-International's climate risk issues to the Board of Directors, which then determines related management policies and reviews their implementation status.

Climate Governance [Organizational Structure]			
Board of Directors	[Sustainability Committee] Senior Manager Meeting Convener: Director/ President Committee Members: Manager/ Assistant Vice President/ Specialist	Sustainability Development Department	Dongguan Pan-International Honghuasheng, Yantai
Supervise risks Formulate policies	Develop Control measures	Identify climate risks and opportunities	

• **Strategy: Process of Listing Climate-Related Risks and Opportunities and Developing Strategies**

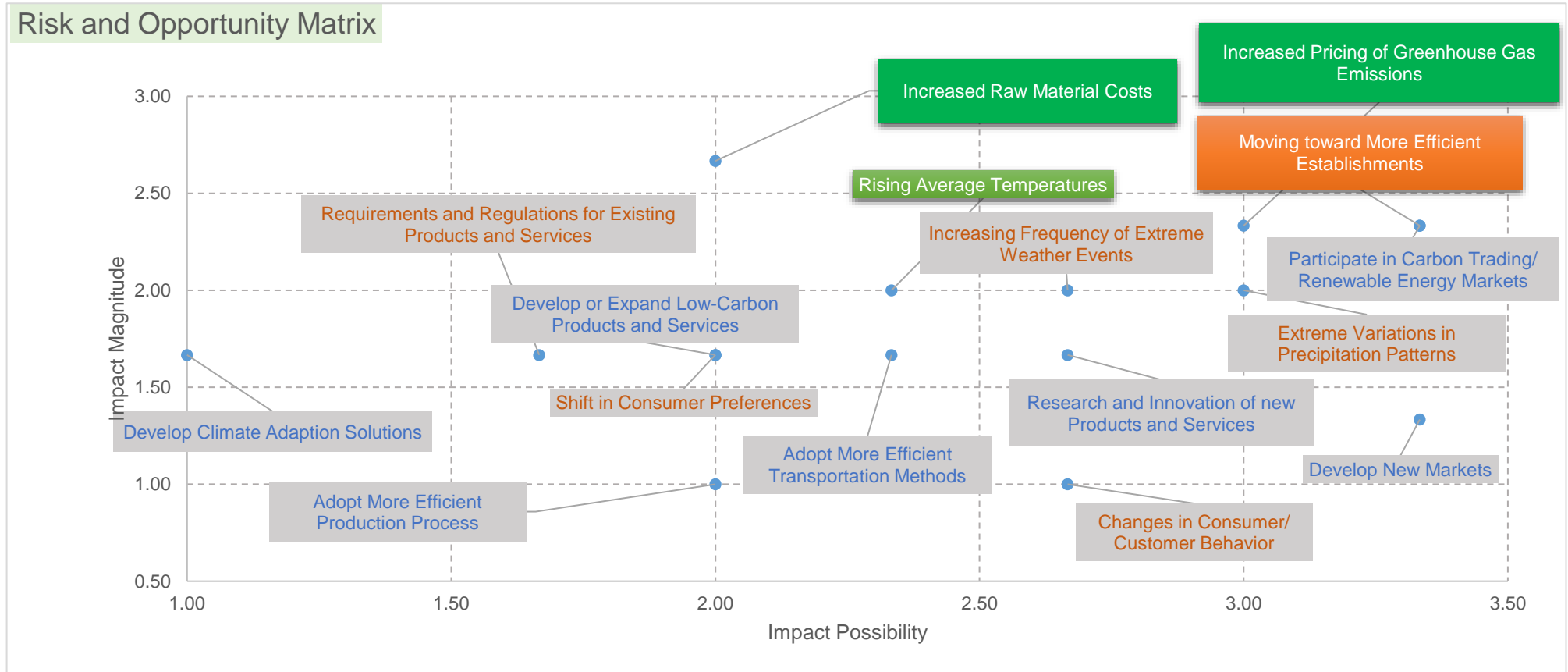
Assess	Comprehensively assess and evaluate the impact of various issues of climate risk and opportunity on company operations
Analysis	<ul style="list-style-type: none"> Introduce climate-related risk and opportunity identification mechanisms Identify climate change risks and opportunities based on the current status of Pan-International's various business operations
Strategy	Propose corresponding response strategies based on the impact of climate change risks and opportunities on the Company's various business operations.



• **Risk Management: Risk and Opportunity Identification Process**

Screen Climate Risks and Opportunities	Company Training and Inventory	Identify Material Risks and Opportunities	Senior Executive Confirmation	Material Risks and Opportunities
Select climate risk and opportunity issues related to the electronics manufacturing industry based on its characteristics, including a list of eight risks and eight opportunities	<ul style="list-style-type: none"> Evaluate the risk value based on the analysis, impact possibility (L), and impact degree (M), and summarize the Company's overall material climate risks and opportunities, including three risks and one opportunity Evaluate climate-related risk and opportunity information and management strategies 	<ul style="list-style-type: none"> Convene relevant company management and business execution units to discuss climate-related issues, clarify the definitions of various climate risks and opportunities, analyze domestic and foreign regulations, as well as market and technology trends Further conduct a composite analysis of various issues and understand the impact on Pan-International's operations, reputation, management through factors such as impact possibility, impact level, and timing of occurrence 	Finally, the identified results are reviewed by senior executive to confirm relevant climate risks and opportunities and integrate them into the Company's overall risk management for control	<ul style="list-style-type: none"> Use climate risk/opportunity level (impact level * possibility) for ranking Select the top 25% of material climate risks and opportunities for Pan-International Group through evaluation tables and matrix charts

▼ Draw [Risk and Opportunity Matrix] to select [Material Issues]





The Group's Climate Finance Material Issues	
Risk	Increased pricing of greenhouse gas emissions Increased raw material costs Rising average temperatures
Opportunity	Moving toward more efficient establishments

• Strategy

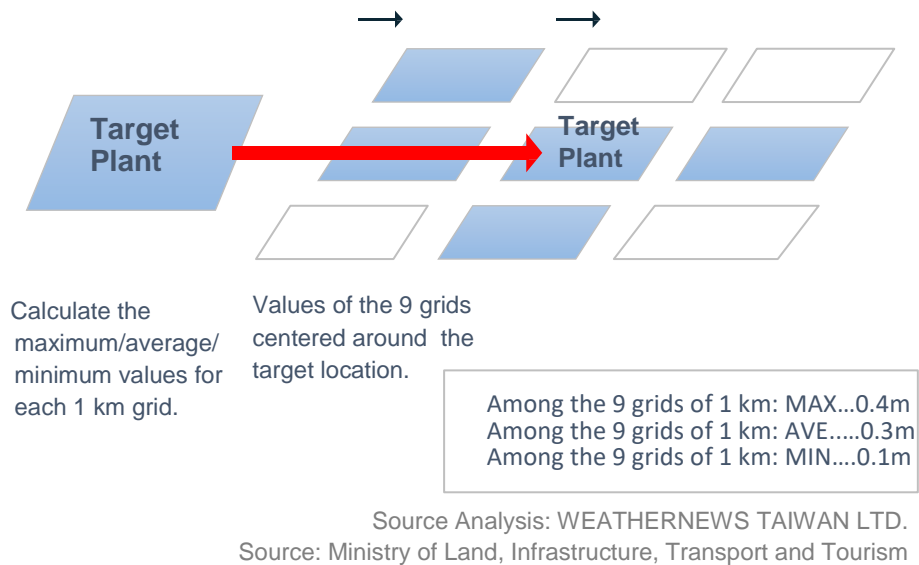
Risk Categories	Issue Definition	Company Impact Description	Impact Timeline	Strategy
Policy and Regulatory Risk	Increased pricing of greenhouse gas emissions	<ul style="list-style-type: none"> In accordance with Taiwan FSC's promotion of carbon emissions disclosure for listed companies, the headquarters plans to complete carbon inventory in 2023, parent company and subsidiaries to complete inventory and parent company to complete verification by 2026, and consolidated subsidiaries to complete verification by 2028 Due to increased international attention and national emphasis on environmental issues, mainland China may implement certain mandatory control policies in the future, resulting in higher carbon trading costs for the company 	Mid-term	<ul style="list-style-type: none"> Regarding Carbon Inventory and Certification Plan: The headquarters and all plants have submitted carbon inventory planning, implementation and certification schedules to the Board of Directors, and will report results to the Board quarterly Both Dongguan Plant and Yantai Plant have established dedicated departments and personnel to conduct annual greenhouse gas inventories, formulate reduction plans, and promote the implementation of annual energy-saving targets Dongguan Plant is evaluating the implementation of ISO50001 Energy Management System, while Yantai Plant completed ISO50001 Energy Management System certification at the end of 2022 Dongguan Plant and Yantai Plant successively completed the construction of solar power stations from late 2022 to early 2023, serving as alternative energy sources for self-use electricity, with 10% of future power to be supplied by renewable energy from solar power stations
Acute Physical Risk	Rising average temperatures	<ul style="list-style-type: none"> Increased air conditioning costs at plants due to rising temperatures; Due to rising temperatures causing power supply strain at plants, local governments implement peak-shift power usage measures to address power shortages. However, these peak-shift measures result in extended production lead times at the plants. 	Short-term	<ul style="list-style-type: none"> Under staggered electricity usage, plants schedule their production in shifts Replace energy-saving refrigeration equipment to prevent rising energy consumption due to increasing temperature The company will evaluate purchasing business interruption insurance The newly purchased office building in Taipei adopts green building design, which can effectively reduce temperature and save electricity costs
Chronic Physical Risk	Increased raw material costs	<ul style="list-style-type: none"> During winter in Yantai, Shandong Province, highways are frequently closed due to snowfall, which may lead to logistics disruptions and increased raw material costs at the Yantai plant The Dongguan Plant has been affected by extreme weather events such as floods and droughts, impacting raw material supply and demand, increasing raw material and inventory costs, leading to decreased orders, which in turn affects the company's turnover and reduces revenue 	Short-term	<ul style="list-style-type: none"> The Yantai plant adopts a flexible inventory strategy, maintaining 1-2 weeks of inventory normally, but increases inventory levels to 3-4 weeks during winter to mitigate impacts from snow-related logistics disruptions Both Dongguan and Yantai plants have developed multi-location supplier networks to avoid supply disruptions due to extreme weather events in a single region The headquarters and plants have established dedicated departments or response teams, and developed guidelines for post-disaster recovery, production resumption, and production site relocation to meet customer satisfaction in terms of delivery time and quality Plants conduct annual simulation training and drills according to emergency response plans to enhance emergency team members' familiarity with plan contents and responsibilities, while identifying potential improvements to the plans

Opportunity Category	Topic Definition	Company Impact Description	Impact Timeline	Strategy
Resource Usage Efficiency	Moving toward more efficient establishments	<ul style="list-style-type: none"> When constructing new facilities and renovating existing plants, adopt more energy-efficient planning models, consider space utilization rates, make greater use of natural energy sources (such as sunlight, wind power, etc.) to reduce operational costs associated with energy consumption and pollution emissions 	Mid-term	<ul style="list-style-type: none"> Dongguan Plant and Yantai Plant utilize air compressor waste heat recovery to improve plant energy usage efficiency Plan joint office areas and reasonably adjust internal partitions in plants, optimize the effectiveness of air conditioning and ventilation systems; install thermal insulation door curtains to prevent air conditioning loss and improve energy efficiency Yantai Plant plans to obtain Green Factory certification in 2022; Zhonghe Headquarters will adopt a resource efficiency maximization approach for interior design planning; Xindian Headquarters will apply for reconstruction using green building standards during urban renewal

• Metrics and Goals

Indicators	Location	Goal
Greenhouse Gas 	Headquarters	Complete carbon inventory of the parent company in 2023. Complete the inventory of the parent company and its subsidiaries by 2026 Complete verification of the parent company by 2027 Complete the verification of subsidiaries' consolidated statements by 2028 >>>For detailed achievement status, please refer to 5.1.3 Greenhouse Gas Emissions
	Dongguan, Yantai	Set up dedicated departments and personnel to conduct annual greenhouse gas inventories, formulate reduction plans, and promote implementation of annual energy-saving goals
Energy Management 	Headquarters	New plants are green buildings, which can effectively reduce temperatures and save electricity costs
	Dongguan, Yantai	♦ Dongguan: Plan to introduce ISO 50001 energy management system ♦ Yantai: Passed ISO 50001 energy management system certification at the end of 2023 >>Passed in 2023 and continues to maintain annually.
	Dongguan, Yantai	Under staggered electricity usage, plants schedule their production in shifts
	Dongguan, Yantai	Planning to build solar power stations as alternative energy sources for self-use electricity, with 10% of future power to be supplied by renewable energy from solar power stations. Dongguan has successively installed and activated rooftop solar panels during 2022-2023. In 2024, the total plant area achieved a 16.04% renewable energy utilization rate. Yantai has successively installed and activated rooftop solar panels from 2023 to present. In 2024, the total plant area achieved a 3.41% renewable energy utilization rate.
	Dongguan, Yantai	Replace energy-saving refrigeration equipment to prevent rising energy consumption due to increasing temperature

• 2023 - Climate Flood Risk Analysis: Targeting Wuhu, Dongguan



• RCP 8.5: "High emissions business-as-usual scenario."

[Preset Conditions]

- Scario: RCP8.5
- Model: Average (the overall average of climate model simulations)
- Depth type: Mean (the overall average of the target and the nine adjacent 1km grids)
- Threshold: 0.3m
- Annual Probability of Occurrence = $\frac{1}{\text{Recurrence Interval}}$

• Flood Analysis Results / Summary

[Wuhu Plant]

By 2080 / with a 4% annual probability of flood rising from 0.3 to 0.5m, the following losses are expected:

- \$4.11 million USD in work stoppage losses
- \$380,000 USD in building asset losses
- \$5.49 million USD in depreciable asset losses
- \$12.6 million USD in inventory asset losses

[Dongguan Plant]

No significant risk of flooding

Recommendations

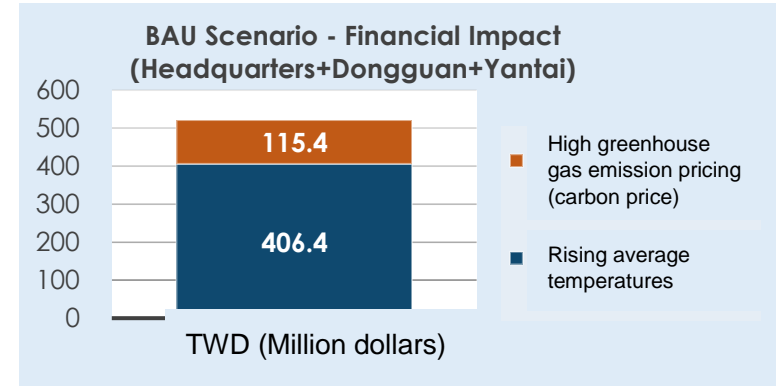
In response to flood risks, the flood threshold can be raised through appropriate strategies to further calculate the difference in financial

Recommendation for Wuhu: Raising the water gate threshold to 0.5m through disaster prevention strategies can help reduce the risk

Financial Impact Quantification Table

▼ BAU Scenario: The following financial expenditures are expected in 2030 if no carbon reduction strategy is implemented

Financial Impact - BAU Scenario		Unit: TWD (million)	
		Unilateral	Total
Risk	Rising in average temperatures (warming loss)	406.4	521.722
Risk	High greenhouse gas emission pricing (carbon price)	115.4	

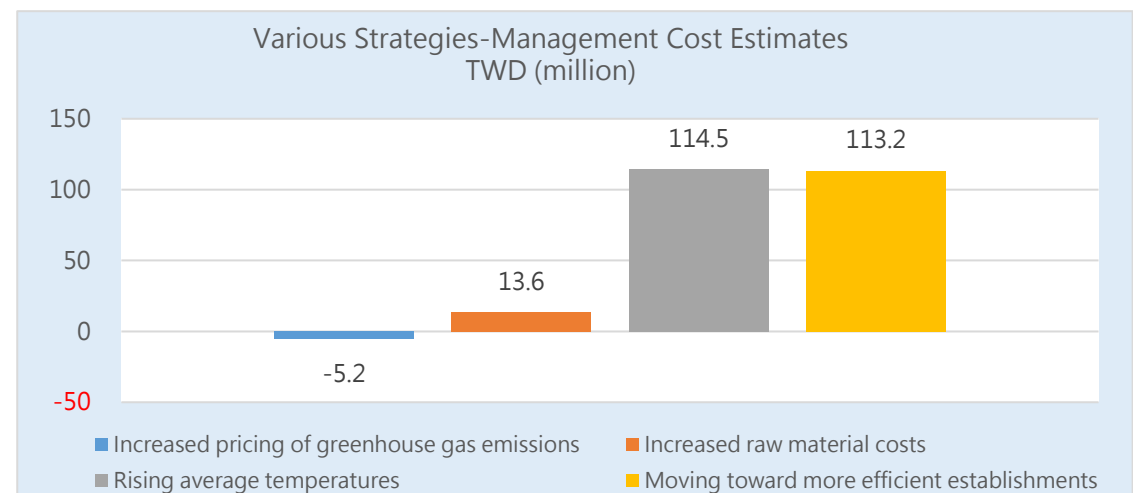


Cost Estimate

Various Strategies-Management Cost Estimates		TWD (million)	Item Proportion: %	Notes
Risk	Increased pricing of greenhouse gas emissions	-5.2	-2.2%	Yantai Plant, Dongguan Plant: By leasing rooftops to solar energy companies, preferential green electricity fees can be obtained, resulting in a negative expenditure.
Risk	Increased raw material costs	13.6	5.8%	
Risk	Rising average temperatures	114.5	48.5%	
Opportunity	Moving toward more efficient establishments	113.2	48.0%	

Future TCFD Planning

- Discuss climate issues at least once a year
- Continue to focus on climate risk and opportunity indicators and goals
- Adjust TCFD planning on a rolling basis according to international and government regulations





3. Products and Services

3.1 Product R&D and Innovation

To meet customer demands for new product development processes and continuous production technology optimization, Pan-International Group continues to strengthen its R&D innovation capabilities by actively investing in R&D personnel, advanced equipment, and facility construction. Meanwhile, the Group promotes production equipment optimization and automation, continuously improving production efficiency and quality to build a more competitive innovative R&D system. Particularly focusing on the enormous business opportunities in the new energy vehicle market, the company upholds the spirit of R&D innovation by actively developing new products including high-voltage cable for EV, high-voltage (battery pack) harness, high speed wire harness, connector wire harness, HDI multi-layer board, and Automotive PCB. The company continues to expand its product lines, enhance technical thresholds, and drive revenue growth.

Furthermore, for other industrial sectors, the company continues to invest in innovative R&D, launching new products that meet market demands such as Automotive low-voltage harness, High-voltage cable for EV, medical device cables and equipment, PCB for vehicle LCM, workstation and mining machine PCB, medical consumables, WiFi 6 / 5G routers, and charging docks. These innovations drive competitiveness and strengthen the company's market position. To support long-term R&D innovation, the company continues to invest approximately 1-2% of its annual total revenue (about NTD 400-500 million) in R&D funding each year, and plans to gradually increase this investment ratio to ensure technological innovation and product development remain ahead of the market, driving sustainable corporate growth.



- **Developing Green Products:**

To accommodate customer needs for new product development and production technology improvement, while responding to global trends for green and sustainable products, the company continues to invest R&D resources, actively strengthening R&D personnel, advanced equipment, and facility construction. Meanwhile, the company promotes production equipment optimization and automation to improve production efficiency and reduce energy consumption and carbon footprint.

In the field of new energy vehicle mass production, the company has completed the deployment of relevant equipment, and with environmental protection and energy conservation as goals, actively develops vehicle wire harness, high-voltage (battery pack) harness, and high-speed wire harness needed for new vehicle models, striving to provide low-energy consumption, non-hazardous materials, and high-performance green solutions. Meanwhile, HDI multi-layer board and Automotive PCB development also progress systematically according to customers' product development schedules, completed using environmentally compliant and highly reliable process technologies to meet customer requirements for product quality, production capacity, and environmental protection.

- **Strategic Layout - Entering the New Energy Vehicle Market:**



The Group actively responds to the global "green transformation" trend, proactively planning and deeply investing in the new energy vehicle related product market, demonstrating its commitment to sustainable development. Since 2021, Pan-International has been planning and establishing market foundations, continuously expanding investments, and deepening technical and customer cooperation. The company has not only steadily increased the revenue scale of new energy vehicle products but also significantly improved market visibility and market share, advancing toward the goal of becoming a first-tier supplier of automotive wire harnesses and related products.

This series of strategic planning and active investments has not only successfully increased the proportion of new energy vehicle products in overall revenue, aligning with the company's long-term development strategy of "transformation and upgrade," but has also achieved the goal of improving overall profitability. Through steady growth and excellent performance, employees and shareholders share in the company's operational achievements, jointly witnessing the realization of the Group's green sustainability blueprint.

3.2 Product Quality and Safety

Material Topic Management Approach: Product Quality and Safety

Corresponding GRI Indicators: GRI 3-3, 416-2

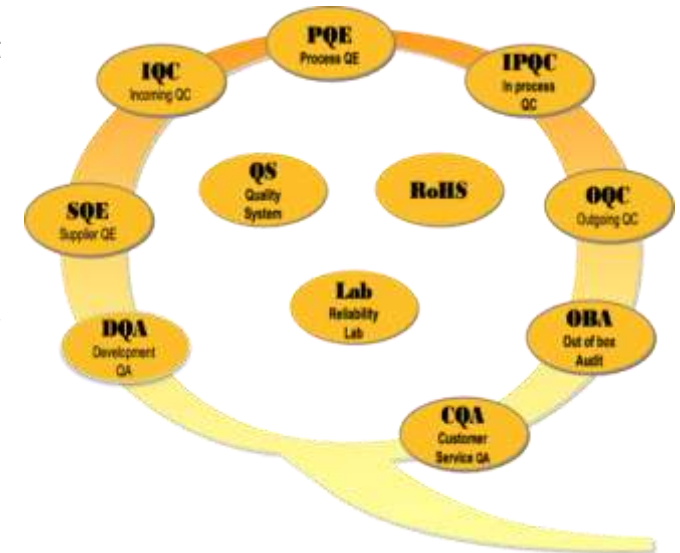
Impact Description		<ol style="list-style-type: none"> 1. Bear product damage compensation liability. 2. Increase product repair costs. 3. Damage to reputation and corporate image. 4. Loss of orders. 				
Location		Pan-International, Taipei (Parent Company)	Dongguan Pan-International	New Ocean, Jiangxi	Honghuasheng, Yantai	CJ Electric Systems, Wuhu
Policies or Commitments Established or Followed	Internal Regulations	V	V	V	V	V
	Government Regulations	V	V	V	V	V
Responsible Units		<ol style="list-style-type: none"> 1. R&D Department 2. Plant Manufacturing Department 3. Quality Control Department 				
Management Actions		<ol style="list-style-type: none"> 1. Incorporate quality and safety planning when designing and developing products. 2. Develop a comprehensive quality inspection for the supply chain at each station. 3. Establish customer feedback mechanisms to improve product quality. 4. Arrange product liability insurance to protect company interests. 				
Process for Monitoring the Effectiveness of Actions		<ol style="list-style-type: none"> 1. Regularly review the inspection results at each quality inspection station and optimize the procedures. 2. Modify designs and processes based on customer feedback to improve product quality. 				

Management Performance Indicators				
Indicators	2024 Achievement	Short-term Goal (2024)	Mid-term Goal (2022-2027)	Long-term Goal (2022-2050)
Zero product safety incidents	Achieved 100% in 2024 			

Quality, efficiency, cost, and innovation are our fundamental criteria for meeting customer demands and are the key indicators that give customers confidence in Pan-International's capabilities. Due to our emphasis on product quality, we prioritize it as our top criterion. By establishing a comprehensive production system that includes inspections and checks at every stage--from R&D verification, supplier audits, incoming inspections, production inspections, outgoing inspections, unpacking inspections, and customer service audits--we ensure that our product and service quality meets customer needs. In addition, through external verification units, we have obtained certifications such as ISO 9001, ISO 13485, ISO 14001, ISO 45001, ISO 14064-1, IATF 16946, IECQ QC 080000 etc., certifying that our management, production, special industry, environmental, hazardous substance, and occupational safety management systems meet market requirements.

However, to avoid damages to the Company from accidents, we also purchase product liability insurance to mitigate risk associated with product liability lawsuits. Currently, the overall implementation is positive, with no cases of product liability lawsuit reported.

We provide products and services to customers and win their trust based on the four principles of "quality, cost, efficiency, and flexibility." In a highly competitive market, we believe that providing end consumers with safe products that do not harm their health is the best way to demonstrate our competitiveness. Therefore, for product assembly manufacturers or brand sellers, we always prioritize "quality" for our electronic components or electronic finished products. Internally, we have established inspection stations throughout the process--from product design, supplier selection, incoming inspection, production inspection, outgoing inspection, unpacking inspection to customer service audit. These connected inspections allow us to identify and address problems immediately to maintain quality stability. In addition, to enhance professional technology and quality management capabilities while meeting customer requirements, the Company has obtained several certifications, including ISO 9001, ISO 14001, ISO 45001, ISO 14064-1, ISO 13485, IATF16949, and IECQ QC 080000. These certifications demonstrate that Pan-International meets professional standards in quality management, environmental management, hazardous substance management, occupational health and safety management, greenhouse gas inventory, and other management capabilities, as well as medical and automotive professional production capabilities, ensuring that we provide customers with safe products.



Quality Inspection Function Cycle ▼

3.3 Customer Relationship Management

Pan-International has long been deeply involved in industries such as consumer electronics, automotive, industrial control, and medical sectors, with extensive experience in the research and development and manufacturing of customized wire harnesses and related components. Leveraging the advantages of our global logistics bases, we can offer customers comprehensive one-stop solutions. Amid the global trend toward net zero emissions, green industries are emerging. We are actively working with customers to develop wire harnesses and related components for new energy vehicles and energy storage equipment, aiming to seize opportunities in the early stages of global green industry development and secure our position in the market.

Customer loyalty to Pan-International is an achievement we take pride in. We treat all customers with integrity by setting accessible levels for their product drawings, formulas, production technologies, trademarks, patents, and other related confidential information, ensuring strict control to prevent any leakage. We require employees and suppliers to sign confidentiality agreements and establish penalties for breaches. We also strengthen the awareness of confidentiality and regulatory compliance through various daily channels, ensuring that personnel who handle confidential information treat it as their own assets and protect it strictly. In addition, various whistleblower reporting channels have been established to form a third-party supervision network to further prevent leakage of confidential information.

Through the joint development of new products, efficient and cost-effective finished product delivery, strict confidentiality in safeguarding customer business opportunities, and global logistics and distribution, we meet all customer needs while maintaining strong and close customer relationships.

3.3.1 Commitment to Customers

(GRI 418-1)

- [Zero Cases of Confidential Information Leakage]

Items	Number of Cases
Number of cases involving confidential information leakage in 2024	0

- [No Product Liability Lawsuits]

Items	Number of Cases
Number of cases involving product liability lawsuits in 2024	0

4. Sustainable Supply

4.1 Industry Supply Chain

4.1.1 Industry Overview

(GRI 2-6)

The Group is positioned upstream in consumer products, industrial control products, medical products and automotive industries, providing signal cables, electronic wire harnesses, PCBs, electronic components and EMS products and services, belonging to technology and labor-intensive product types. Compared with 2022, there have been no significant changes in the industry, upstream suppliers, downstream customers, and other business relationships of the Group.

The Group's corporate headquarters is located in New Taipei City, Taiwan, with main production areas in China and Southeast Asia. The products and services provided by the Group span markets in China, the United States, Southeast Asia, and Europe, with China and Southeast Asia as the main sales markets, accounting for over 80% of revenue.

The cables and connectors produced by the Group are primarily used in computers, their peripheral equipment, and network communication systems, so product growth aligns with the demand for personal computers and peripherals, mobile communications, and other products. We leverage existing cable manufacturing technology to deeply cultivate niche industries, such as components and modules required for automotive/medical/industrial/cloud server markets, thereby raising the technological standards for our products. PCBs are mainly for consumer products such as game consoles, computer monitors, TVs, smart speakers, and notebooks, providing hard boards and HDI boards needed by customers. Electronic Manufacturing Services (EMS) are primarily for extended needs of electronic component customers and diversified, niche product customers, offering comprehensive one-stop services.

4.1.2 Supply Chain Structure

(GRI 2-6, 204-1)

The Group's value chain encompasses upstream suppliers, including raw material suppliers, original manufacturers, trading agents, and outsourcing service providers. These suppliers provide the Group with raw materials and semi-finished outsourcing services, such as copper wire, copper clad laminates, plasticized raw materials, packaging materials, PCBA, and injection molding. After undergoing various product processes such as inspection, wire cutting, cleaning, assembly, drilling, electroplating, and molding, the Group supplies signal cables, wire harnesses, PCBs, and other electronic components products, as well as EMS finished products, to downstream assembly customers or brand sellers.

▼ Pan-International Value Chain

Value Chain	Business Category	Industry Type
Upstream: Suppliers	Original manufacturers	Technology-intensive
	Agents	Service, capital-intensive
	Outsourcers (outsourced processing)	Labor-intensive
For the Group:	Electronic component manufacturers, EMS service	Technology and labor-intensive
Downstream: Customers	Product assemblers, EMS service providers	Labor-intensive
	Brand manufacturers	Sales service

• Upstream Suppliers in the Value Chain (GRI 2- 6, 204-1)

The Group's suppliers provide raw materials such as copper wire, copper clad laminates, plasticized raw materials, active and passive components and packaging materials, as well as outsourced processing services required for signal cables, electronic wire harnesses, PCBs and electronic components. In 2024, there were more than 737 accumulated suppliers, with local suppliers accounting for over 80% of procurement budgets in important operating locations such as China and Southeast Asia.

The Group categorized suppliers into four grades of A, B, C and D according to the formulated supplier management operation process, supplier performance evaluation methods, and risk level evaluation regulations. Only those meeting Grade A are qualified suppliers and can be procured from. In 2024, original manufacturers account for approximately 40%, distributors account for about 50%, and outsourced processing vendors account for approximately 3%.

• Downstream Customers in the Value Chain (GRI 2-6)

The downstream segment of the Group's value chain includes electronic product, automotive assemblers, and brand sellers. The Group supplies downstream customers with consumer products, automotive, industrial control, medical, and communication products, including signal cables, electronic wire harnesses, PCBs, PCBAs, electronic components and EMS services. In 2024, electronic product assemblers and brand sellers in Southeast Asia maintained growth trends in revenue to the company compared to last year due to supply chain flexibility adjustments.



4.2 Supply Chain Management

4.2.1 Supply Chain Management Policy

Sustainable supply chain management practice is a series of actions that incorporate environmental sustainability and social feedback while maintaining organizational economics in traditional supply chains, including both internal and external company practices, which can achieve true sustainability in supply chains from environmental, social, and economic aspects. The implementation scope of sustainable supply chain management practices ranges from green procurement to product lifecycle management, flowing through suppliers, manufacturers, and customers. This approach enhances partner relationships by improving the flow of goods and information, as well as promoting sustainable practical actions.

According to the latest global CEO survey by PwC, supply chain disruption is one of the top 10 threats to enterprises. Over 50% of CEOs have begun to adjust supply chain management and procurement strategies. Sustainable supply chain has become an important part of enterprise practice for continuous operations. Procurement management is a key mechanism for enterprises to fulfill social responsibility and drive the supply chain to achieve sustainable goals. The U.S. National Institute of Standards and Technology (NIST 800-161) includes sustainability as a key issue in supply chain risk management practices.

The Group has established a sustainable supply chain management mechanism focusing on three major aspects: product quality, legal compliance, and social responsibility. We have formulated requirements and evaluation standards for operating conditions, manufacturing and supply capabilities, technology development capabilities, quality assurance capabilities, management system performance, environmental management capabilities and trade security. New suppliers must pass an evaluation to be registered on the "Qualified Supplier List." Additionally, suppliers are randomly inspected each year to ensure they continue to meet our evaluation standards. Only those confirmed to pass the evaluation eligible for continued cooperation. We aim to improve supply chain management through pre-assessment, supplier commitments, and regular audits. In addition, considering ESG trends, besides corporate governance and environmental sustainability, employee rights are also a crucial aspect. We will reference international standards such as the "United Nations Guiding Principles on Business and Human Rights," the International Labour Organization's "Declaration on Fundamental Principles and Rights at Work," and the "Universal Declaration of Human Rights," as well as local labor laws in various regions. We will gradually require all suppliers to ensure their business practices in areas such as labor rights, health and safety, and employee benefits comply with the Group's guidelines and commitment letters, and fully comply with the legal regulations in their operating regions.

The Group is committed to practicing corporate social responsibility and aims to expand partnerships with suppliers that closely cooperate in our business. We are gradually integrating corporate social responsibility terms into our supplier contracts, with the long-term goal of requiring 100% of suppliers to fulfill ESG clauses. If suppliers violate the terms of agreement, we will require them to make improvements within a specified timeframe. Those with serious violations may have their cooperation terminated and dissolved. We actively communicate and share information related to social responsibility with our suppliers, encouraging them to develop materials that reduce environmental impact, or to implement energy saving and carbon reduction measures in their processes or equipment, thereby creating a win-win partnership.

When selecting suppliers, our plants set scoring indicators based on quality, price, environmental accreditation, pollution incidents, labor dispute incidents, non-use of child labor, corruption/bribery incidents, and ethical management. We conduct a strict review process, allowing only qualified suppliers to provide samples for testing.





Additionally, before signing contracts and formally supplying, suppliers must sign commitment letters on related topics such as integrity and ethics, environmental issues, and material composition declarations, demonstrating their commitment to honest business operations and environmental sustainability.

- **Supplier Evaluation:** We conduct strict evaluations of all suppliers, including assessing their environmental management systems to ensure they comply with relevant environmental regulations and standards. We establish long-term cooperative relationships with suppliers and work together towards the development of green supply chains.
- **Environmental education and training:** We provide environmental education and training for suppliers to enhance their understanding and awareness of environmental sustainability. We conduct environmental seminars and training courses, share best practice cases, and provide technical support to help suppliers implement environmental management measures.
- **Environmental Requirements:** We require suppliers to comply with strict environmental requirements, including energy saving and emission reduction, resource conservation, and waste management. We work with suppliers to promote the use of environmentally friendly materials and processes, and encourage them to develop environmentally friendly products.
- **Monitoring and Auditing:** We regularly monitor and audit suppliers to ensure they meet our environmental requirements and policies. We have established an internal team responsible for monitoring the green sustainable development of the supply chain.

▼ Strategic Approaches



Supplier Evaluation Management - Manufacturing Plants

In addition to monthly assessment of supplier grades based on various indicators such as QCDS (Quality, Cost, Delivery, & Service), AEO (Authorized Economic Operator) certification audits will be conducted at the end of the year. Suppliers that do not meet standards must submit review and improvement plans and receive guidance from the Company. Those who fail to improve after this guidance will be eliminated and replaced with new suppliers.



Supplier conferences

Through online communication, we continuously promote various issues and strengthen on-site audits and regular evaluation items to ensure the supply chain achieves goals such as regulatory compliance, pollution reduction, and zero accidents.



Responsible Mineral Purchase - Manufacturing Plants

Pan-International Group is committed to promoting responsible supply chain management, particularly in metal mineral procurement, by clearly following the "Responsible Smelter Program" jointly promoted by the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI). This program requires member companies and their suppliers to investigate and disclose the sources of minerals in their supply chains, avoiding the use of minerals from areas of armed conflict or mass violence, to prevent indirectly funding armed groups or regimes that violate human rights. The initiative was subsequently expanded to cover "Conflict-Affected Areas" and "High-Risk Areas," where widespread human rights violations and breaches of international and local regulations commonly exist.

The Group ensures that all products supplied to customers do not use metal materials from conflict-affected or high-risk areas and comply with the "DRC Conflict-Free" standards. To ensure supply chain transparency and responsibility, the Group requires all suppliers to sign and submit



a "Declaration of Minerals Conflict-Free," committing not to procure or use conflict minerals (gold, tin, tantalum, tungsten, etc.) mined from the aforementioned regions, and continues to promote this international initiative together with upstream supply chain partners.

Meanwhile, the Group also regularly conducts material source reviews and audits of suppliers to confirm that their provided materials and components comply with sustainable procurement standards, do not involve forced labor, human rights violations, or illegal mining activities, thereby implementing the core values of corporate social responsibility.



Green Products and Chemical Management

In response to increasingly stringent global environmental regulations and customer expectations for green products, Pan-International Group has comprehensively strengthened its control mechanisms for hazardous substances. Regarding the extended RoHS Directive (Directive (EU) 2015/863) that officially took effect in July 2019, which added four new restricted phthalate plasticizers (BBP, DBP, DEHP, DIBP), the Group's major subsidiaries (those with manufacturing facilities) have fully implemented corresponding RoHS 2.0 management guidelines for phthalates and other internationally regulated hazardous substances (REACH, Ozone Depleting Substances (substances regulated by the Montreal Protocol) (ODS)...).

The guidelines cover the following areas:

- All items that may come into contact with or contain regulated substances, including raw materials, packaging materials, auxiliary materials, equipment, jigs, and related consumables
- Enhanced employee education and training: Regular training on hazardous substance regulations and identification to improve internal monitoring and response capabilities
- Supplier management: Requiring all suppliers to comply with RoHS 2.0 and related international environmental regulations, cooperate in providing material composition descriptions and compliance documentation, and conduct random inspections or audits when necessary

Pan-International Group recognizes that chemicals may pose potential risks to employee health and the environment during production and operation processes. Although the Group's current manufacturing processes involve very minimal chemical use, we still adhere to the precautionary principle and implement basic management measures for necessary chemical use, including substance registration, proper storage, labeling management, and personnel operation training, while complying with local environmental protection and occupational safety regulations.

Among them, the subsidiary Dongguan Pan-International has obtained IECQ QC080000 Hazardous Substance Management System certification to strengthen systematic control of hazardous substances and ensure products comply with global electronics industry regulations on hazardous substances and customer requirements.

The Group will continue to evaluate the need to strengthen chemical management mechanisms based on operational and regulatory changes, gradually improve relevant internal standards, and ensure both operational safety and environmental protection are maintained. Through internal and external collaborative management mechanisms, the Group not only complies with regulatory requirements but also strives to exceed standards, implementing green procurement and source reduction management to reduce potential risks of products to the environment and human health, while continuously strengthening customer trust and brand responsibility.

4.2.2 Supply Chain Management Process

(GRI 308-1, 414-1)

1. Document Signing	2. New Supplier Risk Assessment	3. Audit and Guidance	4. Result Determination	5. Time-limited Improvement and Re-audit
<p>All suppliers must sign a procurement contract and new supplier registration commitment letter. The documents include various sustainability requirements outlined in the "Supplier Code of Conduct," including: integrity management commitment, environmental protection responsibility, conflict minerals management, anti-trust and fair trade clauses, to ensure that business partners implement corporate social responsibility in their business practices and jointly maintain a fair and transparent supply chain system.</p>	<p>The Group conducts comprehensive ESG (Environmental, Social, Governance) risk assessments for new suppliers. The assessment aspects cover indicators such as product quality, green product development capability, social and environmental responsibility performance, and financial soundness. This helps identify potential operational or sustainability risks and serves as an important basis for supplier screening and cooperation decisions.</p>	<p>The Group also initiates enhanced audit and guidance mechanisms for "high-risk suppliers" and partners with poor ESG ratings. Through on-site inspections and technical assistance, we conduct in-depth evaluations and provide guidance on aspects such as product quality, process management, social and environmental responsibility fulfillment, green product certification acquisition, and greenhouse gas inventory, helping suppliers enhance their sustainability management capabilities.</p>	<p>The Group regularly conducts online questionnaire surveys and on-site audits of suppliers. If major deficiencies belonging to "zero tolerance" items (such as forced labor, use of illegal child labor, severe environmental pollution, major integrity violations, etc.) are discovered during the audit process, their qualified supplier status will be immediately revoked and the business relationship will be terminated.</p>	<p>For suppliers with general deficiencies, they are required to submit written improvement reports and relevant supporting documents within the specified timeframe, and implement corrective measures according to the improvement plan. The Group will conduct a re-audit after the improvement deadline expires. If the review shows that standards are still not met, measures such as downgrading, order suspension, or partnership termination will be taken depending on the circumstances to maintain supply chain quality and sustainability standards.</p>



▼ Three Stages of Supplier Management

Supplier Registration Management	For new suppliers, on-site audits or document reviews must be conducted to verify their qualifications. Development channels include internet, exhibitions, peer recommendations, etc. The decision to include suppliers in the qualified supplier list is based on document review and on-site audit results. (Slightly different for different sites)
Supplier Evaluation Items	Based on monthly performance evaluations or annual audit results, daily management of suppliers is conducted, covering multiple assessment aspects including price, delivery time, production environment, production process, environment, human rights, and credit. (Slightly different for different sites)
Supplier Improvement Measures	Submit improvement reports and re-audit operations. Suppliers with monthly performance ratings of C, D, or non-conforming grades are required to provide improvement reports; when issues are identified during annual audits, suppliers must provide improvement measures and related supporting evidence within the specified timeframe.

▼ Supplier Improvement Measures

For	Company policy adoption	Tracking unit: The company regularly monitors their improvement progress	Tracking method
Suppliers with issues in delivery time, quality, environment, human rights, information security, social responsibility, or other aspects.	Required to respond with improvements within deadline	The audit departments (Quality Control, Procurement Unit, or other audit units) are responsible for regularly tracking improvement progress.	Conduct secondary audits to verify supplier improvement effectiveness and require relevant supporting evidence to ensure deficiencies have been fully corrected.

4.2.3 Supply Chain Audit Effectiveness

(GRI 308-2, 414-1, 414-2)

• Audit Status and Results

The Group had a total of 737 suppliers in 2024, of which 35 were new suppliers added this year. In the 2024 procurement annual audit, environmental impact assessments were conducted on a total of 68 suppliers, while social impact assessments were conducted on a total of 46 suppliers. Ultimately, no suppliers had their partnerships or business relationships terminated. 3 suppliers were found non-compliant, all of them completed improvements in 2024 and became qualified suppliers after secondary audits. After final evaluation, no suppliers among those audited were identified as having significant actual or potential negative impacts.

▼ 2024 Supplier Audit Results

Audit Results	2024
Total Number of Suppliers	737
Percentage of procurement that complies with internationally recognized product responsibility standards as a proportion of total procurement (%)	100
Number of suppliers audited	68
Percentage of suppliers audited (%)	9.22
Audit items for supplier audits	Quality system & environmental system audit
Number of Suppliers Evaluated for Environmental Impact	68
Number of Suppliers Identified as Having Significant Actual or Potential Negative Environmental Impacts	0
Number of Suppliers Evaluated for Social Impact	46
Number of Suppliers Identified as Having Significant Actual or Potential Negative Social Impacts	0
Percentage of Suppliers Agreeing to Improve After Evaluation	0
Percentage of Relationships Terminated After Evaluation	0
Audit results from supplier audits	PDG annual audit plan covered 68 suppliers, and improvement results for all 68 suppliers were Grade A (qualified suppliers)

Note: The above table (supplier audit table) shows the updated results after the Group completed the data integration of subsidiaries in mainland China in July 2025.

▼ New Supplier Audits (2024)

Location	Whether New Supplier Audits Were Conducted	Number of New Suppliers Audited
Pan-International, Taipei (Office)	No	0
Dongguan Pan-International	Yes	20
New Ocean, Jiangxi	Yes	1
Honghuasheng, Yantai	No	0
CJ Electric Systems, Wuhu	Yes	14
PIU (USA) (Office)	No	0

Note: The above table (supplier audit table) shows the updated results after the Group completed the data integration of subsidiaries in mainland China in July 2025.



▼ 2024 Supplier Improvement List

Location	Supplier	Negative impact aspects	Deficiency category	Items	Deficiency and risk content	Improvement measures and response strategies
Dongguan Pan-International	Quan X	Environmental	Environmental Systems	Environmental management substance plan	No comprehensive waste disposal and reduction plan for environmental management substances has been established, which may affect the achievement of environmental management goals in the plant area.	Require suppliers to establish complete environmental management substance reduction plans and standard requirements, and organize relevant personnel for training to ensure system implementation.
Dongguan Pan-International	Xing X	Environmental	Incoming material inspection	Instrument calibration	In the 2024 instrument measurement calibration plan, 19 measuring instruments (steel rulers and measuring tapes) are defined as internally calibrated, but there are no relevant internal calibration reports, which may affect measurement accuracy.	Require immediate calibration of uncalibrated instruments, and establish a system for regular updates and verification of instrument calibration lists to ensure the validity of subsequent measurements.
Honghuasheng, Yantai	Guangzhou Lian X	Others	Chemical Management	Document revision	In "W-GMA-2010 Chemical Safety Operation Specifications", the emergency preparation and response section lacks specific flow charts and personnel responsibility assignments. W-CES-0027 Emergency Response Management Procedures" contains Section 3.0 Responsibilities and Section 5.1 Operation Process, but there is no correlation between the two.	Request suppliers to provide improvement reports, revise the "Chemical Safety Operation Specifications", and establish correlations with the responsibilities and operation processes in the "Emergency Response Management Procedures" to ensure the completeness and consistency of the emergency management mechanism.

For supplier deficiencies identified in 2024, the Group has initiated improvement mechanisms according to the existing supplier management system and required relevant suppliers to submit improvement reports and supporting documentation within the specified deadline. The improvement content covers the establishment and implementation of environmental management systems, calibration and maintenance of testing instruments, and document revision and process integration of chemical management systems and emergency response mechanisms.

By the end of the reporting period, the improvement completion rate for monitored deficiency cases reached 100%, with all cases having received responses and completed initial improvements. Relevant units will also continue to track through secondary audits and annual audits to ensure the effective implementation of improvement measures and continuously reduce potential impacts on environmental, quality, and operational safety.

This improvement action aligns with the core spirit of the United Nations Sustainable Development Goals (SDGs), particularly responding to:

SDG 8: Decent Work and Economic Growth - Enhancing labor safety and operational quality through supply chain management.

SDG 12: Responsible Consumption and Production - Promoting efficient resource utilization and hazardous substance management.

SDG 13: Climate Action - Strengthening environmental management to reduce potential impacts on climate and ecology.



★ Supplier Highlight: Honghuasheng, Yantai and legal entities jointly obtained SEDEX-SMETA Suppliers Ethical Data Exchange accreditation



5. Environmentally Friendly

ISO 14001

ISO 50001

ISO 14064-1

UL 2799

IECQ QC 080000

Zero Violations

Solar Energy Installation

GRS- Global Recycled Standard

AI and Green Product

Environmental Management and Sustainability Commitment

The world is facing severe environmental challenges such as climate change, resource depletion, biodiversity loss, and pollution. Pan-International recognizes that these changes have significant impacts on the economy and human well-being. As a corporate citizen, we actively take on sustainability responsibilities and are committed to reducing our operational environmental impact, doing our part for the future.

Although most of our Group's facilities are small to medium-sized production lines performing simple assembly with relatively simple processes and limited optimization opportunities, Pan-International always adheres to the concept of "Corporate Growth and Environmental Prosperity" in promoting sustainable operations. We consider environmental issues as one of our core corporate priorities and are dedicated to developing management systems and innovative strategies that align with sustainability principles.

To strengthen environmental management and ensure the implementation of related measures, our Group actively implements various environmental management systems and encourages subsidiaries with production facilities to obtain international certifications:

- In terms of environmental management, our Group promotes the ISO 14001 Environmental Management System and establishes management policies and systems in accordance with relevant regulations. Dongguan Pan-International, New Ocean Precision Component (Jiangxi), and Honghuasheng (Yantai) have obtained ISO 14001 certification in recent years and continue to maintain their qualifications; CJ Electric Systems (Wuhu) also obtained certification on February 2, 2024, valid until February 1, 2027. Currently, all facilities in China have obtained certification.
- In terms of hazardous substance management, our Group also promotes the implementation of hazardous substance management and reduction plans among subsidiaries, and obtains IECQ QC 080000 Hazardous Substance Process Management System certification. Among them, Dongguan Pan-International has obtained certification since 2021 and continues to maintain it, with the certificate valid until August 18, 2027.
- In terms of energy management, Honghuasheng (Yantai) has obtained ISO 50001 Energy Management System certification (valid until October 12, 2026), and New Ocean Precision Component (Jiangxi) is also actively implementing it. Through this system, enterprises can systematically identify energy-saving opportunities and continuously optimize energy use efficiency. Taking Honghuasheng (Yantai) as an example, in 2024, the total energy consumption decreased by approximately 7.54% compared to the base year (2022), and the total non-renewable energy consumption decreased by approximately 10.69%.
- In terms of waste management, Honghuasheng (Yantai) has obtained UL 2799 Platinum "Zero Waste to Landfill" certification, while New Ocean Precision Component (Jiangxi) has obtained GRS (Global Recycled Standard) certification. In 2024, Honghuasheng (Yantai) achieved a high waste reuse rate of 84.68%, meeting the goal of "maximizing resources and minimizing waste" in the production process; meanwhile, New Ocean Precision Component (Jiangxi) increased its annual recycled material utilization rate to 84.61% through the implementation of recycled material management system, demonstrating achievements in resource recycling.

Please refer to Section 1.2.2 and Appendix 5 of this report for certificates, and Sections 5.1-5.4 for details on various environmental policies.

We actively engage in energy conservation, carbon reduction, and green transformation through measures such as process optimization, equipment efficiency improvement, implementation of solar facilities, and purchase of renewable energy certificates (green certificates) to increase the proportion of green electricity usage and renewable energy efficiency. Among these efforts, the Dongguan Plant also sells excess solar power back to the grid, demonstrating a concrete commitment to green energy development. The Group also focuses on green product research and development and material selection, implementing environmental responsibility throughout the product lifecycle, continuously advancing towards environmental protection, energy conservation, and low-carbon directions.

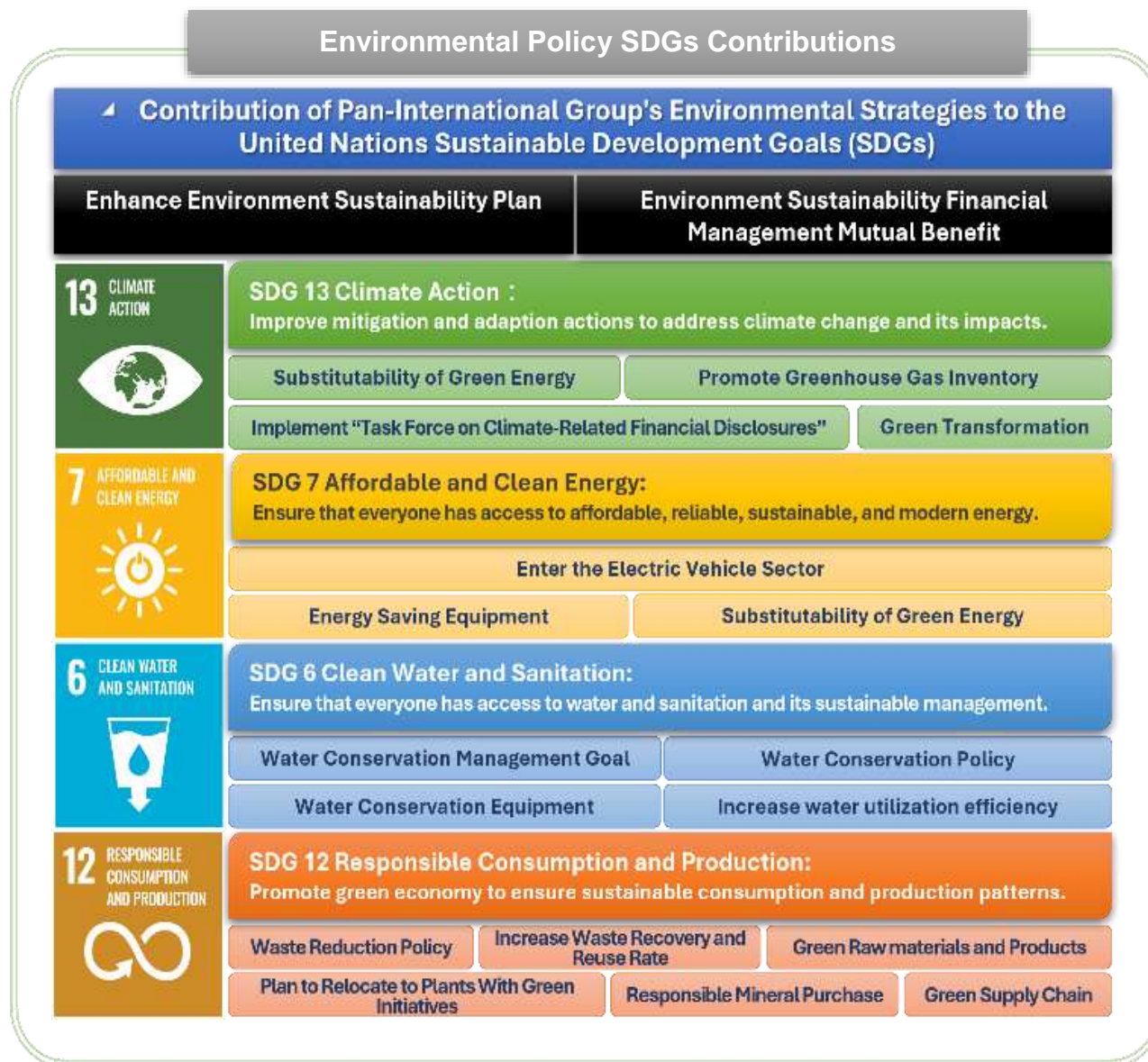


This chapter summarizes the Group's achievements in environmental practices, current challenges, and future plans. We have developed specific environmental strategies and action plans covering greenhouse gas reduction, energy efficiency improvement, circular economy promotion, and ecological resource protection. Through the implementation of best practices, research and innovation, and collaboration with stakeholders, we are accelerating the realization of sustainability goals. The parent company will also relocate to a new factory office that complies with green initiatives in 2024, and has implemented the Task Force on Climate-Related Financial Disclosures (TCFD) framework to strengthen its climate risk management mechanism.

Looking ahead, Pan-International will continue to deepen its environmental sustainability planning, actively expand its electric vehicle industry supply chain and artificial intelligence industry applications, moving towards the dual goals of environmental sustainability and stable corporate operations.

▼ Zero environmental non-compliance in 2024 (GRI 307-1)

In 2024, the Group continued to strictly comply with various regulations and internal management systems in environmental management (covering water resources, waste, energy, and air emissions), and strengthened monitoring and improvement measures. Throughout the year, there were no incidents of violation of environmental regulations, achieving the "zero non-compliance" target, demonstrating our firm commitment to environmental protection and sustainable operations.





5.1 Energy Conservation and Carbon Reduction



Material Topic Management Approach: Energy, Greenhouse Gases

(The management actions for these two issues are highly related, so the management measures for both are explained together)

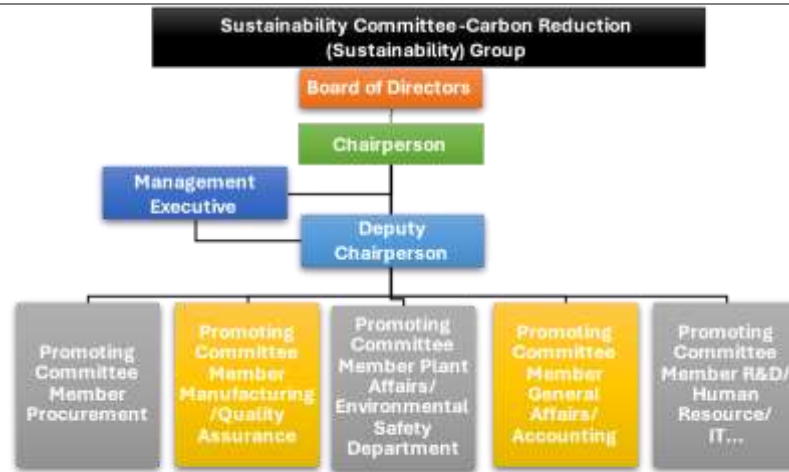
Corresponding GRI Indicators:

Energy - GRI 3-3, GRI 302-1, GRI 302-3, GRI 302-4

Greenhouse Gas — GRI 3-3, GRI 305-1, GRI 305-2, GRI 305-4, GRI 305-5

Impact Description		Energy			Greenhouse Gas	
		1. Energy consumption leads to rising costs, which increases operating expenses 2. Failure to fulfill corporate social responsibility 3. Deduction on company evaluation score			1. The gradual increase in greenhouse gas emission pricing 2. Extreme climate events 3. Negative stakeholder feedback 4. Violation of local and international regulations 5. Damage to corporate image	
Location		Pan-International, Taipei (Parent Company)	Dongguan Pan-International	New Ocean, Jiangxi	Honghuasheng, Yantai	CJ Electric Systems, Wuhu
Policies or Commitments Established or Followed	Internal Regulations	V	V	V	V	V
	Government Regulations	V	V	V	V	V
Responsible Units		Sustainability Committee/Chairman / Management Committee	Sustainability Committee / Deputy Chairperson	Sustainability Committee / Deputy Chairperson	Sustainability Committee / Deputy Chairperson	Sustainability Committee / Deputy Chairperson

Management Actions













- Establish Sustainability Committee: Regularly discuss the implementation and planning of work related to climate change, energy issues, and greenhouse gas emission disclosure and reduction, then report the results to the Board of Directors annually/quarterly.
- Inventory and monitor greenhouse gas emissions
- Set carbon reduction goals and regularly review and improve

Organization	Plant	Department
Chairperson	Pan-International, Taipei	Stock Affairs Office
Management Executive		Sustainability Development Department
Deputy Chairperson	Dongguan Pan-International	HR Department-1
Deputy Chairperson		HR Department-2
Deputy Chairperson	CJ Electric Systems, Wuhu	Management Department
Deputy Chairperson		General Affairs Department
Deputy Chairperson	New Ocean, Jiangxi	Management Department
Deputy Chairperson		Plant Affairs Section - Fengcheng
Deputy Chairperson	Honghuasheng, Yantai	Maintenance Section 2

Process for Monitoring the Effectiveness of Actions

- Sustainability Committee: For key subsidiaries (with production plants), the Group established a management organization chaired by the Chairman, who acts as the Chairperson. The Committee meets regularly (quarterly) to discuss the implementation and planning of work related to climate change, energy issues, and greenhouse gas emission disclosure and reduction, then report the results to and review with the Board of Directors annually/quarterly.
- The Board of Directors supervises.
- The Sustainability Committee formulates and establishes energy conservation and carbon reduction policies and targets, as well as coordinating and integrating related promotion strategies and plans of each subsidiary. Regular meetings are held to continuously introduce various energy-saving plans suitable for different plants, confirm and review goal achievement rates, and challenge new energy-saving milestones.

Management Performance Indicators (Under the same conditions as the base year* - Note 1)				
Indicators	2024 Achievement	Short-term Goal (Annual) (2022 base year)	Mid-term Goal (2022-2027)	Long-term Goal (2022-2050)
(Non-renewable) Energy Intensity 	Not achieved: ↑ 12.48% compared to previous year Due to significant decrease in revenue, resulting in increased intensity 	Decrease by 1% annually	Decrease by 5% in 5 years	Net zero emissions
Increase in plant green energy proportion 	Short-term goal 100% achieved: From 0.68% (2023) to 3.92% (2024) 	Increase by 0.5% annually	Increase by 2.5% in five years	Increase by 10% for key plants
GHG Emission Intensity 	Partially achieved by some sites <ul style="list-style-type: none"> Short-term goal 100% achieved: Dongguan Pan-International, New Ocean, Jiangxi, CJ Electric Systems, Wuhu Short-term target not achieved: Honghuasheng, Yantai Reason for not achieving: Due to global economic conditions in 2024, revenue decreased significantly, resulting in increased intensity 	Decrease by 1.5% annually	Decrease by 7.5% in 5 years	Net zero emissions
GHG Emissions 	Short-term goal 100% achieved: ↓ 8.43% compared to previous year, ↓ 17.17% compared to base year 	Decrease by 1.5% annually	Decrease by 7.5% in 5 years	Net zero emissions
Zero violations 	Short-term goal 100% achieved: 100% achieved 	Comply with international and local environmental regulations to achieve zero violations.		

*Note 1: (1) The 2022 base year boundary includes locations: Pan-International, Taipei, and subsidiaries in mainland China: Dongguan Pan-International, New Ocean, Jiangxi, Honghuasheng, Yantai, CJ Electric Systems, Wuhu; *This year's organizational boundary includes locations: Pan-International, Taipei, US subsidiary PIU (USA), and subsidiaries in mainland China: Dongguan Pan-International, New Ocean, Jiangxi, Honghuasheng, Yantai, CJ Electric Systems, Wuhu; (3) Same conditions as base year: Since the US subsidiary PIU (USA) was not included in 2022, it must be excluded from calculations.

*Note 2 Although the construction of Honghuasheng Yantai's solar power was postponed due to the pandemic, Dongguan Pan-International increased its green energy output, enabling the goal to be achieved.

Pan-International Group's global plants are not major carbon emitters, and are currently outside the scope of carbon tax or mandatory carbon trading regulations. Therefore, there have been no mandatory requirements in the past, only compliance with local regulations. Given the limited opportunities for carbon reduction in the industry, along with the current global climate issues and corporate responsibility, the Group remains committed to taking carbon reduction actions.



5.1.1 Energy and Greenhouse Gas Management

Due to energy shortages, global warming, and increasingly severe climate change, energy management and transition have become crucial components of international energy policies. The selection and consumption of energy are closely linked to issues such as company costs, environment, and safety. Improving energy utilization efficiency and reducing energy consumption will help save costs and mitigate the impacts of climate change.

Energy Structure: Due to the nature of the industry, the energy structure used by the Group's subsidiaries in mainland China primarily consists of purchased electricity, which accounts for over 80-90% of total energy consumption.

▼ Energy and Greenhouse Gas Governance

- [Sustainability Committee] : The Chairman serves as the Chairperson, regularly discussing climate change, energy issues, and greenhouse gas emissions disclosure and reduction-related work implementation and planning, followed by annual reports to the Board of Directors.
- Focus on reducing non-renewable purchased electricity consumption by building additional solar (photovoltaic) power stations or using other renewable energy sources to increase green energy. Meanwhile, achieve energy savings through process and equipment improvements.
- Energy Conservation and Carbon Reduction Implementation: Through the Sustainability Committee, we establish guidelines and goals for energy conservation and carbon reduction. We also coordinate and integrate promotion strategies and plans for energy conservation and carbon reduction across each subsidiary. Regular meetings are held to continuously introduce various energy-saving plans, challenging new energy-saving milestones.

▼ Short-term Strategies (For key subsidiaries (with production facilities + 100% operational control))



- **Green Equipment:** Select energy-efficient equipment. Production facilities: Newly purchased production equipment or chiller units must be energy-efficient models.



- **Energy-saving Process:** Enhance energy recovery
- **Green Facilities:** Pan-International, Taipei (parent company) plans to relocate to a building with green architecture concepts.



- **Energy Conservation in Non-production Areas:** The Group's subsidiaries actively promote various energy-saving initiatives in offices and public areas, such as document digitalization and office areas.



- **Use Energy-efficient Lighting Equipment:** All replacement light tubes use more energy-efficient LED tubes.



- **Comply with international and local environmental regulations to achieve zero violations.**

▼ Mid to Long-term Strategies and Achievement Status

Items	Expected Timeline	Progress Status	Progress/Completion Level
Strengthen Energy Disclosure	2023	Completed (2023) and conducted annually	Starting from 2023, comprehensive energy structure inventory for 2022 (including thermal energy, natural gas, and gasoline/diesel) is required from key subsidiaries in mainland China (with production facilities)



Items		Expected Timeline	Progress Status	Progress/Completion Level
Implemented Task Force on Climate-Related Financial Disclosures		2022	Completed (2022) and regularly reviewed	Starting from 2022, TCFD has been implemented
Greenhouse Gas Inventory	Parent Company: Annual GHG (Scope 1, 2) Inventory	Complete previous year by 2025	Completed ahead of schedule (2023) and conducted annually	Starting from 2023, the parent company (Pan-International, Taipei) completed the 2022 greenhouse gas inventory and conducts it annually
	Consolidated subsidiaries: Annual GHG (Scope 1, 2) Inventory	Complete previous year by 2026	In progress, China (2022) and USA (2023) completed	Starting from 2023, Chinese subsidiaries (Dongguan Plant, Jiangxi Plant, Yantai Plant, Wuhu Plant) completed the 2022 greenhouse gas inventory (Scope 1, 2) and conduct it annually Starting from 2024, U.S. location PIU (USA) completed the 2023 greenhouse gas inventory (Scope 1, 2) and conducts it annually
	Parent company: Annual GHG (Scope 1, 2, 3) Inventory	Complete previous year by 2027	Completed (2025) and conducted annually	Starting from 2025, parent company has added: 2024 (Scope 3) - materiality analysis and inventory, and conducts it annually
	Consolidated subsidiaries: Annual GHG (Scope 1, 2, 3) Inventory	Complete previous year by 2027	In progress, some sites completed	Starting from 2023, Yantai plant has added: 2022 (Scope 3) - materiality analysis and inventory, and conducts it annually Starting from 2025, Dongguan Plant, Wuhu Plant, and Jiangxi Plant have added: 2024 (Scope 3) - materiality analysis and inventory, and conduct it annually
	Parent company: Annual GHG Assurance	Complete previous year by 2027	Completed (2025) and conducted annually	2025 has completed the 2024 parent company third-party verification/assurance, and conducts it annually
	Consolidated subsidiaries: GHG Assurance	Complete previous year by 2027	In progress, some sites completed	In 2024, Yantai Plant retrospectively obtained ISO 14064-1:2018 certification for 2020 and 2021 (Scope 1, 2) Starting from 2023, Yantai Plant obtained ISO 14064-1:2018 certification for 2022 (Scope 1, 2, 3), and conducts it annually Starting from 2024, Jiangxi Plant obtained ISO 14064-1:2018 certification for 2023 (Scope 1, 2), and conducts it annually Starting from 2025, Dongguan Plant and Wuhu Plant obtained third-party verification/assurance for 2024 (Scope 1, 2, 3), and conduct it annually
Use of green energy $\geq 10\%$		All (production) plants by 2050	In progress, some sites completed	Dongguan Plant completed and started using the solar power station in December 2022. Yantai Plant completed Phase I of the solar power station and started using it in March 2024. Jiangxi Plant started using solar and wind power in April 2024. Group renewable energy usage rate (2022) 0.06% > (2023) 0.68% > (2024)
Promote low-carbon manufacturing to reduce greenhouse gas emissions		Ongoing every year		Annual review and sharing
Promote ISO 50001 Energy Management System certification		In progress, some sites completed		Honghuasheng, Yantai has obtained ISO 50001 Energy Management System certification (valid until October 12, 2026), and New Ocean, Jiangxi is also actively implementing it



▼ 2024 Energy Conservation and Carbon Reduction Management Policies for Each Plant



Plant	Energy conservation and carbon reduction management measures implemented by each plant
Pan-International, Taipei (Office)	<ol style="list-style-type: none"> 1. Use electric forklifts; 2. Promote turning off unused electrical appliances; 3. Replace with energy-saving light tubes; 4. Move into new plant offices that comply with green initiatives in 2024
Dongguan Pan-International	<ol style="list-style-type: none"> 1. Promote turning off unused electrical appliances; 2. Solar power generation; 3. Sell excess solar power; 3. Employee dormitory uses air compressor waste heat recovery system and air source heat pump water heater for water heating
New Ocean, Jiangxi	<ol style="list-style-type: none"> 1. WH laser marking machine energy-saving improvement project; 2. Workshop lighting circuit modification for energy-saving improvement project; 3. Workshop installation of large exhaust fans for energy-saving improvement project; 4. Promote turning off unused electrical appliances; 5. Replace with energy-saving light tubes
Honghuasheng, Yantai	<ol style="list-style-type: none"> 1. Energy-saving project for reducing air conditioning usage in the park's film room 2. Introduction of new energy-saving dust collection fan in Manufacturing Division 1 3. Replace compressed air drying with exhaust air from electroplating line 4. Combine fans for tin plating line/packaging machines 5. Energy-saving project for improving efficiency in drilling and adhesive application machine 6. Efficiency improvement project for drilling coating drill bits 7. Introduction of Grade 1 energy-efficient water pumps in the park 8. Introduction of VCP pre-roughening micro-etching line 9. Introduction of semi-automatic packaging machines 10. Introduction of solder mask AVI machines 11. Motor replacement project for waste gas scrubber fans in the park 12. Introduction of Kemet 12x density test machines 13. Punching machine automation 14. Integration of lamination fans in A1 plant
CJ Electric Systems, Wuhu	<ol style="list-style-type: none"> 1. Promote turning off power for unused electrical appliances 2. Replace with energy-saving light tubes 3. Replace fuel-powered work vehicles with new energy vehicles
Mainland China subsidiaries	In addition to self-building solar power stations, China is actively promoting energy structure adjustments in response to global energy-saving and carbon reduction trends; large-scale applications of new energy sources such as wind power and solar power generation are being widely increased. The Group's plants utilize local electricity, contributing to carbon reduction through the use of green energy.
All units	Promote implementation of ISO 50001

*PIU (USA) is an office with 7 people, where energy management items are not materially significant.



To effectively improve the Group's energy use efficiency, we have introduced the ISO 50001 Energy Management System standard for the higher energy-consuming plant - Honghuasheng, Yantai, and plan to encourage other plants to follow. In accordance with ISO 14064-1:2018 Greenhouse Gas Inventory Standards, we conduct an energy resource inventory by directly measuring various energy uses through on-site meters. We also estimate plant energy consumption using mass balance method and procurement quantity method. The Sustainability Committee - Energy Management Group is responsible for integrating the energy use status from each operating location, identifying the main energy types of each site, and formulating energy-saving improvement plans and short, medium, and long-term goals. The Sustainability Committee supervises the implementation of energy policies annually and adjusts energy plans in a timely manner to ensure the achievement of energy-saving goals.

As of the end of 2023, Honghuasheng, Yantai passed ISO 50001 external verification. The Group also strengthens the promotion of company energy-saving policies, holds relevant promotion activities and education and training courses to enhance employees' energy-saving and carbon reduction concepts.

Location	Whether ISO 50001 has been implemented	Energy supervision unit and its responsibilities	Energy data collection method
Pan-International, Taipei (Office)	None	Environmental Engineering Department	Direct measurement, financial data, evidence-based estimation
Dongguan Pan-International	Planning	Management Department	Meter monitoring, financial data, evidence-based estimation
New Ocean, Jiangxi	Ongoing	Engineering Department	Model analysis, meter monitoring, financial data, evidence-based estimation
Honghuasheng, Yantai	October 12, 2026	Plant Affairs Department	Direct measurement, meter monitoring, financial data, evidence-based estimation
CJ Electric Systems, Wuhu	None	Management Department	Meter monitoring, financial data, evidence-based estimation
PIU (USA) (Office)	None	Pan-International, Taipei assists in management (office with less than 10 people)	Direct measurement, financial data

Note: Dates listed in the table represent the expiration dates of the certificates



5.1.2 Energy Consumption

Total non-renewable energy consumption ↓ 10.49% (compared base year)

(GRI 302-1, 302-3)

The renewable energy usage rate increased to 3.92%.

Energy Management and Renewable Energy Promotion (Corresponding to SDG 7: Affordable and Clean Energy, SDG 12: Responsible Consumption and Production, SDG 13: Climate Action)

In 2024, the total energy consumption within Pan-International Group's organizational boundary was 496,256.325 GJ, with an energy intensity of 26.063 GJ per million NTD in revenue.

The energy use structure is mainly based on purchased non-renewable electricity, accounting for approximately 90% of total energy consumption; the remainder consists of purchased thermal energy at 4-5% and fossil fuels at 2-4%. Therefore, in terms of energy-saving strategies, the Group will focus on reducing electricity usage intensity and increasing the proportion of renewable energy use in the future.

In 2024, the Group's renewable energy usage ratio increased to 3.92%, showing a significant increase of 3.86 percentage points compared to the base year 2022, demonstrating Pan-International's proactive approach in energy transition.

Non-Renewable Energy Usage Trend Analysis (Corresponding to SDG 13: Climate Action)

In 2024, total non-renewable energy consumption was 476,803.651 GJ, decreasing by 12,556.514 GJ (-2.57%) compared to 2023, and decreasing by 55,771.144 GJ (-10.49%) compared to 2022 (base year), demonstrating significant energy-saving results.

However, the non-renewable energy intensity increased by 7.63% compared to the base year 2022, and also increased by 12.48% compared to 2023. This was mainly due to the global economic slowdown in 2024, which resulted in a decrease in the Group's revenue by 4,425.544 million NTD compared to the same period in 2023, leading to increased energy consumption per unit of revenue, falling short of this year's short-term target for non-renewable energy intensity.

Nevertheless, the overall total energy consumption continues to decrease, indicating that the Group's energy-saving measures maintain steady progress. We will continue to implement diverse energy-saving initiatives, including:

- Implementation of energy-saving equipment suitable for each location
- Continuous promotion of process improvements
- Regular review of energy-saving effectiveness and target achievement progress

Through these efforts, we steadily advance toward the next milestone in energy conservation and carbon reduction.

Solar Power Collaboration and Renewable Energy Application Achievements in Plant Areas (SDG 7, SDG 12, SDG 13)

To further enhance the benefits of renewable energy usage, the Group's mainland China plants adopt a cooperative model by providing rooftop space free of charge to solar power companies for installing solar systems, and repurchasing renewable electricity at preferential rates. This initiative not only helps reduce electricity costs and carbon emissions but also promotes the development of green supply chains and circular economy.

Among these initiatives, the Dongguan Plant has further adopted a "surplus power grid-connection model," feeding excess solar power that is not immediately used into the public power grid. This not only generates additional revenue but also improves the overall efficiency of renewable energy usage, demonstrating the Group's active commitment to green energy applications and energy resilience.



▼ Pan-International Group's Energy Consumption Analysis Table (Unit: Gigajoules, GJ)

Location	Year	Purchased Renewable Energy Source(GJ)		Purchased Non-renewable Energy Source(GJ)			Total Renewable Energy Consumption(GJ)	Total Non-renewable Energy Consumption(GJ)	Energy Consumption(GJ)	Energy intensity (GJ/million revenue)	Non-renewable energy intensity (GJ/million revenue)	Percentage of renewable energy use	Solar Power Surplus Sales (GJ)
		Purchased (Solar)	Purchased Electricity (Wind)	Purchased Electricity	Fossil fuels	Purchased Thermal Energy							
Pan-International, Taipei	2022	0.000	0.000	459.774	0.632	0.000	0.000	460.406	460.406	0.039	0.039	0.00%	-
	2023	0.000	0.000	379.037	0.000	0.000	0.000	379.037	379.037	0.041	0.041	0.00%	-
	2024	0.000	0.000	509.721	0.000	0.000	0.000	509.721	509.721	0.063	0.063	0.00%	-
Dongguan Pan-International	2022	318.362	0.000	21,780.50	342.188	0.000	318.362	22,122.685	22,441.047	12.395	12.219	1.42%	-
	2023	3,367.137	0.000	16,688.35	277.613	0.000	3,367.137	16,965.958	20,333.095	12.656	10.560	16.56%	-
	2024	3,170.717	0.000	16,487.96	106.206	0.000	3,170.717	16,594.167	19,764.884	13.287	11.156	16.04%	136.831
New Ocean, Jiangxi	2022	0.000	0.000	24,681.89	554.697	0.000	0.000	25,236.585	25,236.585	17.468	17.468	0.00%	-
	2023	0.000	0.000	21,851.85	927.526	0.000	0.000	22,779.378	22,779.378	19.056	19.056	0.00%	-
	2024	1,188.271	72.016	24,098.87	516.370	0.000	1,260.287	24,615.240	25,875.527	19.606	18.651	4.87%	-
Honghuashe ng, Yantai	2022	0.000	0.000	435,796.06	24,659.910	16,368.000	0.000	476,823.966	476,823.966	92.425	92.425	0.00%	-
	2023	0.000	0.000	400,535.89	16,546.178	18,873.090	0.000	435,955.161	435,955.161	96.930	96.930	0.00%	-
	2024	15,021.670	0.000	393,804.77	19,160.305	12,896.507	15,021.670	425,861.577	440,883.247	122.777	118.594	3.41%	-
CJ Electric Systems, Wuhu	2022	0.000	0.000	7,766.63	164.524	0.000	0.000	7,931.153	7,931.153	2.623	2.623	0.00%	-
	2023	0.000	0.000	13,024.52	164.524	0.000	0.000	13,189.048	13,189.048	2.604	2.604	0.00%	-
	2024	0.000	0.000	8,712.60	420.951	0.000	0.000	9,133.549	9,133.549	2.165	2.165	0.00%	-
PIU (USA)	2022	-	0.000	-	-	-	0.000	-	-	-	0.000	-	-
	2023	0.000	0.000	91.583	0.000	0.000	0.000	91.583	91.583	0.209	0.209	0.00%	-
	2024	0.000	0.000	89.397	0.000	0.000	0.000	89.397	89.397	0.329	0.329	0.00%	-
Total	2022	318.362	0.000	490,484.84	25,721.951	16,368.000	318.362	532,574.795	532,893.157	22.975	22.961	0.06%	-
	2023	3,367.137	0.000	452,571.23	17,915.841	18,873.090	3,367.137	489,360.165	492,727.302	22.333	22.180	0.68%	-
	2024	19,380.658	72.016	443,703.31	20,203.832	12,896.507	19,452.674	476,803.651	496,256.325	26.063	25.041	3.92%	136.831

Note 1: The calorific values are sourced from the Bureau of Energy, MOEA, multiplying energy usage by unit calorific value and converting to gigajoules (GJ) to calculate energy consumption.

Note 2: Calorific value conversion: China Gasoline has a calorific value of 10,300kcal/kg; China natural gas has a calorific value of 8,505kcal/m³, based on <GB / T 2589-2020 General Principles for Calculation of Energy Consumption>

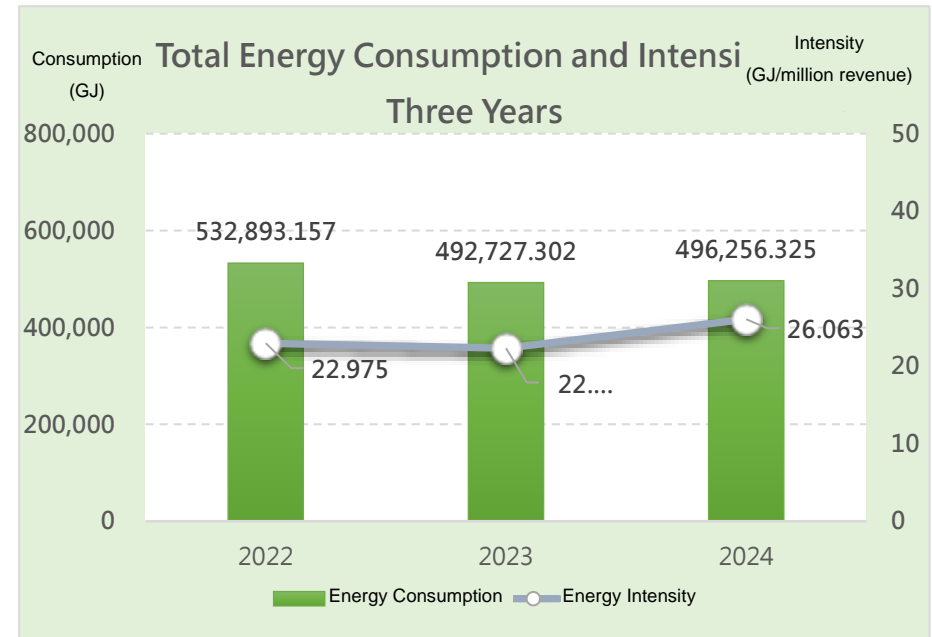
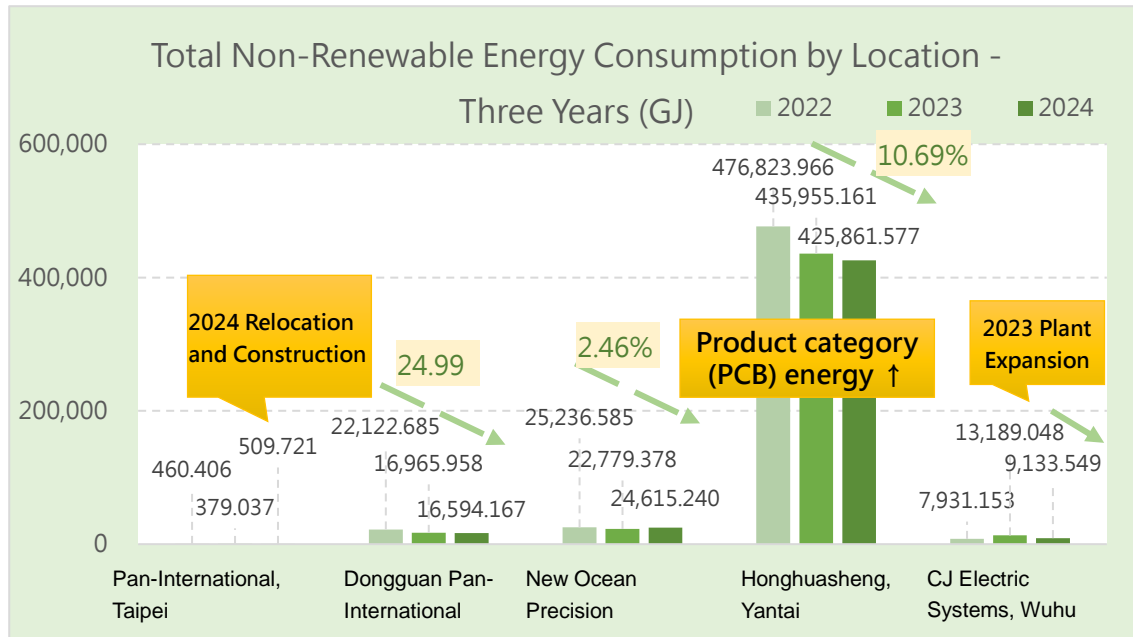
Note 3: Conversion: China gasoline 1 L = 1 L x 0.7475 L/kg density x gasoline calorific value 10300 kcal/kg = 7699.2500 kcal/L x 4.187 KJ/kcal = 0.0322 GJ (2024 updated data)

Note 4: Conversion: China diesel 1 L = 1 L x 0.8275 L/kg density x diesel calorific value 10200 kcal/kg = 8440.5000 kcal/L x 4.187 KJ/kcal = 0.0353 GJ (2024 updated data)

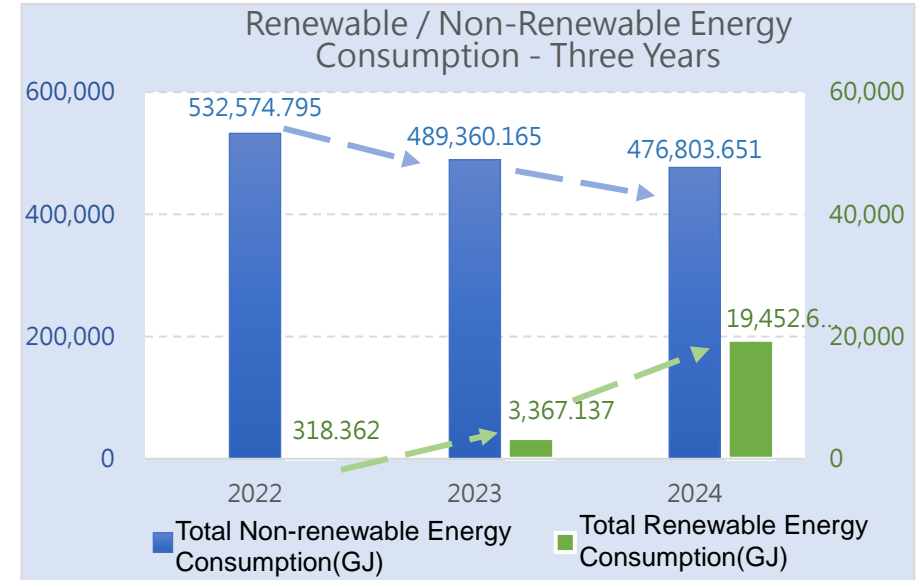
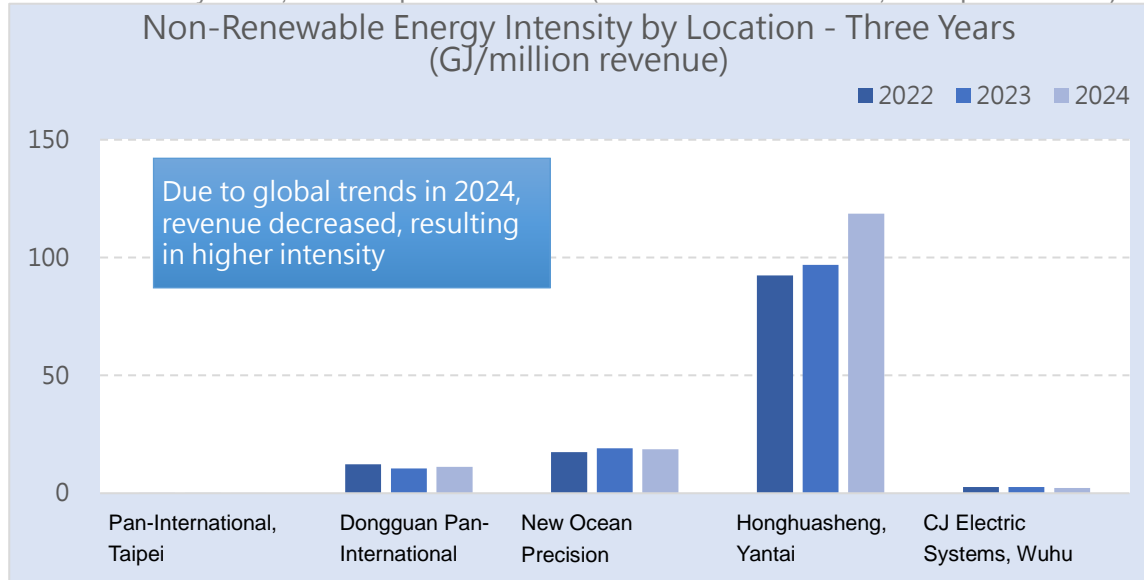
Note 5: As most subsidiaries of the Group are manufacturing-based industries, revenue in millions of TWD is chosen as the denominator for intensity calculations.

Note 6: The total statistics for Pan-International, Taipei cover the period from 2024/1/1-2024/11/24 at Xindian Headquarters, and from 2024/11/24-2024/12/31 at the new Zhonghe Headquarters. Statistical data is primarily based on annual consolidated figures.

Note 7: The energy statistics for CJ Electric Systems, Wuhu include Ruichang (factory area) and Dechang (warehouse).



Note: For trend analysis, only manufacturing plants and parent company are listed / Honghuasheng, Yantai is a PCB plant with different industry type from other plants / CJ Electric Systems, Wuhu expanded in 2023 (Dechan Plant added 35,000 square meters)

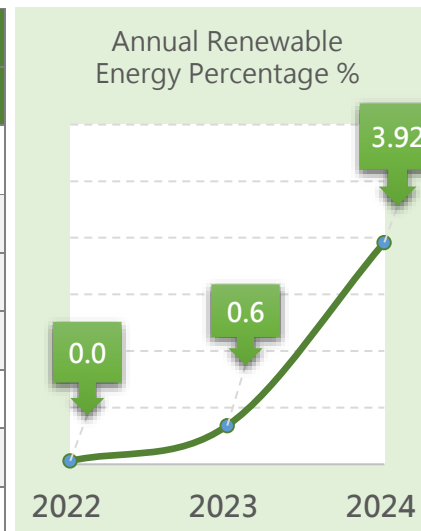


Note: The total values in the above charts are within the scope of this disclosure



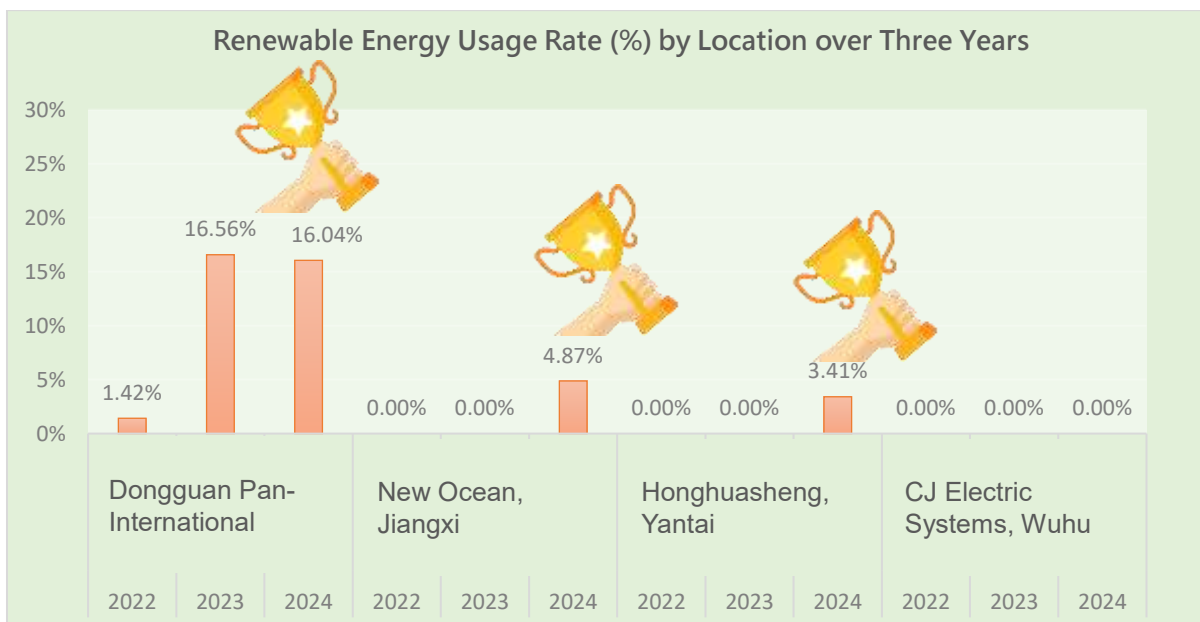
▼ Pan-International Group's Energy Consumption Proportion (Unit: %)

Energy consumption items		Energy Consumption Percentage		
		2022	2023	2024
Purchased - Renewable Energy Source	Purchased Electricity (Solar+Wind)	0.06%	0.68%	3.92%
Purchased - Non-renewable Energy Source	Purchased Electricity	92.04%	91.85%	89.41%
	Purchased Thermal Energy	3.07%	3.83%	4.07%
	Fossil fuels	4.83%	3.64%	2.60%
Self-produced Energy	Solar, Wind, Hydro	0.00%	0.00%	0.00%
Total Renewable Energy Consumption		0.06%	0.68%	3.92%
Total Non-renewable Energy Consumption		99.94%	99.32%	96.08%



Note: In mainland China, purchased - renewable energy source is leasing sites (rooftops) to solar energy operators, who then provide the produced solar energy at preferential prices.

▼ 2024 Renewable Energy Usage Rate (and Future Plans) by Location (Plant):



Description & Future Plans

Dongguan Pan-International

2022/12 Rooftop Solar Station began operation,
Increased to 16.04% in 2024.

Honghuasheng, Yantai

First phase of rooftop solar station completed in 2024.
Increased to 3.41% in 2024.

New Ocean Precision Component, Jiangxi

Unable to install solar station due to plant structure limitations.
Through purchasing renewable energy. Increased to 4.87% in 2024.

CJ Electric Systems, Wuhu

Planning the solar station construction



5.1.3 GHG Emissions

ISO verification : Taiwan and Mainland China

Total GHG emissions ↓ 17.17% (compared base year)

Emission intensity ↓ 4.15%(compared base year)

Greenhouse Gas Inventory and Management Performance (SDG 13: Climate Action)

Pan-International Group follows the ISO 14064-1:18 Greenhouse Gas Inventory Standard, adopting the operational control approach to define organizational boundaries. The disclosure scope for 2024 includes Category 1 Direct Emissions, Category 2 Purchased Energy, and Categories 3 to 6 (according to the disclosure requirements of the Climate Change Response Act which replaced the Greenhouse Gas Reduction and Management Act). Categories 2-6 are calculated based on significant materiality assessment results. According to the ISO 14064-1: 2018 standard, significance assessment criteria for indirect greenhouse gas emissions are established (frequency, impact level, quantification method, and risk level). After weighted scoring based on significance identification factors for each emission type, those identified as significant emission types will be prioritized for inventory and emission calculation. The significance assessment of indirect greenhouse gas emissions comes from greenhouse gases generated by each company's operational activities, but these emission sources are not owned or controlled by the respective companies. And verification is conducted by an external third party.

This year's organizational boundary includes all locations within the scope of this sustainability report: parent company, subsidiaries in mainland China, and U.S. subsidiaries. The reporting boundary includes Category 1 direct greenhouse gas emissions: stationary sources, mobile sources, fugitive sources, process sources, etc.; Category 2 purchased energy emissions: electricity and thermal energy; Category 3: upstream transportation, business travel, etc.; Category 4: product purchases, waste disposal, etc.

Within the reporting boundary, major potential greenhouse gas emission sources are identified. The types of greenhouse gases include seven gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).

Since 2022, the Group's Taipei parent company and subsidiaries in mainland China (Dongguan Pan-International, New Ocean Precision Component Jiangxi, Honghuasheng Yantai, CJ Electric Systems Wuhu) have conducted annual greenhouse gas inventories, with 2022 serving as the base year (covering Scope 1 and Scope 2). The base year for Scope 3 is set as 2024. The U.S. subsidiary PIU (USA) began conducting inventories in 2023; however, as it is an office location with fewer than 10 people and extremely low carbon emissions, it is not included in the base year calculation scope.

Calculation Methods and Emission Factor References

The Group uses the emission factor method for inventory, converting to carbon dioxide equivalent (CO₂ e) using the formula "activity data × emission factor × Global Warming Potential (GWP)", with the unit being metric tons (tCO₂ e). Data sources are as follows: Emission factors are from the latest Greenhouse Gas Emission Factor Management Table (Version 6.0.4) published by the Environmental Protection Administration of the Executive Yuan; GWP values are from the IPCC Sixth Assessment Report; and for China's diesel, gasoline, and thermal energy calculations, values are based on China's Ministry of Ecology and Environment standards, GB/T 2589-2020 General Principles for Calculation of Comprehensive Energy Consumption, and the Guidelines for Accounting Methods and Reporting of Greenhouse Gas Emissions for Electronic Equipment Manufacturing Enterprises (Trial) issued by the National Development and Reform Commission.

The greenhouse gas emissions inventory for 2024 from Pan-International parent company, mainland China subsidiaries, and U.S. subsidiary (unit: tCO₂e) shows Scope 1: 2,232.1190; Scope 2: 69,949.1040 (location-based)/67,502.3500 (market-based) tCO₂e; Scope 3: 60,780.3280 tCO₂e. The total greenhouse gas emissions are 130,514.797 tCO₂e (market-based), with emission intensity (market-based) calculated at 6.855 per million TWD revenue, using total revenue (million TWD) as the intensity conversion unit. The total emissions for Scope 1 and 2 are 69,734.469 tCO₂e (market-based), with emission intensity (market-based) at 3.662 per million TWD revenue.



2024 Greenhouse Gas Inventory Results (Unit: tCO₂ e): Full Organizational Boundary

Scope	Emissions	Notes
Scope 1 (Category 1)	2,232.1190	Direct Emissions
Scope 2 (Category 2)	69,949.1040 (Location-based) / 67,502.3500 (Market-based)	Purchased Electricity and Heat
Scope 3 (Category 3-6)	60,780.3280	Other Indirect Emissions (Upstream Transportation, Business Travel, etc.)
Total Emissions (Market-based)	130,514.797	Including Scope 1-3
Emission Intensity (Market-based)	6.855 tCO ₂ e/Million NTD Revenue	All Scopes
Scope 1+2 Total Emissions (Market-based)	69,734.469	Including Scope 1-2
Scope 1+2 Emission Intensity (Market-based)	3.662 tCO ₂ e/Million NTD Revenue	Including Scope 1-2

Note: The greenhouse gas (GHG) values listed in this table are calculated according to the Group's unified standards. However, due to joint verification with industrial parks in Mainland China, the actual verification values for Yantai and Jiangxi plants may slightly differ due to regional joint inventory mechanisms.

Comparison with Base Year and Previous Year (Scope 1+2 Market-based)

To maintain consistent comparison, the analysis between the base year and current year, excluding U.S. subsidiary data, is as follows:

Year	Scope 1+2 Market-based - Emissions (tCO ₂ e)	Emission Intensity (tCO ₂ e/Million NTD)	
2022 (Base Year)	84,180.732	2.431	<p>intensity with the base year (2022) on the same basis (excluding U.S. subsidiary data): <u>Current year emissions decreased by 14,451.189 tCO₂e/declined by 17.17%, and greenhouse gas emission intensity decreased by 4.15% compared to the base year. Compared to the previous year (2023): Current year emissions decreased by -5,878.953 tCO₂e/declined by 8.43%, and greenhouse gas emission intensity increased by 7.44% compared to the previous year, failing to meet the short-term intensity target.</u> This was mainly due to a decrease in revenue of 4,425.544 million NTD compared to the same period last year due to global trends in 2024, resulting in increased energy consumption per unit of revenue. However, when comparing emissions with the base year, we have achieved our reduction target.</p>
2023 (Previous Year)	75,608.496	2.169	
2024 (Current Year)	69,729.543	2.330	

Emission Reduction Drivers

The main reasons for the decrease in emissions are the active replacement of energy-efficient equipment, optimization of energy consumption for maximum contribution, and aggressive planning and installation of solar power stations across various plant sites. Additionally, local power plants in each region are increasing new green energy sources in stages, such as wind power and solar power generation, to continuously optimize the electricity consumption structure, thereby lowering electricity emission factors.



▼ Each (Manufacturing) Plant - Current Year Greenhouse Gas Reduction Performance (Excluding Office Analysis: Pan-International, Taipei, PIU (USA))

*Due to global economic conditions in 2024, Honghuasheng, Yantai experienced a significant revenue decrease, resulting in increased emission intensity.

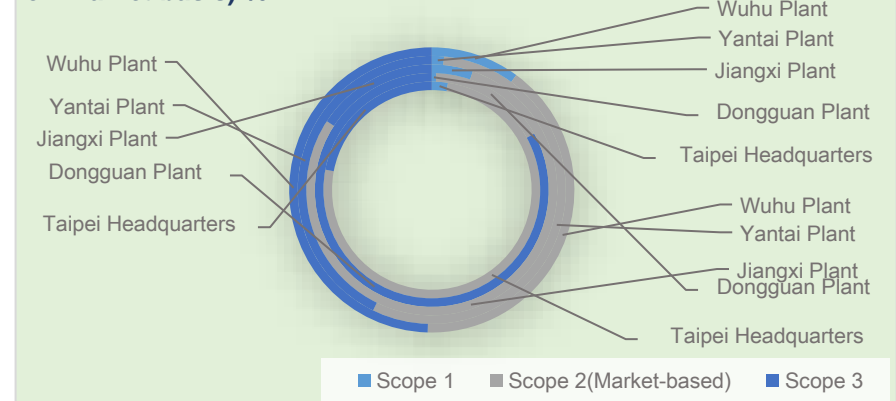
Location	Scope 1+2 - Market-based			Intensity - Scope 1,2 - Market-based		
	2024 Emissions (tCO2e)	Rate of Change		2024 Intensity (tCO2e/Million Revenue)	Rate of Change	
		Previous Year (2023)	Base Year (2022)		Previous Year (2023)	Base Year (2022)
Dongguan Pan-International	2,526.207	Decreased by 9.67%	Decreased by 30.68%	1.698	Decreased by 1.51%	Decreased by 15.62%
New Ocean, Jiangxi	3,832.807	Decreased by 0.07%	Decreased by 19.78%	2.904	Decreased by 9.49%	Decreased by 12.18%
Honghuasheng, Yantai*	61,678.267	Decreased by 8.34%	Decreased by 16.99%	17.176	*Increased by 15.61%	*Increased by 19.26%
CJ Electric Systems, Wuhu	1,623.049	Decreased by 30.81%	NA (Plant expansion in 2023)	0.385	Decreased by 8.20%	Decreased by 16.12%

The greenhouse gas (GHG) values listed in this table are calculated according to the Group's unified standards; however, due to joint verification with industrial parks in mainland China, the actual verification values for Yantai and Jiangxi plants may slightly differ due to regional joint inventory mechanisms.

▼ Greenhouse Gas Emissions Proportion (Unit: %)

Carbon emissions - Scope 1 & 2 & 3 proportion (Scope Proportion) (%)			
Location	Scope 1 (Direct)	Scope 2 (Indirect Energy)/ Market-based	Scope 3 (Other Indirect/Material)
Pan-International, Taipei	2.38%	75.62%	22.00%
Dongguan Pan-International	0.60%	16.40%	82.99%
New Ocean, Jiangxi	1.46%	55.76%	42.78%
Honghuasheng, Yantai	5.31%	78.92%	15.77%
CJ Electric Systems, Wuhu	10.09%	40.37%	49.54%
PIU (USA)	0.00%	59.78%	40.22%

Carbon emission category proportion by site (based on market basis) %



▼ Group's 2024 Greenhouse Gas Inventory Assurance Status

Location	Third-party Assurance	Assurance Organization	Assurance Standard	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6
Pan-International, Taipei	Yes	AFNOR	ISO 14064-3	Reasonable	Reasonable	No Assurance	Limited	No Assurance	No Assurance
Dongguan Pan-International	Yes	AFNOR	ISO 14064-3	Limited	Limited	Limited	Limited	No Assurance	No Assurance
New Ocean, Jiangxi	Yes	CEPREI	ISO 14064-3	Reasonable	Reasonable	No Assurance	No Assurance	No Assurance	No Assurance
Honghuasheng, Yantai	Yes	CEPREI	ISO 14064-3	Reasonable	Reasonable	Reasonable	Reasonable	No Assurance	No Assurance
CJ Electric Systems, Wuhu	Yes	AFNOR	ISO 14064-3	Limited	Limited	Limited	Limited	No Assurance	No Assurance
PIU (USA)*	None	-	-	-	-	-	-	-	-

* PIU (USA) is an office-type location with 7 people, with extremely low carbon emissions, making assurance less meaningful.

▼ Greenhouse Gas Emissions Analysis Table (Unit: tCO₂e; Emission Intensity: tCO₂e/Million TWD Revenue)

Plant	Year	Scope 1	Scope 2		Scope 3	Scope 1 Percentage	Scope 2 Percentage Market-based	Scope 3 Percentage	Scope 1-3 Market-based	Scope 1+2 Market-based	Intensity Scope 1+2 Market-based	Intensity Scope 1,2,3 Market-based
			Location-based	Market-based								
Pan-International, Taipei	2022 (Base)	4.2096	65.0069	65.0069	-	6.08%	93.92%	-	69.217	69.217	0.006	-
	2023	4.2687	52.0010	52.0010	-	7.59%	92.41%	-	56.270	56.270	0.006	-
	2024	2.1150	67.0980	67.0980	19.5200	2.38%	75.62%	22.00%	88.733	69.213	0.008	0.011
Dongguan Pan-International	2022	129.0623	3515.1302	3515.1302	-	3.54%	96.46%	-	3,644.193	3,644.193	2.013	-
	2023	126.7471	2643.7130	2643.7130	-	4.57%	95.43%	-	2,770.460	2,770.460	1.724	-
	2024	89.5350	2457.0630	2436.6720	12328.6270	0.60%	16.40%	82.99%	14,854.834	2,526.207	1.698	9.987
New Ocean, Jiangxi	2022	794.2667	3983.3825	3983.3825	-	16.62%	83.38%	-	4,777.649	4,777.649	3.307	-
	2023	373.6847	3461.6980	3461.6980	-	9.74%	90.26%	-	3,835.383	3,835.383	3.208	-
	2024	241.5550	3779.0620	3591.2520	717.6720	5.31%	78.92%	15.77%	4,550.479	3,832.807	2.904	3.448
Honghuashe ng, Yantai	2022	2,169.5195	72,133.1213	72,133.1213	-	2.92%	97.08%	-	74,302.641	74,302.641	14.402	-
	2023	1,295.6259	65,527.6130	65,527.6130	-	1.94%	98.06%	-	66,823.239	66,823.239	14.857	-
	2024	1,574.2300	62,342.5900	60,104.0370	46,117.8420	1.46%	55.76%	42.78%	107,796.109	61,678.267	17.176	30.019
CJ Electric Systems, Wuhu	2022	133.5848	1253.4477	1253.4477	-	9.63%	90.37%	-	1,387.033	1,387.033	0.459	-
	2023	59.8430	2063.3020	2063.3020	-	2.82%	97.18%	-	2,123.145	2,123.145	0.419	-
	2024	324.6840	1298.3650	1298.3650	1593.3530	10.09%	40.37%	49.54%	3,216.402	1,623.049	0.385	0.762
PIU (USA)	2022	-	-	-	-	-	-	-	-	-	-	-
	2023	0.7470	10.6060	10.6060	-	6.58%	93.42%	-	11.353	11.353	0.0259	-
	2024	0.0000	4.9260	4.9260	3.3140	0.00%	59.78%	40.22%	8.240	4.926	0.0182	0.030
Total	2022	3,230.6429	80,950.0886	80,950.0886	-	3.84%	96.16%	-	84,180.732	84,180.732	3.6293	-
	2023	1,860.9164	73,758.9330	73,758.9330	-	2.46%	97.54%	-	75,619.849	75,619.849	3.4275	-
	2024	2,232.1190	69,949.1040	67,502.3500	60,780.3280	1.71%	51.72%	46.57%	130,514.797	69,734.469	3.7055	6.855

Note 1: As most of the Group's subsidiaries are manufacturing-based operations, million NT dollars of revenue is used as the denominator for intensity calculation.

Note 2: The total statistics for Pan-International, Taipei cover the period from 2024/1/1-2024/11/24 at Xindian Headquarters, and from 2024/11/24-2024/12/31 at the new Zhonghe Headquarters. Statistical data is primarily based on annual consolidated figures.

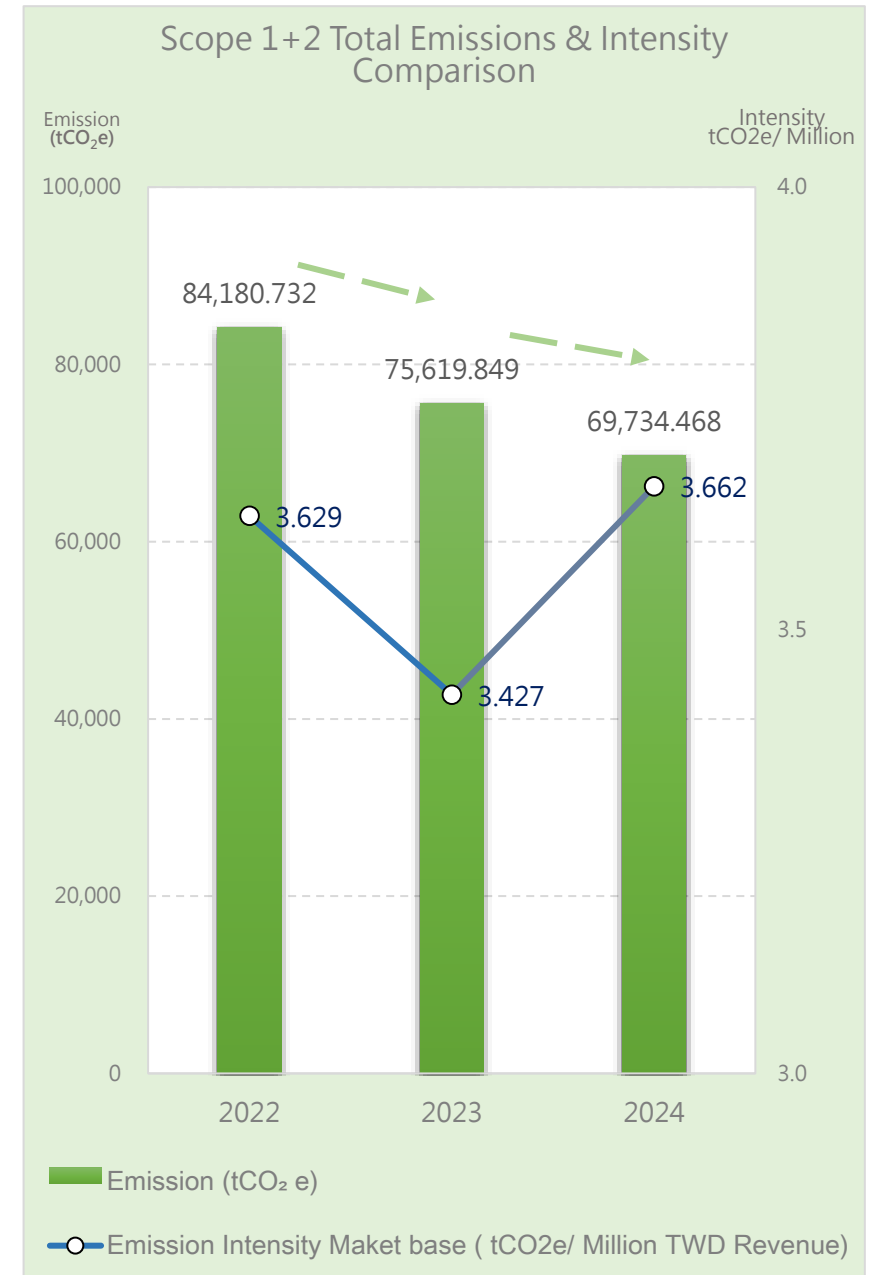
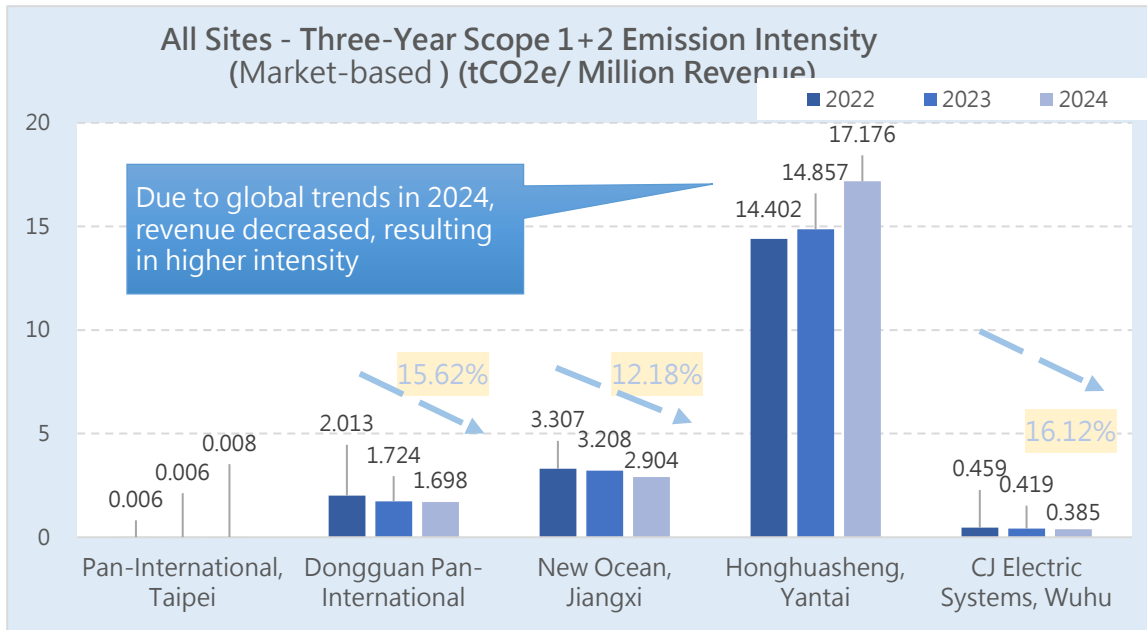
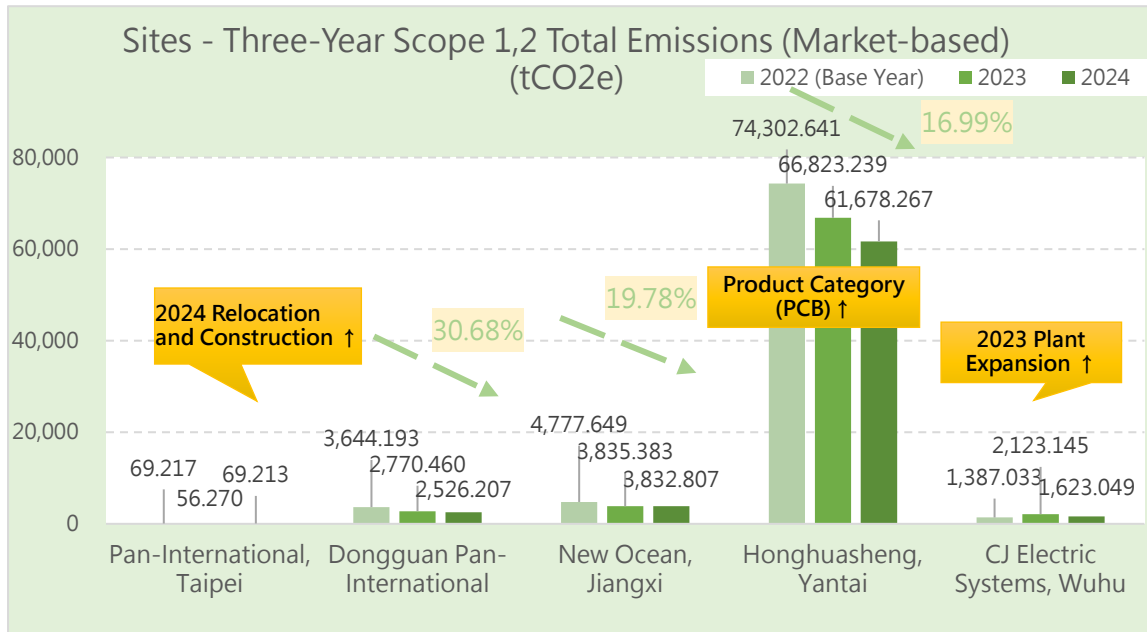
Note 3: The energy statistics for CJ Electric Systems, Wuhu include Ruichang (factory area) and Dechang (warehouse).

Note 4: CJ Electric Systems, Wuhu expanded in 2023 (Dechan Plant area increased by 10,600 pings).

Note 5: In 2022, PIU (USA) did not calculate GHG emissions.

Note 6: The greenhouse gas (GHG) values listed in this table are calculated according to the Group's unified standards; however, due to joint verification with industrial parks in Mainland China, the actual verification values for Yantai and Jiangxi facilities may slightly differ due to regional joint inventory mechanisms.

Note 7: Greenhouse gas types include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and hydrofluorocarbons (HFCs), totaling 4 greenhouse gases.



Note: For trend analysis, only manufacturing plants and parent company are listed / Honghuasheng, Yantai is a PCB plant with different industry type from other plants / CJ Electric Systems, Wuhu expanded in 2023 (Dechan Plant added 35,000 square meters)

5.1.4 Energy-saving and Carbon Reduction Measures

(GRI 302-4)

Pan-International Group sets 2022 as the base year, and implements energy-saving planning and design through internal energy guidelines or energy management standards. The performance standards of energy-consuming equipment are incorporated as priority choices for future equipment replacement. The company is committed to increasing renewable energy usage with the goal of achieving net-zero emissions by 2050. The company has set a target to reduce non-renewable energy intensity by 1% annually, and plans to reduce emission intensity by 7.5% by 2027 compared to the base year (2022) (equivalent to a 1.5% reduction per year).

We mainly adopt measures such as replacing old with new (energy-saving devices), setting up solar plants, process improvements, and equipment (unit) improvements, and regularly track performance results. In 2024, the company invested a total of NTD 38,953,657.94 in energy-saving and carbon reduction measures. Through these implementation results, 48,764.6248 GJ of energy was saved, reducing greenhouse gas emissions by 7,187.2184 tCO₂e; including solar power surplus sales of 136.8312 GJ, equivalent to approximately 20.3908 tCO₂e in carbon reduction.

SDG Alignment:

- SDG 7: Affordable and Clean Energy - Promote energy efficiency improvement and renewable energy installation, such as solar power generation.
- SDG 9: Industry, Innovation and Infrastructure - Achieve green transformation and innovative applications through process and equipment optimization.
- SDG 12: Responsible Consumption and Production - Implement energy management systems and introduce energy-saving equipment to promote efficient resource utilization.
- SDG 13: Climate Action - Actively formulate and implement carbon reduction strategies, progressing toward the 2050 net-zero goal.

▼ Pan-International Group Energy-saving and Carbon Reduction Measures Overview

Location	Energy-saving Method	Method Description	Energy Name	Calculation Method	Investment amount in NTD	Energy saving consumption	Energy Saving Volume (GJ)	Carbon Reduction Volume (tCO ₂ e)	Reduction Scope
Pan-International, Taipei	Replacement of Old with New	Replace diesel forklifts with electric forklifts	Diesel	Evidence-based Estimation	132,000	17.97L diesel	0.6320	0.0468	Scope 1
Dongguan Pan-International	Solar energy	Rooftop solar installation	Solar energy	Direct Measurement	Roof rental offset against electricity price	880554 kWh	3170.7165	472.5053	Scope 2, Scope 3
Dongguan Pan-International	Feed-in tariff for surplus green energy	Solar power surplus fed into grid for renewable energy certificates	Solar energy	Direct Measurement	0	38000 kWh	136.8312	20.3908	Scope 2, Scope 3
New Ocean, Jiangxi	Equipment (unit) improvement:	Improvement of lighting switch control nodes. Improved switch control method from horizontal to vertical control, allowing production line lighting to be turned off at any time to save electricity.	Electricity	Evidence-based Estimation	0	52,565.8 kWh	189.2800	28.2068	Scope 2, Scope 3



Location	Energy-saving Method	Method Description	Energy Name	Calculation Method	Investment amount in NTD	Energy saving consumption	Energy Saving Volume (GJ)	Carbon Reduction Volume (tCO ₂ e)	Reduction Scope
New Ocean, Jiangxi	Equipment (unit) improvement:	Installed 6 large exhaust fans in north-south direction of workshop. Air conditioning is not used for approximately two months per year (April and October, about 52 days, excluding National Day holiday), using exhaust fans instead to save electricity. Outsourced installation of 6 exhaust fans.	Electricity	Evidence-based Estimation	0	298721.28 kWh	1075.6416	160.2938	Scope 2, Scope 3
New Ocean, Jiangxi	Equipment (unit) improvement:	Introduced new laser marking machines that can mark directly without rotation, improved fixture plates, reducing laser processing time. Laser machine power is 1.0 kWh.	Electricity	Evidence-based Estimation	0	5760 kWh	20.7407	3.0908	Scope 2, Scope 3
Honghuasheng, Yantai	Replacement of Old with New	Replaced old screw-type chiller with centrifugal chiller	Electricity	Direct Measurement	9,086,772	1598847 kWh	5757.1603	857.9413	Scope 2, Scope 3
Honghuasheng, Yantai	Replacement of Old with New	Replaced old dust collection fan with new energy-efficient dust collection fan	Electricity	Direct Measurement	10,690,320	3997365 kWh	14393.7918	2144.9861	Scope 2, Scope 3
Honghuasheng, Yantai	Replacement of Old with New	Replaced old screw-type chiller with magnetic levitation chiller	Electricity	Direct Measurement	10,601,234	1191243 kWh	4289.4516	564.6492	Scope 2, Scope 3
Honghuasheng, Yantai	Replacement of Old with New	Shut down one scrubber after combining two waste gas scrubbers	Electricity	Direct Measurement	232,078	326692 kWh	1176.3591	175.3029	Scope 2, Scope 3
Honghuasheng, Yantai	Replacement of Old with New	Replaced old screw-type chiller with magnetic levitation chiller	Electricity	Direct Measurement	7,928,654	1000721.5 kWh	3603.4180	536.9872	Scope 2, Scope 3
Honghuasheng, Yantai	Rooftop solar power	Rooftop solar installation	Solar energy	Direct Measurement	Roof rental offset against electricity price	4171735.95 kWh	15021.6702	2238.5535	Scope 2, Scope 3
CJ Electric Systems, Wuhu	Replacement of Old with New	Replace sample set logistics shuttle with electric trucks	Gasoline for vehicles	Evidence-based Estimation	52,600	120L gasoline	3.8684	0.2738	Scope 1
CJ Electric Systems, Wuhu	Replacement of Old with New	Replace work vehicle GL8 with electric vehicle AITO	Gasoline for vehicles	Model analysis	230,000	1,920L gasoline	61.8946	4.3809	Scope 1

The Group adopts an evidence-based, data-driven energy conservation and carbon reduction strategy. Combined with internal energy management systems and ESG governance framework, we gradually promote measures such as replacing high energy-consuming equipment, optimizing air conditioning and lighting systems, recovering process heat energy, and changing electricity usage behaviors. These efforts effectively improve energy efficiency and reduce carbon emission intensity.

In the future, we will continue to develop concrete and feasible carbon reduction action plans based on greenhouse gas inventory and risk assessment results. Combined with external partners' and stakeholders' expectations for net-zero goals, we will strengthen technology implementation and carbon reduction management mechanisms to advance toward the 2050 net-zero emission vision, demonstrating the Group's active commitment to environmental sustainability and climate resilience.

5.2 Water Resource Management

(GRI 303-3- 303-5)

Water Withdrawal: ↓ Decreased by 260.099 km³ (compared base year)

Wuhu Plant Water saving rate: 24.85% vs. 2023 ↓

The main water sources for all Group subsidiaries of the Group (with production facilities + 100% operational control) come from local water companies in China, with water sourced from reservoirs. Except for Honghuasheng Yantai which is in a water-stressed area, water withdrawal at other facilities comes from non-water-stressed areas or non-protected areas, having relatively little impact on water sources.

The Group's Dongguan Pan-International, New Ocean, Jiangxi, and CJ Electric Systems, Wuhu do not cause significant environmental impacts from water withdrawal and wastewater discharge. The production wastewater generated does not reach industrial wastewater treatment standards and is treated as domestic water, which is then directly discharged into the urban sewage network for collection and treatment at sewage treatment plants.

Honghuasheng Yantai is the Group's only facility located in a water-stressed area and the only PCB manufacturing facility. Due to different manufacturing processes compared to other facilities, its water withdrawal is relatively higher, accounting for approximately 88.00% of the Group's total water withdrawal. Its industrial wastewater output includes PCB process water, which meets domestic wastewater discharge standards after primary chemical treatment and is ultimately discharged into the municipal sewage network. Regarding water conservation management, the facility continues to optimize its processes to improve water use efficiency and increase the rate of water recycling and reuse. Currently, some of the wastewater produced by the pure water system has been incorporated into the reuse system as a reusable water source, demonstrating positive results in sustainable water resource management implementation, with recycling and reuse benefits exceeding 10%.

For wastewater discharge management, each plant obtains permits from the government in accordance with local regulations and performs basic on-site treatment. Once the wastewater meets discharge standards, it is released into the government's sewage network for further treatment by government-commissioned agencies.

▼ Water Resource Management

- [Sustainability Committee]: Chaired by the Chairman of the Board, the committee regularly discusses the implementation and planning of disclosure and reduction initiatives, and reports to the Board of Directors annually.
- Each facility has also developed plans for emergency response teams during water shortages to address the challenges of water scarcity. In 2024, no production disruptions occurred at any facility due to water outages or shortages.
- Regarding mutual impacts on shared water resources, neither the Group nor its subsidiaries obtain water from environmental conservation areas. Only the Yantai facility is located in a water-stressed area, and this facility is committed to using recycled water and water-saving equipment. Moreover, the Group's water discharge does not exceed local industrial wastewater regulations. Therefore, there is no significant impact.

▼ Short-term strategies (targeting key subsidiaries (with production facilities + 100% operational control))



Use water-efficient equipment: Replace with water-saving faucets and sensor faucets.



Drinking water equipment: Regular water quality testing



Comply with international and local environmental regulations to achieve zero violations.



Water conservation slogans: Enhance water conservation education and promotional slogans at water usage points

▼ Medium and long-term strategies



Comply with international and local environmental regulations to achieve zero violations.



Increase the recycling and reuse rate of wastewater in hotspot facilities

▼ 2024 Water Resource Management Policies for Each Facility




Plant	Implementation of Water Resource Management Measures at Each Facility
Pan-International, Taipei (Office)	1. Promote water conservation.
Dongguan Pan-International	1. Through ISO 14001 Environmental Management System certification, establish prevention and improvement mechanisms, conserve water usage, and reduce environmental impacts from business operations. 2. Replace with water-saving faucets.
New Ocean, Jiangxi	1. Through ISO 14001 Environmental Management System certification, establish prevention and improvement mechanisms, conserve water usage, and reduce environmental impacts from business operations. 2. Replace water-saving equipment: Replace faucets in front of the restaurant area with water-saving faucets, which is estimated to achieve approximately 75% water savings and effectively improve overall water usage efficiency.
Honghuasheng, Yantai	1. Daily water usage from each production line is consolidated and reviewed in the production management meetings, allowing for stricter control of water consumption. 2. Water-saving production equipment is continually introduced and replaced. 3. Recycled water is wastewater from pure water production. Multiple workstations in the factory require pure water. During the pure water production process, wastewater with high ion concentration needs to be discharged (similar to water purifiers). This portion of wastewater was originally mixed with other wastewater for disposal. After improvements, the recycled water is used in workstations with lower water quality requirements. 4. Through ISO 14001 Environmental Management System certification, establish prevention and improvement mechanisms, conserve water usage, and reduce environmental impacts from business operations.
CJ Electric Systems, Wuhu	1. Promote water conservation awareness. 2. Replace faucets with water-saving models whenever possible. 3. Compare water consumption monthly and promptly investigate and repair any abnormal situations.

*PIU (USA) is an office with seven employees, where water resource management items are not materially significant.

Pan-International Group's total water withdrawal in 2024 was 1,574.252 thousand cubic meters (million liters), of which 1,385.396 thousand cubic meters came from water-stressed areas. The total freshwater withdrawal was 1,574.252 thousand cubic meters, total water discharge was 1,259.402 thousand cubic meters, and total water consumption was 314.850 thousand cubic meters.

Compared to 2023 (1,574.252 and 1,543.391 thousand cubic meters respectively), water withdrawal in 2024 slightly increased by 30.861 thousand cubic meters. This was due to the higher proportion of high-end board production (process differences) at the Honghuasheng Yantai plant in 2024, which led to an increase in water withdrawal by 45.759 thousand cubic meters. Water withdrawal at other plants generally showed slight decreases. Moreover, looking at water withdrawal from 2022-2024, there was still a significant decrease of 260.099 thousand cubic meters in 2024 compared to 2022 (which was 1,834.352 thousand cubic meters).

Looking at the water withdrawal situation from 2022 to 2024, the summary for 2024 is as follows:

- **Although the Group (boundary scope) showed a slight increase of 2.00% compared to 2023 (due to increased production of water-intensive products at the Yantai plant), it still maintained a water conservation rate of approximately 14.18% compared to 2022**
- Compared to 2023, Pan-International, Taipei achieved a water conservation rate of approximately 12.99%. The main reasons were as follows: In 2023, cleaning water demand increased due to the impact of the pandemic, while in 2024, operations returned to normal mode, resulting in relatively reduced overall water demand, thus showing water conservation effects.
- **After CJ Electric Systems, Wuhu experienced a significant increase in water withdrawal due to plant expansion in 2023. It achieved a water conservation rate of approximately 24.85% in 2024 compared to 2023 under similar conditions, mainly due to:** In 2024, the plant strengthened monthly water consumption monitoring, promptly investigated and repaired abnormal situations, and improved water management efficiency. (In 2023, there was a water abnormality incident where the water inlet of the central air conditioning system at the Dechang plant broke and was not discovered immediately, leading to a significant increase in water consumption. The abnormality was only noticed when the bill was due, affecting the total water consumption for that year.) 

The Group values water resource management and incorporates it into its sustainable development strategy, using ESG indicators as implementation guidelines, which corresponds to the United Nations Sustainable Development Goal SDG 6 Clean Water and Sanitation. Through supervision and management by the Sustainability Committee, installation of water-saving equipment at various plants, promotion of water resource recycling and reuse, and improvement of emergency response mechanisms, the Group implements effective use and protection of water resources. Additionally, all subsidiaries comply with regulatory standards, and there were no major water shortage or discharge abnormality incidents in 2024, demonstrating the Group's commitment to implementing sustainable water resource management.

Performance Indicator	2024 Performance	Achievement Rate	Corresponding SDG
Total loss (including compensation or penalties) due to water resource regulations	0	100%	SDG 6.3: Improve water quality and ensure compliance with legal requirements
Major wastewater leakage incidents	None occurred; all wastewater treatment processes complied with legal standards	100%	
Water withdrawal reduction target (base year 2022, -1% per year)	Increased by 2% compared to 2023, but still achieved a 14.18% reduction versus 2022	100%	SDG 6.4: Improve water-use efficiency and ensure sustainable withdrawal
Performance Indicator	2024 Performance	Achievement Rate	Corresponding SDG

▼ **Water Withdrawal (Unit: Thousand cubic meters (million liters))**

Plant Location	Water Stress Situation	Water Source Category ^{Note2}	Water Quality Indicator ^{Note 3}	2022	2023	2024
Pan-International, Taipei (Parent Company) ^{Note 1}	Low-Medium (Non-Water-Stressed)	Third-party water	Pure water	2.123	3.484	3.031
Dongguan Pan-International	Low (Non-Water-Stressed)	Third-party water	Pure water	75.938	69.948	71.219
New Ocean, Jiangxi	Low (Non-Water-Stressed)	Third-party water	Pure water	105.410	69.740	68.650
Honghuasheng, Yantai	Extremely High (Water Stress)	Third-party water	Pure water	1,619.681	1,339.637	1,385.396
CJ Electric Systems, Wuhu	Low-Medium (Non-Water-Stressed)	Third-party water	Pure water	31.200	60.583	45.527
PIU (USA)	Medium (Non-Water-Stressed)	Third-party water	Pure water	NA	NA	0.429
Total water withdrawal				1,834.352	1,543.391	1,574.252

Note 1: The total statistics for Pan-International, Taipei include data from Xindian from 2024/1/1-2024/11/24, and from the new Zhonghe Headquarters from 2024/11/25 (relocation date) to 2024/12/31. Statistical data is primarily presented as annual consolidated figures, with additional explanations provided for specific indicators when necessary.

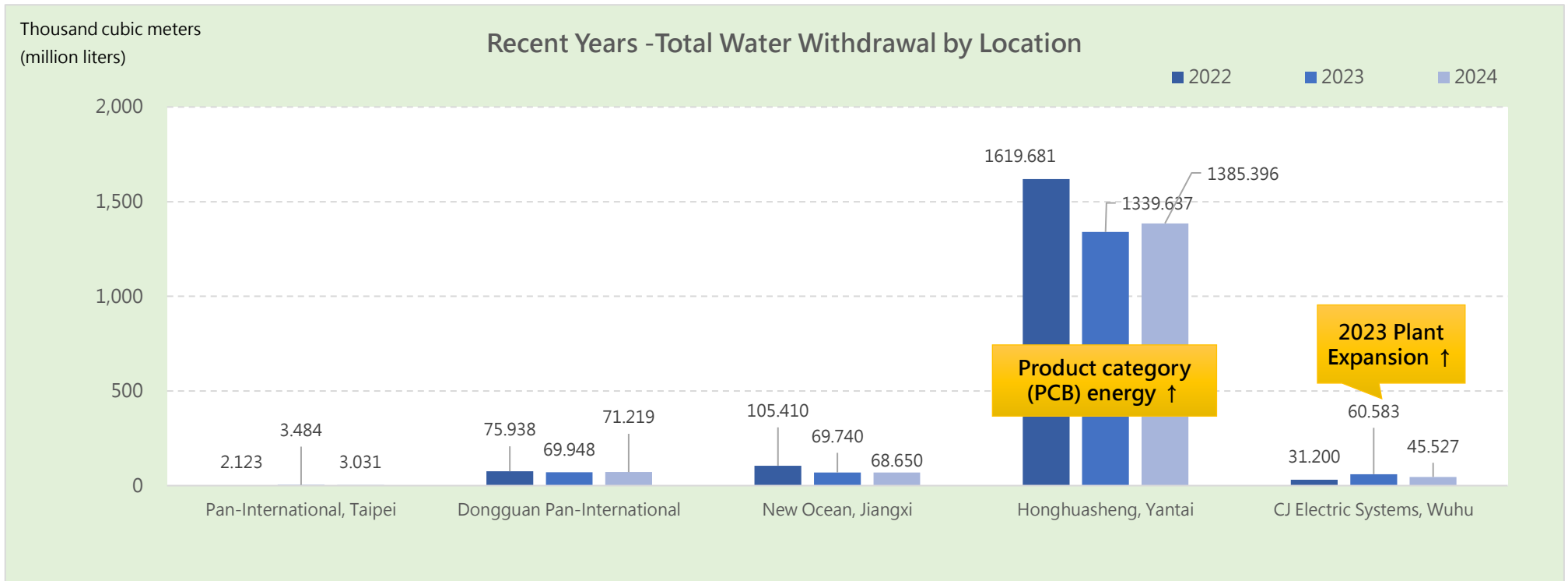
Note 2: The water source category for all plant locations is exclusively third-party water (tap water), and does not include other water sources such as surface water, groundwater, seawater, or produced water.

Note 3: The water quality indicator for all plant locations is pure water.

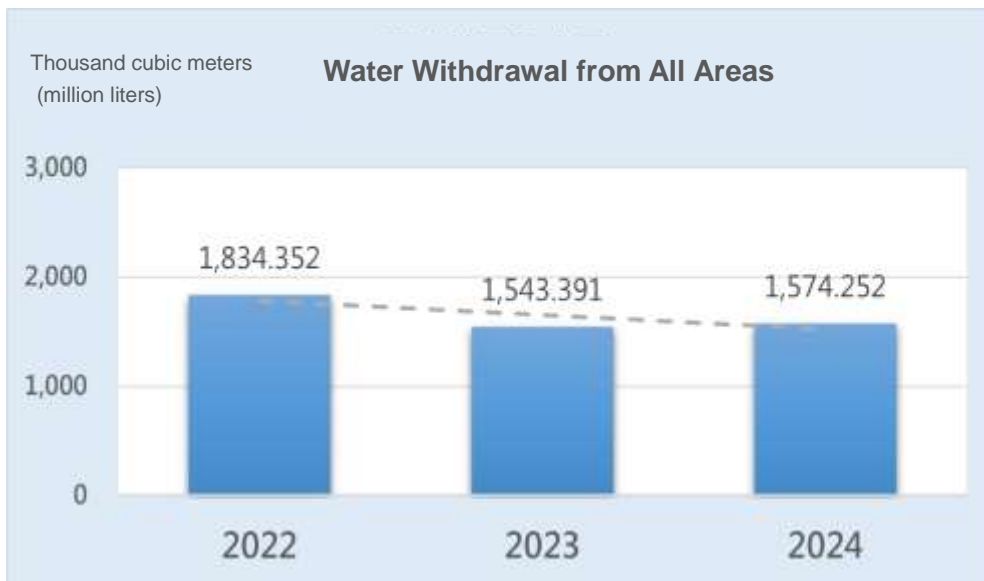
Note 4: The water withdrawal for CJ Electric Systems, CJ Electric Systems includes both CJ Electric Systems (plant area) and Dechang (warehouse).

Note 5: Due to plant expansion at CJ Electric Systems, Wuhu in 2023, water withdrawal increased by 29,383 tons (94.18% increase) compared to 2022.

Note 6: As PIU (USA) is an office in a shared leased facility, the 2024 water usage is calculated based on California's per person daily water consumption rate. As only a small office space is leased within a large area, and there are few office staff (approximately 7 people), the landlord cannot provide specific water usage information and it is difficult to separate the data.



As the USA location is used solely for office purposes, the data is not comparable, therefore no chart analysis is provided and the information is only shown in the table.





▼ **Water Discharge (Unit: Thousand cubic meters (million liters))**

Plant Location	Water Discharge Category	Water Quality Indicator	2022	2023	2024
Pan-International, Taipei (Parent Company) <small>Note 1</small>	Third-party water	Freshwater	1.698	2.787	2.425
Dongguan Pan-International	Third-party water	Freshwater	60.750	55.958	56.975
New Ocean, Jiangxi	Third-party water	Freshwater	84.328	55.792	54.920
Honghuasheng, Yantai	Third-party water	Freshwater	1,295.745	1,071.710	1,108.317
CJ Electric Systems, Wuhu	Third-party water	Freshwater	24.960	48.466	36.421
PIU (USA)	Third-party water	Freshwater	NA	NA	0.343
Total Water Discharge			1,467.481	1,234.713	1,259.402

Note: Estimation method: As the Group is not a major water consumer and does not have flow meters installed to measure drainage, the estimated wastewater (discharge) volume is approximately 80% of water withdrawal.

Note: Pan-International, Taipei statistics cover from 2024/1/1-2024/11/24 at Xindian Headquarters, and relocated to the new Zhonghe Headquarters from 2024/11/25. Statistical data is primarily presented as annual consolidated figures, with additional explanations provided for specific indicators when necessary.

Note: Water withdrawal for CJ Electric Systems, Wuhu includes both CJ Electric Systems (plant area) and Dechang (warehouse).

Note: As PIU USA is an office in a shared leased facility, the 2024 water usage is calculated based on California's per person daily water consumption rate.



▼ Water Consumption (Unit: Thousand cubic meters (million liters))

Plant Location	Total water intake			Total water discharge			Total water consumption		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Pan-International, Taipei	2.123	3.484	3.031	1.698	2.787	2.425	0.425	0.697	0.606
Dongguan Pan-International	75.938	69.948	71.219	60.750	55.958	56.975	15.188	13.990	14.244
New Ocean, Jiangxi	105.410	69.740	68.650	84.328	55.792	54.920	21.082	13.948	13.730
Honghuasheng, Yantai	1,619.681	1,339.637	1,385.396	1,295.745	1,071.710	1,108.317	323.936	267.927	277.079
CJ Electric Systems, Wuhu	31.200	60.583	45.527	24.960	48.466	36.421	6.240	12.117	9.105
PIU (USA)	NA	NA	0.429	NA	NA	0.343	NA	NA	0.086
Total amount	1,834.352	1,543.391	1,574.252	1,467.481	1,234.713	1,259.402	366.870	308.678	314.850

Note: Pan-International, Taipei statistics cover from 2024/1/1-2024/11/24 at Xindian Headquarters, and relocated to the new Zhonghe Headquarters from 2024/11/25. Statistical data is primarily presented as annual consolidated figures, with additional explanations provided for specific indicators when necessary.

Note: Water withdrawal for CJ Electric Systems, Wuhu includes both CJ Electric Systems (plant area) and Dechang (warehouse).

Note: As PIU USA is an office in a shared leased facility, the 2024 water usage is calculated based on California's per person daily water consumption rate.



5.3 Waste Management

Material Topic Management Approach: Waste

Corresponding GRI indicators: GRI 3-3, GRI 306-3, GRI 306-4, GRI 306-5

Impact Description		1. Causes environmental pollution 2. Penalties from authorities due to violations of regulations				
Location		Pan-International, Taipei (Parent Company)	Dongguan Pan-International	New Ocean, Jiangxi	Honghuasheng, Yantai	CJ Electric Systems, Wuhu
Policies or Commitments Established or Followed	Internal Regulations	V	V	V	V	V
	Government Regulations	V	V	V	V	V
Responsible Units		Sustainability Committee / Chairman / Management Committee	Sustainability Committee / Deputy Chairperson	Sustainability Committee / Deputy Chairperson	Sustainability Committee / Deputy Chairperson	Sustainability Committee / Deputy Chairperson
Management Actions						<ul style="list-style-type: none"> Sustainability Committee: Regularly discusses the implementation and planning of waste and water resource-related work. Set targets for environmental issues and regularly review for improvements.

Process for Monitoring the Effectiveness of Actions

- Sustainability Committee: For key subsidiaries (with production plants), the Group established a management organization chaired by the Chairman, who serves as the Chairperson. The Committee meets regularly to discuss waste treatment issues and report the discussion results and review.
- The Board of Directors supervises.
- Through the Sustainability Committee, develop waste treatment guidelines and goals, and coordinate and integrate waste treatment strategies and plans of each subsidiary. Conduct regular meetings to continuously confirm and review goal achievement rates, challenging new energy-saving milestones.

Management Performance Indicators

Indicators	Short-term Goal (2024)	Short-term Goal (Annual) (2022 base year)	Mid-term Goal (2022-2027)	Long-term Goal (2022-2050)
Waste reduction	100% achieved Waste reduction: 3,172.371t, down 28.24% ↓	1% annual reduction (base year 2022)	5 year reduction goal: -5%	5 year reduction goal: -5%
Hazardous Waste Recycling Rate	100% achieved From 13.45%(2023) → 86.71% (2024)	Increase by 1% annually	Increase by 5% in five years	Key sites increased to 50%
Total recycling rate	100% achieved From 36.5% (2023) → 81.04% (2024)	Increase by 1% annually	Increase by 5% in five years	Key sites increased to 50%
Zero violations	100% achieved	Comply with international and local environmental regulations to achieve zero violations.		

*This year's organizational boundary includes the following locations: Pan-International, Taipei; PIU (USA), and subsidiaries in mainland China: Dongguan Pan-International, New Ocean, Jiangxi; Honghuasheng, Yantai; CJ Electric Systems, Wuhu

*Total recycling rate includes the recycling rates of both hazardous and non-hazardous waste, excluding incineration treatment (including energy recovery) items.

*Except for Honghuasheng, Yantai (due to its PCB industry being different from other assembly plants), the majority of waste from other mainland subsidiaries of the Group consists of employee household waste and general non-hazardous industrial solid waste, with only minimal amounts of hazardous waste. Therefore, no specific reduction plans have been established.



5.3.1 Waste Impact Assessment

(GRI 306-2)

The Group refers to domestic and international environmental impact reports, considering each stage of product life cycle (raw material extraction, production and manufacturing, sales and distribution, product use and waste disposal stages) to identify waste generated from organizational internal and value chain upstream and downstream operational activities. The potential impacts of waste on the environment and society are assessed, allowing the Group to create a value chain and waste impact context diagram.

Except for the plant at Honghuasheng, Yantai, which has a different industry (PCB plant) from other plants, the waste generated by other plants in mainland China of the Group **includes hazardous and non-hazardous industrial waste**, mainly employee domestic waste, general industrial solid waste, and very small amounts of hazardous waste. Honghuasheng, Yantai plant generates more hazardous waste due to its industry (PCB plant). We develop corresponding management measures to address the potential impacts of various types of waste. Waste management units regularly supervise and assess the implementation effectiveness to mitigate or avoid negative impacts on both the internal organization or the external environment.

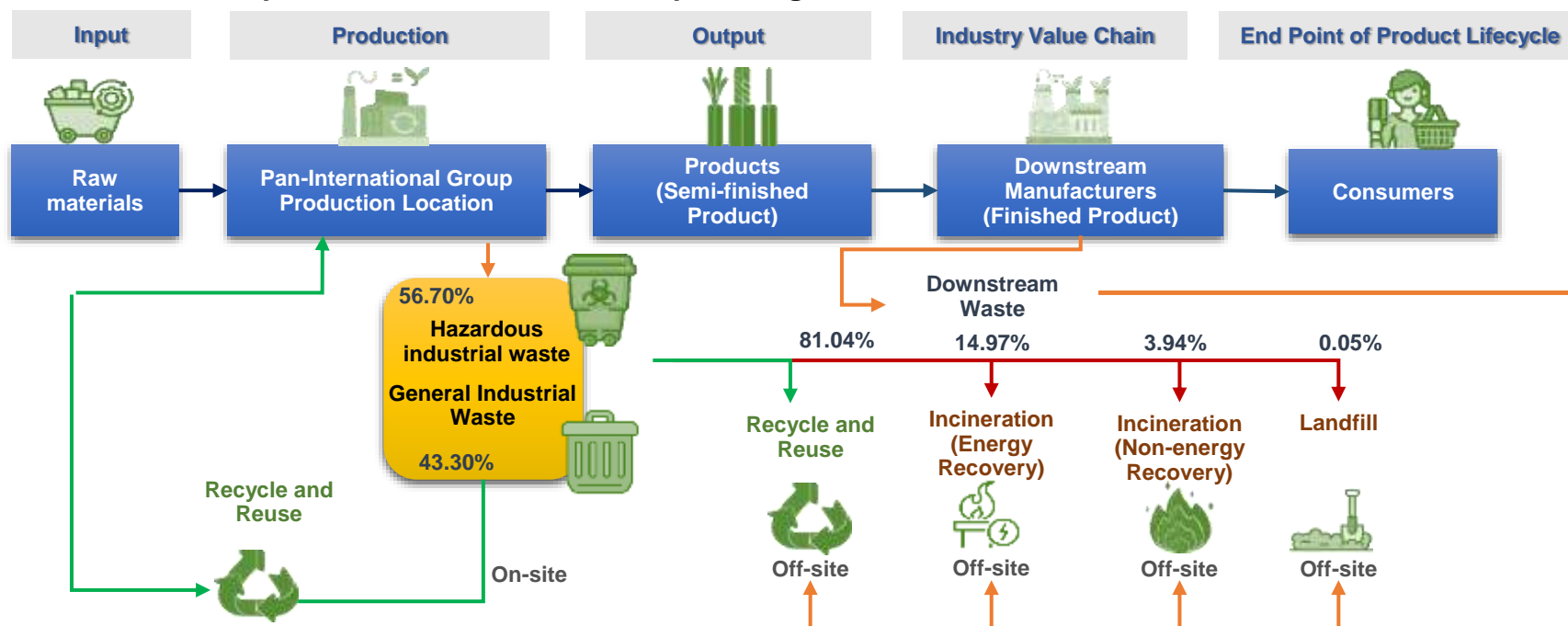
▼ Pan-International Value Chain and Potential Impact Context

Location	Value Chain Stage	Activities	Waste Types	Waste Categories	Disposal Methods	Disposal Units	Potential Impacts
Pan-International, Taipei	Own Operations	Daily office waste/others	Domestic waste generated by employees	Non-hazardous waste	Incineration (with energy recovery)	External third party	Improper treatment causes environmental pollution
Dongguan Pan-International	Own Operations	Daily office waste/Product scrapping or disposal	Domestic waste generated by employees	Non-hazardous waste	Incineration (with energy recovery)	External third party	Improper treatment causes environmental pollution
	Own Operations	Raw material supply/Product processing/Product packaging/Product scrapping or disposal/Others	Industrial solid waste	Non-hazardous waste	Recycling	External third party	Improper treatment causes environmental pollution
	Own Operations	Raw material supply/Product processing/Product packaging/Product scrapping or disposal/Others	Hazardous waste	Hazardous waste	Incineration (with energy recovery)	External third party	Improper treatment 1. causes environmental pollution 2. penalties from authorities due to violations of regulations
New Ocean, Jiangxi	Own Operations	Daily office waste/Product scrapping or disposal	Domestic waste generated by employees	Non-hazardous waste	Incineration (with energy recovery)	External third party	Improper treatment causes environmental pollution
	Own Operations	Raw material supply/Product processing/Product packaging/Product scrapping or disposal/Others	Industrial solid waste	Non-hazardous waste	Recycling	External third party	Improper treatment causes environmental pollution
	Own Operations	Raw material supply/Product processing/Product packaging/Product scrapping or disposal/Others	Hazardous waste	Hazardous waste	Incineration (without energy recovery)/ Recycling/ Preparation for reuse	External third party	Improper treatment 1. causes environmental pollution 2. penalties from authorities due to violations of regulations



Location	Value Chain Stage	Activities	Waste Types	Waste Categories	Disposal Methods	Disposal Units	Potential Impacts
Honghuasheng, Yantai	Own Operations	Daily office waste/Product scrapping or disposal	Domestic waste generated by employees	Non-hazardous waste	Incineration (with energy recovery)/	External third party	Improper treatment causes environmental pollution
	Own Operations	Raw material supply/Product processing/Product packaging/Product scrapping or disposal/Others	Industrial solid waste	Non-hazardous waste	Incineration (with energy recovery)/ Recycling	External third party	Improper treatment causes environmental pollution
	Own Operations	Raw material supply/Product processing/Product packaging/Product scrapping or disposal/Others	Hazardous waste	Hazardous waste	Incineration (with energy recovery)/ Recycling	External third party	Improper treatment 1. causes environmental pollution 2. penalties from authorities due to violations of regulations
CJ Electric Systems, Wuhu	Own Operations	Daily office waste/Product scrapping or disposal	Domestic waste generated by employees	Non-hazardous waste	Incineration (without energy recovery)	External third party	Improper treatment causes environmental pollution
	Own Operations	Raw material supply/Product processing/Product packaging/Product scrapping or disposal/Others	Industrial solid waste	Non-hazardous waste	Other recycling	External third party	Improper treatment causes environmental pollution
PIU (USA)	Own Operations	Daily office waste/others	Domestic waste generated by employees	Non-hazardous waste	Landfill	External third party	Improper treatment causes environmental pollution

▼ Pan-International Group - Value Chain and Waste Impact Diagram





5.3.2 Waste Management Policy

Waste Management Units

Each subsidiary of the Group has established responsible units for controlling, disposing of, and reporting industrial waste generated from company operations, and **reports industrial waste in accordance with local regulations**. Waste disposal methods are all implemented according to local regulations.

Pan-International Group's Waste Management Responsible Units:

[Sustainability Committee]: The Chairman serves as the Chairperson, regularly discusses the implementation and planning of work related to disclosure and reduction, then reports the results to and reviews with the Board of Directors annually. Each subsidiary has its own management responsible unit.

Waste Disposal Method: The Group's Waste Is all Outsourced for Treatment

The Group records waste types, quantities, and tracks waste flow through **online forms, management systems, evidence-based estimates, and other methods**, and compiles annual waste generation using **actual measurement and estimation methods**. All waste is entrusted to qualified external waste treatment operators for transportation and disposal. After receiving the three-part transport form issued by the external transport operator, the quantity (weight) measured in the plant must be verified with consistency. Regular audits are conducted to ensure that the transport and treatment operators dispose of industrial waste in accordance with the Group's and local regulatory requirements.

Due to the industry characteristics, most of the Group's subsidiaries are in the assembly industry, so waste classification is relatively simple, with almost all being non-hazardous waste. Except for Honghuasheng Yantai, which has a different industry (PCB plant) from other plants, other subsidiaries mainly have employee domestic waste as the largest category. Due to the technical or regulatory requirements, the plant cannot dispose of waste on-site. Therefore, all waste—whether hazardous or non-hazardous—is taken off-site and handled by qualified operators approved by the relevant authorities. Additionally, although Honghuasheng, Yantai generates a larger amount of hazardous waste, all waste from the entire plant (both hazardous and non-hazardous) is managed using full recycling and reuse methods.

To achieve sustainable resource utilization and ensure proper waste treatment, each plant selects legally qualified waste disposal contractors in accordance with internal waste management procedure regulations. Also, select contractors who can use "recycling and reuse" and "incineration (with energy recovery)" to replace "incineration (without energy recovery) and landfill" to ensure maximum resource utilization.

It is recommended to use recyclable and reusable materials in the plant to replace disposable materials. For example, using recyclable and reusable materials and packaging such as dry film cores, wood pulp boards, PE films, copper foils, aluminum sheets, film-coated aluminum sheets, aluminum alloys, and other recyclable and reusable packaging materials. This approach aims to improve the recycling and reuse rates of materials and packaging. Regarding hazardous waste treatment, the types and quantities of hazardous waste substances are first reported to the environmental protection platform in compliance with regulations. Qualified contractors then come to the plant regularly to handle the treatment.

Our goal is to achieve a circular economy, transforming waste into valuable resources while reducing negative impacts on the environment. We believe that through cross-industry cooperation and global collaboration, we can achieve true waste management and sustainable development.



▼ 2024 Waste Management Policies for Each Plant

Plant	Waste Management Measures Implemented at Each Plant
Pan-International, Taipei (Office)	<ul style="list-style-type: none"> •Promote paperless office operations •Meals are provided without disposable utensils (employees must bring their own reusable utensils)
Dongguan Pan-International	<ul style="list-style-type: none"> •Hazardous waste recycling and reuse: Report the quantity and types of hazardous waste on the environmental protection platform, where third-party contractors approved by the Environmental Protection Bureau uniformly transport the waste to recycling points approved by the Mainland China Environmental Protection Bureau for processing. •Promote paperless office operations
New Ocean, Jiangxi	<ul style="list-style-type: none"> •Reduce packaging, recycle packaging, reuse pallets, and digitize documents •Hazardous waste recycling and reuse: Report the quantity and types of hazardous waste on the environmental protection platform, where third-party contractors approved by the Environmental Protection Bureau uniformly transport the waste to recycling points approved by the Mainland China Environmental Protection Bureau for processing.
Honghuasheng, Yantai	<ul style="list-style-type: none"> •Coordinate the selection of qualified waste disposal vendors with legal credentials. Also, select contractors who can use "recycling and reuse" and "incineration (with energy recovery)" to replace "incineration (without energy recovery) and landfill" to ensure maximum resource utilization. •It is recommended to use recyclable and reusable materials in the plant to replace disposable materials. For example, using recyclable and reusable materials and packaging such as dry film cores, wood pulp boards, PE films, copper foils, aluminum sheets, film-coated aluminum sheets, aluminum alloys, and other recyclable and reusable packaging materials. This approach aims to improve the recycling and reuse rates of materials and packaging. •Regarding hazardous waste treatment, the types and quantities of hazardous waste substances are first reported to the environmental protection platform in compliance with regulations. Qualified contractors then come to the plant regularly to handle the treatment. Select vendors who can maximize "recycling and reuse" to ensure optimal resource utilization.
CJ Electric Systems, Wuhu	<ul style="list-style-type: none"> •Hazardous waste recycling and reuse: Report the quantity and types of hazardous waste on the environmental protection platform, where third-party contractors approved by the Environmental Protection Bureau uniformly transport the waste to recycling points approved by the Mainland China Environmental Protection Bureau for processing. • Use recyclable and reusable materials and packaging: dry film cores, wood pulp boards, PE films, copper foils, aluminum sheets, laminated aluminum sheets, aluminum alloys, and recyclable packaging materials • Promote paperless office operations
PIU (USA)	For an office with only 7 people, waste management initiatives have no substantial significance.



▼ Waste Management Responsible Units

Location	Waste Classification	Waste Storage	Waste Data Collection	Waste Reporting	Waste Treatment - Outsourced Treatment
Pan-International, Taipei (Office)	Administration Department / Materials Division	Administration Department / Materials Division	Administration Department / Materials Division	None	Administration Department / Materials Division
Dongguan Pan-International	Management Department	Management Department	Management Department	Management Department	Management Department
New Ocean, Jiangxi	Engineering Department	Engineering Department	Engineering Department	Engineering Department	Engineering Department
Honghuasheng, Yantai	Waste Treatment Unit / General Affairs / Environmental Engineering	Waste Treatment Unit / General Affairs / Environmental Engineering	Waste Treatment Unit / General Affairs / Environmental Engineering	Waste Treatment Unit / General Affairs / Environmental Engineering	Waste Treatment Unit / General Affairs / Environmental Engineering
CJ Electric Systems, Wuhu	Management Department	Management Department	Management Department	Management Department	Management Department
PIU (USA) (Office)	Finance	Finance	Finance	None	Finance

▼ Waste Disposal Method

Location	Waste Recording Method	Waste Generation Measurement Method
Pan-International, Taipei (Office)	Third-party issued receipts	Load count analysis method; Weight volume method
Dongguan Pan-International	Online forms; Management system; Handwritten weighing forms	Load count analysis method; Weight volume method; Material balance method; Evidence-based estimation
New Ocean, Jiangxi	Online forms; Management system; Domestic waste estimation	Load count analysis method; Weight volume method; Material balance method; Evidence-based estimation
Honghuasheng, Yantai	Online forms; Management system; Domestic waste estimation	Load count analysis method; Weight volume method; Material balance method; Evidence-based estimation
CJ Electric Systems, Wuhu	Domestic waste estimation	Evidence-based estimation
PIU (USA) (Office)	None	Evidence-based estimation



5.3.3 Waste Transportation, Disposal, and Reduction/ Recycling Performance

(GRI 306-3- 306-5)

Overview of Waste Generation and Disposal Methods

In 2024, Pan-International Group (including parent company, Mainland China subsidiaries, and U.S. subsidiaries) generated a total waste volume of 8,060.385 metric tons, of which:

Hazardous industrial waste was 4,570.146 metric tons, accounting for 56.70%; non-hazardous industrial waste was 3,490.239 metric tons, accounting for 43.30%

The above data was significantly influenced by the hotspot facility Honghuasheng, Yantai (PCB manufacturing plant), as its industrial nature differs from other facilities, generating a larger amount of hazardous waste. If excluded, then:

Hazardous industrial waste was 8.666 metric tons, accounting for only 1.07%; non-hazardous industrial waste was 799.461 metric tons, accounting for 98.93%

In terms of total hazardous industrial waste (over 90% from Honghuasheng, Yantai), there was a reduction of 1,484.392 metric tons compared to 2023, representing a decrease of 24.52%. The recycling rate also significantly increased from 13.42% in 2023 to 86.71%, demonstrating notable improvement results.

In terms of total non-hazardous industrial waste, there was a reduction of 1,687.979 metric tons compared to 2023 (a decrease of 32.60%), and the recycling rate increased from 63.45% in 2023 to 73.61%.

The improvement in reduction and recycling efficiency this year was mainly attributed to the facilities' continued promotion of hazardous waste resource utilization. For the main hazardous waste - copper-containing waste, the group switched to legal disposal vendors with high recycling efficiency for processing. This waste was primarily handled through incineration before, but starting from 2024, it was switched to comprehensive utilization treatment for hazardous waste. Through technical transformation, copper-containing sludge underwent resource recovery treatment, significantly increasing the recycling rate. This measure not only effectively reduced the final disposal volume but also significantly improved resource utilization efficiency, demonstrating Pan-International Group's technical orientation and sustainable commitment in hazardous waste management. This achievement is attributed to the group's active implementation of waste reduction and resource recovery strategies, including: replacing single-use materials with recyclable materials, promoting packaging reduction and recycling, reusing pallets, digitalizing document processes, and other source reduction measures.

Furthermore, to further enhance the resource value of waste, Pan-International Group also prioritizes circular processing methods such as recycling and reuse based on local regulations and technical feasibility, striving to improve resource recycling efficiency and environmental sustainability performance.

Overall, the total waste volume in 2024 decreased by 3,172.371 metric tons (a reduction of 28.24%) compared to the previous year, and the total recycling rate significantly increased from 36.50% in 2023 to 81.04%, also showing substantial growth compared to the base year (2022) recycling rate of 44.35%. This has greatly exceeded the group's short-term and medium-to-long-term goals set for this year, and will continue to be maintained and strengthened in the future.



★ Highlights:

- ◆ Honghuasheng, Yantai achieved UL 2799 Zero Waste to Landfill Platinum certification (highest level) in 2024
- ◆ New Ocean, Jiangxi obtained Global Recycled Standard (GRS) certification in 2024
- ◆ The Group's total waste recycling rate reached 81.04%



▼ Industrial Waste Generation (Unit: Tonnes)

Location	Hazardous industrial waste			Non-hazardous industrial waste			Total		
	2022 (base year)	2023	2024	2022 (base year)	2023	2024	2022 (base year)	2023	2024
Pan-International, Taipei	0.000	0.000	0.000	8.587	7.627	10.379	8.587	7.627	10.379
Dongguan Pan-International	0.464	0.464	4.600	120.000	204.668	197.293	120.464	205.132	201.893
New Ocean, Jiangxi	1.918	2.274	4.066	119.500	200.133	211.392	121.418	202.407	215.458
Honghuasheng, Yantai	4,393.040	6,051.800	4,561.480	5,147.568	4,036.320	2,690.778	9,540.608	10,088.120	7,252.258
CJ Electric Systems, Wuhu	0.131	0.000	0.000	270.000	725.000	376.446	270.131	725.000	376.446
PIU (USA)	-	0.000	0.000	-	4.470	3.950	-	4.470	3.950
Total amount	4,395.553	6,054.538	4,570.146	5,665.655	5,178.218	3,490.239	10,061.207	11,232.756	8,060.385

Note: Due to calculation errors, waste data for New Ocean, Jiangxi and Honghuasheng, Yantai in 2022 has been partially corrected (2023 report has been updated)

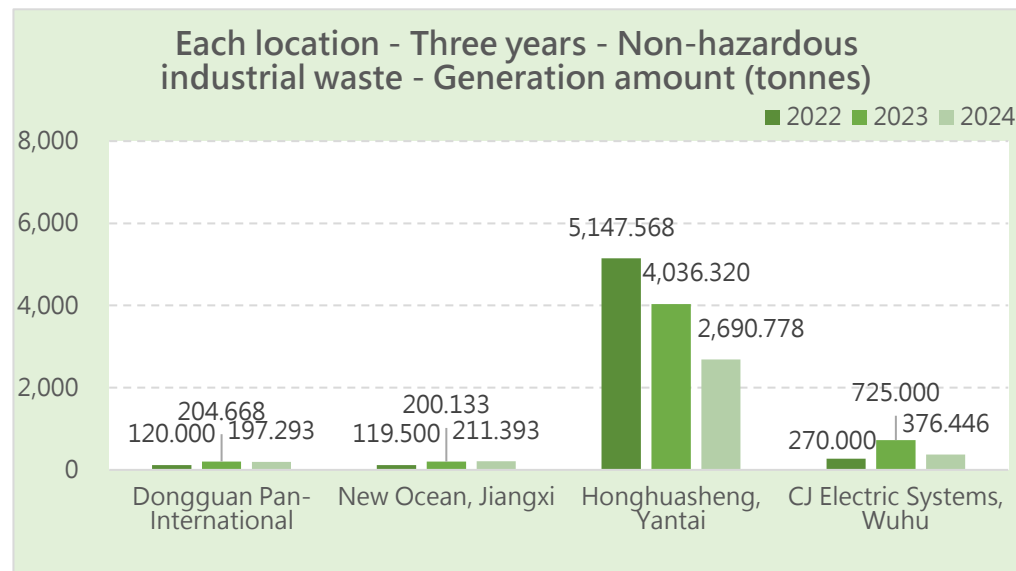
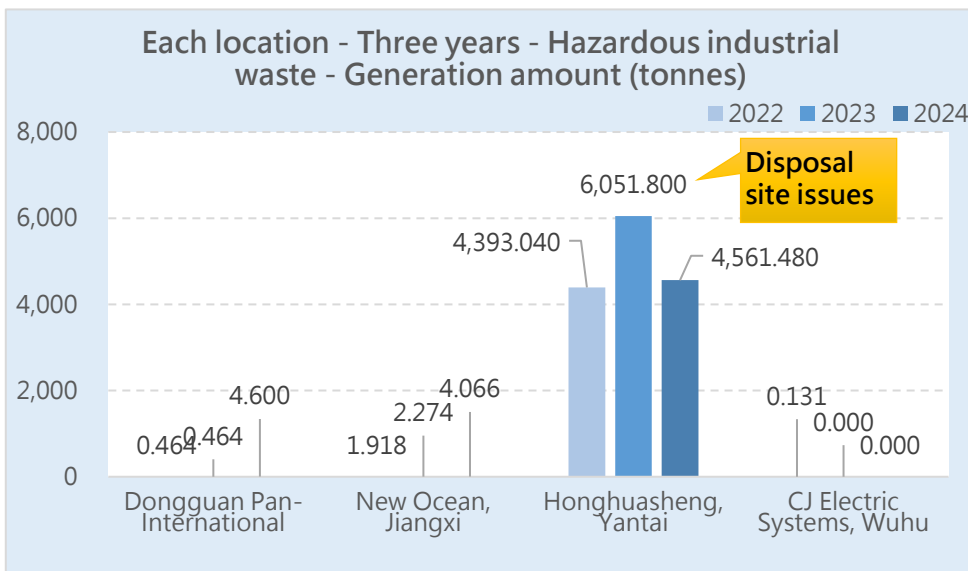
Note: The classification of hazardous and non-hazardous waste is based on local regulations at each location.

Note: The total statistics for Pan-International, Taipei cover the period from 2024/1/1-2024/11/24 at Xindian Headquarters, and from 2024/11/25-2024/12/31 at the new Zhonghe Headquarters. Statistical data is primarily based on annual consolidated figures.

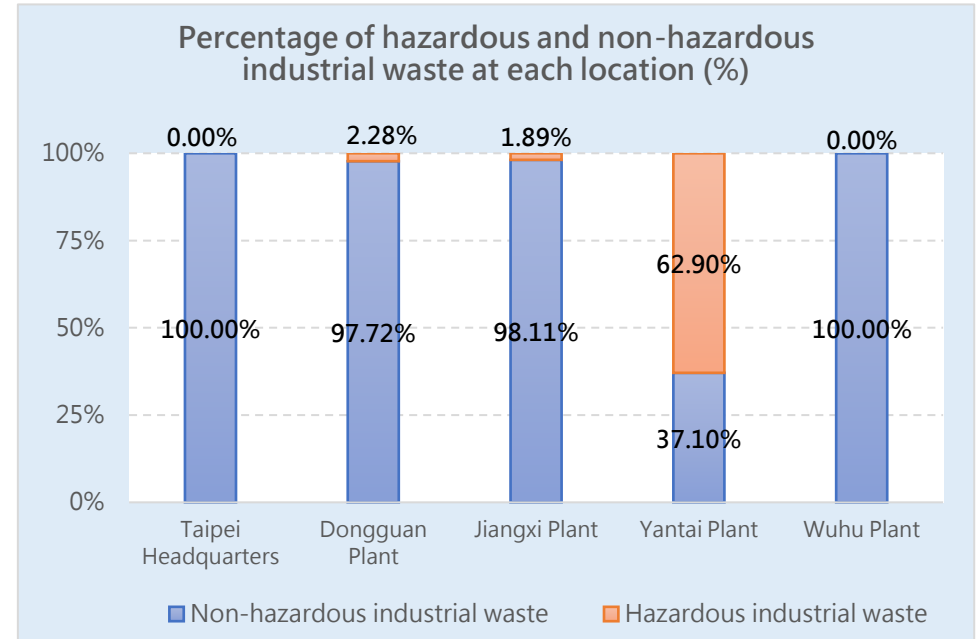
Note: In 2022, the amount of domestic waste generated by employees in Dongguan was not estimated, while in 2023, the amount of employee domestic waste was added.

Note: CJ Electric Systems, Wuhu expanded in 2023 (Dechan Plant area increased by 10,600 pings). Note: CJ Electric Systems, Wuhu energy statistics include CJ Electric Systems (factory area) and Dechang (warehouse). Note: For Honghuasheng Yantai in 2022, the hazardous waste copper-containing waste disposal contractor stopped operations, causing some hazardous waste (about 560 tons) generated in 2022 to be disposed of in 2023.

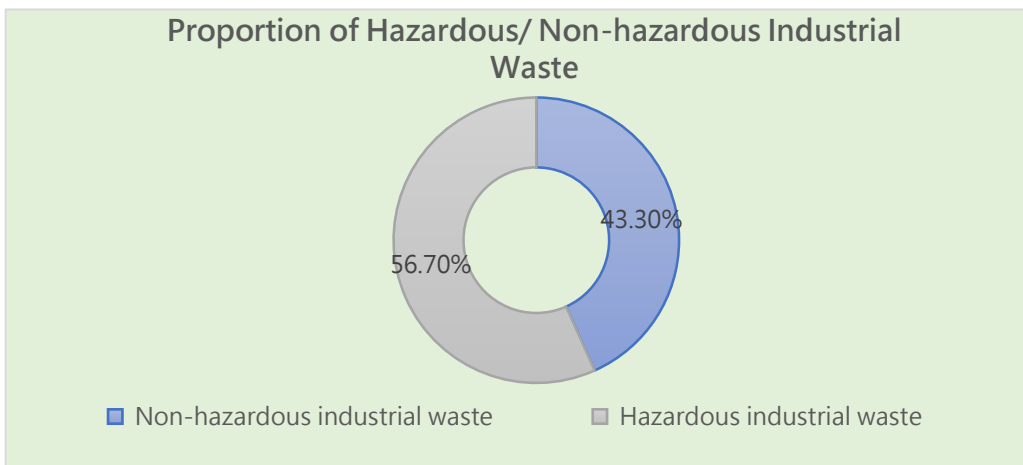
Note: PIU (USA) was not included in the 2022 calculations. For 2023 and 2024, calculations are based on daily garbage output per person.



Percentage of hazardous/non-hazardous industrial waste at each location (%)		
Plant	Non-hazardous industrial waste	Hazardous industrial waste
Pan-International, Taipei	100.00%	0.00%
Dongguan Pan-International	97.72%	2.28%
New Ocean, Jiangxi	98.11%	1.89%
Honghuasheng, Yantai	37.10%	62.90%
CJ Electric Systems, Wuhu	100.00%	0.00%
PIU (USA)	100.00%	0.00%



Category	Proportion of Hazardous/ Non-hazardous Industrial Waste
Non-hazardous industrial waste	43.30%
Hazardous industrial waste	56.70%





Industrial Waste Disposal Transfer Explanation

The Group's waste treated by recycling methods mainly includes non-hazardous waste such as waste wood, waste metal, waste packaging materials, as well as hazardous waste like edge materials, waste metals. The recycling methods primarily involve preparation for reuse, recycling, and other recycling operations. In 2024, the amount of waste transferred for recycling operations included 3,962.675 tonnes of hazardous waste and 2,569.302 tonnes of non-hazardous waste, totaling 6,531.977 tonnes, all of which was handled by third-party contractors.

▼ Waste Transferred from Disposal by Recycling Operations (Unit: Tonnes)

Waste Types		Hazardous industrial waste				Non-hazardous industrial waste			
Disposal Transfer Method		Preparation for Reuse	Recycling	Other recycling operations	Total recycling amount	Preparation for Reuse	Recycling	Other recycling operations	Total recycling amount
Pan-International, Taipei	2022	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	2023	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	2024	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Dongguan Pan-International	2022	0.000	0.464	0.000	0.464	0.000	0.000	0.000	0.000
	2023	0.127	0.000	0.000	0.127	0.000	0.000	152.828	152.828
	2024	0.000	0.000	0.000	0.000	0.000	148.093	0.000	148.093
New Ocean, Jiangxi	2022	0.000	0.000	1.833	1.833	0.000	0.000	5.000	5.000
	2023	1.691	0.566	0.000	2.257	0.000	190.240	0.000	190.240
	2024	0.086	2.009	0.000	2.095	0.000	180.201	0.000	180.201
Honghuasheng, Yantai	2022	0.000	666.180	0.000	666.180	0.000	0.000	3,788.418	3,788.418
	2023	0.000	812.080	0.000	812.080	0.000	2,315.180	602.400	2,917.580
	2024	0.000	3,960.580	0.000	3,960.580	0.000	2,180.628	0.000	2,180.628
CJ Electric Systems, Wuhu	2022	0.000	0.000	0.131	0.131	0.000	0.000	0.000	0.000
	2023	0.000	0.000	0.000	0.000	0.000	0.000	25.000	25.000
	2024	0.000	0.000	0.000	0.000	0.000	0.000	60.380	60.380
PIU (USA)	2022	-	-	-	-	-	-	-	-
	2023	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	2024	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Total	2022(base)	0.000	666.644	1.964	668.608	0.000	0.000	3,793.418	3,793.418
	2023	1.818	812.646	0.000	814.464	0.000	2,505.420	780.228	3,285.648
	2024	0.086	3,962.589	0.000	3,962.675	0.000	2,508.922	60.380	2,569.302

Note: Due to calculation errors, waste data for New Ocean, Jiangxi and Honghuasheng, Yantai in 2022 has been partially corrected (2023 report has been updated)

Note: The total statistics for Pan-International, Taipei cover the period from 2024/1/1-2024/11/24 at Xindian Headquarters, and from 2024/11/25-2024/12/31 at the new Zhonghe Headquarters. Statistical data is primarily based on annual consolidated figures.

Note: In 2022, the amount of domestic waste generated by employees in Dongguan was not estimated, while in 2023, the amount of employee domestic waste was added.

Note: CJ Electric Systems, Wuhu expanded in 2023 (Dechan Plant area increased by 10,600 pings). Note: CJ Electric Systems, Wuhu energy statistics include CJ Electric Systems (factory area) and Dechang (warehouse).

Note: The USA PIU (USA) office was not included in the 2022 calculation. For 2023 and 2024, the US plant's waste was calculated based on daily waste per person.



Industrial Waste Direct Disposal Explanation

▼ Waste Directly Disposed of by Disposal Operations (Unit: Tonnes)

Waste Types		Hazardous industrial waste					Non-hazardous industrial waste				
Direct Disposal Method		Incineration (with energy recovery)	Incineration (without energy recovery)	Landfill	Other Direct Treatment	Total amount	Incineration (with energy recovery)	Incineration (without energy recovery)	Landfill	Other Direct Treatment	Total amount
Pan- International, Taipei	2022	0.000	0.000	0.000	0.000	0.000	0.000	8.587	0.000	0.000	8.587
	2023	0.000	0.000	0.000	0.000	0.000	0.000	7.627	0.000	0.000	7.627
	2024	0.000	0.000	0.000	0.000	0.000	10.379	0.000	0.000	0.000	10.379
Dongguan Pan- International	2022	0.000	0.000	0.000	0.000	0.000	0.000	120.000	0.000	0.000	120.000
	2023	0.000	0.337	0.000	0.000	0.337	0.000	51.840	0.000	0.000	51.840
	2024	4.600	0.000	0.000	0.000	4.600	49.200	0.000	0.000	0.000	49.200
New Ocean, Jiangxi	2022	0.000	0.084	0.000	0.000	0.084	8.000	0.000	10.000	96.500	114.500
	2023	0.017	0.000	0.000	0.000	0.017	9.893	0.000	0.000	0.000	9.893
	2024	0.000	1.971	0.000	0.000	1.971	31.192	0.000	0.000	0.000	31.192
Honghuashen g, Yantai	2022	3,726.860	0.000	0.000	0.000	3,726.860	0.000	1,359.150	0.000	0.000	1,359.150
	2023	5,239.720	0.000	0.000	0.000	5,239.720	1,118.740	0.000	0.000	0.000	1,118.740
	2024	600.900	0.000	0.000	0.000	600.900	510.150	0.000	0.000	0.000	510.150
CJ Electric Systems, Wuhu	2022	0.000	0.000	0.000	0.000	0.000	0.000	270.000	0.000	0.000	270.000
	2023	0.000	0.000	0.000	0.000	0.000	0.000	700.000	0.000	0.000	700.000
	2024	0.000	0.000	0.000	0.000	0.000	0.000	316.066	0.000	0.000	316.066
PIU (USA)	2022	-	-	-	-	-	-	-	-	-	-
	2023	0.000	0.000	0.000	0.000	0.000	0.000	0.000	4.470	0.000	4.470
	2024	0.000	0.000	0.000	0.000	0.000	0.000	0.000	3.950	0.000	3.950
Total	2022(base)	3,726.860	0.084	0.000	0.000	3,726.944	8.000	1,757.737	10.000	96.500	1,872.237
	2023	5,239.737	0.337	0.000	0.000	5,240.074	1,128.633	759.467	4.470	0.000	1,892.570
	2024	605.500	1.971	0.000	0.000	607.471	600.921	316.066	3.950	0.000	920.937

Note: Due to calculation errors, waste data for New Ocean, Jiangxi and Honghuasheng, Yantai in 2022 has been partially corrected (2023 report has been updated)

Note: The total statistics for Pan-International, Taipei cover the period from 2024/1/1-2024/11/24 at Xindian Headquarters, and from 2024/11/25-2024/12/31 at the new Zhonghe Headquarters. Statistical data is primarily based on annual consolidated figures.

Note: In 2022, the amount of domestic waste generated by employees in Dongguan was not estimated, while in 2023, the amount of employee domestic waste was added.

Note: CJ Electric Systems, Wuhu expanded in 2023 (Dechan Plant area increased by 10,600 pings). Note: CJ Electric Systems, Wuhu energy statistics include CJ Electric Systems (factory area) and Dechang (warehouse).

Note: The USA PIU (USA) office was not included in the 2022 calculation. For 2023 and 2024, the US plant's waste was calculated based on daily waste per person.



In addition to waste disposed through resource recycling, the Group's other direct disposal methods include: incineration (with energy recovery), incineration (without energy recovery), and landfill. In 2024, the Group had a total of 1,528.408 tonnes of waste disposed through direct disposal methods, all of which was handled by qualified third-party professional organizations, including: incineration with energy recovery: 1,206.421 tonnes, incineration without energy recovery: 318.037 tonnes, and landfill disposal: 3.95 tonnes.

It is worth noting that the Group's various locations continue to improve their waste management mechanisms and actively increase their recycling utilization rates. In 2024, Dongguan Pan-International achieved a recycling rate of 73.35%, New Ocean, Jiangxi reached 84.61%, and Honghuasheng, Yantai achieved an even higher rate of 84.68%. All locations exceeded the 70% threshold, demonstrating the Group's excellent performance in resource circulation and pollution reduction. This also reflects our steady progress toward the sustainable goals of "zero waste landfill" and "maximum resource utilization".

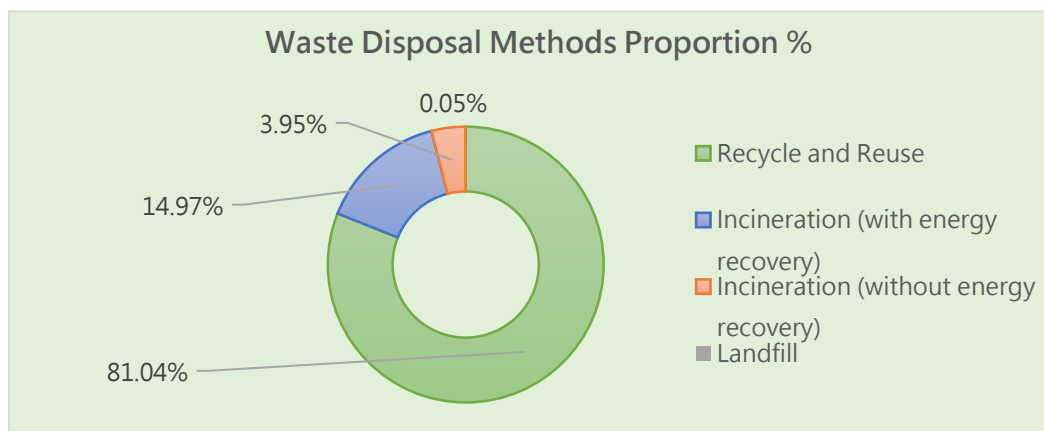
This initiative corresponds to the United Nations Sustainable Development Goals (SDGs):

SDG 12: Responsible Consumption and Production — Promoting resource circulation and waste reduction at the production end through implementing waste sorting, improving recycling rates, and optimizing disposal processes.

SDG 13: Climate Action — Adopting methods such as incineration with energy recovery to effectively reduce the long-term environmental impact of waste and lower the potential risk of greenhouse gas emissions.

▼ Waste Disposal Methods Proportion

Action taken	Hazardous waste		Non-hazardous waste		Total	
	Generation Amount Tonnes	Disposal Methods Proportion %	Generation Amount Tonnes	Disposal Methods Proportion %	Generation Amount Tonnes	Disposal Methods Proportion %
Recycle and Reuse	3962.675	86.71%	2569.302	73.61%	6531.977	81.04%
Incineration (with energy recovery)	605.5	13.25%	600.921	17.22%	1206.421	14.97%
Incineration (without energy recovery)	1.971	0.04%	316.066	9.06%	318.037	3.95%
Landfill	0	0.00%	3.95	0.11%	3.95	0.05%
Other Direct Treatment	0	0.00%	0	0.00%	0	0.00%



Hazardous Waste Recycling
↑86.71%

Non-Hazardous Waste
Recycling ↑73.61%

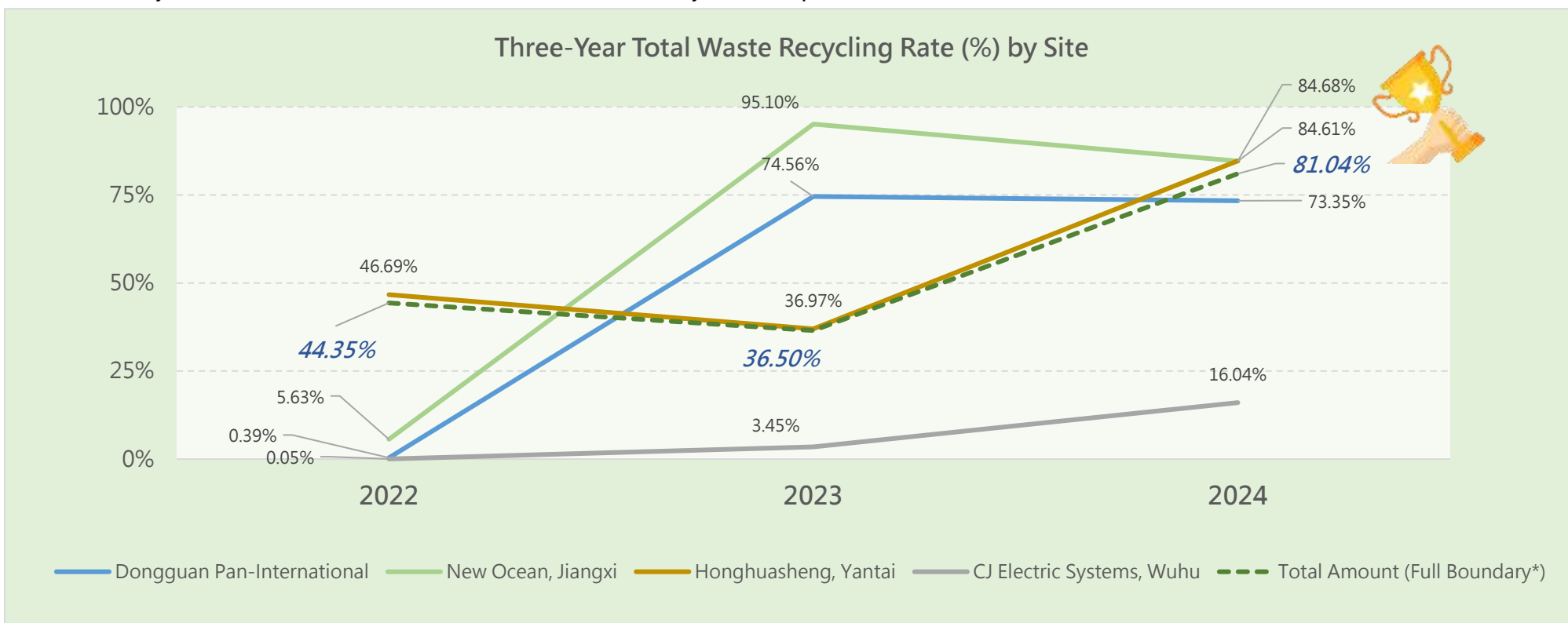
Total Recycling ↑81.04% (from
44.35% based year)



▼ Three-Year Recycling Rate (%) for (Production) Facilities

Location	Hazardous Waste Recycling Rate			Non-hazardous Waste Recycling Rate			Total Recycling Rate		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Dongguan Pan-International	100.00%	27.37%	0.00%	0.00%	74.67%	75.06%	0.39%	74.56%	73.35%
New Ocean, Jiangxi	95.62%	99.25%	51.52%	4.18%	95.06%	85.24%	5.63%	95.10%	84.61%
Honghuasheng, Yantai	15.16%	13.42%	86.83%	73.60%	72.28%	81.04%	46.69%	36.97%	84.68%
CJ Electric Systems, Wuhu	100.00%	NA	NA	0.00%	3.45%	16.04%	0.05%	3.45%	16.04%
Total Amount (Full Boundary*)	15.21%	13.45%	86.71%	66.95%	63.45%	73.61%	44.35%	36.50%	81.04%

*Full boundary refers to the statistical data for the full boundary in the report





5.4 Air Quality

(GRI 305-7)



Air pollutant reduction plan : Maintaining existing control performance (due to minimal emissions)

The Group's Pan-International, Taipei headquarters and subsidiary PIU (USA) primarily operate in office environments; Dongguan Pan-International, New Ocean, Jiangxi, and CJ Electric Systems, Wuhu primarily focus on basic electronic assembly, and their operations do not generate air pollutants. Only two subsidiaries, Honghuasheng, Yantai and New Ocean, Jiangxi, may generate some air pollutants during their manufacturing processes due to differences in industrial nature and processes, which are explained as follows:

Honghuasheng, Yantai: As a Printed Circuit Board (PCB) manufacturing plant, it involves chemical processes such as etching, copper plating, drying, and cleaning, which generate:

- Nitrogen oxides and sulfur oxides: Generated by natural gas boilers, these emissions are untreated but comply with direct discharge standards.
- VOCs: Primarily discharged from waste gas scrubber used in processes involving inks (such as inner layer or solder resist ink printing and ink baking lines).

New Ocean, Jiangxi: Some wiring assembly and forming processes involve heating or bonding procedures that generate certain air pollutants, including:

- Particulate Matter (PM) generated from assembly processes
- Volatile Organic Compounds (VOC) generated from assembly/forming/C&W processes
- Other significant gases - Non-methane Hydrocarbons generated from assembly/forming/C&W processes
- Other significant gases - Tin and its compounds generated from assembly processes

For the above-mentioned potential sources of air pollutants, we track and control the emission of air pollutants in the facilities. In addition to installing relevant prevention equipment, Honghuasheng, Yantai conducts gas testing at emission points through third-party testing and partial automatic online monitoring at frequencies of semi-annual/annual/other intervals based on different items. New Ocean Precision Component (Jiangxi) Co., Ltd conducts third-party testing once per year based on different items, ensuring that all air pollutants generated meet or exceed government regulations/environmental impact assessment commitments.

As only the two aforementioned subsidiaries generate air pollutant emissions, and their emission levels are far below regulatory limits—with most parameters showing “not detected” results—the Group’s air pollutant reduction plan focuses on maintaining existing control performance and sustaining the results achieved through past efforts.

This management action corresponds to the United Nations Sustainable Development Goals (SDGs) as follows:

- SDG 3: Good Health and Well-being — Control air pollution sources to protect the respiratory health and quality of life of employees and community residents.
- SDG 11: Sustainable Cities and Communities — Implement pollution control to prevent harmful gases from impacting the surrounding environment.
- SDG 12: Responsible Consumption and Production — Promote green manufacturing, pollution reduction, and emission control.



▼ Air Pollution Control Equipment and Treatment Efficiency

Location	Air Pollutant Name	Prevention Equipment	Treatment Efficiency (%)
Honghuasheng, Yantai	Nitrogen oxides (NOx)	Direct discharge	Meets direct discharge standards
	Sulfur oxides (SOx)	Direct discharge	Meets direct discharge standards
	Volatile organic compounds (VOC)	Activated carbon adsorption treatment process & water spray scrubbing	Activated carbon treatment efficiency: 90%
	Persistent Organic Pollutants (POPs), Hazardous Air Pollutants (HAPs), Particulate Matter (PM)	Not contained	Not contained
New Ocean, Jiangxi	Particulate Matter (PM)	Activated Carbon Filtration	Treatment efficiency 95%
	Nitrogen oxides	Activated Carbon Filtration	Treatment efficiency 95%
	Sulfur Dioxide	Activated Carbon Filtration	Treatment efficiency 95%
	Volatile organic compounds (VOC)	Activated Carbon Filtration	Treatment efficiency 95%
	Total Non-methane Hydrocarbons	Activated Carbon Filtration	Treatment efficiency 95%
	Tin and its compounds	Activated Carbon Filtration	Treatment efficiency 95%

▼ Air Pollutant Emission Concentration Monitoring

Location	Major Gas	Process Emission Sources	Actual Tested Emission Concentration	Emission Standard (Unit)	Monitoring Frequency
Honghuasheng, Yantai	Nitrogen oxides (NOx)	Natural gas boiler	21	100 mg/m ³	Once every six months
	Sulfur oxides (SOx)	Natural gas boiler	Not Detected	50 mg/m ³	Once every six months
	Volatile organic compounds (VOC)	Waste gas scrubber used in the process	0.475	50 mg/m ³	Once every six months
New Ocean, Jiangxi	Particulate Matter (PM)	Assembly	<20 mg/m ³	120 mg/m ³	Once per year
	Nitrogen oxides	Assembly	ND	240 mg/m ³	Once per year
	Sulfur Dioxide	Assembly	ND	550 mg/m ³	Once per year
	Total Non-methane Hydrocarbons	Assembly/molding/C&W	0.012083 kg/h	120 mg/m ³	Once per year
	Volatile organic compounds (VOC)	Assembly/molding	0.000706 kg/h	-	Once per year
	Tin and its compounds	Assembly	0.000548 mg/m ³	8.5 mg/m ³	Once per year

Note 1: This table shows the average values of regular testing in 2024 regulations/environmental impact assessment commitments/air pollution operating permit

Note 3: All data sources are from third-party testing

Note 2: Emission standards comply with government



In 2024, Honghuasheng Yantai's emissions were: nitrogen oxides (NOx) at 204.257 kg, sulfur oxides (SOx) at 0 kg, and volatile organic compounds (VOC) at 346.085 kg. No persistent organic pollutants (POP), hazardous air pollutants (HAP), particulate matter (PM), or other major gases currently regulated were produced.

- VOC emissions are fluctuating and difficult to measure precisely. VOC is mainly calculated by the concentration at the time of detection × total exhaust volume, so the concentration at the time of detection will affect the total amount. Honghuasheng continues to strive to treat and discharge VOCs in a manner that exceeds government regulations/environmental impact assessment commitments.

-The nitrogen oxide and sulfur oxide emissions in 2024 decreased compared to 2023 and 2022, mainly because (1) the pressure boiler in Plant A2 was replaced with a new boiler (reducing emissions) and (2) one steam humidification boiler was reduced in operation starting from 2023.

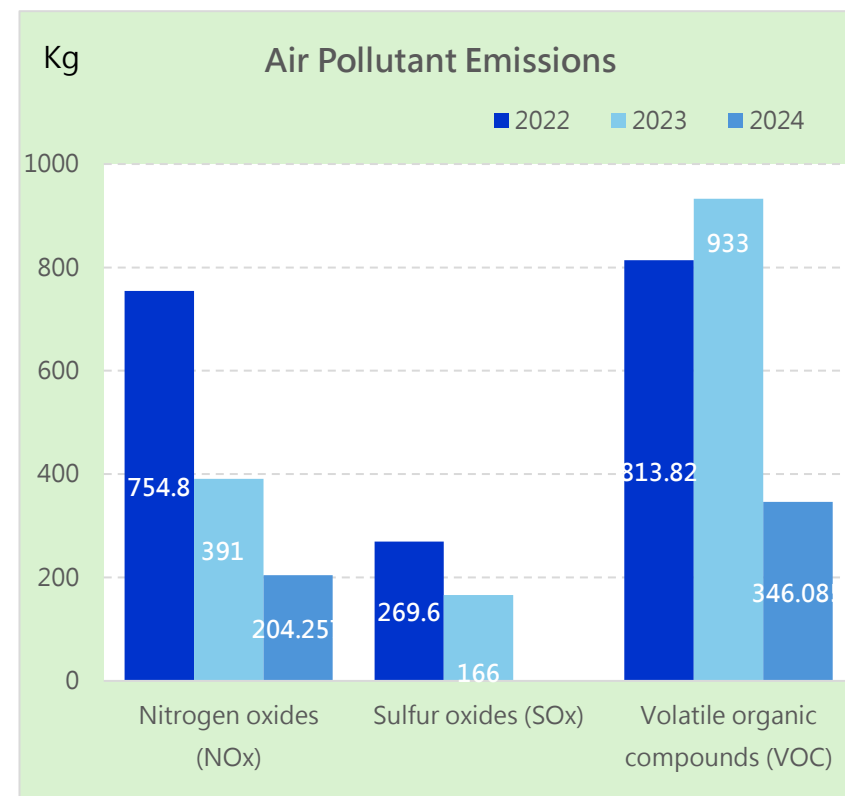
▼ **Honghuasheng, Yantai Air Pollutant Emissions Over the Years**(Unit: kg)

Location	Items	2022	2023	2024
Honghuasheng, Yantai	Nitrogen oxides (NOx)	754.8	391	204.257
	Sulfur oxides (SOx)	269.6	166	0
	Volatile organic compounds (VOC)	813.82	933	346.085

Note 1: Measurement method explanation: Emissions are monitored emission concentrations.

Note 2: Coefficient source: There is no coefficient for monitoring emission concentrations.

Note 3: VOC is calculated based on the concentration at the time of detection × total exhaust volume





In 2024, New Ocean, Jiangxi's emissions were: particulate matter (PM) at 459.089 kg, volatile organic compounds (VOC) at 4.097 kg, other major gases - non-methane hydrocarbons at 280.333 kg, and other major gases - tin and its compounds at 3.178 kg. The monitoring results for nitrogen oxides/sulfur dioxide were N.D. Besides the above, no other major gases currently under regulatory monitoring were generated.

- VOC emissions are fluctuating and difficult to measure precisely. VOC is mainly calculated by the concentration at the time of detection × total exhaust volume, so the concentration at the time of detection will affect the total amount. Newocean Precision Component (Jiangxi) Co., Ltd aims to treat and discharge VOCs in a manner that exceeds government regulations/environmental impact assessment commitments.

-The emissions of particulate matter (PM) and tin and its compounds in 2024 increased compared to 2023 and 2022, mainly due to measurement errors, but still remained within regulatory limits.

▼ **New Ocean, Jiangxi Air Pollutant Emissions Over the Years**(Unit: kg)

Location	Items	2022	2023	2024
New Ocean, Jiangxi	Particulate Matter (PM)	435.2	N.D	459.089
	Nitrogen oxides	55.42	N.D	ND
	Sulfur Dioxide	82.62	N.D	ND
	Volatile organic compounds (VOC)	/	5.2088	4.097
	Total Non-methane Hydrocarbons	493.102	408	280.333
	Tin and its compounds	0.05814	N.D	3.178

Note 1: Measurement method explanation: Emission amounts are based on monitored emission concentrations (average values).

Note 2: Coefficient source: There is no coefficient for monitoring emission concentrations.

Note 3: VOC is calculated based on the concentration at the time of detection × total exhaust volume

6. Happy Workplace

6.1 Diversity and Inclusion

6.1.1 Human Resource Management



Safety



Equality



Freedom



Diversity and Inclusion



Pan-International Group considers employees as the most core and valuable assets of the enterprise. Based on local labor regulations where we operate, we have established comprehensive human resource management systems, compensation mechanisms, and work rules. These are regularly reviewed and updated to ensure compliance with the latest regulatory requirements and protect employees' basic labor rights. The Group explicitly prohibits the employment of child labor, any form of discrimination, workplace sexual harassment, and forced labor. We have established independent and confidential grievance channels to ensure employees can excel in a work environment that is safe, equal, free, and embraces diversity and inclusion.

In terms of talent recruitment and employment, the Group values educational and professional background, professional skills, integrity, and work enthusiasm. We also legally employ persons with disabilities to protect their employment rights. Employees of the same job level (capability) enjoy the same benefits, salary standards, and educational training resources, without any differentiation based on gender, age, nationality, or other factors. Additionally, the Group conducts regular performance evaluations annually, which serve as important criteria for employee retention, promotion, salary adjustment, and reward distribution, to motivate employees' continuous growth and promote sustainable organizational development.



6.1.2 Cultural Diversity

To promote employee diversity, we recruit global overseas talent, with employees coming from multiple nationalities. We also diversify our employment practices while developing overseas markets, which not only expands our global perspective but also promotes organizational innovation and cross-cultural exchange.

SDGs Corresponding Goals:

SDG 8: Decent Work and Economic Growth

SDG 10: Reduced Inequalities





6.1.3 Diverse and Inclusive Employee Composition

(GRI 2-7, 2-8, 202-2, 401-1, 405-1)

• Year-end Employee Composition

As of the end of 2024, Pan-International Group's total workforce within the disclosed boundary was 4,158 employees, including 3,140 permanent employees, 1,018 temporary employees, 0 guaranteed-hours employees; by employment type, there were 4,157 full-time employees and 1 part-time employee. In addition, some of the Group's affairs are undertaken by dispatch companies, about 50 people, such as office and plant security, cleaning personnel, employee cafeteria contractors, employee dormitory managers, transportation drivers, etc. There have been no significant structural changes in the workforce hired in the past three years. In 2024, the number of employees increased by approximately 29.53% compared to 2023, mainly due to the expansion of the Wuhu Plant and increased workforce at the Yantai Plant.

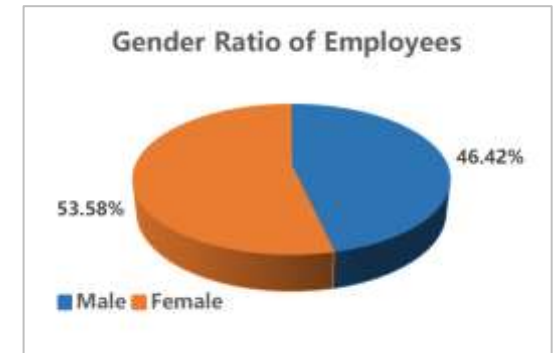
▼ Employee Structure at the End of 2024 (Unit: Person)

Employment Type	Gender	Region			Total
		Taiwan	China	United States	
Total Employees (Total)	Male	38	1,888	4	1,930
	Female	25	2,200	3	2,228
Permanent Employees	Male	38	1,408	4	1,450
	Female	25	1,663	2	1,690
Temporary Employees	Male	0	480	0	480
	Female	0	537	1	538
No Guaranteed-Hours Employees	Male	0	0	0	0
	Female	0	0	0	0
Full-time Employees	Male	38	1,888	4	1,930
	Female	25	2,200	2	2,227
Part-time Employees	Male	0	0	0	0
	Female	0	0	1	1

Definition: This table is the statistics within the scope of this disclosure



- Permanent Employees (Full-time employees): Employees with labor contracts that have no fixed term (indefinite contracts).
- Temporary employees: Employment contracts with a fixed term (fixed-term contracts).
- No Guaranteed-Hours Employees: Employees with no guaranteed fixed working hours.
- Full-time employees: Employees whose weekly working hours meet the requirements of full-time status as defined by local regulations.
- Part-time employees: Employees whose weekly working hours are below the requirements of full-time status as defined by local regulations.



▼ Number of Employees in the Past Three Years (Unit: Person)

Year	End of 2022	End of 2023	End of 2024
Number of Male Employees	2,397	1,477	1,930
Number of Female Employees	2,870	1,733	2,228
Total Number of Employees	5,267	3,210	4,158

• Employee Diversity

Within the scope of this disclosure of the Group, the proportion of male and female employees is 46.42% and 53.58% respectively, with employees aged 30-50 being the majority, accounting for 70.83% of the total number. In addition, one person with disabilities is a Group employee. To implement the Group's commitment to diversity and equality, 79 employees of Indigenous and ethnic minority backgrounds are also employed.

To promote employee diversity, we recruit overseas talents, and the workforce is composed of **multiple** nationalities. While focusing on diverse employment and expanding into overseas markets, our employees are mainly local nationals, with overseas employees accounting for approximately 0.2% of the total workforce. When recruiting non-local employees and overseas employees, the Group complies with relevant domestic and foreign regulations and carefully assesses potential risks that may arise (such as immigration and visa regulations). We assist in effectively managing visa, work permit, residential relocation, and other work-related regulations and rights. Additionally, we try to cooperate with local organizational units to gather local living condition to help employees quickly adapt to their new environment and to ensure a comprehensive workplace. The Group's senior managers are mainly local employees. This year, 96.67% of senior managers are local residents, with only one senior executive being a foreign national.



▼ Total Number of Employees by Level and Diversity Indicators at the End of 2024 (Unit: Person)

Job Level		Senior Managers	Mid-level Managers	Entry-level Managers	Entry-level Employees	Total
Total Number of Employees at Each Level		30	115	276	3,737	4,158
Percentage of Total Employees at Each Level (%)		0.72 %	2.77 %	6.64 %	89.87 %	100.00 %
Diversity Indicator						
Gender	Male	23	73	124	1,710	1,930
	Female	7	42	152	2,027	2,228
Age	29 years old and below	0	5	24	947	976
	30 to 50 years old	24	95	241	2,585	2,945
	51 years old and above	6	15	11	205	237
Indigenous identity		0	1	3	75	79
Whether with Disabilities		0	0	0	1	1
Education Level	PhD	0	0	0	0	0
	Master's	2	5	8	7	22
	Higher Education	21	62	115	495	693
	Secondary Education	5	35	69	863	972
	Primary Education	2	13	84	2,372	2,471
Nationality	Nationals of Country	29	112	275	3,734	4,150
	Foreign	1	3	1	3	8

▼ Percentage of Employees by Level and Diversity Indicators at the End of 2024 (Unit: %)

Job Level		Senior Managers	Mid-level Managers	Entry-level Managers	Entry-level Employees	All employees
Gender	Male	76.67 %	63.48 %	44.93 %	45.76 %	46.42 %
	Female	23.33 %	36.52 %	55.07 %	54.24 %	53.58 %
Age	29 years old and below	0.00 %	4.35 %	8.70 %	25.34 %	23.47 %
	30 to 50 years old	80.00 %	82.61 %	87.32 %	69.17 %	70.83 %
	51 years old and above	20.00 %	13.04 %	3.98 %	5.49 %	5.70 %



Job Level		Senior Managers	Mid-level Managers	Entry-level Managers	Entry-level Employees	All employees
Indigenous identity		0.00%	0.87%	1.09%	2.01%	1.90%
Whether with Disabilities		0.00 %	0.00 %	0.00 %	0.03 %	0.02 %
Education Level	PhD	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %
	Master's	6.67 %	4.36 %	2.90 %	0.19 %	0.53 %
	Higher Education	70.00 %	53.91 %	41.67 %	13.25 %	16.67 %
	Secondary Education	16.67 %	30.43 %	25.00 %	23.09 %	23.38 %
	Primary Education	6.66 %	11.30 %	30.43 %	63.47 %	59.42 %
Nationality	Nationals of Country	96.67 %	97.39 %	99.64 %	99.92 %	99.81 %
	Foreign	3.33 %	2.61 %	0.36 %	0.08 %	0.19 %

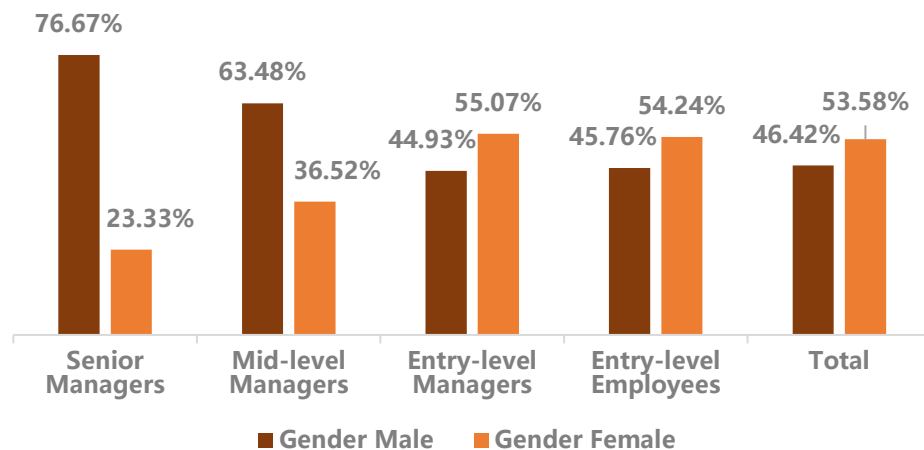
Note:

1: This table presents the statistics within the scope of this disclosure

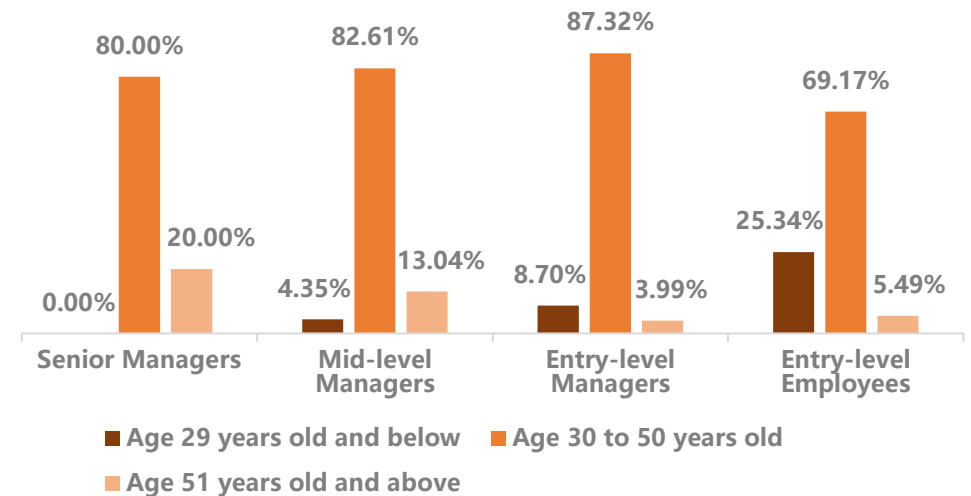
2: The percentages in this table are calculated based on employees of the same level and type. For example, the percentage of male entry-level employees = number of male entry-level employees ÷ total number of entry-level employees

▼ At the end of 2024 - Chart by Level and Diversity Indicators

Level/Gender Ratio

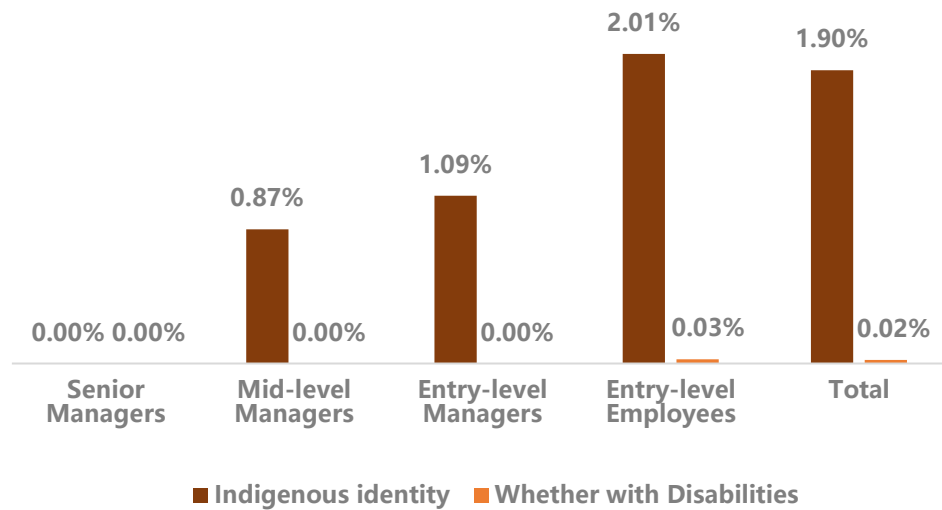


Level/Age Ratio

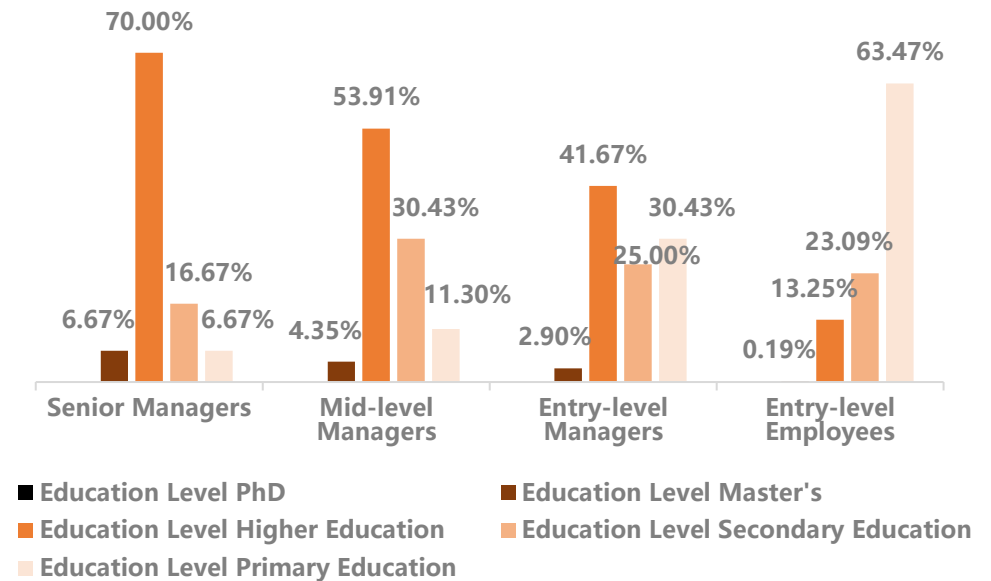




Level/Indigenous Peoples Percentage-Whether with Disabilities Ratio



Level/Education Level Ratio



• Personnel Turnover

We have a comprehensive recruitment system and hope that employees will cooperate with the Company. We also respect employees' career choices. To ensure data accuracy, since most temporary workers are hired on fixed-term contracts to meet seasonal demands, this data would distort the hour values, therefore it is excluded from calculations. The following data and tables exclude temporary employees. In 2024, the Group recruited a total of 725 new employees (excluding temporary workers), including 434 males and 291 females, primarily under the age of 50. Additionally, 920 employees left the company (including 46 employees who reached retirement age), comprising 486 males and 434 females. Reasons for resignation included family care responsibilities, relocation, career changes, and other factors. To protect employee rights and improve the recruitment system, the heads of responsible units conduct interviews with all departing employees to understand the specific reasons for leaving, as a reference for subsequent human resource management improvements.

• Pan-International Group's Severance Notice Period

If the company encounters major operational changes, such as operational organization adjustments, changes in manpower demand, force majeure factors, or considers employees to be unsuitable, it must notify the employees in advance according to the notice period stipulated by the Labor Standards Act, and provide severance pay.

- Worked for more than three months but less than one year: ten days in advance
- Worked for more than one year but less than three years: 20 days in advance
- Worked for more than three years: 30 days in advance



▼ Total Number of New Hires and Departures in 2024 (Excluding Temporary Employees)

Gender		Age	Region			Total	Turnover Rate (%)
			Taiwan	China	United States		
New Hires	Male	29 years old and below	1	292	0	293	22.49%
		30 to 50 years old	4	129	0	133	
		51 years old and above	1	6	1	8	
	Female	29 years old and below	2	111	0	113	13.06%
		30 to 50 years old	4	173	0	177	
		51 years old and above	1	0	0	1	
	Total		13	711	1	725	17.44%
Departures	Male	29 years old and below	0	264	0	264	25.18%
		30 to 50 years old	2	201	0	203	
		51 years old and above	4	15	0	19	
	Female	29 years old and below	0	119	0	119	19.48%
		30 to 50 years old	3	298	0	301	
		51 years old and above	2	12	0	14	
	Total		11	909	0	920	22.13%

Note: This table presents statistics within the current disclosure boundary. To ensure data accuracy, new hires and departures (excluding temporary employees)

Note: The current disclosure boundary covers Taiwan, China, and United States regions.

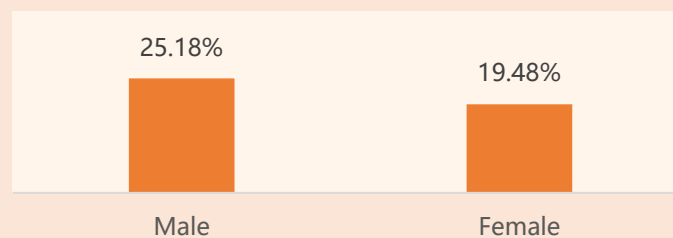
Note: The percentages in this table are calculated based on departures within the same category divided by the total number of employees in that category. For example, male percentage = number of male departures ÷ total number of male employees.

Note: Since most temporary workers are hired on fixed-term contracts to meet seasonal demands, their data would skew the hourly figures, thus they are excluded from the calculations.

Percentage of New Hires



Percentage of Employee Turnover





6.1.4 Labor-Management Agreement

(GRI 2-30)

Pan-International Group strives to create a harmonious and equal communication platform between employees and the Company. We establish diverse and effective communication channels, including **labor-management meetings, employee welfare committee, employee opinion mailbox, and employee opinion surveys**, to protect the rights and obligations of both labor and management while improving the labor environment and labor-management regulations in a timely manner.

▼ Types of Employee Communication Channels

Communication Channels	Description
Labor-Management Meetings	Labor representatives for all previous labor-management meetings were formally elected by all employees, and together with management representatives appointed by the Company, a total of one labor-management meeting was held this year. (Each company has different regulations, meetings must be held at least once)
Employee Welfare Committee Meetings	According to relevant laws and regulations, as well as the Group's employee welfare regulations and the organizational charter of the Employee Welfare Committee, meetings are held regularly every three months to formulate or revise various employee welfare plans. A total of four Employee Welfare Committee meetings were held this year. (Each company has different regulations, meetings must be held at least once per quarter)
Employee Opinion Mailbox	Provide internal email mailboxes or establish care centers to allow employees to reflect their opinions or suggestions in a timely manner.

▼ 2024 Employee Feedback Statistics

Communication Channels	Number of Opinions	Primary Content of Feedback	Number of Cases Processed	Number of Cases Not Processed
Employee Opinion Mailbox	12	Wages, meals, privacy, salary adjustments, order	12	0

• Labor Union

Within the scope of this disclosure, Dongguan Pan-International, New Ocean, Jiangxi, Honghuasheng, Yantai;

- For Dongguan Pan-International, all employees are eligible to join the union as members. The union has signed a collective agreement with the Company in accordance with the guidance of the general union, stipulating work rules and labor conditions. The agreement is valid for five years, and representatives of the union and the company negotiate renewal or a new agreement three months before each term expires.
- For New Ocean Precision Component Jiangxi, all employees are eligible to join the union as members. The union has signed a collective agreement with the Company, stipulating work rules and labor conditions. The agreement is valid for three years, and representatives of the union and the company negotiate renewal or a new agreement three months before each term expires.
- For Honghuasheng Yantai, all employees are eligible to join the union as members. The union has signed a collective agreement with the Company, stipulating work rules and labor conditions. The agreement is valid for three years, and representatives of the union and



the company negotiate renewal or a new agreement one month before each term expires; the current agreement is from September 22, 2023 to September 21, 2026.

The Group respects and protects employees' legal rights to organize and participate in labor unions, and is committed to establishing harmonious, transparent and two-way communication between labor and management to ensure effective protection of workers' rights. In 2024, 100.00% of employees joined labor unions, and all employees who joined unions enjoyed the protection of collective agreements. As for Pan-International Taipei, PIU (USA) subsidiary, and CJ Electric Systems Wuhu, they have not yet established labor unions at this stage, therefore no collective bargaining agreements have been signed. This is mainly due to the relatively small employee scale, and existing labor-management communication mechanisms and welfare systems have been established, which protect employee rights no less than what would be included in collective bargaining agreements. We continue to collect employee feedback through regular labor-management meetings, suggestion boxes, and HR channels as a basis for optimizing working conditions and improving workplace well-being.

The Group will continue to monitor organizational scale and employee needs, and assess the timing for promoting union establishment and collective bargaining agreement signing when appropriate.

6.1.5 Employee Satisfaction

Starting from 2024, Pan-International Group conducts an annual "Employee Engagement Survey" for all employees to understand their level of satisfaction with the work environment, management approach, and corporate vision. This survey consists of 31 questions covering seven major aspects, collecting employee feedback through questionnaires. In 2024, the survey response rate reached 85.85%, with an average employee satisfaction rate of 78.75%, indicating high levels of employee engagement and identification with the company.

According to the survey results, Pan-International Group employees showed higher satisfaction levels with job content, work environment, compensation and benefits, leadership style, colleague cooperation, communication, and work stress management measures. However, there are still some areas that need improvement. To further enhance overall employee satisfaction and workplace well-being, the company plans to complete general education training courses and increase charitable activities in 2025 to promote employees' physical and mental health.

In response to employees' suggestions and feedback, the company will optimize relevant policies and measures one by one, striving to enhance employees' work experience and sense of well-being. Pan-International Group believes that through continuous improvement and innovation, we can create a more attractive and supportive work environment where every employee can realize their self-worth and jointly promote the company's sustainable development.





6.2 Remuneration and Benefits

Material Topic Management Approach: Employee Benefits and Compensation

Corresponding GRI indicators: GRI 3-3, GRI 202-1, GRI 401-2, GRI 401-3

Impact Description		1. Remuneration does not meet legal standards and violates laws 2. Employees are unable to receive their rightful benefits 3. Poor remuneration or benefits diminish employee satisfaction 4. Damage to corporate image				
Location		Pan-International, Taipei (Parent Company)	Dongguan Pan-International	New Ocean, Jiangxi	Honghuasheng, Yantai	CJ Electric Systems, Wuhu
Policies or Commitments Established or Followed	Internal Regulations	V	V	V	V	V
	Government Regulations	V	V	V	V	V
Responsible Units		Sustainability Committee / Chairperson (Corporate Governance Unit)	Deputy Chairperson (Corporate Governance Unit)	Deputy Chairperson (Corporate Governance Unit)	Deputy Chairperson (Corporate Governance Unit)	Deputy Chairperson (Corporate Governance Unit)
Management Actions		<div> <pre> graph TD A[Sustainability Committee-Carbon Reduction (Sustainability) Group] --> B[Board of Directors] B --> C[Chairperson] C --> D[Deputy Chairperson] D --> E[Promoting Committee Member Procurement] D --> F[Promoting Committee Member Manufacturing/Quality Assurance] D --> G[Promoting Committee Member Plant Affairs/Environmental Safety Department] D --> H[Promoting Committee Member General Affairs/Accounting] D --> I[Promoting Committee Member R&D/Human Resource/IT...] </pre> </div> <ul style="list-style-type: none"> Establish Sustainability Committee: The Corporate Governance Unit regularly discusses the implementation and planning of related work (remuneration and benefits), and then reports to the Board of Directors annually. Review and improve annually 				

Process for Monitoring the Effectiveness of Actions

- Sustainability Committee: For key subsidiaries (with production plants), the Group has established a management organization chaired by the Chairman, who serves as the Chairperson. The Committee meets regularly (quarterly) to discuss corporate governance, social care, and environmental protection.
- This topic is related to the implementation and planning of social care work, which is then reported to and reviewed by the Board of Directors annually.
- The Board of Directors supervises.
- Through the Sustainability Committee, develop guidelines and goals, and coordinate and integrate relevant strategies and plans of each subsidiary. Regular meetings are held to confirm and review goal achievement rates and challenge new energy-saving milestones.

Management Performance Indicators				
Indicators	2024 Achievement	Short-term Goal (2024)	Mid-term Goal (2022-2027)	Long-term Goal (2022-2050)
The salary exceeds the local minimum wage	Achieved 100% in 2024	<div>100%</div>	<div>100%</div>	
Benefits superior to local basic benefits	Achieved 100% in 2024			

6.2.1 Equal and Competitive Remuneration

(GRI 2-21, 202-1)

• Male-Female Compensation Ratio

Pan-International Group focuses on talent retention and development, committing to providing competitive salaries and comprehensive employee benefits. The Group's salary standards are set based on local regulations, industry trends, and local living conditions, with the principle of being superior to the minimum requirements. Salary and remuneration are not affected by gender, race, language, religion, age, party affiliation, marital status, and other conditions. In this equal and inclusive workplace, the starting salaries for women and men are the same. However, the final compensation (basic salary plus remuneration) differs based on years of service, experience or job allowances. The salaries of the Group's employees include basic salary, meal allowance, various bonuses or allowances. Annual salary adjustments are made based on operating conditions, while bonuses are awarded based on employee performance to motivate employees and encourage talents to grow with the Company.

In 2024, the ratio of the highest individual annual total remuneration to the median annual total compensation of the Group (excluding the highest-compensated individual) was 4.69. In addition, the ratio of the percentage increase in the highest compensated individual's annual total compensation to the median percentage increase in average total compensation (excluding the highest compensated individual) was -0.13. The above statistics may show positive or negative fluctuations since the change in the highest remuneration is directly related to the Company's profits. Calculation conditions: 1. Employees who have worked for less than twelve months are not included in the calculation. 2. The highest paid person is at the assistant vice GM level. 3. New hires during the year do not receive bonus, so there is a larger remuneration gap. 4. This data only applies to Taiwan)

In 2024, the average and median salaries of non-managerial full-time employees of the Group decreased by 9.37% and 8.06%, respectively, compared to 2023. Despite a slight decline in company profits and considering inflation and changes in the overall economic environment, the Group continues to strive to improve the salary levels of frontline employees to safeguard their quality of life.

• Ratio of Entry-level Employee Salaries to Local Minimum Wage

The Group adheres to the relevant requirements of local labor laws in its operations. According to the functions of each plant in the Company's operating system, a legal and compliant salary structure is established. In Taiwan, the standard starting salary exceeds the basic salary stipulated by the "Labor Standards Act." In other operating regions, local regulations on minimum wages are also followed. In 2024, the average monthly basic salary of entry-level employees at major operating locations was about 1-1.5 times higher than the legal minimum wage.

▼ Ratio of Entry-level Employee Salaries to Legal Minimum Salaries at Major Operating Locations

Major Operating Location	Country	Multiple Times Above the Minimum Wage
Pan-International, Taipei (Parent Company)(Office)	Taiwan	1.56
Dongguan Pan-International	Mainland China	1.05
New Ocean, Jiangxi	Mainland China	1.00
Honghuasheng, Yantai	Mainland China	1.16
CJ Electric Systems, Wuhu	Mainland China	1.30
PIU (USA) (Office)	United States	1.60

Note: In 2024, the local legal monthly basic salary in Taiwan was NT\$27,470. In mainland China, it was RMB 1,900 in Dongguan, RMB 1,740 in Jiangxi, RMB 2,250 in Yantai, and RMB 1,930 in Wuhu. In California, USA, the local legal was USD 17.3/hr.



6.2.2 Comprehensive Welfare Measures

(GRI 401-2)

• Welfare Measures

To enhance employee cohesion and improve market competitiveness, Pan-International has formulated various welfare measures for employees, such as generous performance bonus systems, insurance, marriage/funeral/childbirth allowances and various subsidies. In addition, the Group has established an Employee Welfare Committee responsible for promoting and planning various employee welfare measures; all full-time employees enjoy the above benefits. The welfare funds are supplemented monthly by the Company and employees, with funds allocated to the Employee Welfare Committee account. These funds are used for various activities or subsidies. The Committee regularly tracks the usage of the welfare funds and gathers employee feedback to ensure its proper utilization.

▼ Pan-International Standard Benefits

Items	Pan-International, Taipei (Parent Company)	Dongguan Pan-International	New Ocean, Jiangxi	Honghuasheng, Yantai	CJ Electric Systems, Wuhu	PIU (USA)
Insurance	<ul style="list-style-type: none"> Enroll in labor insurance and national health insurance in compliance with legal grade tables Plan group comprehensive insurance, including coverage for life insurance, accident insurance, medical insurance, cancer insurance, and other protections Overseas travel insurance (for business travelers) 	<ul style="list-style-type: none"> Enroll in social insurance and provident fund (endowment insurance, medical insurance, unemployment insurance, employment injury insurance, maternity insurance, and housing provident fund) according to local regulations 	<ul style="list-style-type: none"> Enroll in social insurance and provident fund (endowment insurance, medical insurance, unemployment insurance, employment injury insurance, maternity insurance, and housing provident fund) according to local regulations 	<ul style="list-style-type: none"> Enroll in social insurance and provident fund (endowment insurance, medical insurance, unemployment insurance, employment injury insurance, maternity insurance, and housing provident fund) according to local regulations 	<ul style="list-style-type: none"> Enroll in social insurance and provident fund (endowment insurance, medical insurance, unemployment insurance, employment injury insurance, maternity insurance, and housing provident fund) according to local regulations 	<ul style="list-style-type: none"> Enroll in labor insurance and commercial health insurance in compliance with local regulations Travel insurance (for business travelers)
Leave Benefits	<ul style="list-style-type: none"> Provide special leave in accordance with the Labor Standards Act Health check-up leave 	<ul style="list-style-type: none"> Provide holidays in accordance with local regulations 	<ul style="list-style-type: none"> Provide holidays in accordance with local regulations 	<ul style="list-style-type: none"> Provide holidays in accordance with local regulations 	<ul style="list-style-type: none"> Provide holidays in accordance with local regulations 	<ul style="list-style-type: none"> Provide holidays in accordance with local regulations
Marriage/Funeral/Childbirth and Holiday Allowances	<ul style="list-style-type: none"> Childbirth allowance subsidy Child-raising allowance subsidy Three festival bonuses Birthday gift Marriage and funeral allowances 	<ul style="list-style-type: none"> Three festival gifts Childbirth subsidy Injury and illness condolences 	<ul style="list-style-type: none"> Childbirth subsidy Birthday gift Marriage and funeral allowances Injury and illness condolences 	<ul style="list-style-type: none"> Childbirth subsidy Holiday bonuses Marriage and funeral allowances Injury and illness condolences 	<ul style="list-style-type: none"> Childbirth subsidy 	<ul style="list-style-type: none"> Birthday gift Thanksgiving bonus Christmas bonus



Items	Pan-International, Taipei (Parent Company)	Dongguan Pan-International	New Ocean, Jiangxi	Honghuasheng, Yantai	CJ Electric Systems, Wuhu	PIU (USA)
Subsidies or Allowances	<ul style="list-style-type: none"> Emergency assistance Employee family group insurance subsidy Education and training subsidy (self-arranged courses by employees) Nutritional health subsidy for pregnant female employees 	<ul style="list-style-type: none"> Health check subsidy Hospital condolences 	<ul style="list-style-type: none"> Health check subsidy 	<ul style="list-style-type: none"> Health check subsidy Travel subsidy Hospital condolences Assistance for employees in difficulty Assistance for employees' immediate family members Assistance for employees and their families in the event of disasters 	<ul style="list-style-type: none"> High temperature allowance Transportation allowance Health check subsidy 	<ul style="list-style-type: none"> Retirement pension subsidy
Benefit Activities	<ul style="list-style-type: none"> Year-end and spring banquet events 	<ul style="list-style-type: none"> Year-end party 	<ul style="list-style-type: none"> Year-end party Club activities Employee trips 	<ul style="list-style-type: none"> Year-end party Club activities Senior employee condolences 	<ul style="list-style-type: none"> Three major festival allowances 	<ul style="list-style-type: none"> Holiday gatherings
Others	<ul style="list-style-type: none"> Emergency assistance 	<ul style="list-style-type: none"> Employee Dormitories 	<ul style="list-style-type: none"> Employee Dormitories 	<ul style="list-style-type: none"> Employee Dormitories Work resumption gift package Love and harmony gifts Holiday gifts Plant Shuttle Buses 	<ul style="list-style-type: none"> Employee Dormitories Plant Shuttle Buses 	<ul style="list-style-type: none"> Flexible Working Hours

• Retirement Benefit System

To protect the rights and interests of retired employees, the Group's bases adopt retirement pension systems in accordance with local regulations and legally contribute to retirement pensions. When employees are about to retire, farewell parties are also to express appreciation for their dedication and hard work. In Taiwan, for employees who adopt the old pension system, when they meet retirement conditions and apply for retirement pensions, they are paid from the "Labor Retirement Reserve Fund Account". For those who adopt the new pension system, they are paid from the "Labor Pension Individual Account."



Location	Retirement System		Contribution Status
Pan-International, Taipei (Parent Company)	Old System	Employees in Taiwan who joined on or before June 30, 2005, are entitled to retirement pension benefits under the old system, in accordance with Taiwan's Labor Standards Act and Labor Pension Act. Employees who joined on or after July 1, 2005 are entitled to retirement pension benefits under the new system.	According to the "Labor Standards Act," 6% of employees' total salary is contributed monthly to the "Labor Retirement Reserve Fund Account" at the Bank of Taiwan.
	New System		According to the "Labor Pension Act," 6% of their total salary is contributed monthly to the "Labor Pension Individual Account" at the Bureau of Labor Insurance.
Dongguan Pan-International	According to the Labor Contract law, when workers reach the legal retirement age, labor contracts are terminated and they receive pension insurance benefits paid by the social insurance fund.		Enroll in social insurance according to local regulations and pay pension insurance premiums.
New Ocean, Jiangxi	According to the Labor Contract law, when workers reach the legal retirement age, labor contracts are terminated and they receive pension insurance benefits paid by the social insurance fund.		Enroll in social insurance according to local regulations and pay pension insurance premiums.
Honghuasheng, Yantai	According to the Labor Contract law, when workers reach the legal retirement age, labor contracts are terminated and they receive pension insurance benefits paid by the social insurance fund.		Enroll in social insurance according to local regulations and pay pension insurance premiums.
CJ Electric Systems, Wuhu	According to the Labor Contract law, when workers reach the legal retirement age, labor contracts are terminated and they receive pension insurance benefits paid by the social insurance fund.		Enroll in social insurance according to local regulations and pay pension insurance premiums.
PIU (USA)	According to local tax regulations, employees participate in the 401(K) tax plan, contributing fixed amounts to tax-free accounts for use after retirement.		Based on each employee's preference, contributions are made to the 401(K) plan, and the Company adds an additional 30% of the employee's contribution to the plan.

Note: For detailed retirement pension contribution amounts, please refer to page 70 of this year's annual report.

Note: Annual report link: https://www.panpi.com.tw/tw/investor_service/financial/reports or refer to the content announced on the Market Observation Post System of the Taiwan Stock Exchange Corporation.



6.2.3 Family-friendly Workplace

(GRI 401-3)

We are committed to creating a family-friendly environment. In addition to allowing statutory parental leave without pay, to be considerate of the demanding work of parenthood, the Group also provides **childbirth subsidies, family care leave that is superior to regulations, flexible work hours and other mechanisms**. Comfortable breastfeeding rooms equipped with refrigerators, freezers and other facilities are also set up in offices to allow female colleagues who are breastfeeding to be free from worries.

In 2024, the Group's reinstatement rate for employees applying for parental leave was 100%, with all employees returning to the Company after their parental leave. The retention rate of those still employed one year after reinstatement was 100%. The retention rate was not 100% because some employees left due to their personal career planning factors.

2024 Parental Leave Personnel Analysis

Category	Male	Female	Total
Number of employees eligible for parental leave this year (A)	5	17	22
Number of employees applying for parental leave this year (B)	0	17	17
Number of employees due to return from parental leave this year (C)	0	9	9
Number of employees returning to work after parental leave this year (D)	0	9	9
Number of employees returning to work after parental leave in the previous year (E)	0	19	19
Number of employees still employed twelve months after returning from parental leave in the previous year (F)	0	19	19
Parental leave application rate (%) (=B/A)	0.00%	100.00%	77.27%
Reinstatement rate (%) (=D/C)	NA	100.00%	100.00%
Retention rate (%) (=F/E)	NA	100.00%	100.00%

Note: In mainland China, parental leave is referred to as maternity leave together with maternity leave, with varies in durations in each province, such as 180 days of maternity leave in Dongguan (must have worked for two years) (starting fifteen days before childbirth). The above parental leave data is calculated according to local regulations.



6.3 Diverse Development

6.3.1 Training and Development

(GRI 404-1)

Pan-International Group attaches great importance to employee competency development, believing that only continuous and up-to-date education and training can lead employees and the Company to grow together. We provide diverse learning channels and training courses with both depth and breadth to enhance employee skills and knowledge. Please see below for learning channels and training courses.

Learning Channels	Training Courses
On job training	New employee training
Physical courses	Professional competency courses
Online courses	General courses
External education and training	Language enhancement courses
Job rotation	Management and leadership courses
Others	Others

▼ 2024 Education and Training Statistics Category Summary

Category	Hours	Percentage (%)	SDGs Corresponding Goals
Integrity	10,987.00	6.27%	SDG 16: Peace, Justice and Strong Institutions
Human Rights	7,762.50	4.42%	SDG 8: Decent Work and Economic Growth, SDG 10: Reduced Inequalities
Information Security	5,597.50	3.19%	SDG 9: Industry, Innovation and Infrastructure
Occupational Safety	34,541	19.69%	SDG 3: Good Health and Well-being, SDG 8: Decent Work and Economic Growth
ESG/ Other Dedicated Units	116,548.10	66.43%	SDG 12: Responsible Consumption and Production, SDG 13: Climate Action

In 2024, a total of 682 classes were conducted, training 85,329 participants and accumulating 175,436 training hours. Overall, the average training hours per person was 42.19 hours, showing an increasing trend compared to 2023, which demonstrates the company's emphasis and investment in employee education and training. Person-hours increased by 106.04%, showing a significant growth trend, which demonstrates the company's emphasis and investment in employee education and training.

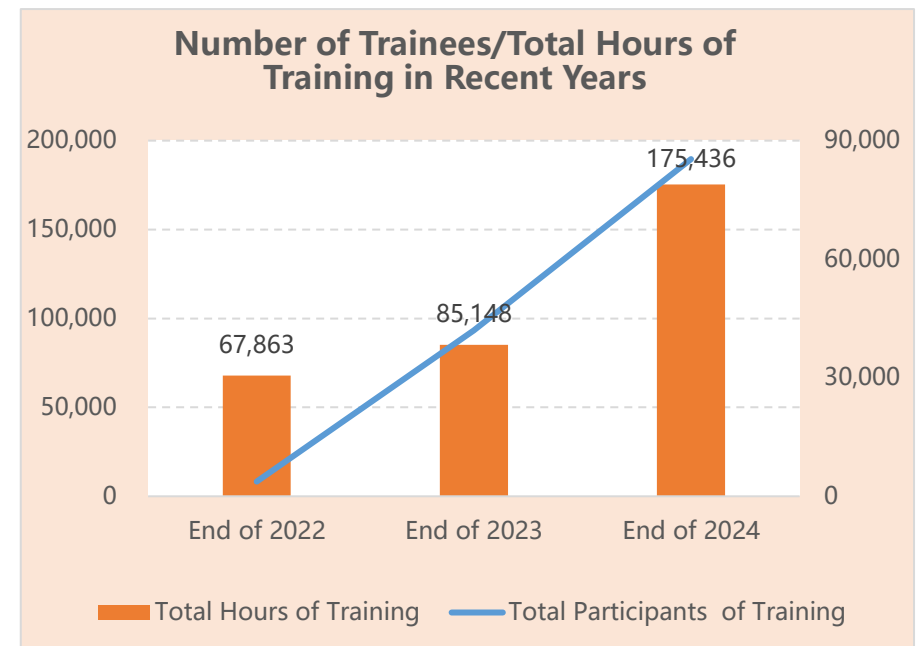


▼ **Number of training courses offered, number of trainees, and person-hours in 2024:** This table shows the updated results after the Group completed the integration of data from subsidiaries in mainland China in July 2025.

Course Category	Number of Classes	Total Participants	Total Number of Participants and Training Hours
New employee training	161	11,990	24,411.5
Professional competency courses	228	38,116	78,720.1
General courses	214	29,566	60,796.5
Language enhancement courses	0	0	0.0
Management Leadership Courses	22	707	1,610.0
Others	57	4,950	9,898.0
Total	682	85,329	175,436.1

▼ **Training Participants/Hours in the Past Three Years**

Year	2022	2023	2024
Total Training Participants	3,717	41,998	85,329
Total Training Hours	67,863	85,148	175,436





• Average Training Hours by Gender

Our employee education and training policy does not differ by gender. In 2024, the average training hours for males was 56.35 hours, and for females was 29.93 hours. The reason for higher average training hours for males is that special operation training hours are longer, and most operators are male.

▼ Average Training Hours by Gender (Unit: Hours)

Gender	2023	2024
Male	33.66	56.35
Female	20.44	29.93

Note: Average training hours = Total training hours for each gender ÷ Number of employees of each gender at year-end

• Average Training Hours by Job Level

The average training hours for each job level in 2024 are presented in the table below. Compared to the previous two years, the average training hours for each level have shown steady growth, reflecting the Company's increasing investment in employee education and training year by year. This commitment supports employees' career development and creates a win-win situation for both the Company and its employees.

▼ Average Training Hours by Job Level

Job Level	2023	2024
Senior Managers	0.6	22.75
Mid-level Managers	12.99	40.5
Entry-level Managers	40.18	45.85
Entry-level Employees	25.52	42.13

Note: Average training hours = Total training hours for each job level ÷ Number of employees at each job level at year-end



6.3.2 Performance Evaluation

(GRI 404-3)

To ensure organizational function management and human capital development, the Group has established a systematic and transparent performance evaluation system to promote synchronous improvement of individual and organizational performance.

The company has established a systematic and transparent performance management mechanism, adhering to the principles of fairness, impartiality, and objectivity, conducting at least one evaluation of work results and overall performance for all full-time employees annually. This mechanism does not differ based on gender, age, job level, or other identity factors, ensuring that all employees are evaluated under equal conditions. Performance evaluation results serve as important basis for employee career development, training planning, salary adjustments, job promotions, and performance rewards, thereby strengthening organizational effectiveness, achieving talent sustainability, while implementing workplace culture of gender equality and inclusive diversity.

▼ Percentage of Employees Receiving Regular Performance and Career Development Reviews

Gender		Age	Number of Employees Receiving Regular Performance Reviews	Number of employees actually evaluated for performance	Percentage
Regular Performance and Career Development Reviews for Employees	Male	29 years old and below	2	2	100.00%
		30 to 50 years old	23	23	100.00%
		51 years old and above	13	13	100.00%
	Female	29 years old and below	2	2	100.00%
		30 to 50 years old	14	14	100.00%
		51 years old and above	9	9	100.00%

Note: Data scope covers employees in Taiwan region



6.4 Workplace Safety

Material Topic Management Approach: Occupational Health and Safety

Corresponding GRI Indicators: GRI 3-3, GRI 403 (all)

Impact Description		1. Affects personnel physical health 2. Violates labor safety laws, subject to government fines or work stoppages 3. Damages company and customer image 4. Increases the risks of workplace safety				
Location		Pan-International, Taipei (Parent Company)	Dongguan Pan-International	New Ocean, Jiangxi	Honghuasheng, Yantai	CJ Electric Systems, Wuhu
Policies or Commitments Established or Followed	Internal Regulations	V	V	V	V	V
	Government Regulations	V	V	V	V	V
Responsible Units		Sustainability Committee / Chairperson (Corporate Governance Unit)	Deputy Chairperson (Corporate Governance Unit)	Deputy Chairperson (Corporate Governance Unit)	Deputy Chairperson (Corporate Governance Unit)	Deputy Chairperson (Corporate Governance Unit)
Management Actions		<div> </div> <ul style="list-style-type: none"> ▪ Sustainability Committee: The occupational safety units of each plant in the Social Care Issue Unit regularly discuss the implementation and planning of related work, and then report the results to the Board of Directors annually. ▪ Review and improve quarterly 				

Process for Monitoring the Effectiveness of Actions

- Each plant has its own occupational safety unit tailored to its needs, responsible for formulating safety-related matters suitable for the plant.
- Sustainability Committee: For key subsidiaries (with production plants), the Group has established a management organization chaired by the Chairman, who serves as the Chairperson. The Committee meets regularly (quarterly) to discuss corporate governance, social care, and environmental protection.
- This topic is related to the implementation and planning of social care work, which is then reported to and reviewed by the Board of Directors annually.
- The Board of Directors oversees the Sustainability Committee, which formulates guidelines and goals, and coordinates and integrates relevant strategies and plans of each subsidiary. Regular meetings are held to confirm and review goal achievement rates and challenge new energy-saving milestones.

Management Performance Indicators

Indicators	2024 Achievement	Short-term Goal (2024)	Mid-term Goal (2022-2027)	Long-term Goal (2022-2050)
Timely improvement rate of safety hazards: 99%	Achieved 100% in 2024	100%		
Number of occupational safety incidents: 2	Zero severe incidents achieved in 2024. review and improvements implemented	100%	Recordable incidents: 2 targets not achieved,	
Occupational disease rate: 0	Achieved 100% in 2024	100%		





6.4.1 Occupational Health and Safety Management

(GRI 403-1- 403-8)

As a group that values employee well-being, Pan-International Group considers employee health and safety one of our top priorities. To ensure employee health and safety in the workplace, we insist on regularly evaluating workplace safety measures, occupational health management, and employee welfare measures. In addition, we also provide subsidies for employees to have annual health check-ups. We provide the best working environment and support for our employees to achieve their personal and professional goals.

• Occupational Health and Safety Management Structure and Implementation

Pan-International Taipei, US subsidiary PIU (USA) are only offices, and Dongguan Pan-International, CJ Electric Systems Wuhu are smaller in scale. These four locations have not yet established ISO 45001: 2018 occupational health and safety management systems, but follow internally established occupational health and safety management regulations and implement them effectively. The US location has no relevant regulations and has not conducted risk assessments due to the small number of personnel and its office-only environment. The implementation includes: (1) Workplace safety measure assessment: Regularly assess workplace safety measures, including inspecting facilities, equipment, and operating procedures to ensure compliance with relevant safety standards and regulations. We also conduct risk assessments to identify areas that may pose potential risks to employee health and safety, and take appropriate measures to reduce risks. (2) Occupational health management: We value employee occupational health management and provide them with relevant support and services. This includes providing occupational health check-ups, encouraging healthy lifestyles, and providing mental health support. Our goal is to ensure employees physical and mental health at work, and provide necessary resources and guidance to support their health needs.

Honghuasheng, Yantai and New Ocean, Jiangxi have established occupational health and safety management systems based on relevant local regulations and ISO 45001:2018 occupational health and safety management system standards, adopting the PDCA cycle concept - Plan, Do, Check, Act as the management framework basis. They have set up occupational health and safety committees to identify all possible risks in the workplace, formulate management methods and control procedures, and regularly conduct internal audits to effectively prevent various accidents and protect workers' health and safety.

Note: External workers refer to all workers other than employees who perform work designated by the Group within or outside the Group's premises, such as raw material suppliers, equipment maintenance contractors, external consultants, etc.

• Scope of Occupational Health and Safety Management System

The following operating locations of the Group have established occupational health and safety management systems and passed external third-party verification. The management system standards adopted by each operating location and the number and proportion of workers covered are shown in the table.

Operating Location	Occupational Health and Safety Management System Certification Standard	Applicable Area	Scope of Workers Covered ^{Note 1}				Types of Workers Excluded
			Employees (persons)	Percentage (%) ^{Note 2}	External Workers (persons)	Percentage (%) ^{Note 3}	
New Ocean, Jiangxi	Whole plant	1028	100%	42	100%	None	Whole plant
Honghuasheng, Yantai	Whole plant	1716	100%	-	-	None	Whole plant



Note 1: The above table reflects the number of people covered by the occupational health and safety management system, which has undergone internal audits and external verification.

Note 2: Percentage of employees covered = **All employees must participate**

Note 3: Percentage of workers covered = **External workers of New Ocean, Jiangxi must participate; Honghuasheng, Yantai has no external workers**

• Occupational Health and Safety Committee

The Occupational Health and Safety Committee of New Ocean, Jiangxi is jointly formed by labor and management representatives, consisting of 65 members in total. The committee is led by a Senior Manager as the Chairperson, with 29 labor representatives accounting for 50% of all committee members. The Occupational Safety and Health Committee of Honghuasheng, Yantai is jointly formed by labor and management representatives, consisting of 13 members in total. The committee is led by a Senior Assistant Vice President as the Chairperson, with 2 labor representatives accounting for 15% of all committee members. The Occupational Health and Safety Committee includes labor representatives. It is responsible for reviewing the Company's occupational health and safety management methods, assessing the effectiveness of implementing various management procedures, evaluating occupational health and safety education and training plans, and analyzing occupational accident investigation reports.

A management group is formed under the Occupational Health and Safety Committee, responsible for regularly conducting risk assessments and planning and promoting occupational health and safety policies. The group also arranges annual education and trainings, occupational health services, and health promotion activities. The methods for managing occupational health and safety are published on the company website and occupational health and safety management policies are promoted. Multi-language public procedure documents are provided for foreign employees, ensuring that all employees clearly understand the Company's occupational health and safety policies.

• Worker Communication and Reporting Mechanism

The management team of New Ocean Precision Component Jiangxi has an independent reporting mechanism. Workers can anonymously provide feedback, communicate and consult on occupational health and safety related matters through dedicated lines and a dedicated mailbox ya-chu.quan@fit-foxconn.com. When foreign employees raise communication and consultation needs, employees with foreign language abilities or commissioned translators serve as intermediaries to achieve effective two-way communication.

In addition, according to the **Occupational Safety and Health Act**, we encourage employees, suppliers, or contractors to proactively report health and safety concerns in the workplace. If there is an immediate risk, workers can stop work and move to a safe location without jeopardizing the safety of others. They should also report to the department head and occupational health and safety management unit. After receiving a report, the management group must conduct an immediate investigation, assessing the likelihood and severity of the hazard. They will formulate handling measures and report to the Occupational Health and Safety Committee for review. The investigation and resolution results will be announced to all workers of the Company. Employees or external workers who actively report can receive outstanding awards to encourage workers to report potential occupational health and safety risks and jointly supervise to reduce the occurrence of dangerous incidents.

Honghuasheng, Yantai's management team has established an independent reporting mechanism where workers can anonymously provide feedback, communicate, and consult on occupational health and safety-related matters through a dedicated hotline and email address (py-ga1c@mail.foxconn.com). For foreign employees, the company also arranges employees with foreign language abilities or designated translators to serve as communication liaisons, ensuring language does not become a barrier to participation and achieving effective two-way communication.

Furthermore, according to Honghuasheng, Yantai's occupational health management system, workers can actively report or suggest improvements if they discover potential hazards in the workplace. When encountering immediate risks, workers can initiate self-protection actions according to regulations and report to supervisors and the management team. After receiving a report, the team will quickly conduct



on-site assessment, develop corresponding handling measures, and submit them to the Occupational Health and Safety Committee. The handling results will also be disclosed to all personnel. The company provides positive rewards and recognition to workers who actively participate in reporting and improvement initiatives.

• Occupational Health and Safety Risk Assessment

Pan-International Group's subsidiary, New Ocean, Jiangxi, Honghuasheng, Yantai have developed a hazard identification and risk assessment management document in accordance with local occupational health and safety regulations. This document is implemented by the occupational health and safety management unit under the Occupational Health and Safety Committee. In 2024, professional training on hazard identification and assessment was conducted for the occupational health and safety management unit, and members were encouraged to obtain external relevant licenses.

The occupational health and safety management unit conducts an annual review of the work areas at each operating location, as well as those of upstream and downstream suppliers. They classify these areas into four levels of high-risk, medium-high-risk, medium-risk, and low-risk based on the severity of danger, likelihood of occurrence, and existing protective facilities. They assess the possible types of major occupational accidents or occupational diseases, and set up risk reduction control measures for medium- and high-risk items (no high-risk items were identified after assessment). External personnel are regularly assigned to audit the effectiveness of control measures. To ensure the effectiveness of implementation, New Ocean Precision Component compares the external audit results with the original goals. External audit personnel, who have received professional training in hazard identification and risk assessment and obtained relevant certifications at the local site, conduct the audits. They hold regular meetings to review deficiencies and track effectiveness, thereby formulating subsequent improvement directions.

In addition to routine assessments, New Ocean Precision Component conducts additional risk assessments for such non-routine events, such as major changes to the equipment or operating procedures, serious occupational accidents, or major complaints from workers. These assessments involve revising the original risk level judgments and preventive measures to ensure a prompt response and to prevent future incidents.

▼ Risk Levels of Operating Locations

Operating Location	Location Risk Level	Number of Audits	Number of Audits with Major Violations
New Ocean, Jiangxi	Low	6 times	0 times
Honghuasheng, Yantai	Medium	2 times	0 times

▼ Risk Level Classification and Corresponding Management Mechanisms

Risk Level	Management Mechanism
High	Establish operating control procedures and supervise measurement requirements, review the effectiveness of control and supervision every six months, and list them as key inspection and improvement items for supervisors.
Medium-high	Establish operating control procedures and supervise measurement requirements, and review the effectiveness of control and supervision annually.
Medium	Conditionally accept, with appropriate procedures, controls and safety protection in place, and establish control measures as needed.
Low	Accept current status, no measures need to be taken.



▼ Pan-International Group's High-risk Items in the Workplace and Control Measures

Operating Location	Risk Item	Hazard Type	Control Measures
New Ocean, Jiangxi	No High-Risk Items	No High-Risk Items	No High-Risk Items
Honghuasheng, Yantai	Noise	Hearing Loss	Provide Earplugs
Honghuasheng, Yantai	Hazardous Chemicals	Burns, Harmful Gas Inhalation	Protective Clothing, Ventilation System

Note: The above information is within the scope of this disclosure: Pan-International, Taipei, Dongguan Pan-International, New Ocean, Jiangxi, Honghuasheng, Yantai, CJ Electric Systems, Wuhu.

• Occupational Health and Safety Education and Training

Occupational health and safety education and training and awareness campaigns are the foundation for enhancing the health and safety awareness of employees and contractors. All employees of **Pan-International Group** must receive general occupational safety education and training every year, with additional training programs tailored to the specific nature of each site. The following is the occupational safety education and training situation of New Ocean, Jiangxi: All employees must receive general occupational safety education and training every year, and knowledge and skill training for employees and external workers is conducted separately according to the work types and work environments of different departments to enhance employee safety awareness and prevent accidents from occurring.

Category	Course Content	Trainees	Total Training Hours/Times
General Training	General occupational safety education and training, including regulatory overview, occupational health and safety concepts and work rules, standard operating procedures, emergency incident response handling, fire safety and first aid knowledge, etc.	All employees	8 hours/4 times
Occupational Hazards	Occupational accident and disease prevention, such as workplace hygiene management training, emergency response training, PPE selection management and wearing training, and hazardous chemical warehouse standardized management training, etc.	All employees	8 hours/4 times
Dangerous Activities	Education and training for high-risk activity operating procedure, such as occupational health and safety management training, transportation safety management training, electrical safety training, and industrial safety training, etc.	Occupational Health and Safety	8 hours/4 times
Dangerous Situation Training	Emergency response training for dangerous situations, such as fire drills, earthquake drills, special operation management training, chemical spill drills, and forklift drills, etc.	Occupational health and safety and outsourced construction	6 hours/3 times



• Occupational Health Services and Health Promotion Activities

The Group evaluates noise, chemicals, and lasers as elements that may pose major risks to employees based on the work environment and the nature of work. All operating locations of **Pan-International Group** provide employees with appropriate protective equipment to wear during different operation processes to prevent excessive exposure to harmful substances, noise, lasers and other hazards in accordance with local and national occupational safety regulations. In addition, annual physical health examinations are arranged for employees working in special work environments, and employee physical conditions are regularly tracked for early treatment. The Group also cooperates with medical clinics and institutions. If employees show symptoms related to occupational diseases, they can go to cooperating medical units for testing and treatment.

In addition, New Ocean, Jiangxi has established a safety risk grading control system, establishing one diagram, one card, and three lists for control. It conducts annual physical examinations for all employees, and provides protective equipment to minimize risks for positions with inherent hazards. Further, it performs pre-job, on-the-job, and post-job physical examinations for employees, creating employee health management files for each employee, to identify and handle problems promptly.

In terms of personal health, all operating locations of Pan-International Group offer full-time employees a subsidy for one general health examination every year. Additionally, the Company monitors and manages employees who receive moderate to high abnormal results in their health checks. Considering factors such as employee age, health check results from the past three years, and common major diseases identified by the Health Department, Pan-International Group recognizes several prevalent personal health risks. These include cancer, lack of exercise, unhealthy diets, psychological stress, and other physical and mental risk factors. To address these issues, the Company organizes annual health lectures, cancer screenings, on-site doctor consultations, and similar services. Additionally, Pan-International Group hosts weight loss competitions, marathons, and walking events to promote physical activity. These initiatives aim to enhance employees' knowledge of physical care and encourage them to adopt regular exercise habits for improved physical and mental well-being.

▼ 2024 Physical Health Examination

Operating Location	Pan-International, Taipei*	Dongguan Pan-International	New Ocean, Jiangxi	Honghuasheng, Yantai	CJ Electric Systems, Wuhu	Total (persons)
Items	Health Examination	Health Examination	Health Examination	Health Examination	Health Examination	1423
Frequency	Annual	Annual	Annual	Annual	Annual	
Number of People Examined This Year	26	129	466	678	123	

Note: Implementation method: Employees make appointments for annual health examinations at hospitals contracted by the Group.

Note*: In 2024, at Taipei Headquarters, the total number of people for health examination was 61 people, 48 people were eligible for health examination, and 26 people completed examination.



▼ Health Promotion Activities Held in 2024

Health Promotion Activities	Activity Description and Effectiveness	Event Highlights
Health Seminar	Organized two health seminars, with topics including exercises for preventing hypertension and reducing diabetes risks, with a total of 152 participants	
Hiking and Walking	Care for employees and promote their health	
Dragon Boat Festival Celebration	Approaching the Dragon Boat Festival, the Company distributes zongzi to employees as a gesture of good wishes	
Mid-Autumn Festival Blessings	During the Mid-Autumn Festival, the Company distributes exquisite gifts to employees to share joy	

Health Promotion Activities	Activity Description and Effectiveness	Event Highlights
Taipei Zhonghe New Site Relocation Tea Party	Organized a tea party to celebrate the office relocation, bringing colleagues together to encourage interaction and enhance sense of belonging.	
Retirement Dinner Gathering	Organize retirement farewell dinner gatherings to thank colleagues for their years of hard work and create a warm and positive workplace atmosphere.	
Lunar New Year Work Resumption Activity	On the first workday after the Lunar New Year, a group gathering activity was held to share blessings and positive energy, boost team morale, and kick off the new year on a strong note.	
Spring Banquet Event	Hosted a spring banquet gathering to recognize outstanding employees, enhance team cohesion, and promote cross-departmental communication and collaboration.	



• Supplier Occupational Health and Safety Audit

In addition to requiring all operational sites within the Pan-International Group to strictly comply with local occupational health and safety regulations, Pan-International also actively extends occupational safety and health concepts to the supply chain. Through systematic management mechanisms, we work with partners to ensure that they implement workplace safety and health.

The Group has established a Supplier Code of Conduct that clearly stipulates the occupational safety and health principles that suppliers should follow. This includes workplace safety, hazard prevention, health management, emergency response, and educational training. All suppliers are required to commit to full compliance. For key suppliers, the Group conducts annual audits at each plant site, focusing on examining whether they comply with the Group's occupational health and safety regulations. These audits also investigate occupational injuries and occupational diseases reported during the year to evaluate the effectiveness of suppliers' safety management and identify potential deficiencies.

If non-major violations are found during audits, the Group will propose specific improvement items and recommended measures, and give suppliers a maximum of three months to improve. After the improvement period expires, a re-audit will be conducted to confirm that no significant occupational safety risks remain in the workplace. All key suppliers included in the audit scope this year have passed the Group's occupational safety and health review.

To enhance the overall occupational safety and health management capabilities of the supply chain, the Group also regularly organizes educational training and experience sharing activities, covering both new and existing suppliers, with content including:

- Briefing sessions on the Group's occupational safety and health regulations
- General health and safety training courses
- Emergency response drills at high-risk contractor operation sites
- Sharing practical experience in workplace safety management

Through the above measures, Pan-International Group works in collaboration with upstream and downstream supply chain partners to build a safe, healthy, and sustainable operating environment, fulfill corporate responsibilities to ensure labor rights and occupational health and safety, and strengthen the risk management capabilities and sustainable resilience of the entire supply chain.

▼ Occupational Health and Safety Risk Assessment

Location	Whether Occupational Health and Safety Risk Assessment Has Been Conducted	Assessment of High-Risk Occupational Health and Safety Items and Response Measures
Pan-International, Taipei	No High-Risk Items	No High-Risk Items
Dongguan Pan-International	Occupational health and safety risk assessment has been conducted	No High-Risk Items
New Ocean, Jiangxi	Occupational health and safety risk assessment has been conducted	No High-Risk Items
Honghuasheng, Yantai	Occupational health and safety risk assessment has been conducted	No High-Risk Items
CJ Electric Systems, Wuhu	Occupational health and safety risk assessment has been conducted	No High-Risk Items
PIU (USA) (Office)	None	None

▼ Occupational Health and Safety Education and Training

Category	Course Content	Trainees and Total Training Hours/Times				
		Pan-International, Taipei	Dongguan Pan-International	New Ocean, Jiangxi	Honghuasheng, Yantai	CJ Electric Systems, Wuhu
General training, work-related hazard, dangerous activities, dangerous situation training	General occupational safety education and training, including regulatory overview, occupational health and safety concepts and work rules, standard operating procedures, emergency incident response handling, fire safety and first aid knowledge.					
	Occupational accident and occupational disease prevention, such as workplace hazards and protection, etc.	90 hr	63.5 hr	16 hr	18415 hr	160 hr
	Education and training on high-risk activity operating procedure, such as electrical fire prevention and mechanical safety training, confined space safety training, forklift safe driving, special facility safety management qualification and operation certificate, etc.	1 time	11 times	8 times	16 times	7 times
	Emergency response training for dangerous situations, such as fire drills, earthquake drills, etc.					



6.4.2 Occupational Injuries and Occupational Diseases



(GRI 2-1, 2-7, 2-28)

Pan-International Group's Occupational Health and Safety Management - Implementing SDG Sustainability Goals

• Accident investigation process (corresponding to SDG 3, SDG 8)

Pan-International Group has established standard occupational health and safety incident reporting procedures. When an incident occurs, the injured person, workplace supervisor, or other personnel present should respond immediately according to the health and safety management process. On-site personnel should promptly report to the occupational accident reporting system under the Occupational Health and Safety Committee, providing details such as nature of the incident, identity of injured personnel, incident location, incident cause, and the extent of the injuries. After receiving the report, the Occupational Health and Safety Committee classifies the severity level of the incident and notifies the human resources unit, Occupational Health and Safety Committee, or medical institution. They jointly investigate whether there were any deficiencies or abnormalities in the work environment, personnel operation, and standard operating procedures at the time of the incident. Once the cause of the accident is determined, the Committee must report the accident investigation results and improvement plan to the head of the accident department and the Occupational Health and Safety Committee. They decide on measures to improve work environment or standard procedure, and announce the post-investigation handling and subsequent improvement results to all employees and suppliers. Within three months of the accident, training and promotion of new control guidelines are strengthened.

• Occupational accident records (corresponding to SDG 3, SDG 8) The severe occupational injury rate decreased to 0 this year, but the recordable incident rate increased to 0.16

- In 2024, Pan-International Group experienced two occupational accidents in total, both of which were recordable incidents but were neither serious accidents nor fatal accidents. The recordable occupational accident rate for this year is 0.16, which shows a slight increase compared to 2022 and 2023 (which were 0 and 0.08 respectively).
- The severe occupational injury rate has decreased to 0 this year, showing significant improvement compared to 2023 (which was 0, 0.08), achieving the goal of zero severe occupational injuries.
- Hazard factor types: Physical hazard incident rate was 0.16, other categories: Chemical hazards, biological hazards, ergonomic hazards, and psychosocial hazards incident rates were 0

※The Group's occupational accidents are categorized by hazard factor types into: Physical hazards, chemical hazards, biological hazards, ergonomic hazards, psychosocial hazards



• Occupational Accident Records

▼ Occupational Accident Records

Category	Hazard Factor Classification*	Injury Conditions	Incident	Improvement Measures
Recordable Accidents	Physical hazards	Cuts, Lacerations, Abrasions	While cutting wires, right hand was scraped by the machine	1. Replace aging parts such as machine slides, detectors, belts, and bearings 2. Enhance equipment inspection frequency 3. Strengthen on-site safety promotion and educational training
Recordable Accidents	Physical hazards	Cuts, Lacerations, Abrasions	During wire changing operation, left hand was cut by the wire pulling lever and wire changing blade	1. Regularly inspect wire changing equipment 2. Establish and implement standard wire changing operation procedures 3. Strengthen inspection and operator educational training

There were two recordable incidents this year. Following review by the Occupational Safety and Health Committee, the main cause was determined to be mechanical failure. To prevent similar incidents from recurring, the Committee has resolved to implement the following improvement measures:

- Review machine equipment management system and maintenance procedures
- Strengthen regular inspection of equipment and maintenance frequency
- Strengthen safety promotion and educational training to enhance employee risk identification and response capabilities
- Implement pre-operation risk assessment system

• Near-miss incidents, occupational diseases (corresponding to SDG 3)

No near-miss incidents have occurred in the past three years. The occupational disease incidence rate has been 0 for the past three years.

Note: Statistics within the scope of this disclosure boundary.

• Metrics and Goals

Pan-International Group continues to optimize workplace safety management and is committed to building a safer work environment. We will continue to progress toward the goal of achieving zero recordable incident rate and zero severe occupational injury rate by 2025, taking concrete actions to fulfill our corporate commitment to employee health and well-being, and implementing SDG 3 Good Health and Well-being and SDG 8 Decent Work and Economic Growth.

▼ Employee Occupational Injury Rate Statistics Table

Location	Total Working Hours (hours)			Number of High-Consequence Work-Related Injury (Times) ^{Note 1}			High-Consequence Work-Related Injury Rate ^{Note 2}			Number of Recordable Accidents (Times) ^{Note 3}			Recordable Accident Rate ^{Note 4}		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Pan-International, Taipei ^{Note 7}	112,100.00	135,548.00	108,408.00	0	0	0	0.00	0.00	0.00	0	0	0	0.00	0.00	0.00
Dongguan Pan-International	1,573,200.00	1,104,984.00	1,132,869.50	0	0	0	0.00	0.00	0.00	0	0	2	0.00	0.00	1.77
New Ocean, Jiangxi	3,466,400.00	3,460,040.00	2,880,683.50	0	0	0	0.00	0.00	0.00	0	0	0	0.00	0.00	0.00
Honghuasheng, Yantai	4,531,000.00	2,929,158.00	4,946,313.75	0	0	0	0.00	0.00	0.00	0	0	0	0.00	0.00	0.00
CJ Electric Systems, Wuhu	2,344,000.00	5,553,016.00	3,693,764.20	0	1	0	0.00	0.18	0.00	0	1	0	0.00	0.18	0.00
PIU (USA) ^{Note 7}	-	Merged into parent company	11,053.00	-	-	0	-	-	0.00	-	-	0	-	-	0.00
Total	12,026,700.00	13,182,746.00	12,773,091.95	0	1	0	0.00	0.08	0.00	0	0	2	0.00	0.08	0.16

▼ Employee Occupational Injury and Occupational Disease Statistics Table

Location	Number of Occupational Diseases (cases)			Occupational Disease Rate ^{Note 6}		
	2022	2023	2024	2022	2023	2024
Pan-International, Taipei (Parent Company) ^{Note 7}	0	0	0	0	0	0
Dongguan Pan-International	0	0	0	0	0	0
New Ocean, Jiangxi	0	0	0	0	0	0
Honghuasheng, Yantai	0	0	0	0	0	0
CJ Electric Systems, Wuhu	0	0	0	0	0	0
PIU (USA) ^{Note 7}	0	0	0	0	0	0
Total	0	0	0	0	0	0



Note 1: Fatal occupational injury rate = Number of fatal occupational injuries ÷ Total working hours × 1,000,000.

Note 2: high-consequence work-related injuries refer to occupational injuries that cause employees to be unable or difficult to recover to their pre-injury health status within six months, excluding fatalities.

Note 3: high-consequence work-related injury rate = Number of high-consequence work-related injuries ÷ Total working hours × 1,000,000.

Note 4: Number of recordable accidents refers to all occupational injury incidents that occurred that year, including the number of high-consequence work-related injuries and occupational injury fatalities.

Note 5: Recordable accident rate = Number of recordable occupational injuries ÷ Total working hours × 1,000,000.

Note 6: Occupational disease rate = Number of occupational diseases ÷ Total working hours × 1,000,000.

Note 7: *In 2023, the total working hours (hours) for Pan-International, Taipei includes PIU(USA). Starting from 2024, these two will be separated.

Note 8: This table presents the statistics within the scope of this disclosure

▼ External Worker Safety Performance (Corresponding to SDG 8, SDG 17)

• External worker incident rate: Zero incidents for the past 3 years from 2021-2024

Due to recent supplier management efforts, the Group's external workers maintained a zero recordable incident rate in both 2022 and 2024. Pan-International Group will continue to strengthen promotion and training for suppliers, with the goal of maintaining zero accidents for external workers' recordable accident rate each year.

• External worker occupational injury and occupational disease rates: Zero occupational injuries and occupational diseases for the past 3 years

The number of recordable occupational injuries and occupational diseases for the Group's external workers was 0.

• Metrics and Goals

The Group continues to ensure a safe and healthy working environment for external workers during operations through supplier training, safety controls, and supplier audits. In the future, we will also strengthen supplier partnership mechanisms through promotion and training, extending our safety culture outward. The goal is to maintain zero recordable incidents, occupational injuries, and occupational disease rates for external workers each year. **Realize SDG 17 Partnerships for Sustainable Development.**



7. Social Integration

7.1 Social Assessment and Indicators

Current status of operational sites' community impact, environmental and social risk assessment and mitigation measures, and elderly employee policies: The Group regularly reviews whether operational activities at each site may cause actual or potential negative impacts on the environment or society in local communities, while simultaneously taking inventory of current response mechanisms, including sustainability measures for both the enterprise itself and supply chain management. None of the sites are located in high-risk facilities (such as refineries) in densely populated areas, indicating low environmental impact risk. Additionally, regarding the recruitment and development of elderly employees, we continue to evaluate and plan to strengthen workforce diversity and inclusive management. The overall approach aligns with sustainable development goals including SDG 11 Sustainable Cities and Communities, SDG 13 Climate Action, and SDG 8 Decent Work and Economic Growth.

▼ Social Indicators (GRI 413-2, 414-2)

Location	Operational activities with significant actual or potential negative impacts on local communities	Specific and effective mechanisms and measures taken by the enterprise itself and its suppliers to reduce negative impacts on the environment or society	Number of refineries in densely populated areas	Employment policies and training programs for elderly employees
Pan-International, Taipei	No negative impact	Office with no factory	0	Under evaluation
Dongguan Pan-International	No negative impact	<ul style="list-style-type: none"> ISO 14001 Environmental Management System certification, establishing prevention and improvement mechanisms, water conservation, and reducing environmental impacts of business operations. Carbon inventory and institutional certification to complete carbon reduction plans year by year to maintain sustainable development and protect the environment. Implement social responsibility and human rights protection measures. Continuing efforts. 	0	Under evaluation
Honghuasheng, Yantai	No negative impact		0	Under evaluation
New Ocean, Jiangxi	No negative impact		0	Under evaluation
CJ Electric Systems, Wuhu	No negative impact		0	Under evaluation

▼ Violations of laws and regulations in social and economic areas (GRI 419-1)

Violation statistics					
Total value of significant fines	0	Total number of non-monetary sanctions	0	Cases through dispute resolution mechanisms	0



7.2 Social Participation

Pan-International Group highly values local communities and social welfare, and has demonstrated strong commitment and concrete actions in this area. We firmly believe that the success of a company is closely related to the health and prosperity of local communities and society as a whole. A prosperous environment not only brings stable economic conditions, but also provides a better quality of life and cultivates talents with innovation and development potential.

Therefore, we cooperate with local communities to carry out a series of projects aimed at improving the quality of life of community residents, including providing better education and health services. Our community engagement programs not only focus on the needs of local residents, but also strive to build long-term partnerships with them. In addition, Pan-International Group achieved remarkable results in social welfare over the past year, actively participating in various public welfare activities such as urban and rural activities, police-community cooperation, caring for vulnerable groups, donating second-hand goods, accompanying the elderly and caring for the elderly, promoting sustainable development concepts, and striving to narrow the urban-rural gap and reduce environmental impact.

We express sincere appreciation to all of our partners, employees, and community members who support us. Thanks to your support and involvement, we've been able to achieve these accomplishments. We look forward to continuing to work together in the future to build a more just, sustainable, and prosperous community and inclusive society.

Social Participation - Strategic Approaches





While growing as a company, Pan-International Group does not forget to fulfill its commitment to "corporate social responsibility" and is committed to contributing to economic development and society. We follow the United Nations Sustainable Development Goals (SDGs), including:

SUSTAINABLE DEVELOPMENT GOALS



We will continue to take action in these areas to fulfill our commitment to society.

- SDG 1 No Poverty: End poverty in all its forms, everywhere.
- SDG 2 Zero Hunger: End hunger.
- SDG 3 Good Health and Well-Being: Ensure healthy lives and promote well-being for all at all ages.
- SDG 4 Quality Education: Provide fair, quality education and promote lifelong learning.
- SDG 5 Gender Equality: Promote gender equality.
- SDG 6 Clean Water and Sanitation: Ensure access to water and sanitation for all.
- SDG 7 Affordable and Clean Energy: Promote affordable and clean energy.
- SDG 8 Decent Work and Economic Growth: Promote inclusive and sustainable economic growth and productive employment.
- SDG 9 Industry, Innovation and Infrastructure: Promote innovation and infrastructure development.
- SDG 10 Reduced Inequalities: Reduce inequality within and among countries.
- SDG 11 Sustainable Cities and Communities: Make cities inclusive, safe, resilient and sustainable.
- SDG 12 Responsible Consumption and Production: Promote green economy and sustainable consumption and production.
- SDG 13 Climate Action: Take urgent action to address climate change and its impacts.
- SDG 14 Life Below Water: Conserve and sustainably utilize oceans, seas and marine resources.
- SDG 15 Life on Land: Protect and sustainably utilize terrestrial ecosystems, and prevent land degradation.
- SDG 16 Peace, Justice and Strong Institutions: Promote peace and justice, and establish effective, accountable, and inclusive systems.
- SDG 17 Partnerships for the Goals: Establish diverse partnerships to jointly promote the vision of sustainable development.



Annual Social Participation Overview - Content, SDGs, Donation Amount

▼ 2024 Pan-International Group's Public Welfare Activities Summary Table

Plant	Category	Activity	Stakeholders/Supporting organizations	SDG/Public Welfare Nature	Public Welfare Target	Donation Amount NTD	Other Donations
Pan-International, Taipei	Social	Sponsored Chung-Kang High School (New Taipei City Catholic School) for FRC robotics competition	Our Lady of Providence High School (New Taipei City Catholic School) robotics competition	SDG 4 Quality Education, SDG 9 Industry, Innovation and Infrastructure, SDG 17 Partnerships	Student groups	300,000	
Pan-International, Taipei	Community	Genesis Social Welfare Foundation (Xindian Branch) - Supporting disadvantaged medical care	Genesis Social Welfare Foundation (Xindian Branch)	SDG3 Good Health and Well-Being, SDG10 Reduce Inequalities	Vulnerable medical groups	100,000	Living supplies, personnel care
Pan-International, Taipei	Social	Safety & First Aid Services Association, ROC - Domestic and international rescue	Safety & First Aid Services Association, ROC	SDG3 Good Health and Well-Being, SDG11 Sustainable Cities and Communities, SDG17 Partnerships for the Goals	Domestic and international relief, non-governmental public welfare organizations	100,000	
Pan-International, Taipei	Social	Mennonite Christian Hospital - Rural medical care, long-term care and disadvantaged groups	Mennonite Christian Hospital	SDG3 Good Health and Well-Being, SDG10 Reduce Inequalities	Remote Area Medical Care and Long-Term Care, Vulnerable Medical Groups	100,000	
Pan-International, Taipei	Social	Digital Humanitarian Association - Rural and disadvantaged groups	Digital Humanitarian Association	SDG3 Good Health and Well-being, SDG4 Quality Education, SDG5 Gender Equality, SDG10 Reduced Inequalities, SDG11 Sustainable Cities and Communities, SDG13 Climate Action, SDG17 Partnerships	Disadvantaged groups in remote areas	200,000	Living supplies, personnel care
Pan-International, Taipei	Community	New Taipei City Police Friends Association - Caring for elderly living alone and underprivileged intergenerational families	New Taipei City Friends of the Police Association, Xindian Office, and Anhe Station, Friends of ROC Police Association	SDG1 No Poverty, SDG2 Zero Hunger, SDG16 Peace, Justice and Strong Institutions	Social peace, disadvantaged groups, non-governmental public welfare organizations	80,000	Living supplies, personnel care
Pan-International, Taipei	Social	Huashan Social Welfare Foundation - Home services for seniors without Medical care, Dependents, and Relatives	Huashan Social Welfare Foundation	SDG2 Zero Hunger, SDG3 Good Health and Well-being, SDG10 Reduced Inequalities	Home services for seniors without medical care, dependents, and relatives	60,000	Living supplies, personnel care
Pan-International, Taipei	Community	Xindian Anhe Village Club for Seniors - Health and leisure activities for seniors in Anhe Village	Xindian Anhe Village Neighborhood Office	SDG3 Good Health and Well-Being, SDG11 Sustainable Cities and Communities	Community seniors	20,000	Living supplies, personnel care
Pan-International, Taipei	Social	New Taipei City Xindian District Cian Association - Community elderly and disadvantaged groups	New Taipei City Cian Association, New Taipei City Xindian District	SDG3 Good Health and Well-Being, SDG10 Reduce Inequalities, SDG11 Sustainable Cities and Communities	Community elderly, disadvantaged groups	5,000	Living supplies, personnel care



Plant	Category	Activity	Stakeholders/Supporting organizations	SDG/Public Welfare Nature	Public Welfare Target	Donation Amount NTD	Other Donations
Pan-International, Taipei	Social	Gising Sharing Co., Ltd. - Project of used goods recycling - Rural schools and communities - Second-hand goods donation	Give-Circle Co., Ltd. (Project of used goods recycling)	SDG1 No Poverty, SDG2 Zero Hunger, SDG3 Good Health and Well-being, SDG4 Quality Education, SDG6 Clean Water and Sanitation, SDG10 Reduced Inequalities, SDG11 Sustainable Cities and Communities, SDG12 Responsible Consumption and Production, SDG14 Life Below Water, SDG17 Partnerships for the Goals	Remote schools and communities (mainly) - Donation of second-hand goods	22,680	Second-hand goods
Pan-International, Taipei	Social	Keelung Islet Fish Fry Release + Beach Cleanup Activity	Co-organized with National Taipei University of Technology and Keelung City Government	SDG 14 Life Below Water, SDG 13 Climate Action, SDG 17 Partnerships for the Goals	Environmental Restoration	19,988	Fish Fry and Volunteer Participation
Pan-International, Taipei	Social	Tree Planting Education Promotion and Forest Protection by Kaohsiung Tree Lovers Association	I Plant For Life Corporation Aggregate, Kaohsiung	SDG 13 Climate Action, SDG 15 Life on Land, SDG 17 Partnerships for the Goals	Environmental Restoration	25,000	
Pan-International, Taipei	Social	Chaoyang Social Care Association - Community Care for the Elderly	Taipei Chaoyang Social Care Association	SDG 3 Good Health and Well-being, SDG 11 Sustainable Cities and Communities	Community elderly, disadvantaged groups	25,000	
Dongguan Pan-International	Community	Blood Donation - Collaborating with Factory Areas and Communities to Organize Blood Donation Activities for Public Welfare	Community members, factory employees and all willing blood donors	SDG 3 Good Health and Well-being, SDG 17 Partnerships for the Goals	Industrial park surroundings, medical groups	0	Blood donation
New Ocean, Jiangxi	Community	Sending Warmth - Labor Union Conducts Visitation and New Year Consolation Activities	Co-organized by Municipal Federation of Trade Unions, company employees	SDG 1 No Poverty, SDG 10 Reduced Inequalities	Employees in hardship, model workers, and frontline employees who remain dedicated to their posts	62,861	
Honghuasheng, Yantai	Social	Construction of New Socialist Countryside	Municipal Committee, company employees	SDG1 No Poverty, SDG 11 Sustainable Cities and Communities, SDG 17 Partnerships for the Goals	Disadvantaged groups in remote areas	44,543	
Honghuasheng, Yantai	Social	The "6+1" charitable giveback to society activity. Combined with the Group's ESG policy of "Happy Development, Win-win Prosperity" charitable activities	Yantai Park, communities, company employees	SDG 3: Good Health and Well-being, SDG11 Sustainable Cities and Communities, SDG 16: Peace, Justice and Strong Institutions	Communities, environmental protection	0	Over 10 events, more than 600 participants, 1300 service hours

Note: This table is within the scope of this disclosure

Among the charitable activities, particularly noteworthy is the "Love Box Delivery" project that Pan-International, Taipei has been implementing annually since 2020. Colleagues donate special items that are 80% new from their homes through Taiwan's largest resource circulation platform "GC Gift Matching Platform" to match the needs of social welfare organizations and rural schools, delivering truly needed supplies to appropriate places, achieving the concept of circular sharing and sustainable well-being.



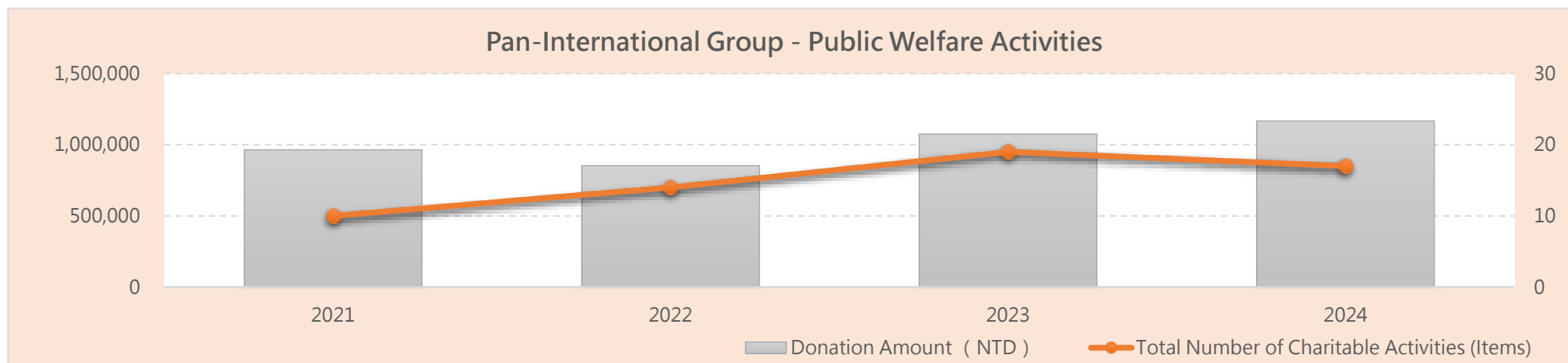
In the 2024 activity, 119 items were successfully shared, resulting in a carbon reduction of 146 KG, benefiting 5 charitable organizations and schools.

Additionally, in 2024, Pan-International Group participated in an ESG fish release and beach cleaning charity event held at Keelung Islet, which was jointly organized by National Taipei University of Technology and Keelung City Government. The event invited around 70 business owners and professional managers to participate, releasing nearly 9,000 black porgy fingerlings through two tourist fishing boats, helping to restore coastal marine ecosystems and enhance marine biodiversity. And conducted beach cleaning along 730 meters of coastline, successfully removing 1,186 plastic bottles and 78.83 kilograms of marine debris. This activity not only provided substantial benefits to marine environmental conservation but also promoted public awareness of ecological environment and biodiversity through action.

Annual Social Participation - Number of Times, Donation Amount

In 2024, the Group organized a total of 17 charitable activities (over 20 events), with actual total donations amounting to NT\$1,165,072, compared to the total donations of NT\$1,072,200 in 2023, showing an increase of 8.66% in total donations, demonstrating a steady growth trend and reflecting the company's emphasis on and commitment to social engagement. Furthermore, we also donated intangible resources, such as supplies, personnel care, and volunteer involvement, further demonstrating the company's commitment to social responsibility.

▼ Number of Charitable Activities (Times)/Total Amount (Unit: NTD) in Recent Years



Year	2021	2022	2023	2024
Total Number of Charitable Activities (Items)	10	14	19	17
Donation Amount (NTD)	962,160	851,141	1,072,200	1,165,072

Note: This table is within the scope of this disclosure

▼ Annual Social Participation Activity Introduction

ESG Fish Release and Beach Cleanup Charitable Activity

Pan-International collaborated with National Taipei University of Technology and Keelung City Government to organize an ESG Fish Release and Beach Cleanup Charitable Activity at Keelung Islet. Through this action, we promoted ecological environment and emphasized biodiversity. The activity invited about 70 business owners and professional managers to participate. Using two tourist fishing boats, we released nearly 9,000 red seabream fingerlings and conducted a 730-meter beach cleanup along the coast. We successfully collected 1,186 plastic bottles and 78.83 kg of marine debris, contributing to society and the environment while promoting marine environmental protection education.



New Taipei City Cian Association, Xindian District

Care for the Elderly, Support the Vulnerable



New Taipei City, Xindian Anhe-Club for Seniors

Senior Health, Community Recreation



Genesis Social Welfare Foundation - Xindian

Support the Disadvantaged, Primarily Through Medical Resources



Huashan Social Welfare Foundation

Home Service for Seniors without Medical care, Dependents, and Relatives, targeting seniors who are: Without dependents (living alone), disabled (mobility impaired, unable to care for themselves), or with dementia, providing necessary supplies, second-hand materials, home delivery, and care visits.



New Taipei City Friends of the Police Association- Anhe station

Social Well-being, Care for Elderly Living Alone and Grandparenting Families, Support for Underprivileged Groups



Mennonite Christian Hospital

Remote Area Medical Care and Long-Term Care, Vulnerable Medical Groups





Pan-International Used Goods Recycling Project - GIVE-CIRCLE CO., LTD

Remote schools and communities - Donation of second-hand goods 🏠💰❤️

Pan-International Group shares its carbon reduction initiatives.

Successfully shared 119 gifts this time

Material recycling reduced carbon by 146kg

5 public welfare organizations/schools have benefited.

Pan-International employees provided books, stationery, clothing and other items for the association to give to disadvantaged families during community care activities



Complies with 13 ESG Themes

E	Climate Change	Carbon Emissions
	Sustainable Environment	Business Ethics
S	Community Programs	Customer Communication
	Employee Benefits	Human Rights and Diversity
	Information Transparency	Reputation
G	Stakeholder Protection	Supply Chain Management
	Pollution and Waste Management	

Complies with 9 SDGs Goals



Community - Voluntary Blood Donation

Collaborate with the community to organize blood donation activities, calling on all employees in the plant area who are willing to donate blood, contributing to public welfare by saving lives and helping the injured ❤️





Remote Health Promotion Charity Project - Pan-International & Digital Humanitarian Association

Using technology to reduce medical consultation services and health promotion courses for elderly people in remote areas 💰 📱 ❤️

Pan-International Group and Digital Humanitarian Association jointly visited Xinxian Village in Wulai, New Taipei City, to care for elderly people in remote areas and promote remote health promotion courses. The program was led by professional health instructors, covering health education on the prevention of high blood pressure, high blood sugar, and high cholesterol, as well as low-intensity muscle strength and aerobic exercises. Pan-International Group representatives joined elderly people from remote areas to share health knowledge and hold on-site aerobic courses.

Through companionship, correct posture guidance and care, the initiative was well-attended and advanced health promotion goals. This initiative not only fostered healthy aging but also promoted SDG3 Good Health and Well-being and SDG4 Quality Education. In addition, the activity also supported UN Sustainable Development Goals including SDG5 (Gender Equality), SDG10 (Reduced Inequalities), SDG11 (Sustainable Cities and Communities), and contributes to SDG13 (Climate Action) through reducing carbon emissions.

Let's join hands to bring warmth and strength to Taiwan. With your support, Pan-International is committed to ending health inequalities and working hand in hand to create hope and shape a better future for Taiwan.



Meeting 7 SDG Goals



Safety & First Aid Services Association, ROC

Disaster relief and assistance for disadvantaged disaster victims both domestically and internationally 💰



Our Lady of Providence High School FRC Robotics Competition

Encouraging sponsorship of National Taipei University of Technology Formula Racing Team to nurture young students 💰 ❤️





8 Appendix

8.1 GRI Standards Content Index

Statement of Use: Pan-International Group has reported the ESG information in accordance with the GRI Standards for the period January 1 to December 31, 2024.

GRI 1: Foundation 2021

General Topics

GRI Standard	Topic	Chapter of the Report	Pages	Omission	
				Omitted Topic	Reason and Explanation
GRI 2: General Disclosures 2021	2-1 Organizational details	2.1.1 Basic Information	18	NA	
	2-2 Entities Included in the Organization's Sustainability Reporting	1.1.3 Boundaries and Scope	5		
	2-3 Reporting Period, Frequency, and Contact Point	1.1.1 Reporting Period	4		
		1.1.7 Contact Information	7		
	2-4 Restatements of Information	1.1.4 Information Restatement	6		
	2-5 External Assurance	1.1.6 External Assurance/Verification	6		
	2-6 Activities, Value Chain, and Other Business Relationships	4.1.2 Supply Chain Structure	53		
	2-7 Employees	2.1.1 Basic Information	18		
		6.1.3 Diverse and Inclusive Employee Composition	109		
	2-8 Workers who are not employees	6.1.3 Diverse and Inclusive Employee Composition	109		
	2-9 Governance Structure and Composition	2.2.1 Governance Framework	20		
		2.2.2 Functional Committee	26		
	2-10 Nomination and Selection of the Highest Governance Body	2.2.1 Governance Framework	20		
	2-11 Chair of the Highest Governance Body	2.2.1 Governance Framework	20		
	2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	1.4.2 Material Topic Impact Management	16		
	2-13 Person in Charge of Impact Management	1.4.2 Material Topic Impact Management	16		
	2-14 Role of the Highest Governance Body in Sustainability Reporting	1.4.1 Material Topic Assessment Process	14		
	2-15 Conflicts of Interest	2.2.1 Governance Framework	25		



GRI Standard	Topic	Chapter of the Report	Pages	Omission	
				Omitted Topic	Reason and Explanation
	2-16 Communication of Critical Concerns	2.2.2 Functional Committee	26		
	2-17 Collective Knowledge of the Highest Governance Body	2.2.1 Governance Framework	23		
	2-18 Evaluation of the Performance of the Highest Governance Body	2.2.1 Governance Framework	24		
	2-19 Remuneration Policies	2.2.1 Governance Framework	23		
	2-20 Process to Determine Remuneration	2.2.1 Governance Framework	23		
	2-21 Annual Total Compensation Ratio	6.2.1 Equal and Competitive Remuneration	119		
	2-22 Statement on Sustainable Development Strategy	1.2.1 Message from the Management	8		
	2-23 Policy Commitments	2.4.1 Ethical Management	32		
	2-24 Embedding Policy Commitments	2.4.1 Ethical Management	32		
	2-25 Processes to Remedy Negative Impacts	2.4.1 Ethical Management	32		
		2.4.2 Human Rights Policy	35		
	2-26 Mechanisms for Seeking Advice and Raising Concerns	2.4.1 Ethical Management	32		
		2.4.2 Human Rights Policy	35		
	2-27 Compliance With Laws and Regulations	2.4.3 Regulatory Compliance	31		
	2-28 Membership Associations	2.1.1 Basic Information	19		
	2-29 Approach to Stakeholder Engagement	1.3.1 Identifying Stakeholders	11		
		1.3.2 Stakeholder Communication	11		
	2-30 Collective Bargaining Agreements	6.1.4 Labor-Management Agreement	115		
GRI 3: Material Topics 2021	3-1 Process to Determine Material Topics	1.4.1 Material Topic Assessment Process	14	Please refer to the following specific topic disclosures	
	3-2 List of Material Topics	1.4.2 Material Topic Impact Management	16		

Topic-specific Disclosures

GRI Standard	Topic	Chapter of the Report	Pages	Omission	
				Omitted Topic	Reason and Explanation
Material Topic: Business Integrity					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	2.4 Responsible Business Conduct	31		
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	2.4.1 Ethical Management	32		
	205-3 Confirmed Incidents of Corruption and	No corruption incidents occurred this year.	31		



GRI Standard	Topic	Chapter of the Report	Pages	Omission	
				Omitted Topic	Reason and Explanation
	Actions Taken				
GRI 206: Anticompetitive Behavior 2016	206-1 Legal Actions for Anticompetitive Behavior, Anti-trust, and Monopoly Practices	No anticompetitive behavior incidents occurred this year.	31		
Material Topic: Energy					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	5.1 Energy Conservation and Carbon Reduction	64		
GRI 302: Energy 2016	302-1 Energy Consumption Within the Organization	5.1.2 Energy Consumption	71		
	302-3 Energy Intensity	5.1.2 Energy Consumption	71		
	302-4 Reduction of Energy Consumption	5.1.1 Energy and Greenhouse Gas Management, 5.1.4 Energy Conservation and Carbon Reduction Measures	67, 80		
Material Topic: Greenhouse Gas Emissions					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	5.1 Energy Conservation and Carbon Reduction	64		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	5.1. 3 GHG Emissions	75		
	305-2 Energy Indirect (Scope 2) GHG Emissions	5.1. 3 GHG Emissions	75		
	305-4 Greenhouse gas Emissions Intensity	5.1. 3 GHG Emissions	75		
	305-5 Reduction of GHG Emissions	5.1.1 Energy and Greenhouse Gas Management, 5.1.4 Energy Conservation and Carbon Reduction Measures	67, 80		
Material Topic: Waste					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	5.3 Waste Management	89		
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	5.3.1 Waste Impact Assessment	91		
	306-3 Waste generated	5.3.3 Waste Transportation, Disposal, and Reduction/Recycling Performance	96		
	306-4 Waste Diverted From Disposal	5.3.3 Waste Transportation, Disposal and Reduction Recycling Performance	96		
	306-5 Waste Directed to Disposal	5.3.3 Waste Transportation, Disposal and Reduction Recycling Performance	96		
Material Topic: Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	6.4 Workplace Safety	128		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	6.4.1 Occupational Health and Safety Management	130		



GRI Standard	Topic	Chapter of the Report	Pages	Omission	
				Omitted Topic	Reason and Explanation
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	6.4.1 Occupational Health and Safety Management	130		
	403-3 Occupational Health Services	6.4.1 Occupational Health and Safety Management	130		
	403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety	6.4.1 Occupational Health and Safety Management	130		
	403-5 Worker Participation, Consultation, and Communication on Occupational Health and Safety	6.4.1 Occupational Health and Safety Management	130		
	403-6 Promotion of Worker Health	6.4.1 Occupational Health and Safety Management	130		
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	6.4.1 Occupational Health and Safety Management	130		
	403-8 Workers covered by an occupational health and safety management system	6.4.1 Occupational Health and Safety Management	130		
	403-9 Work-related injuries	6.4.2 Occupational Injuries and Occupational Diseases	138		
	403-10 Work-related ill health	No occupational disease incidents occurred this year.	138		
Material Topic: Employee Benefits and Compensation					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	6.2 Remuneration and Benefits	117		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	6.2.1 Equal and Competitive Remuneration	118		
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees (excluding temporary or part-time employees)	6.2.2 Comprehensive Welfare Measures	120		
	401-3 Parental leave	6.2.3 Family-friendly Workplace	123		
Material Topic: Product Quality and Safety					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	3.2 Product Quality and Safety	50		
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	3.2 Product Quality and Safety	50		
Other Voluntary Disclosures					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2.3 Economic Performance	28		



GRI Standard	Topic	Chapter of the Report	Pages	Omission	
				Omitted Topic	Reason and Explanation
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	6.1.3 Diverse and Inclusive Employee Composition	109		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource			V	No impact on shared water resources
	303-3 Water withdrawal	5.2 Water Resource Management	82		
	303-4 Water discharge	5.2 Water Resource Management	82		
	303-5 Water consumption	5.2 Water Resource Management	82		
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	5.4 Air Quality	102		
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	5. Environmentally Friendly	63		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	4.2.2 Supply Chain Management Process	58		
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	4.2.3 Supply Chain Audit Effectiveness	59		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	6.1.3 Diverse and Inclusive Employee Composition	109		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	6.3.1 Training and Development	124		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of Governance Bodies and Employees	2.2.1 Governance Framework	20		
		6.1.3 Diverse and Inclusive Employee Composition	109		
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	7.1 Social Assessment and Indicators	142		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	4.2.2 Supply Chain Management Process	58		
	414-2 Negative social impacts in the supply chain and actions taken	4.2.3 Supply Chain Audit Performance, 7.1 Social Assessment and Indicators	59, 142		
GRI 415: Public Policy 2016	415-2 Political contributions	No political contributions		V	No political contributions
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.5.4 Information Security Management, 3.3.1 Commitment to Customers	40, 52		
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	7.1 Social Assessment and Indicators	142		



8.2 SASB Standards Index Table

Statement of Use: Pan-International Group has reported the ESG information in accordance with the SASB Standards for the period January 1 to December 31, 2024.

SASB Industry: RT-EE (Resource Transformation - Electrical & Electronic Equipment)

Indicator Type	SASB Code	Disclosure Topic	Topic	Nature	Quantity	Unit	Chapter of the Report	Pages	Omission	
									Omitted Topic	Reason and Explanation
Accounting Metrics	RT-EE-130a.1	Energy Management	(1) Total energy consumed	Quantitative Analysis	496,256.325	Gigajoules (GJ)	5.1.2 Energy Consumption	70		
			(2) Grid electricity percentage	Quantitative Analysis	89.41	Percentage (%)	5.1.2 Energy Consumption	73		
			(3) Renewable energy source percentage	Quantitative Analysis	3.92	Percentage (%)	5.1.2 Energy Consumption	73		
	RT-EE-150a.1	Hazardous waste management	Amount of hazardous waste generated	Quantitative Analysis	4,570.146	Tonnes (t)	5.3.3 Waste Transportation and Disposal	96		
			Hazardous Waste Recycled Rate	Quantitative Analysis	86.71	Percentage (%)	5.3.3 Waste Transportation and Disposal	100		
	RT-EE-150a.2	Hazardous waste management	Number of reportable spills and the quantity of spills	Quantitative Analysis	None	Number, Kilograms (kg)	No spill incidents occurred this year.	-		
			Recovery amount	Quantitative Analysis	None	Kilograms (kg)		-		
	RT-EE-250a.1	Product safety	Number of recalls and total units recalled	Quantitative Analysis	None	Quantity	No product recalled this year.	-		
	RT-EE-250a.2	Product safety	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative Analysis	None	New Taiwan Dollar		-		
	RT-EE-410a.1	Product lifecycle management	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative Analysis	Not applicable	Percentage of revenue (%)	-	-	The nature of the Group's products is not applicable	
	RT-EE-410a.2	Product lifecycle management	Revenue proportion of products with energy efficiency certification	Quantitative Analysis	Not applicable	Percentage of revenue (%)	-	-		
	RT-EE-410a.3	Product lifecycle management	Revenue from renewable energy-related and energy	Quantitative Analysis	Not applicable	New Taiwan Dollar	-	-		



Indicator Type	SASB Code	Disclosure Topic	Topic	Nature	Quantity	Unit	Chapter of the Report	Pages	Omission	
									Omitted Topic	Reason and Explanation
			efficiency-related products							
	RT-EE-440a.1	Source of raw material	Description of the risk management associated with the use of critical materials	Discussion and Analysis	-	-	2.5.3 Risk Management Policy	38		
	RT-EE-510a.1	Business ethics	(1) Description of policies and practices for prevention of corruption and bribery	Discussion and Analysis	-	-	2.4.1 Ethical Management	32		
			(2) Description of policies and practices for anticompetitive behavior	Discussion and Analysis	-	-	2.4.1 Ethical Management	32		
	RT-EE-510a.2	Business ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative Analysis	None	New Taiwan Dollar	No corruption incidents occurred this year.	31		
	RT-EE-510a.3	Business ethics	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative Analysis	None	New Taiwan Dollar	No anticompetitive behavior incidents occurred this year.	31		
Activity Metrics	RT-EE-000.A		Production quantities of various product types	Quantitative Analysis	Please refer to Annual Report	Quantity	Please refer to page 43 to 62 of the Group's 2024 Annual Report for Shareholders' Meeting.	-		
	RT-EE-000.B		Number of employees	Quantitative Analysis	4158	People	6.1.3 Diverse and Inclusive Employee Composition	108		

* The Group's main operating model is B2B, and the products provided are key electronic components that are integrated into the customer's final products after delivery. Therefore, there are no direct product disposal or end-of-life situations at the Group's end. Based on this operational nature, this indicator is not applicable



8.3 Sustainability Disclosure Indicators for Electronic Components Industry (Appendix 1-12)

No.	Indicators	Indicator Type	Annual Disclosure Status	Unit
1	Total energy consumption	Quantitative	496,256.325	Gigajoules (GJ)
	Percentage of Purchased Electricity		89.41	Percentage (%)
	Percentage of renewable energy use		3.9	Percentage (%)
2	Total Water Withdrawal	Quantitative	1,574.252	Thousand cubic meters (m ³)
	Total Water Consumption		314.850	Thousand cubic meters (m ³)
3	Weight of hazardous waste generated	Quantitative	4,570.146	Tonnes (t)
	Percentage of hazardous waste recycled		86.71	Percentage (%)
4	Description of occupational accident types, numbers, and rates	Quantitative	There were 2 recordable incidents this year, caused by improper operation of equipment, resulting in toe fractures. The occupational accident rate was 0.16.	Rate (%), Number
5	Product lifecycle management disclosure: Weight of scrapped products and electronic waste (Note 1)	Quantitative	0	Tonnes (t)
	Product lifecycle management disclosure: Percentage of scrapped products and electronic waste recycled (Note 1)		0	Percentage (%)



No.	Indicators	Indicator Type	Annual Disclosure Status	Unit
6	Description of risk management related to the use of critical materials	Qualitative Description	Currently, copper-related products are the major raw materials used in the Company's products, so fluctuations in copper prices will have a certain impact on costs and profits. In order to reduce the impact of copper price fluctuations, the procurement department has established a copper price monitoring mechanism, and adopts centralized purchasing or advance purchasing methods promptly to stabilize costs. The business department maintains good relationships with customers and appropriately raises prices to reflect material costs. At the same time, front-end manufacturing process production lines are set up in factories to further control production costs. The monthly business review meeting also lists copper price fluctuation analysis as an important review item for immediate decision-making to reduce the impact of this risk on the Company's operations.	Not applicable
7	Total amount of losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	0 No anticompetitive behavior incidents occurred this year.	Reporting currency
8	Main product output by product category	Quantitative	Please refer to page 43 to 62 of the Group's 2024 Annual Report for Shareholders' Meeting.	Varies by product type

Note 1: The Group's main operating model is B2B, and the products provided are key electronic components that are integrated into the customer's final products after delivery. Therefore, there are no direct product disposal or end-of-life situations at the Group's end. Based on this operational nature, this indicator is not applicable, and the reported value is 0.



8.4 Climate-Related Information for Listed Companies

Climate change risks and opportunities for the company and related response measures taken by the company

Items	Implementation Status	Pages
1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	In 2022, the Company engaged PwC Taiwan to conduct a Task Force on Climate-related Financial Disclosures (TCFD) project. After the project's completion, it has been reported to the Board of Directors as a basis for formulating future response strategies. Starting from 2023, the Sustainability Committee regularly reports climate risks faced by Pan-International and corresponding response measures to the Board of Directors, enabling the Board to fully oversee climate risk issues, make decisions on related management policies, and review their implementation. In 2023, the Company collaborated with Weathernews Taiwan Ltd. to conduct flood financial risk analysis for two key plant areas, identifying potential future climate-related financial risks for these facilities. This risk assessment will serve as a guideline for developing future countermeasures, and this information will be disclosed in the 2023 ESG report. Reassess every 2 years. Relevant information will be disclosed on the Company's website, ESG report, and next year's annual report.	41-47
2. Describe how the identified climate risks and opportunities affect the company's business, strategy, and finances (short-term, medium-term, and long-term).	Relevant information will be disclosed on the Company's website, ESG report, and next year's annual report.	41-47
3. Describe the financial impacts of extreme weather events and transition actions.	After confirming the financial impacts of extreme weather events and transition actions on the Company, these will be reported to the Board of Directors for subsequent monitoring and governance in response to the situation.	41-47
4. Describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.	Pan-International introduced a climate-related risk and opportunity identification mechanism in 2022 and continues to implement it. In 2023, we conducted analysis based on different time horizons, likelihood of issues occurring, and their impact levels on operations, and added flood financial risk analysis for two key factory areas. Review and reassess every 2 years, using the climate change risk and opportunity matrix to comprehensively inventory and evaluate the impacts of various climate risks and opportunity issues on company operations.	41-47
5. If using scenario analysis to assess resilience to climate change risks, explain the scenarios, parameters, assumptions, analysis factors, and main financial impacts used.	Yes Currently using scenarios such as BAU (Business As Usual) and Net Zero for assessment.	41-47
6. If there are transition plans for managing climate-related risks, describe the content of these plans, and the indicators and	Yes The Company is currently evaluating whether to implement transition plans and develop related indicators and targets for such plans. Conducted assessment for Chinese subsidiaries and recommended installing solar power stations. Currently,	41-47



Items	Implementation Status	Pages
targets used to identify and manage physical risks and transition risks.	solar power plants have been installed in 3 factory areas. 2 factory areas have been successively activated. Related information will be disclosed on the Company's website and ESG report.	
7. If internal carbon pricing is used as a planning tool, explain the basis for price setting.	Under evaluation, currently no internal carbon pricing is in place.	41-47
8. If climate-related targets are set, explain information such as covered activities, greenhouse gas emission scopes, planned timeline, and annual progress; if carbon offsets or Renewable Energy Certificates (RECs) are used to achieve related targets, explain the source and quantity of carbon reduction credits or the quantity of Renewable Energy Certificates (RECs).	Following Taiwan's target of setting net-zero emissions by 2050. Related information will be disclosed on the Company's website, ESG annual report and next year's annual report.	41-47
9. Greenhouse gas inventory and assurance status, reduction targets, strategies and specific action plans (to be filled separately in 9-1 and 9-2).		74-78

9-1 Company's greenhouse gas inventory and assurance status for the past two years

9-1-1 Greenhouse Gas Inventory Information

Describe the greenhouse gas emissions (tonnes CO₂e), intensity (tonnes CO₂e/million dollars) and data coverage scope for the past two years.

1. Including enterprises located in Taiwan, China, and the United States with 100% shareholding, Scope 1+2 market-based emissions are 69,729.543 (tonnes CO₂e). Intensity 2.330 (tonnes CO₂e/million dollars)

2. Parent company Scope 1+2 market-based emissions are 69.213 (tonnes CO₂e). Intensity 0.008 (tonnes CO₂e/million dollars)

9-1-2 Greenhouse Gas Assurance Information

Describe the assurance status for the past two years, including assurance scope, assurance institution, assurance standards and assurance opinion.

See page 76 of this report for details

9-2 Greenhouse Gas Reduction Targets, Strategies and Specific Action Plans

Describe the greenhouse gas reduction base year and its data, reduction targets, strategies and specific action plans, and the achievement status of reduction targets.

See pages 74-78 of this report for details



8.5 Assurance Certificate Sustainability Report (Year 2024)

Limited Assurance Statement from Accountants



Independent Limited Assurance Report

To Pan-International Industrial Corp.

We have been engaged by Pan-International Industrial Corp. ("Company") to perform assurance procedures in respect of the key performance indicators identified by the Company and reported in the 2024 Sustainability Report (hereinafter referred to as the "Identified Key Performance Indicators") and have issued a limited assurance report based on the result of our work performed.

Subject Matter Information and Applicable Criteria

The subject matter information is the Identified Key Performance Indicators of the Company. The Identified Key Performance Indicators and the respective applicable criteria are stated in the "Summary of Subject Matter Assured" of the Sustainability Report. The scope of the aforementioned Identified Key Performance Indicators is set out in the "Scope and Boundary" of the Sustainability Report.

Management's Responsibility

The Management of the Company is responsible for the preparation of the Identified Key Performance Indicators disclosed in the Sustainability Report in accordance with the respective applicable criteria. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the Identified Key Performance Indicators that are free from material misstatement, whether due to fraud or error.

Inherent Limitations

Certain subject matter information assured involves non-financial data which is subject to more inherent limitations than financial data. Qualitative interpretations of the relevance, materiality and the accuracy of data are more dependent on individual assumptions and judgments.

Compliance of Independence and Quality Management Requirement

We are independent of the Company in accordance with the Norm of Professional Ethics for Certified Public Accountant of the Republic of China, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

資誠聯合會計師事務所 PricewaterhouseCoopers, Taiwan
110208 臺北市信義區基隆路一段333號27樓
27F, No. 333, Sec. 1, Keelung Rd., Xinyi Dist., Taipei 110208, Taiwan
T: +886 (2) 2729 6666, F: +886 (2) 2729 6686, www.pwc.tw



Our firm applies the Standard on Quality Management 1, "Quality Management for Public Accounting Firms" of the Republic of China, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Identified Key Performance Indicators based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the Standard on Assurance Engagements 3000, "Assurance Engagements other than Audits or Reviews of Historical Financial Information" of the Republic of China. This standard requires that we plan and perform this engagement to obtain limited assurance about whether the Identified Key Performance Indicators are free from material misstatement.

Under the requirements of the aforementioned standards, our limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the criteria as the basis for the preparation of the Identified Key Performance Indicators, assessing the risks of material misstatement of the Identified Key Performance Indicators whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the Identified Key Performance Indicators. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, and analytical procedures, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Made inquiries of the persons responsible for the Identified Key Performance Indicators to obtain an understanding of the processes, information systems and the relevant internal controls relating to the preparation of the aforementioned information to identify the areas where there may be risks of material misstatement; and
- Based on the above understanding and the areas identified, performed analytical procedures on the Identified Key Performance Indicators and performed substantive testing on a selective basis, including inquiries, observation, inspection, and reperformance to obtain evidence for limited assurance.



Limited Assurance Statement from Accountants



The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Company's Identified Key Performance Indicators have been prepared, in all material respects, in accordance with the respective applicable criteria.

We also do not provide any assurance on the Sustainability Report as a whole or on the design or operating effectiveness of the relevant internal controls.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Identified Key Performance Indicators in the Sustainability Report are not prepared, in all material respects, in accordance with the applicable criteria.

Other Matter

The Management of the Company is responsible for maintaining the Company's website. We have no responsibility to re-perform any procedures regarding the Identified Key Performance Indicators after the date of our assurance report, even if the Identified Key Performance Indicators or the applicable criteria have been subsequently modified.

Jen-Chieh Wu

For and on behalf of PricewaterhouseCoopers, Taiwan

13 August, 2025



Limited Assurance Statement from Accountants

廣宇科技股份有限公司

西元 2024 年度

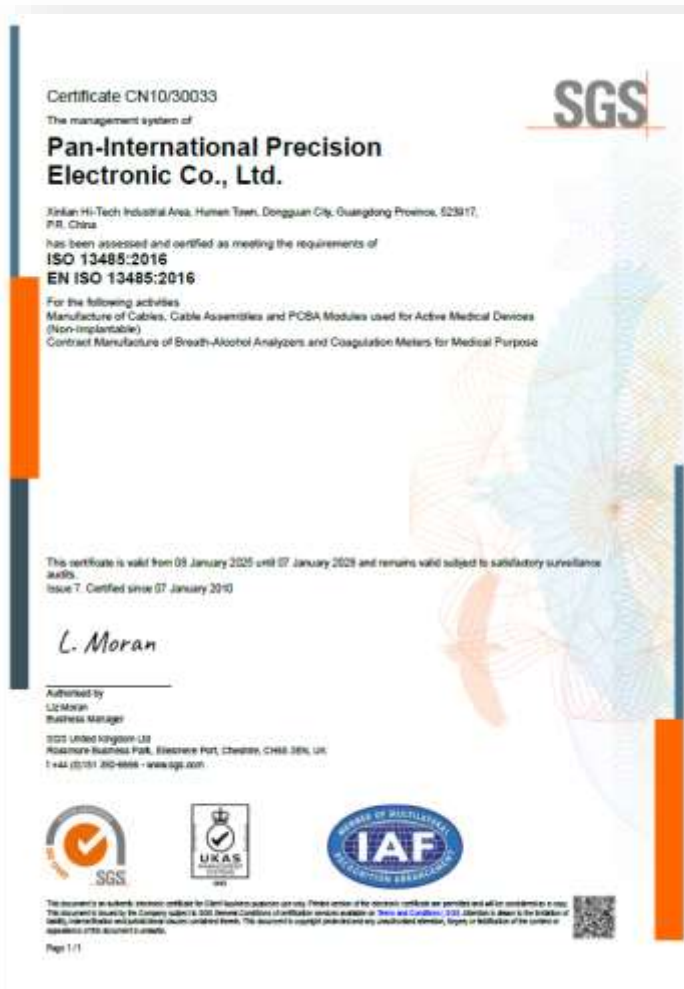
確信項目彙總表

編號	項目	確信標的資訊	頁次	適用基準
1	總取水量	2024 年廣宇科技總取水量為 1,574.252 千立方公尺(百萬公升)。	85	依公司所示之 2024 年度取水量統計數據(數據來源為水費單)，統計範疇為台北總部、東莞廣宇、江西新海洋、煙台宏華勝、蕪湖瑞昌及 PIU。
2	職業災害比率	廣宇科技本年度職業災害事故率為 0.16。	140	依據公司內部的災害防範規定及作業準則之職業安全與衛生，統計 2024 年各單位可紀錄職業傷害數及總工作時數。
3	誠信經營—相關教育訓練時數及供應商審查	廣宇科技為導引及落實各經營據點成員及公司之利害關係人，瞭解本公司之誠信經營政策，本公司實施一系列措施及管理機制，針對員工舉辦教育訓練，強化員工的誠信意識與合規認知，廣宇科技本年度訓練時數共計 10,916 小時；並針對新進供應商及現有供應商於簽約時簽署廉潔承諾及相關聲明，以確保供應鏈遵循公司之誠信與合規標準。	33	依據公司內部之《誠信經營作業程序》及《誠信經營守則》，統計 2024 年度舉辦之誠信經營相關教育訓練時數，以及新進與現有供應商簽署誠信承諾之情形。



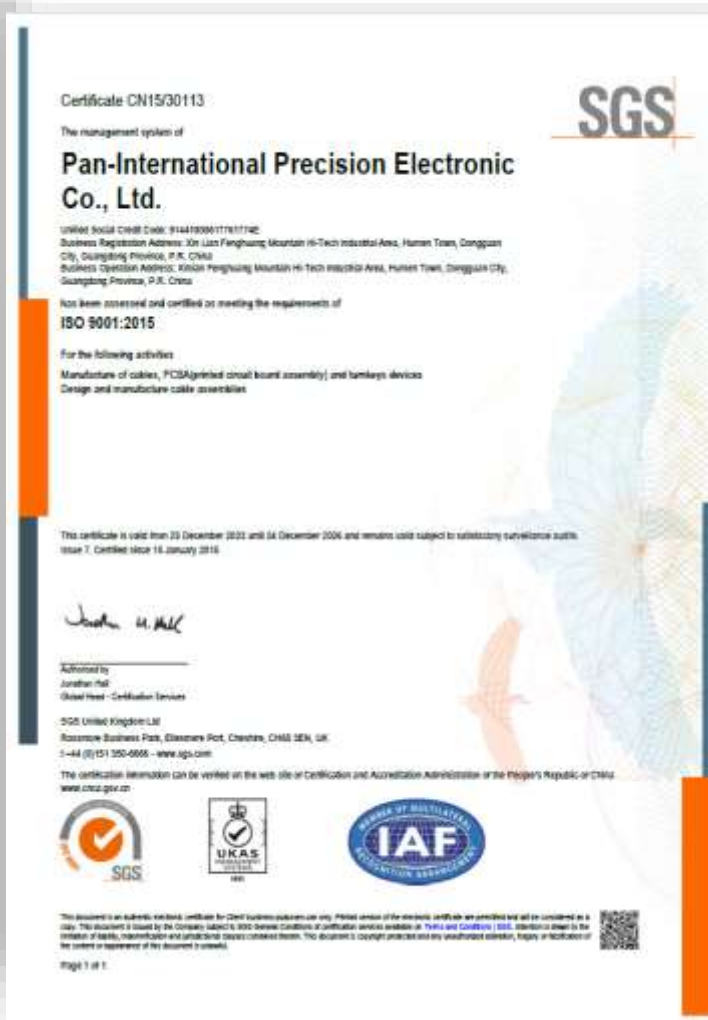
8.6 Management System and Other Verification/Assurance Certificates

Dongguan Pan-International Certificates





Dongguan Pan-International Certificates





New Ocean, Jiangxi - Certificates

intertek
Total Quality Assured.
Intertek Testing Services (UK) Ltd.
8000 Westpark Drive
Buckingham, UK

Scope Certificate
Scope Certificate Number ITS-TE-00121880-GRS-02430300
Scope Certificate Version Number ITS-TE-00121880-GRS-02430300

Intertek
certifies that

New Ocean Precision Component (Jiangxi) Co., Ltd.
Textile Exchange-ID (TE-ID): TE-00121880
License Number: TE-00121880
Jianxin Road, Fengcheng City,
Yichun City, 331139,
Jiangxi Province, China

has been audited and found to be in conformity with the
GLOBAL RECYCLED STANDARD 4.0 (GRS 4.0)

Product categories mentioned below (and further specified in the product appendix) conform with the standard(s):
Hard goods (PG0022)
Process categories carried out under responsibility of the above mentioned organization for the certified products cover:
Extrusion (PR0010), Warehousing, distribution (PR0011), Spinning (PR0027)
*The processes marked with an asterisk may be carried out by subcontractors

This certificate is valid until: 2025-08-31
Audit criteria:
Place and Date of Issue:
Liswell, MA, USA, 2024-08-18
Last Updated: 2024-08-18
Extended Until:
Status: Valid

Colin Moldovan
President, Business Assurance

Certification Body Undertaken by: Textile Exchange Licensing Center (CH/TS)
Certification Body Accredited by: AIA02; Accreditation number: 0204
Inspection body: Intertek Testing Services Ltd., Jiangxi
Audited(s): N/A

This scope certificate provides recognition that any goods delivered up to its holder are GRS-certified. Proof of GRS certification of goods delivered is provided by a sub-licensor certificate (TIC) or equivalent covering them.
The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed.
To substantiate this certificate, please visit www.TextileExchange.org/Certification

The electronically issued document is the valid original version
ITS-ID: TE-00121880

Page 1 of 3

Scope Certificate Number ITS-TE-00121880-GRS-02430300
Version ITS-TE-00121880-GRS-02430300 (continued)
New Ocean Precision Component (Jiangxi) Co., Ltd.
GRS Version 4.0

intertek
Total Quality Assured.
Intertek Testing Services (UK) Ltd.
8000 Westpark Drive
Buckingham, UK

Under the scope of this certificate, the following products are covered:

Products Appendix

Product Number	Product Category	Product Details	Material Composition*	Standard (Label, Brand)	Facility Number
1	Hard goods (PG0022)	Raw cables (PG0030)	(Outer vinyl (100% Recycled post-consumer polyolefin (RMO100) [Jacket]) Recycled post-consumer thermoplastic elastomer (TPE) (RMO102) + Thermoplastic Elastomer (TPE) (RMO103))	GRS (GRS) GRS (No Label)	TE-00121880
2	Hard goods (PG0022)	Raw cables (PG0030)	Recycled post-consumer polyolefin (RMO100) + Recycled post-consumer thermoplastic elastomer (TPE) (RMO102) + Thermoplastic Elastomer (TPE) (RMO103) + Copolymer (RMO104) + Acrylonitrile (RMO105) + Polyamide (polyamide) (RMO106)	GRS (No Label)	TE-00121880

Note: * Quantification (percentage) of material composition is optional. (1) Square brackets refer to certified components of a product.

Place and Date of Issue:
Liswell, MA, USA, 2024-08-18
Last Updated: 2024-08-18
Extended Until:
Status: Valid

Colin Moldovan
President, Business Assurance

The electronically issued document is the valid original version
ITS-ID: TE-00121880

Page 1 of 3

Scope Certificate Number ITS-TE-00121880-GRS-02430300
Version ITS-TE-00121880-GRS-02430300 (continued)
New Ocean Precision Component (Jiangxi) Co., Ltd.
GRS Version 4.0

intertek
Total Quality Assured.
Intertek Testing Services (UK) Ltd.
8000 Westpark Drive
Buckingham, UK

Under the scope of this certificate, the following facilities have been audited and found to be in conformity:

Site Appendix

Facility Name - TE-ID	Address	Process Categories
New Ocean Precision Component (Jiangxi) Co., Ltd. - TE-00121880 (25%)	Jianxin Road, Fengcheng City, Yichun City, Jiangxi Province, China	Extrusion (PR0010), Warehousing, distribution (PR0011), Spinning (PR0027)

Place and Date of Issue:
Liswell, MA, USA, 2024-08-18
Last Updated: 2024-08-18
Extended Until:
Status: Valid

Colin Moldovan
President, Business Assurance

The electronically issued document is the valid original version
ITS-ID: TE-00121880

Page 1 of 3



New Ocean, Jiangxi - Certificates





New Ocean, Jiangxi - Certificates





Honghuasheng, Yantai - Certificates





Honghuasheng, Yantai - Certificates





Honghuasheng, Yantai - Certificates



SMETA Sedex Audit Reference: ZAA600001663 SMETA Corrective Action Plan Report (CAPR) Version 6.1

Audit Details			
Sedex Company Reference: (only available on Sedex System)	ZC421661986	Sedex Site Reference: (only available on Sedex System)	ZS421777014
Business name (Company name):	Honghuasheng Precision Electronics Yantai Co LTD		
Site name:	Honghuasheng Precision Electronics Yantai Co LTD		
Site address:	山东省烟台市经济技术开发区长沙大街18号 Yantai 264000 CN	Country:	CN
Site contact and job title:	Jenrf Huang / Assistant Manager		
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health and Safety (plus Environment 2-Pillar)	<input type="checkbox"/> Environment 4-pillar <input type="checkbox"/> Business Ethics
Date of Audit:	2023-01-09		
Audit Company Name: Intertek Shanghai			
Audit Conducted By			
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/> Retailer <input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/> Trade Union <input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Combined Audit (select all that apply)	

Audit company: Intertek Shanghai Report reference: ZAA600001663 Date: 2023-01-09 Sedexglobal.com 2



管理体系认证证书

证书号码: 157615-2014-A10-005-C1-KAS 首次签发日期: 2014年07月28日 有效期至: 2023年07月29日 - 2026年07月28日

兹证明

鸿富泰精密电子(烟台)有限公司

中国(山东)自由贸易试验区烟台片区烟台开发区嘉兴路8号D02&D03&D05栋,邮编:265503

信息安全管理体系符合:

ISO/IEC 27001:2022标准

此证书对下列范围有效:

富士康科技集团E事业群之资讯科技服务处(ITS)为如下活动实施信息安全: SAP、MES、APS、B2B和PDM系统的应用软件开发和维护;及相关的信息技术基础设施的运作与维护。与适用性声明版本D保持一致

证书制作地点及日期:
上海, 2023年07月13日

证书认可签发机构:
DNV - Spilltime Assurance
中国上海浦东新区世纪大道1151号9楼A座
邮编:200122 电话: +86 21 37099000



高海明
中国代表

本证书由DNV认证体系认证中心签发
DNV - Spilltime Assurance (UK) Limited, 4th Floor, Vico Building, 30 St Andrew Street, London, EC2A 4EU, United Kingdom. TEL: +44(0) 202 316 9000. www.dnv.com

CJ Electric Systems, Wuhu - Certificates





8.7 ISO 14064-1: 2018 Certificate (Year 2024) - Taipei Headquarters, Dongguan & Wuhu Plant

Pan-International Taipei, Dongguan Pan-International, CJ Electric Systems Wuhu

afaq **Certificate** Certificat

Report No. : (TH25-002 / Version 1)

Greenhouse Gas Verification Report Opinion

THGHG25002-00

Verification PAN-INTERNATIONAL INDUSTRIAL CORP.
Scope: 6F, No.200, Jian 8th Rd., Bihe Vil., Zhonghe Dist., New Taipei City 235, Taiwan.
(including 6F, No.198, 6F, No.202, 6F, No.206, 6F, No.208, 6F, No.210)
☒ The information of other sites are listed on the subsequent page.

Verification Criteria: ISO 14064-1 : 2018

Verification Objectives : According to ISO 14064-3:2019, AFNOR Asia Ltd. (AFNOR ASIA) confirms that the GHG statement (GHG inventory report) of the above-mentioned organization(s) is reported in accordance with the verification criteria agreed by both parties. AFNOR ASIA performs the verification with an objective and fair position and principle (relevant, complete, consistent, accurate, and transparent).

Data Period : From 01 01, 2024 to 12 31, 2024 (The data being viewed is historical in nature)

Verification Data :
Direct GHG Emissions (Category 1): 416.3336 Ton CO₂e
Energy Indirect GHG Emissions (Category 2): 3,822.5259 Ton CO₂e
Indirect GHG Emissions (Category 3-6): 13,941.4998 Ton CO₂e

Global Warming Potential (GWP) : Refer to IPCC 2021 Year, the 6 assessment report

Statement Basis : This statement must be interpreted as a whole with the following.
GHG Inventory Report (Version : 3 : Date : 06 27, 2025)
GHG Inventory (Version : 3 : Date : 06 27, 2025)

Materiality : 5% (Category 1 and Category 2)

Type of Opinion : ☒ Unqualified ☐ Qualified (see the subsequent page) ☐ Disclaim the issuance

Verification Conclusion: To confirm that the organization submits a GHG statement in accordance with the requirements of the verification criteria agreed by both parties, and fairly presents the GHG data and related information, which are consistent with the verification scope, objectives and criteria agreed by both parties.
Declares that the reasonable assurance level of the inventory data is category 1 and category 2 (PAN-INTERNATIONAL INDUSTRIAL CORP.). The limited assurance level is classified as category 3 to 6 (PAN-INTERNATIONAL INDUSTRIAL CORP.) and category 1 to 6 (PAN-INTERNATIONAL INDUSTRIAL CORP. overseas site: Pan-International Precision Electronic Co., Ltd. & Wuhu CJ Electrical System Co., Ltd.).

Date of issuance: 08 08, 2025 **APPROVED BY**

Dr. August Tsai
Director for Certification
ON BEHALF OF
AFNOR ASIA

Page 1 of 5
(This document cannot be used on a single page. Using a single page is invalid.)

AFNOR Asia Ltd. - 法蘭西國際認證股份有限公司 - 20F-2, No. 102, Chung-Ping Road, Taoyuan, 330, Taiwan R.O.C.
T: + 886 3 220 0066 - F: + 886 3 220 7889 - No. 29099712 - <https://international.afnor.com/en/>

afnor GROUPE

afaq **Certificate** Certificat

Report No. : (TH25-002 / Version 1)

The Geographical Location of Multiple Sites :

Site	Address
PAN-INTERNATIONAL INDUSTRIAL CORP.	No. 97, Anxing Road, Anhe Village, Xindian District, New Taipei City 231, Taiwan. (including No. 2, Lane 95) 6F, No.200, Jian 8th Rd., Bihe Vil., Zhonghe Dist., New Taipei City 235, Taiwan. (including 6F, No.198, 6F, No.202, 6F, No.206, 6F, No.208, 6F, No.210)
Pan-International Precision Electronic Co., Ltd.	Xinlian Hi-tech Industrial Zone, Humen Town, Dongguan City, Guangdong Province, China (No. 1, Gaoke 3rd Road, Dongguan City, Guangdong Province, China)
Wuhu CJ Electrical System Co., Ltd.	No. 36, Fengminghu Road, Wuhu Area, China (Anhui) Pilot Free Trade Zone (Including Floors 1 to 4 of Factory Buildings 3 & 4, No. 69-1, Fengminghu Road)

Emissions Data for Each Category :

Category	Description of Content	GHG Emissions (Ton CO ₂ e)	Note
(Category 1) Direct GHG emissions	Stationary combustion Mobile combustion Industrial process Fugitive emissions	416.3336	
(Category 2) Indirect GHG emissions from imported energy	Imported Electricity	3,822.5259	Location-based standard
(Category 2) Indirect GHG emissions from imported energy	Imported Electricity	3,802.1351	Market-based standard
(Category 3) Indirect GHG emissions from transportation	Business Travels	11.2640	
(Category 4) Indirect GHG emissions from products used by organization	Purchase goods Disposal of solid and liquid waste	13,930.2358	
(Category 5) Indirect GHG emissions associated with the use of products from the organization	Use of Sold Products End of Life Treatment of Sold Products	NS	
(Category 6) Indirect GHG emissions from other sources	NA	NA	

Biomass Burning Emission : 0.0000 Ton CO₂e

Page 2 of 5
(This document cannot be used on a single page. Using a single page is invalid.)

AFNOR Asia Ltd. - 法蘭西國際認證股份有限公司 - 20F-2, No. 102, Chung-Ping Road, Taoyuan, 330, Taiwan R.O.C.
T: + 886 3 220 0066 - F: + 886 3 220 7889 - No. 29099712 - <https://international.afnor.com/en/>

afnor GROUPE



(Year 2024) - Pan-International Taipei, Dongguan Pan-International, CJ Electric Systems Wuhu

afaq Certificate

Report No. : (TH25-002 / Version 1)

Data for Multiple Sites :

Emission Unit: Ton CO₂e

Site	Direct GHG Emissions (Category 1)	Indirect GHG Emissions from Energy (Category 2) Location-based standard	Indirect GHG Emissions from Energy (Category 2) Market-based standard	Indirect GHG Emissions (Category 3-6)
PAN-INTERNATIONAL INDUSTRIAL CORP.	2.1148	67.0980		19.5203
Pan-International Precision Electronic Co., Ltd.	89.5352	2,457.0525	2,436.5717	12,328.5270
Wuhu CJ Electrical System Co., Ltd.	324.6636	1,296.3654		1,593.3525

Page 3 of 5

(This document cannot be used on a single page. Using a single page is invalid.)

afnor GROUP

afaq Certificate

Report No. : (TH25-002 / Version 1)

Other Related Verification Information

Organization Boundaries :	Operational control
GHG Type :	Carbon dioxide (CO ₂), Methane (CH ₄), Nitrous oxide (N ₂ O), Hydrofluorocarbon (HFCs), Perfluorocarbon (PFCs), Sulfur hexafluoride (SF ₆), Nitrogen trifluoride (NF ₃)
Purpose of Intended Use:	Understanding the status of GHG emissions as a basis for developing reduction (This statement of responsibility applies only to the purpose of intended use mentioned above and not to any other purpose.)
Criteria For Significance of Indirect Emissions :	<input type="checkbox"/> Identified stakeholder requirements : <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Identified regulation requirements : <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Identified magnitude of emissions : <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Others :
Purchased Power Factor:	Taiwan: refer to the 2024 annual power factor announced by the Energy Administration, Ministry of Economic Affairs on April 14, 2025 China : The greenhouse gas emission factor for China's electricity is based on the 2022 electricity carbon dioxide emission factor announced by the Ministry of Ecology and Environment of China <input checked="" type="checkbox"/> The primary data is collected from on-site operation activities. <input checked="" type="checkbox"/> Category 3-6 emissions are calculated with estimated data. The secondary data sources are: MOE Product Carbon Footprint Database - Announcement by the Ministry of Ecology and Environment of China on the Publication of 2023 Electricity Carbon Footprint Factor Data (January 17, 2025) - Ecoinvent 3.11 <input type="checkbox"/> Others :
Data Sources :	
Verification Method:	<input checked="" type="checkbox"/> On-site (PAN-INTERNATIONAL INDUSTRIAL CORP.) <input type="checkbox"/> Remote (PAN-INTERNATIONAL INDUSTRIAL CORP. overseas site, Pan-International Precision Electronic Co., Ltd. & Wuhu CJ Electrical System Co., Ltd.)
Qualified Opinion :	NO
Others :	NO
Verification Date :	06 19, 2025 06 20, 2025 06 27, 2025
Report Date :	06 27, 2025

afaq Certificate

Report No. : (TH25-002 / Version 1)

Verification Team and Technical Review

Lead Verifier :	Hsu, Chia-Hung	Signature :	
Verifier :	Yi-Ching Chan	Signature :	
Verifier :	Tien Chang	Signature :	
Verifier :	Rich-Lin	Signature :	
Independent Review :	Shih-Ting Tseng	Signature :	

Verification Processes

afnor ASIA is based on risk assessment methods and controls. Evidence collection procedures are including pre-trip assessment, on-site visits, interviews with site personnel, confirmation of documented evidence provided, sampling of emission data, evaluation of data management systems, confirming the collection and completion of emission data, analysis between production and energy consumption, and confirmation of whether the terms of the agreement referred to are properly applied.

Roles and Responsibilities

The verified organization is responsible for preparing and submitting a GHG statement in accordance with the verification criteria. This responsibility includes the planning, implementation and maintenance of data management systems related to GHG declarations, GHG inventory and GHG inventory reports.

afnor ASIA provides independent third-party verification of the reported GHG emissions and issues verification opinions for the organizational GHG emissions. The verification team is independent and impartial, and there is no conflict of interest.

Page 5 of 5


(This document cannot be used on a single page. Using a single page is invalid.)

afnor GROUP



8.8 ISO 14064-1: 2018 Certificate (Year 2024) - Honghuasheng, Yantai

Organizational Level Greenhouse Gas Verification



中国认可
国际互认
环境信息
ENVIRONMENTAL INFORMATION
CNAS VV003-EI



GREENHOUSE GAS VERIFICATION STATEMENT

Certificate No.: 04125GHGA20275-10

The 2024 Greenhouse Gas Inventory Report of
Honghuasheng Precision Electronics(Yantai) Co., Ltd.
(Issue date: May 30, 2025; Time period: January 01, 2024- December 31, 2024)
has been verified in accordance with ISO 14064-3:2019 with the materiality and the
level of assurance satisfied.


Verification Criteria : ISO 14064-1:2018
Verification Programmes: ISO/IEC 17029:2019; ISO 14065:2020; ISO 14064-3:2019;
ISO 14066:2011
Boundary(ies) : Verified greenhouse gas statement:
The 2024 Greenhouse Gas Inventory Report of
Honghuasheng Precision Electronics(Yantai) Co., Ltd.
Organizational boundaries:
All facilities under the operational control and related to
greenhouse gas emissions and removals of Honghuasheng
Precision Electronics(Yantai) Co., Ltd. , which located at No
18, Changsha Road, Yantai Economy And Technology
Development Area, Shandong, China.
Scope of business and activities:
PCB manufacturing
Time period:
January 01, 2024- December 31, 2024
GHG Category(ies):
☒ Category 1 ☒ Category 2 ☒ Category 3
☒ Category 4 ☒ Category 5 ☐ Category 6

Total emissions : 141,259.13 tCO₂e (Grid Emission Factor based on location)
Total emissions : 122,066.86 tCO₂e (Grid Emission Factor based on market)
Type of entity : Third-party
Issue date : July 31, 2025
Commissioned by : Foxconn
Details of the objectives, assurance levels, materiality, intend users of the GHG
statement, etc. are given in the appendix to this verification statement of which
forms an integral part.



General manager

CTI Certification Co., LTD.
Zone A 8F CTI Building, No.4 Liu Xian San Road, Xin'an Street, Bao'an District, Shenzhen, Guangdong Province, China.
The CNAS accreditation mark indicates only that CNAS recognizes the competence of the VVR and should not be construed to mean that CNAS approves or is responsible for the certificate.
This certificate is available on our website (www.cti-cert.com).



中国认可
国际互认
环境信息
ENVIRONMENTAL INFORMATION
CNAS VV003-EI

APPENDIX TO THE GREENHOUSE GAS VERIFICATION STATEMENT

Certificate No.: 04125GHGA20275-10

Description of the verification : CTI verified the inventory of Greenhouse gas emissions in
year 2024 of Honghuasheng Precision Electronics(Yantai)
Co., Ltd. according to ISO 14064-3:2019.



Scope : Machinery and equipment manufacturing (12)

Objectives : a) Evaluate whether the GHG inventory report meets the
requirements of ISO 14064-1:2018
b) Evaluate the consistency and completeness of the GHG
inventory report
c) Verify the correctness and reasonableness of the GHG
accounting and reporting
d) Evaluate the GHG-related management controls at the
organization level

Assurance level : Reasonable
Materiality threshold : 5%
Intended users : Stakeholders involved in the business activities
Nature of data and information supported the GHG statement : Historical facts

GHGs included : ☒ CO₂ ☒ CH₄ ☒ N₂O ☒ HFCs ☐ PFCs ☐ SF₆ ☐ NF₃

Category 1 Emissions : 1,297.03 tCO₂e
Category 2 Emissions : 71,919.09 tCO₂e (Grid Emission Factor based on location)
Category 3 Emissions : 54,937.05 tCO₂e (Grid Emission Factor based on market)
Category 4 Emissions : 2,556.74 tCO₂e
Category 5 Emissions : 65,367.35 tCO₂e (Grid Emission Factor based on location)
Category 6 Emissions : 63,157.12 tCO₂e (Grid Emission Factor based on market)
Category 7 Emissions : 118.93 tCO₂e
Total Emissions : 141,259.13 tCO₂e (Grid Emission Factor based on location)
Total Emissions : 122,066.86 tCO₂e (Grid Emission Factor based on market)



General manager

CTI Certification Co., LTD.
Zone A 8F CTI Building, No.4 Liu Xian San Road, Xin'an Street, Bao'an District, Shenzhen, Guangdong Province, China.
The CNAS accreditation mark indicates only that CNAS recognizes the competence of the VVR and should not be construed to mean that CNAS approves or is responsible for the certificate.
This certificate is available on our website (www.cti-cert.com).



8.9 ISO 14064-1: 2018 Certificate (Year 2024) - New Ocean, Jiangxi

..... 待補件..... (2024 證書約 2025/9 取得)