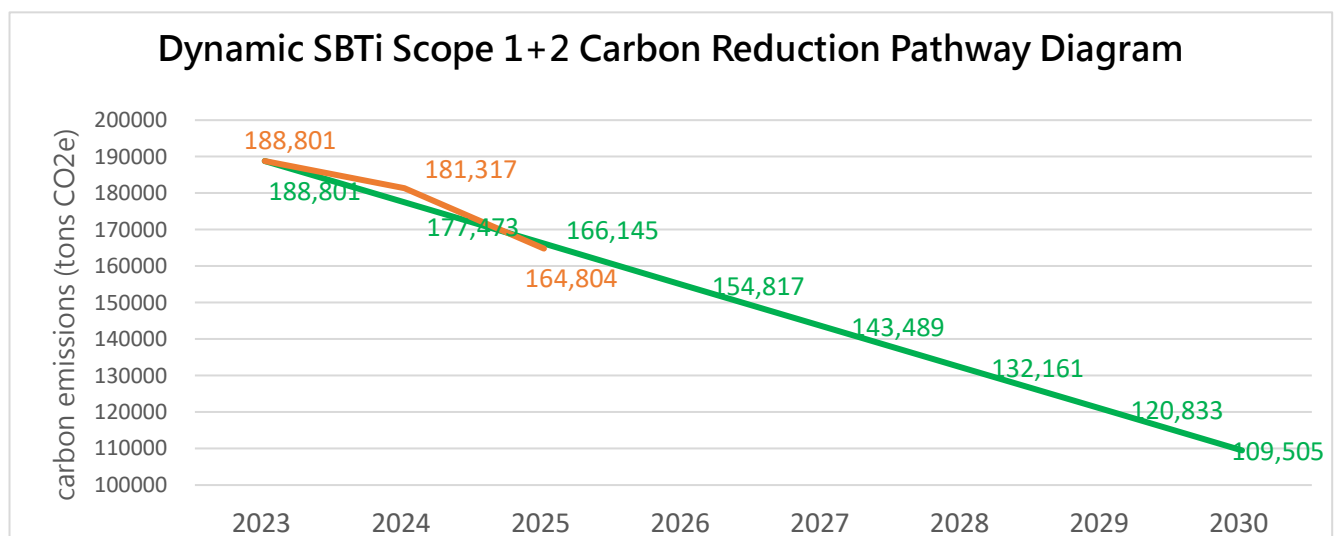


Dynamic 2050 Net Zero Emission Transformation Plan

I. Basic Announcement of the Plan and the Paris Agreement Carbon Reduction Pathway

Our company is committed to supporting the Paris Agreement's goal of limiting global warming to well below 1.5°C. This transformation plan covers all areas (Areas 1+2+3) and is based on the following science-driven carbon reduction pathway. Our company commits to achieving an absolute reduction of at least 90% across all areas by 2050, with the remaining residual emissions to be fully offset solely through permanent carbon removal technologies.

- **Base Year :** 2023
- **Short-term targets (SBTi approved) :** 42.0% absolute reduction in Category 1 + Category 2 by 2030; Category 3 (Category 3) proposes a 25% absolute carbon reduction target in accordance with WB2C (Well Below 2°C), committing to a 25% reduction in carbon emissions by 2030 from categories such as purchased goods and services, fuel and energy-related activities, and waste generated during operations.



- **Medium-term goal (Transition Pathway) :** 65.0% - 70.0% absolute reduction in Scope 1 + Scope 2 by 2040
- **Long-term goal (Net-Zero) :** 90.0% - 95.0% absolute reduction in Scope 1 + Scope 2 by 2050, achieving net-zero emissions across the entire spectrum.

II. Baseline of Emission Structure for Baseline Year (2023) (Baseline)

Based on the 2023 inventory data, the company's 1+2 emission structure is as follows, and this plan will precisely allocate financial and technological resources according to this weight:

- Electricity emissions: 86.76% (a top priority for carbon reduction)
- Petrochemical fuels: 8.26% (process heat source, now switched to natural gas)
- Fugitive emissions: 3.10% (process volatiles and equipment emissions)
- Steam emissions: 1.77% (purchased energy)

- Process emissions: 0.11% (chemical reactions)
- Current status of renewable energy: Self-built solar photovoltaic power 0.5%, Purchased Green Energy Certificates (CPPA) 30.0%

III. Internal Carbon Pricing (ICP) Mechanism and Financial Support

Our company has formally established an internal carbon pricing (ICP) mechanism that is cross-border and aligned with local regulations, employing a dual-track system of "shadow pricing" and "internal carbon fees." This mechanism substantially incorporates carbon costs into the evaluation of future capital expenditures (CAPEX) and operating expenditures (OPEX), ensuring a reasonable rate of return on decarbonization investments and providing a stable source of funding for equitable transition and social security initiatives.

Internal Carbon Pricing for Multinational Manufacturing Bases (based on tCO₂e per metric tonne)

Based on the maturity of the carbon market and regulations at each manufacturing base, our company has set the following internal carbon prices:

- Taiwan Plant (Leading and R&D Base): NT\$540 / tCO₂e
- China Plant (Core Manufacturing Base): RMB 103.5 / tCO₂e
- Thailand Plant (Emerging Manufacturing Base): THB 885.8 / tCO₂e

IV. Blueprint for Financial Resource Allocation during Transformation (Budget Allocation Table)

Transition Phase / Core Carbon Reduction Actions	Relevant Scope	Expected Timeline	Capital Expenditure (RMB)	Operating Expenditure (RMB)	Financial Assessment Indicators and Transition Benefits
【Phase 1: Sprint Period】		2026-2030			Achieving SBTi 2030 short-term goals & carbon neutrality requirements of major international manufacturers
1. Long-term green energy planning	Scope 2	2026-2030	0	900,000 RMB/year	The proportion of green electricity has been increased to 50-60%, locking in long-term electricity purchase costs.
2. Optimize green electricity timing by integrating energy storage systems.	Scope 2	2025-2028	100,000 RMB	0 RMB/year	Activate the existing 0.4MW energy storage to respond to specific customer needs.
3. Activate the carbon footprint data of upstream substrate/copper foil manufacturers	Scope 3	2026-2027	0	0 RMB/year	Scope 3: Establish a precise baseline to align with customers' green procurement requirements.
4. Petrochemical steam to be completely replaced by biomass steam	Scope 1	2028-2030	0	0 RMB/year	By phasing out natural gas boilers, fossil fuel emissions (8.26% + 1.77%) will be completely reduced to zero, resulting in a 10% reduction in emissions in Category 1.
5. Continuous deterioration of low-energy-efficiency equipment	Scope 1	2026-2030	300,000 RMB	300,000 RMB/year	Replacing inefficient motors with IE5 high-efficiency motors and EC

						fans in air conditioners is expected to reduce energy consumption by 5-10%.
6 . Increase distributed photovoltaic power generation projects	Scope 1	2027-2030	1,600,000 RMB	400,000 RMB/year		The installed capacity of photovoltaic power will increase by approximately 4MW, and it is estimated that the annual reduction in grid electricity consumption will be 4.3 million kWh.
【 Phase Two: Deepening Period 】		2031-2040		Achieve 70% reduction across all categories & RE100% compliance across global plants		
2. Mandatory procurement of green/low-carbon raw materials (Recycled copper foil, bio-based low-carbon substrate)	Scope 3	2031-2040	0	0 RMB/year		Supplier green performance is linked to procurement KPIs, significantly reducing category 3.
3 . Import Green Power Direct Connection Project	Scope 1	2031-2035	0	0 RMB/year		The factory area achieves green electricity consumption of more than 30%
【 Phase Three: Net Zero Period 】		2041-2050		Achieve an absolute reduction of >90% across the entire product line, ultimately resulting in a net zero.		
1. Importing the additive method to evaluate miniaturized etching-free process technology	Full range	2041-2045	NA	NA		By changing the production model, we have reduced chemical and wastewater energy consumption by 80%.
2. Procurement of internationally certified permanent carbon removal technologies (such as DAC direct air capture certificates and promotion of natural carbon sinks)	Residual offset	2045-2050	0	300,000 RMB/year		The remaining carbon emissions, which cannot be eliminated, can only be offset by no more than 5%-10%.

V. Human Rights Impact Assessment of Stakeholders in the Low-Carbon Transition and Actions to Safeguard a Fair Transition

To ensure a "fair transition" and prevent human rights violations by stakeholders during the decarbonization process upgrade, our company has formulated a social risk assessment and safeguard measures for the low-carbon transition:

1. Employees: A labor transformation and skills retraining mechanism centered on "union committees"
 - risk assessment:
 - i. Skills Disability Risk: When all natural gas steam boilers in the plant are replaced by purchased biomass steam from 2031-2035, existing boiler operators and maintenance personnel face job loss.
 - ii. Process Adaptation Risk: If next-generation additive (etch-free) processes are introduced in the future, skilled workers in traditional electroplating and etching units will need to adapt to a fully automated, low-chemical working environment.
 - Integrating social security initiatives with existing channels:

- i. Semi-annual Union Communication and Review Mechanism: Our company has formally included "Low-Carbon Transition and Net-Zero Path Progress" as a core agenda item for the union committee's semi-annual regular meetings. All plans regarding technology upgrades, automation implementation, and job adjustments must be submitted to the union committee six months in advance for cross-departmental, two-way democratic consultation, ensuring workers' right to know, right to express their opinions, and right to collective bargaining.
 - ii. Employee Skills Restructuring Project: Through semi-annual communication meetings, our company and the union jointly commit to "no structural layoffs during the transition period." The Human Resources Department has allocated a special budget to fully subsidize affected workers to participate in green skills certification training in areas such as automation control, heat pump maintenance, and smart energy management operation.
 - iii. Internal Job Transfer Guarantee: Newly established units after the transition (such as the Energy Management Center, Green Process Quality Control Group, and the existing 0.4MW Energy Storage System Operation and Maintenance Team) will prioritize internal placement of the aforementioned trained employees, guaranteeing their right to sustainable employment.
2. Community Perspective: Impact on Neighboring Communities and Health and Human Rights Risks
 - risk assessment:
Safety and NIMBY (Not In My Backyard) Effect: The large-scale energy storage system already installed in the plant area may be further expanded in the future as green electricity is supplied; community residents may have concerns about lithium battery thermal runaway (fire risk) and electromagnetic waves from the system, which may trigger NIMBY effects and human rights disputes.
 - Social Security Actions:
 - i. Community's Right to Informed Consent and Transparency: Regularly hold meetings with community stakeholders. Proactively disclose third-party safety testing reports for the energy storage system, explosion-proof isolation design, and 24-hour fire prevention and control plan, implementing the principles of free, prior, and informed consent.
 - ii. Real-time Environmental and Health Monitoring: Install miniature environmental sensors around the plant area to provide real-time data on air quality, noise, and electromagnetic waves, ensuring that carbon reduction process upgrades do not sacrifice the health and human rights of surrounding residents.
3. Supply chain side:
 - risk assessment:
Supply chain disruptions and job losses: Our company is promoting carbon reduction in Scope 3 and mandating that core raw material manufacturers such as substrate and copper foil reduce carbon emissions year by year. Some small

and medium-sized suppliers may face the risk of being removed from the supply chain due to a lack of transformation funds and technology, which will in turn impact the livelihoods of their employees.

- **Social Security Actions:**

Large-to-Small Green Prosperity Mechanism: Our company will not adopt a harsh "elimination for non-compliance" approach. Instead, we will utilize our established carbon footprint data collection mechanism to reverse-engineer our verification technology. This plan is expected to commence in the second half of 2026, and in 2027, we will provide free carbon management and energy-saving training and guidance to core small and medium-sized suppliers.

VI. Transformation Governance and Oversight Mechanism

To ensure the implementation of this plan, its performance has been incorporated into the company's highest sustainable governance structure:

- i. **Board Oversight:** The Social Responsibility Office will compile the implementation progress of this plan and report annually to the Board's Sustainability Committee. Carbon reduction targets (SBTi achievement rate) will be substantially linked to the compensation and performance of senior executives.
- ii. **Net Zero and Fair Transition Fund:** Simulated/actual carbon fees generated through the internal carbon pricing mechanism (NT\$540, RMB 103.5, THB 885.8) will be allocated specifically for "labor transition training guided by the union committee every six months" and "CAPEX subsidies for low-carbon process R&D," achieving a positive cycle of both financial and social benefits.