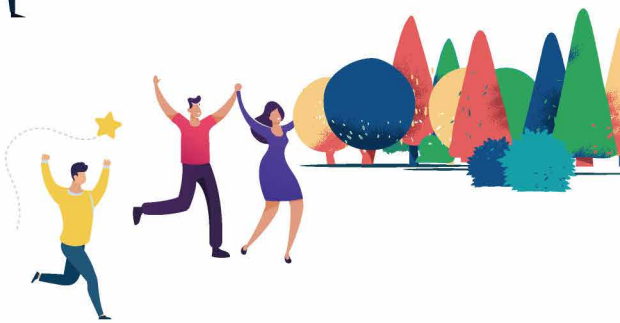


Transcend®

2024 Sustainability Report



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About This Report

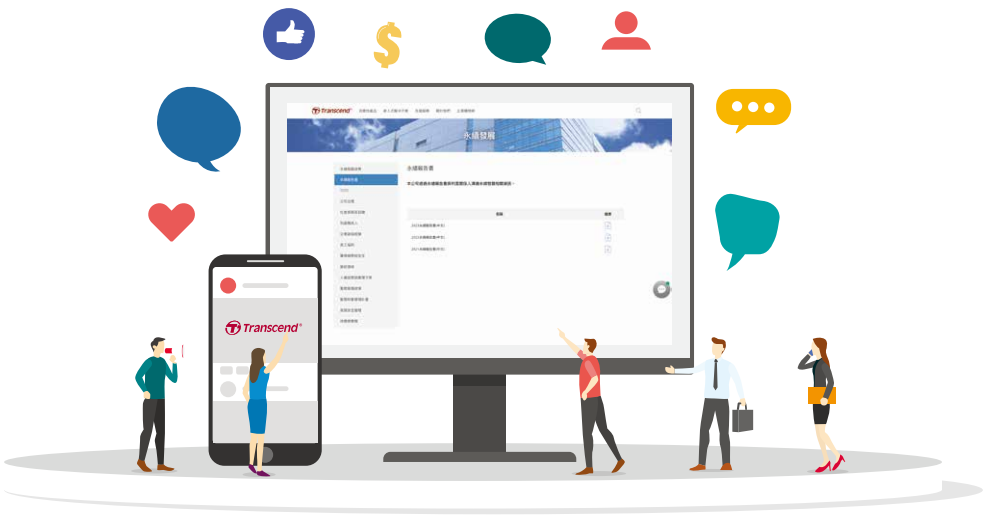
Principles and Guidelines for Report

This report is prepared with reference to the Global Reporting Initiative (GRI) Standards issued by the Global Reporting Initiative, as well as the "Operating Procedures for Listed Companies to Prepare and Disclose Sustainability Reports" of the Taiwan Stock Exchange. Relevant cross-reference tables are provided in the Appendix.

Reporting Period and Frequency

The reporting period of this report is consistent with the consolidated financial statements, covering January 1, 2024 to December 31, 2024. To ensure completeness and comparability, certain sections may include information outside of this reporting period, with corresponding notes provided in those sections.

The Company will publish a Sustainability Report annually and make it available on the Company's website.
Publication date of this report: August 2025



Reporting Boundary and Scope

This report covers Transcend Information, Inc. Taiwan Headquarters, including Neihu Plant I (hereinafter referred to as "Headquarters") and Neihu Plant II (hereinafter referred to as "Factory"). It does not include subsidiaries or investment companies consolidated in the financial statements. If the disclosure scope of individual chapters differs from the above, supplementary explanations are provided within those chapters.

The data and statistics disclosed in this report are primarily based on Transcend's internal compilation and survey results. Financial statement figures are derived from publicly available information certified by an external accounting firm. Certain data are also cited from information published on government agency websites, and presented using generally accepted numerical descriptions. Where conversions are applied, the methods are noted in the report.

Although this report has not been externally verified by a third party, the Company ensures the accuracy of all disclosed financial, environmental, and social data through a rigorous internal control and audit mechanism.

Basis of Statistical Data in the Report

Financial Data	Figures are derived from publicly available financial statements certified by an external accounting firm. Unless otherwise noted, all financial data are presented in New Taiwan Dollars (NTD).
Environmental Data	Greenhouse gas emissions are calculated based on electricity bills and internal inventory checks. Data on water resources and waste are taken from reports submitted by each operating site to local authorities.
Other Data	Compiled from internal statistics reported by each operating site.



Restatement of Information

There have been no significant changes in the organizational scale, structure, ownership, or supply chain of this report compared with the 2023 report. If any restatements of information occur, they will be noted in the relevant chapters.

External Assurance

This report has not yet been assured by an independent third-party verification body.

Responsible Unit of Sustainability Report

If you have any questions regarding the contents of this report, please contact us through the following channels:

- Contact unit: Sales Division
- Contact person: Paul Chen
- TEL: 02-27928000#7533
- Email: IR@transcend-info.com
- ESG website: https://www.transcend-info.com/about/social_responsibility
- Company address: No.70, XingZhong Rd., NeiHu Dist., Taipei, Taiwan

Transcend Sustainability Section

https://www.transcend-info.com/about/social_responsibility

Words from The Chairman

Dear Stakeholders of Transcend Information,

We are pleased to present the 2024 Sustainability Report of Transcend Information, Inc., and sincerely share the concrete actions and achievements of the past year in the areas of environmental protection, social responsibility, and corporate governance.

Looking back on 2024, the global memory market experienced adjustments in supply and inventory digestion. Prices stabilized and rebounded, yet end-market demand recovered only modestly, and overall sentiment remained conservative. Transcend adhered to the principle of prudent management, flexibly adjusted strategies, and maintained stable operational performance through flexible pricing, precise inventory control, and process optimization—demonstrating corporate resilience and adaptability.

For the year, consolidated revenue reached NT$10.1 billion, with net income after tax of NT$2.31 billion, outperforming the previous year and maintaining a solid financial structure. In the face of industry cycles and global environmental changes, we actively integrated sustainability concepts into our governance framework. From product development and process management to talent cultivation and community engagement, we are advancing long-term value creation across all dimensions.

Over the years, Transcend has implemented and effectively operated several international management systems, including ISO 9001 Quality Management, QC 080000 Hazardous Substance Process Management, ISO 14001 Environmental Management, and ISO 45001/ CNS 45001 Occupational Health and Safety Management. These systems enhance quality control, improve process transparency, reduce operational risks, and lay a solid foundation for sustainable growth.

In terms of technology and R&D, to meet emerging applications such as AI PCs, edge AI, high-performance computing, and spatial computing, we have continued to launch a range of high-performance storage products for both industrial and consumer use. These solutions deliver high-speed, reliable, and secure storage experiences, addressing market trends and customer needs.

Transcend also deeply recognizes that corporate growth must advance in tandem with social responsibility. We have long invested in education and sports initiatives, including supporting high school sports leagues and promoting the "Transcend Rural Baseball Seed Program." Our efforts have been continuously recognized with the Ministry of Education's Sports Activist Award, underscoring our lasting care for and positive impact on the local community.

Looking ahead, we will further strengthen the global deployment of our core business, enhance product competitiveness, and expand into high-performance storage application markets. At the same time, we will deepen corporate governance and information transparency to foster trust and collaboration with stakeholders. Guided by the core values of integrity, innovation, and responsibility, Transcend will continue to move steadily toward a sustainable future of shared long-term prosperity.

We sincerely thank all shareholders, customers, employees, and partners for your ongoing support and trust. Together, we will continue building a sustainable future based on integrity, innovation, and responsibility.



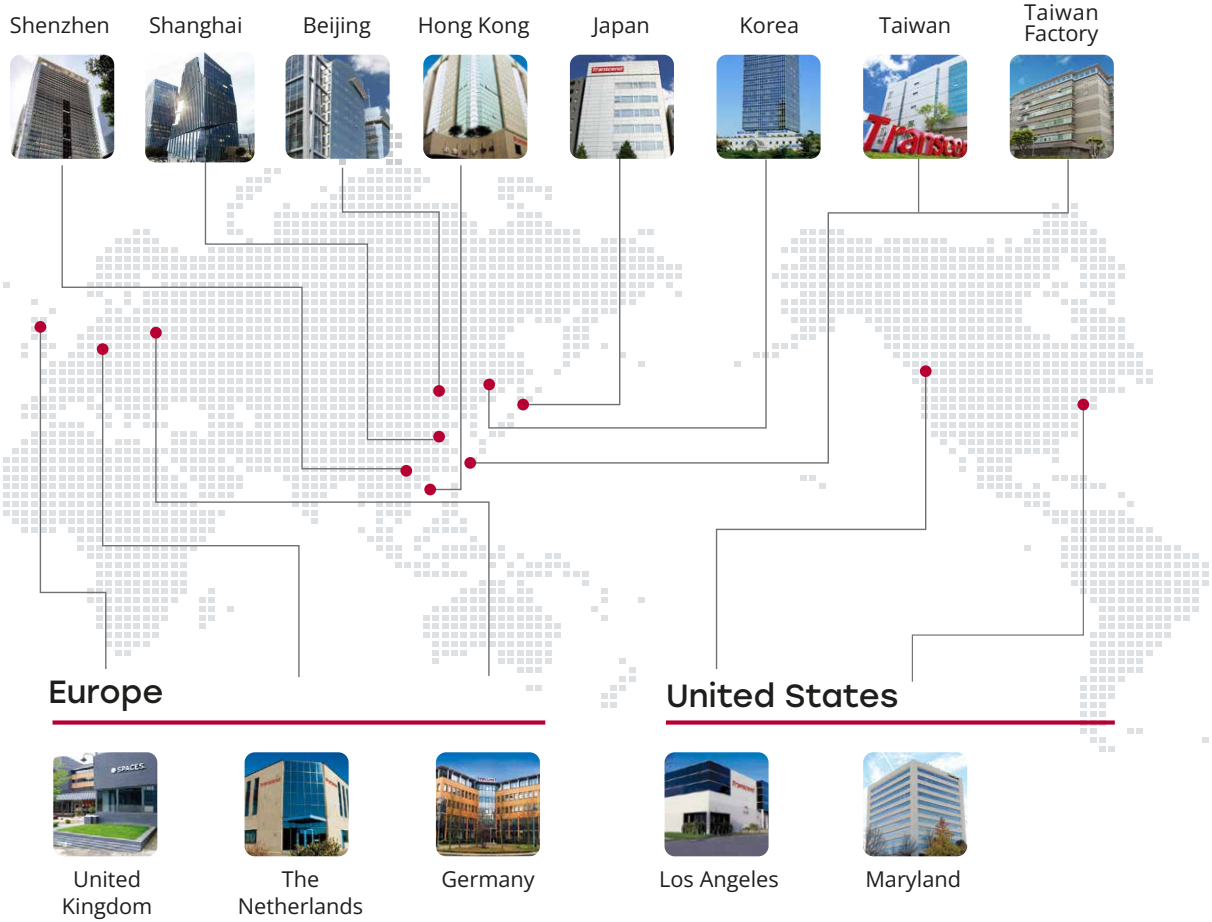
Chung-Won Shu, Transcend Information Inc. CEO

About Transcend

Established in Taiwan in 1989 and headquartered in Taipei, Transcend has a global presence with 12 locations worldwide: Los Angeles, Maryland, Hamburg, Rotterdam, London, Tokyo, Seoul, Shanghai, Beijing, Shenzhen, and Hong Kong.

Company Name	Transcend Information, Inc.
Company Type	Listed company
Incoporation Date	1989/08/30
Date of Listing	2001/05/03
Headquarters Address	No.70, XingZhong Rd., NeiHu Dist., Taipei
Industry Category	Semiconductor Industry
Main Product	Digital and multimedia products
Pain-in Capital (NT$ thousand)	4,307,127
Net Sales (NT$ thousand)	2,314,432
Global Employee Headcount (persons)	1,160

Asia/Pacific Region



Asia/Pacific Region

Shenzhen

13B03 & 13B04 Anlian Building,
No. 4018, Jintian Road, Futian
District, Shenzhen, China 518031
TEL: +86-755-2598-7200
Fax: +86-755-2598-7270

Shanghai

Room 801-802, T1 Building,
Changning International, No. 1388,
Kaixuan Road, Changning District,
Shanghai, China 200052
TEL: +86-21-6161-9388

Beijing

A1501, E-Wing Center, No. 113,
Zhichun Road, Haidian District,
Beijing, China 100086
TEL: +86-10-8265-9969
Fax: +86-10-8265-0677

Hong Kong

Unit 17-18, 10/F. Nan Fung
Commercial Centre, 19 Lam Lok
St. Kowloon Bay, Hong Kong,
China
TEL: +852-2331-8929
Fax: +852-2331-2987

Japan

Transcend building, 1-8-5,
Kuramae, Taito-Ku Tokyo, 111-
0051, Japan
TEL: +81-3-5820-6000
Fax: +81-3-5820-6015

Korea

12F, CBS Bldg., 159-1,
Mokdongseo-ro, Yangcheon-gu,
Seoul, Korea
TEL: +82-2-782-8088
Fax: +82-2-782-8089

Taiwan

No.70, XingZhong Rd., NeiHu Dist., Taipei, Taiwan
TEL: +886-2-2792-8000
Fax: +886-2-2792-3375
Customer Service: +886-0800-041-000

Europe

United Kingdom

Spaces, The Maylands
Building (Office No64), Hemel
Hempstead, HP2 7TG, United
Kingdom
TEL: +44-1442-501-026

The Netherlands

Cairostraat 40, 3047 BC
Rotterdam, The Netherlands
TEL: +31-10-298-8500

Germany

Flughafenstrasse 52b
(Airport-Center), 22335
Hamburg, Germany
TEL: +49-40-538-907-0
Fax: +49-40-538-907-91

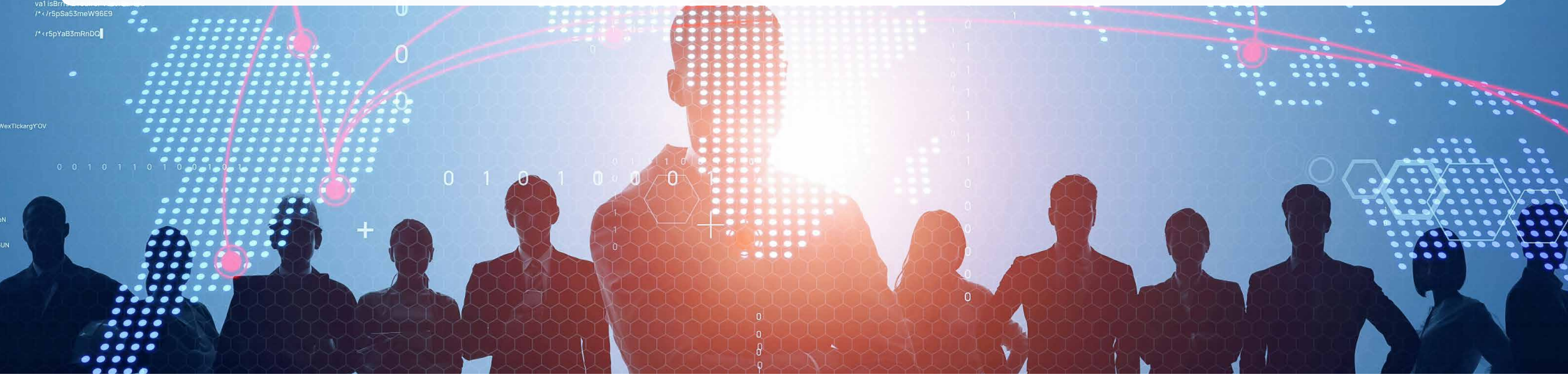
United States

Los Angeles

1645 North Brian Street,
Orange, CA 92867, U.S.A
TEL: +1-714-921-2000
Fax: +1-714-921-2111
Toll Free: +1-800-886-5590

Maryland

10451 Mill Run Circle, Ste 650,
Owings Mills, MD 21117, U.S.A
TEL: +1-714-921-2000
Fax: +1-714-921-2111
Toll Free: +1-800-886-5590









Transcend Philosophy and Objectives

Guided by the spirit of innovation and self-transcendence, Transcend has developed 4 intertwined business philosophies: Quality First, Excellent Service, Effective management, and Win-Win Cooperation.

Quality First

Only high quality can create value. Since its establishment, Transcend has prided itself on being a high-quality company. Starting with hiring professional talents, Transcend maintains strict control over every production process. In addition to producing high-quality products, Transcend requires all employees to embed high quality in their daily operations and processes. As a result, in 1997, Transcend became the first professional memory card manufacturer in the country to receive ISO 9001 international quality assurance certification, further proving its position as a leading brand.

Excellent Service

Transcend is a customer-oriented company, constantly striving to meet the needs of its customers. While providing high-quality products and comprehensive solutions, we also aim to promptly respond to customers' technical issues and application inquiries and assist them in reducing operational risks. This is the essence of excellent service. In the highly competitive computer and information technology industry, hardware manufacturing companies often face declining profits due to standardization. In such an environment, it is only through exceptional service that we can create added value and establish a prominent position in the industry.

Effective Management

Effective management is the core of Transcend's business philosophy, and it is a concept pioneered by Mr. Chung-Won Shu. Its essence lies in the idea that if a company cannot continually explore new opportunities during prosperous times and cannot overcome challenges during difficult times, then the notion of "sustainable business" becomes merely a slogan. A responsible company should be able to continually create value. If a company fails to effectively manage its operations and experiences a continuous decline in profits, or even losses, clinging to the slogan of "sustainable business" would be a negative reflection on both employees and society. It is by no means a responsible approach to management.

Win-Win Cooperation

In industrial division, upstream suppliers provide necessary production materials, and downstream customers purchase products and services. In the meantime, there are many peer companies in the same industry. For Transcend, the relationships with upstream and downstream manufacturers are not just simple supply-demand relationships; they are partnerships within a shared ecosystem. The path to corporate development lies in growing together and sharing profits. Within Transcend, the relationship of the company and the employees is more than just labor-capital relations. Transcend should provide a good working environment, living conditions, and opportunities for learning and development, while anticipating contributions from employees. Transcend aims to create mutually beneficial outcomes with its suppliers, customers, industry peers, and employees, realizing the concept of "win-win cooperation."

Sustainability Strategy and Goals

To fulfill its ESG vision and mission, Transcend Information, Inc. has established a Sustainability Task Force responsible for managing, formulating, and overseeing governance strategies on major ESG-related issues. In 2024, the Executive Vice President served as the Chief Sustainability Officer, with the General Administration Office acting as the primary coordinating unit. Department heads serve as team leaders based on the nature of their responsibilities to promote initiatives within the organization. While advancing economic growth, the Company also places emphasis on social and environmental sustainability issues and is committed to community engagement activities. The Executive Vice President and the Chairman regularly discuss the progress of daily ESG initiatives and review consolidated reports on sustainability implementation. In addition to quarterly reporting on greenhouse gas inventory schedules, the Company also conducts annual reviews on intellectual property management, risk management policies, information security, and corporate integrity management. The Board of Directors evaluates governance policies, implementation results, and future plans, and provides recommendations for management's reference and adjustments.

In pursuit of sustainable operation and profitability, Transcend follows the principles of materiality to implement sustainable development. This approach aligns with international trends of balancing environment, society, and corporate governance while respecting stakeholders' rights. These principles are incorporated in Transcend's business activities and management guidelines to advance the objective of sustainable operation. Transcend established the "Sustainable Development Practice Guidelines" to implement corporate governance, developing a sustainable environment, upholding social welfare, and enhancing information disclosure on corporate social responsibility, Transcend is committed to fulfilling its corporate social responsibility, thereby realizing sustainable development and harmonizing economic, social, and environmental development.

Implementing corporate governance

- Establishing an effective corporate governance framework
- Enhancing the functions of the Board of Directors
- Respecting stakeholder's rights

Developing sustainable environment

- Supporting energy conservation and carbon reduction
- Implementing environmental protection and green business practices

Upholding social welfare

- Adhering to the Universal Declaration of Human Rights
- Caring for society and promoting community development

Enhancing information disclosure on corporate social responsibility

- Enhancing transparency of corporate social responsibility information



Implementation of the United Nations Sustainable Development Goals (SDGs)

The United Nations Sustainable Development Goals (SDGs) comprise 17 goals and 169 specific targets, serving as the global development agenda from 2016 to 2030. Transcend aligns its sustainability initiatives with the SDGs by actively responding to eight of these goals.

SDGs	Achievements in 2024
 **Ensure healthy lives and promote well-being for all at all ages**	• In 2024, a total of 818 employees underwent general health examinations, with total expenses amounting to NT$898,900. In addition to statutory examination items, the regular health checkups also included extra items exceeding regulatory requirements. Employees' family members and friends were also allowed to register at the same discounted rate as employees on a self-paid basis. • Transcend assigned two occupational health nurses to provide basic medical care, health consultations, and emergency treatment for employees experiencing discomfort during workdays. In addition, an on-site physician was appointed to offer professional health consultation services.
 **Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all**	• Deepening Campus Sports Promotion: (1) Since 2015, Transcend has launched the "Transcend Rural Baseball Seed Program," sponsoring elementary schools with limited resources and funding but with the intention to develop youth baseball programs. The sponsorship includes providing hardware equipment, financial support, and organizing baseball training camps. As of 2024, the program has reached 13 counties and cities, supported 26 schools, and benefited over 600 participants. (2) Transcend has expanded the "Transcend Campus Sports Seed Program," sponsoring secondary school athletic leagues for the thirteenth consecutive year. The sponsorship covers various sports, including basketball, volleyball, soccer, softball, cheerleading, and dance competitions—demonstrating Transcend's continued commitment to supporting the development of youth sports in Taiwan. In 2024, the total public welfare expenditure for the High School Athletics Association and the "Transcend Rural Baseball Seed Program" amounted to NT$3.5 million. • Since 2022, Transcend has also established a girls' baseball training program to encourage more girls to participate in sports, reduce gender participation disparities, and promote a gender-equal and inclusive sporting environment.
 **Achieve gender equality and empower all women and girls**	• Female employees account for an average of 50.4% of the workforce, while female managers represent 16.3%. • Within the Board of Directors, there is one female independent director, accounting for 11% of the board. • Transcend values work–life balance and provides various family-friendly resources and support measures. In addition to offering parental leave, breastfeeding time, and family care leave, the company has also established lactation rooms—creating a safe, private, and convenient environment for working parents. A childbirth gift allowance is also provided to express congratulations and support for employees welcoming new life, helping to ease the initial financial burden of parenting. • To implement the Maternal Health Protection Program, Transcend compiles a monthly list of pregnant, breastfeeding, and postpartum (within one year) employees. Occupational health nurses conduct health risk assessments, followed by risk identification, tiered management, and on-site consultations by company physicians when necessary. Depending on individual needs, appropriate measures such as work-hour adjustments, task recommendations, medical referrals, or health education are provided to strengthen maternal health and ensure workplace safety for female employees.

SDGs	Achievements in 2024
 **Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**  **Reduce inequality within and among countries**	• Transcend prohibits the use of child labor and simultaneously requires suppliers to sign the "Supplier Social Responsibility Commitment": prohibiting the use of child labor and any involuntary labor. • The Company has a diverse and varied workforce, treating all groups equally and fairly, and valuing the rights of all groups. According to the "Recruitment and Employment Management Regulations," recruitment targets are all adults over 18 who voluntarily provide labor or services. The recruitment process and decisions are not influenced by factors such as race, religion, beliefs, gender, marital or parental status, age, political background, nationality, disability, sexual orientation, zodiac sign, blood type, etc. • The Company adheres to the principle of equal pay for equal work, with its compensation system based solely on job responsibilities and individual performance, regardless of gender, background, or other factors. Regular annual salary surveys and internal reviews of the compensation structure are conducted to ensure fairness and transparency. • Continuously operating five major plans (ergonomics, abnormal workload, unlawful infringement, labor health services, and maternity protection plan), and through supervision and performance measurement analysis evaluation, as well as regular Safety Committee meetings to review and deliberate, ensuring effective operation of safety and health, providing mental and physical protection for colleagues, and striving for a zero-accident safe and healthy working environment. • In all regions of operation, the Company follows the principle of local hiring. The proportion of senior management positions at the director level and above held by local employees is 100%.
 **Ensure sustainable consumption and production patterns**	• The amount of waste produced decreased by 1.12% compared to 2023. • Chemical Substances Review System: (1) SDS System Implementation and Optimization: By integrating an SDS (Safety Data Sheet) system with AI recognition, supplier submissions can be efficiently imported and compared. The system performs preliminary compliance checks of safety data sheets, enhancing review efficiency, and can automatically generate labeling without the need for additional preparation. (2) New Chemical Evaluation Stage: The review and testing workflow has been simplified, improving overall operational efficiency.
 **Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels**	• Transcend engages in continuous communication and dialogue with various stakeholders through diverse communication channels, ensuring transparency and openness. Transcend addresses important issues and responds to stakeholders with tangible operational results. • To safeguard employee rights and uphold workplace justice, Transcend provides formal grievance mechanisms and channels, allowing employees to file complaints through the Company's internal online platform. • Starting in 2024, Transcend implemented a Managerial Competency Evaluation System, covering areas such as professional expertise, communication and coordination, decision-making ability, and team management. The evaluation process strengthens self-reflection among supervisors, encourages subordinate participation, and fosters mutual trust and team cohesion.
 **Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development**	• A total of 26 new domestic and overseas suppliers were added. Excluding disqualified vendors, the signing rate of the "Supplier Code of Conduct Commitment" reached 100%. • Transcend optimized its overall supply chain structure by implementing a supplier management mechanism, establishing strategic partnerships, and enhancing procurement processes and communication efficiency with suppliers to effectively control procurement risks. • In 2024, a total of 18 supplier evaluations were collected, achieving a 100% pass rate, with 93.3% rated as excellent.

ESG Performance and Highlights

E Environment

- Reduced paper usage by 667,432 sheets, a **57%** decrease compared with 2020.
- Collected a total of 101,506 kg of recyclable materials, an **8.59%** decrease compared with 2023.
- Reduced product packaging volume, helping to lower material consumption, improve transportation efficiency, and reduce carbon emissions.
- Across both plants, saved 119,000 kWh of electricity (a 1.45% reduction) and reduced carbon emissions by 194,484 kg (a 4.56% reduction) (based on 2020 as baseline).
- Plant II Cooling System Improvement: Modified chilled water piping, saving **138,240** kWh annually.
  Plant II LED Lighting Replacement: Replaced fluorescent tubes with LED lighting, saving **18,276** kWh annually.

S Society

- **100%** of senior management positions are held by local employees
- Sponsored public welfare and sports activities with a total of **NT$3,500 thousand**
- Occupational safety and health expenses reaching **NT$3,045 thousand**
- The proportion of female employees: **53.7%**
  The proportion of female employees in managerial positions: **16.3%**
- Occupational safety and health training participation: **1,067** employees
  Certification courses participation: **31** employees
- Support for local music and arts promotion: Sponsored concerts totaling **NT$680 thousand**

G Governance

- Meeting attendance rate of Board members reaching **98%**
- Participation in intellectual property and anti-competition related courses: **267** attendees
- Proportion of new products certified for product safety standards: **100%**
- A total of **67** hours of director training were completed
- Supplier evaluation pass rate is **100%**

Environment Column

Environmental Sustainability–Zero Plastic Packaging

The packaging of DrivePro Body 40 and DrivePro Body 30 is designed with the concept of sustainability, eliminating single-use plastics and opting for fully recyclable paper-based packaging. The eco-friendly printing ink used is free of mineral oil and meets environmental standards, thereby minimizing potential harm to both health and the environment.

Sustainability Commitment Through Design: Transcend Wins COMPUTEX 2024 "Sustainable Design Award–Special Recognition"

As a leading global brand in memory and storage solutions, Transcend Information, Inc. actively integrates sustainability concepts into exhibition design. At COMPUTEX TAIPEI 2024, Transcend received the "Sustainable Design Award–Special Recognition" for its innovative green booth design and use of eco-friendly materials, demonstrating the company's strong commitment to environmental protection and carbon reduction.

Within its 180-square-meter booth, Transcend systematically adopted more than 90% renewable or recyclable materials, including recyclable aluminum alloy frames, MAXIMA Light green building materials, rental furniture, and greenery, enhancing design continuity and resource reuse (Reuse, Recycle). All booth lighting featured energy-saving LED fixtures, estimated to reduce electricity consumption by 40%–50%, while multimedia screens replaced large volumes of disposable printed materials, putting the Reduce concept into practice.

In terms of design, the booth combined Transcend's signature red, gray, and white with earth tones and green hues symbolizing sustainability, visually and conceptually embodying the spirit of sustainability. The overall design aligned with the exhibition's green goals of low carbon, low pollution, and low energy consumption, earning high recognition from organizers and judges, as well as the official "ESG GO! Green Booth Certification."

Amid global ESG trends, Transcend continues to integrate environmental protection, occupational safety and health, and quality management into its operations. Since 1997, the company has obtained multiple international certifications, including ISO 9001, ISO 14001, QC 080000, and ISO 45001, and has incorporated energy-saving design and carbon footprint reduction measures into product development. Winning the COMPUTEX Sustainable Design Award not only highlights Transcend's achievements in green exhibitions and environmental responsibility but also inspires the company to keep advancing toward a sustainable future.





Society Column

Talent Development and Career Growth

The Company regards talent as the cornerstone of sustainable operations and provides diverse learning resources based on competency development needs:

- New Employee Training: A systematic onboarding program helps new employees quickly integrate into the corporate culture and workflow.
- On-the-Job Training: Professional skills and soft skills courses are designed according to departmental needs, encouraging employees to pursue continuous learning and self-improvement.

In 2025, a total of 27 training sessions will be organized for managers, sales staff, and general employees, covering topics such as team communication and problem analysis and solving, with participation expected to exceed 300 employees.

To reward outstanding and long-serving employees, the Company has established a recognition program for high performers and long-service awards, reinforcing a culture of positive motivation.

Employee Engagement and Organizational Cohesion

To strengthen employee connections and support physical and mental well-being, the Company continues to invest in a variety of activities:

- Annual Year-End Banquet and Family Day: The Company organizes an annual year-end banquet. In 2025, the Family Day event will resume, encouraging employee interaction while inviting family members to participate, enhancing employees' sense of belonging.
- Clubs and Cultural Activities: Employees are encouraged to form self-organized clubs, with subsidies provided by the Company. In addition, cultural appreciation activities and partner store discounts are offered to foster a diverse workplace culture. Currently, there are 10 active clubs, including basketball, yoga, and dance clubs. In 2025, a practical shooting simulation club will be newly established, while other new clubs, such as wine tasting and golf, are under preparation.

Eleven Consecutive Years of Winning the "Sports Activist Award": Transcend Supporting Young Athletes in Pursuit of Their Dreams

In 2024, Transcend Information was honored with the "Sports Activist Award–Long-Term Sponsorship Award" from the Sports Administration, Ministry of Education. This marks the 11th consecutive year of receiving this recognition, reflecting the Company's long-term commitment and concrete contributions to the development of sports in Taiwan. This acknowledgment not only affirms Transcend's continuous investment in youth sports but also highlights the Company's core value of transforming social responsibility into meaningful contributions.





Governance Column

Eighteen Consecutive Years among Top 25 Best Taiwan Global Brands: Demonstrating Sustainable Brand Power and Global Competitiveness

In 2024, Transcend Information once again ranked on the "Best Taiwan Global Brands" list organized by the Ministry of Economic Affairs, marking the 18th consecutive year of receiving this recognition. Remaining firmly within the Top 25 Best Taiwan Global Brands, Transcend continues to showcase excellence in brand governance, global expansion, and sustainable operations. This achievement highlights the Company's resilience, international brand value, and forward-looking business strategy.

Honored with Taiwan Excellence Award for 20 Years: Showcasing Innovation and Product Quality

In 2024, Transcend was once again honored with the Taiwan Excellence Award, marking the Company's 20th win. This recognition underscores Transcend's long-standing commitment to R&D innovation and quality excellence. The awarded products span three key application areas—portable storage, professional recording, and memory cards—reflecting Transcend's foresight and strength in technology integration and addressing diverse market needs.

Portable SSD - ESD410C

Equipped with a USB 20Gbps interface, it delivers read/write speeds of up to 2,000 MB/s, supports iPhone ProRes 4K/60fps video recording, and meets MIL-STD-810G military-grade drop test and IPX5 water resistance standards. Designed for mobile professionals and creators, it combines high performance with durability.

Body Camera- DrivePro Body 10

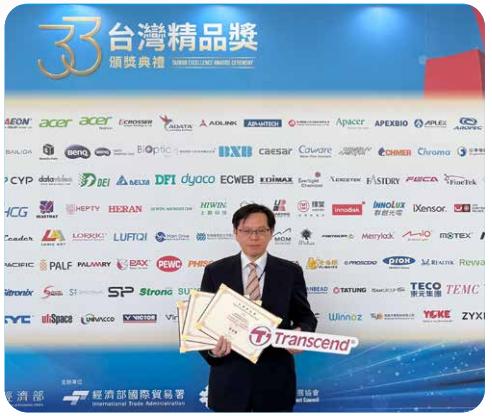
Designed for law enforcement and security applications, it supports 1080P high-resolution recording, features built-in infrared LED lights to enhance night vision, and offers IPX4 water resistance and military-grade drop protection for reliable all-day recording.

CFexpress Type B Memory Card - CFE860

Compliant with the CFexpress 2.0 standard, it is designed for 4K and 8K ultra-high-definition video creation, delivering stable high-speed continuous write capability with transfer speeds up to 1,500 MB/s, significantly enhancing professional photography and video production efficiency.

Transcend continues to invest in R&D resources to improve product performance and user experience, aiming to deliver sustainable storage solutions with long-term value. This recognition not only affirms Transcend's achievements in technological innovation and quality management but also reaffirms the global competitiveness and brand value of "Taiwan R&D, Taiwan Manufacturing."





Governance Column

Inclusion in the "FTSE4Good TIP Taiwan ESG Index" and Awarded the Taiwan Sustainability Index Exclusive Label

Since December 2023, Transcend Information has been included as a constituent stock of the "FTSE4Good TIP Taiwan ESG Index" and granted the Taiwan Sustainability Index Exclusive Label. This honor recognizes Transcend's outstanding performance in environmental, social, and governance (ESG) practices, underscoring the Company's strong commitment to sustainable development.

Selected for the "2024 Foreign Investment Selected Top 100 Taiwan Companies (Taiwan FINI 100)"

Transcend Information was successfully listed in the "Taiwan FINI 100", published by the Taiwan Institute of Directors and the Corporate Development Research Center (CDRC). The ranking is based on multiple indicators, including market capitalization, foreign shareholding ratio, and growth rate. Transcend's inclusion highlights its strong appeal and competitiveness among international investors.

Chairman Recognized in the "2024 Taiwan Top 100 Best-Performing Business Leader"

Transcend's Chairman was named among the "2024 Taiwan Top 100 Best-Performing Business Leader", an evaluation that emphasizes leadership influence and corporate governance capabilities. This recognition reflects the Chairman's excellence in both corporate leadership and governance.

Certified as an Authorized Economic Operator (AEO)

Transcend obtained the AEO certification, aligning with the growing emphasis on supply chain security and reinforcing trust with customers. With this certification, the Company enjoys preferential treatment in customs clearance, such as minimal document review, lower cargo inspection ratios, and priority clearance. These benefits also extend to countries with AEO Mutual Recognition Agreements with Taiwan, including the United States, Singapore, Israel, South Korea, Australia, Japan, India, New Zealand, Guatemala, and Canada, as well as the cross-strait AEO mutual recognition pilot program.


安全認證優質企業證書

TWAEO Certificate

TWAEO

證書號碼/ Certificate No.
TWAEO-113000013

證書持有人
Holder of the Certificate
創見資訊股份有限公司
Transcend Information Inc.

統一編號/ BAN No.
23446187

發證機關
Issuing Authority
財政部關務署
Customs Administration
Ministry of Finance

安全認證優質企業行業別
Business Type of TWAEO
☑ 出口商（貨物輸出人）Exporter
☑ 進口商（報關業務人）Importer
☑ 製造業 Manufacturer

資格生效日期：中華民國 113 年 12 月 13 日
Effective Date of the AEO Status: Dec. 13, 2024

FTSE4Good
TIP Taiwan ESG Index

TIP
Taiwan Index Plus

Stakeholder Communication

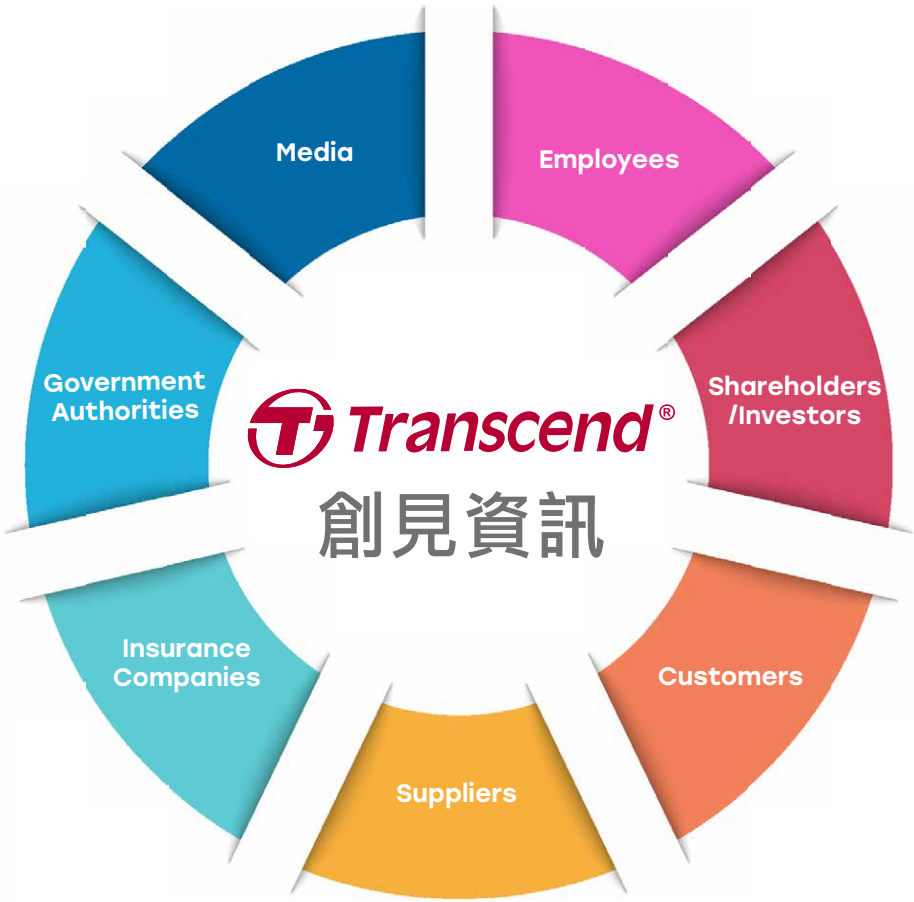
Stakeholder Engagement

To fulfill its sustainability goals and vision, Transcend initiated an ESG disclosure project, referencing the AA1000 Stakeholder Engagement Standard (AA1000SES, 2015). Based on the five principles—Dependency, Responsibility, Tension (Urgency), Influence, and Diverse Perspectives—the Company identified groups and organizations that are both influential to, and influenced by, Transcend.

Through this assessment, the Company identified the following as its primary stakeholders: Employees, Shareholders/Investors, Customers, Suppliers, Insurance Companies, Government Authorities, Media.

To better understand and respond to stakeholder concerns, the Company provides diverse communication channels for engagement, enabling stakeholders to express their views at any time. This ensures that Transcend stays informed of sustainability topics of concern and responds appropriately.





Stakeholder Communication Mechanisms and Key Concerns

Stakeholder	Stakeholders' significance to our company	Communication Mechanisms/Frequency	Issues of concern	Responsible Unit	Achievements
Employees	Source of productivity and key driver of innovation.	• Occupational Safety and Health Committee Meetings/Quarterly • Labor-Management Meetings/Quarterly • Employee Welfare Committee Meetings/ Quarterly • Suggestion Box/Anytime • Internal HR System, Email, Bulletin Board/ Anytime • Training Programs, Seminars, and Various Activities/Occasional • Performance Appraisals/Annually	• Occupational Safety and Health • Talent Attraction and Retention • Human Rights Policy	• General Administration Office • Occupational Safety Office	1. Held 4 Labor-Management Meetings and 4 Employee Welfare Committee Meetings. 2. Held 4 Occupational Safety and Health Committee Meetings. 3. Conducted 94 training courses, with a total of 3,392 participants. 4. Delivered 6 types of occupational safety and health training programs (including internal courses and certification programs), with a total of 1,141 participants.
Shareholders/ Investors	Input and feedback from shareholders and investors help the Company refine its business direction.	• Shareholders' Meeting/Annually • Investor Conference/Annually • Annual Report/Annually • Market Observation Post System (MOPS) disclosures/As needed • Corporate Website/As needed	• Economic Performance • Ethical Business Practices	Finance Dept.	1. Investor conference held on Nov 6, 2024 2. Shareholders' meeting held on Jun 21, 2024
Customers	Key to driving continuous growth through purchases and feedback, influencing management strategies.	• Customer service emails, hotlines, online reviews, and app reviews/Anytime • Client visits and meetings/As needed • Customer satisfaction survey (B2B)/Annually	• Regulatory Compliance (IP protection and anti-competition) • Customer Privacy • Green Products • Product Innovation	• Technical Service Dept. • Sales Dept.	1. Processed 2,563 customer emails 2. Handled 5,339 hotline cases 3. Tracked 75 app reviews 4. Tracking 12 website reviews 5. 2024 survey of 2023 B2B customers: satisfaction target 89.2% achieved
Suppliers	Provide compliant and sustainable raw materials to ensure product quality. Supplier selection emphasizes stable supply, cost efficiency, and reduced social/environmental impact.	• Supplier visits and meetings/As needed • Supplier evaluations/Annually • Vendor communication mailbox (vendortw@transcend-info.com)/As needed • Green Product Management (GPM) website/ As needed • Phone and email/Anytime	• Supply Chain Management • Occupational Safety and Health • Green Product Innovation	Procurement Dept.	1. Transactions with 313 suppliers in 2024 2. Conducted evaluations of 30 qualified suppliers 3. Held regular meetings with 8 critical material suppliers to discuss planning and delivery

Stakeholder	Stakeholders' significance to our company	Communication Mechanisms/Frequency	Issues of concern	Responsible Unit	Achievements
Insurance Companies	Share operational risk, helping the Company reduce potential losses.	• Phone and email/Anytime • Contracts/Annually • On-site visits/As needed	• Regulatory Compliance	Finance Dept.	1. Signed annual contracts for property, STP transport, product liability, public liability, D&O liability, and accounts receivable insurance 2. Processed 1 property insurance claim and 3 STP transport insurance claims
Government Authorities	Act as impartial supervisors ensuriang compliance, providing technical and resource support.	• Official announcements, correspondence, and letters/Anytime • MOPS disclosures/As needed • Corporate Website/As needed • Participation in regulatory courses and briefings/As needed	• Net-Zero Action and Greenhouse Gas Reduction	Sustainability Task Force	1. Processed 34 official correspondences with authorities 2. Participated in 8 ESG-related briefings by TWSE, MOL-OSHA, and MOENV 3. Filed 12 mandatory government reports (e.g., monthly occupational accident statistics)
Media	Facilitate external stakeholders' access to company updates and enhance brand image.	• Press releases (operations, events, products, CSR)/Monthly • Media gatherings/As needed	• Economic Performance • Corporate Governance • Product Innovation	Marketing Dept.	1. Issued 44 press releases 2. Hosted 1 media gathering 3. Conducted 1 media interview 4. Conducted 1 phone interview 5. Maintained communication via messaging platforms

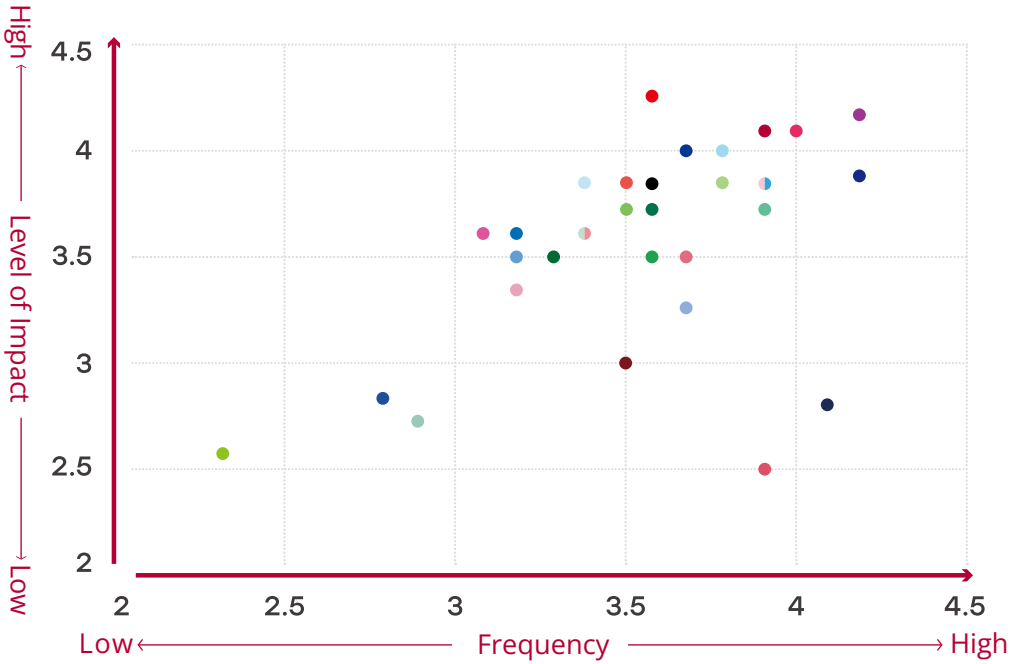
Material Topic Identification

Process for Determining Material Topics

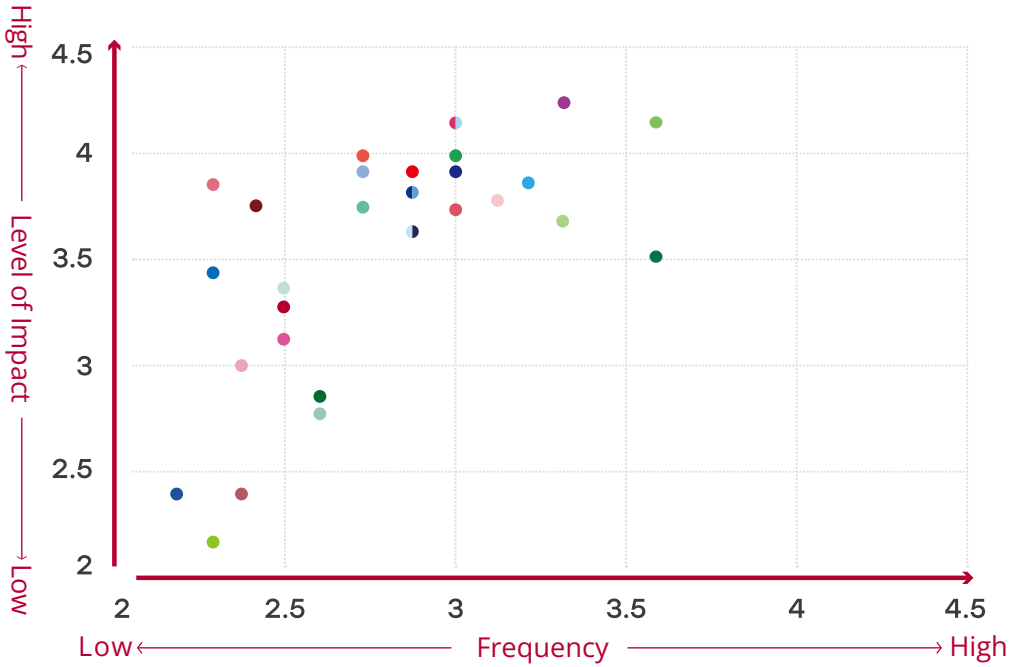
The Company refers to the four AA1000 Accountability Principles—Materiality, Inclusivity, Responsiveness, and Impact—and follows GRI 3: Material Topics 2021 to further evaluate the significance of material topics in terms of their impact on the economy, environment, and human rights.
The implementation steps are as follows:

Understand the organization's context	To identify the organizational context and collect sustainability issues, the Company referred to: GRI Standards (topic-specific standards published by the Global Reporting Initiative), Sustainability Accounting Standards Board (SASB), United Nations Sustainable Development Goals (SDGs), and Stakeholder feedback. Based on these references, a total of 32 sustainability issues were consolidated under three dimensions: Corporate Governance, Environment, Society (including Human Rights).	3 dimensions 32 sustainability issues
Identify actual and potential impacts and assess their significance.	For each identified sustainability issue, the Company evaluated actual and potential positive and negative impacts: Positive impacts: Arise when relevant management policies are effectively implemented, creating favorable performance and benefits for the economy, environment, and society. Negative impacts: Arise when issues are not managed adequately, leading to adverse effects on external economic, environmental, or social conditions.	15 material topics
Prioritize the most significant impacts for reporting	The Sustainability Task Force conducted surveys among senior managers to assess both the likelihood of occurrence and the severity of impacts (positive and negative). Scores were averaged and ranked, and any issue with a total score greater than 7 was classified as having significant impact. (Note: Frequency = total frequency score ÷ number of valid responses; Impact severity = total severity score ÷ number of valid responses.)	
Determine material topics	The Company then consolidated results based on impact significance and stakeholder concern, and finalized 12 material topics through joint discussions among employees and senior management. Corresponding policies, goals, and action plans will be formulated for each material topic.	12 material topics
Define Boundaries of Material Topics	The finalized material topics are defined along the value chain as the boundary of analysis. The Company will continue strengthening management of these topics and disclosing relevant information in future sustainability reports.	Value chain is defined as the boundary of analysis.

Positive Impact Assessment



Negative Impact Assessment



Environment

- Environmental Policy and Management Systems
- Net Zero Action & Greenhouse Gas Emissions
- Climate Change Response
- Energy Management
- Water And Effluents
- Waste Management
- Material Management (Use of Recycled Materials)
- Community Investment and Engagement (Local Communities)
- Green Products

Society

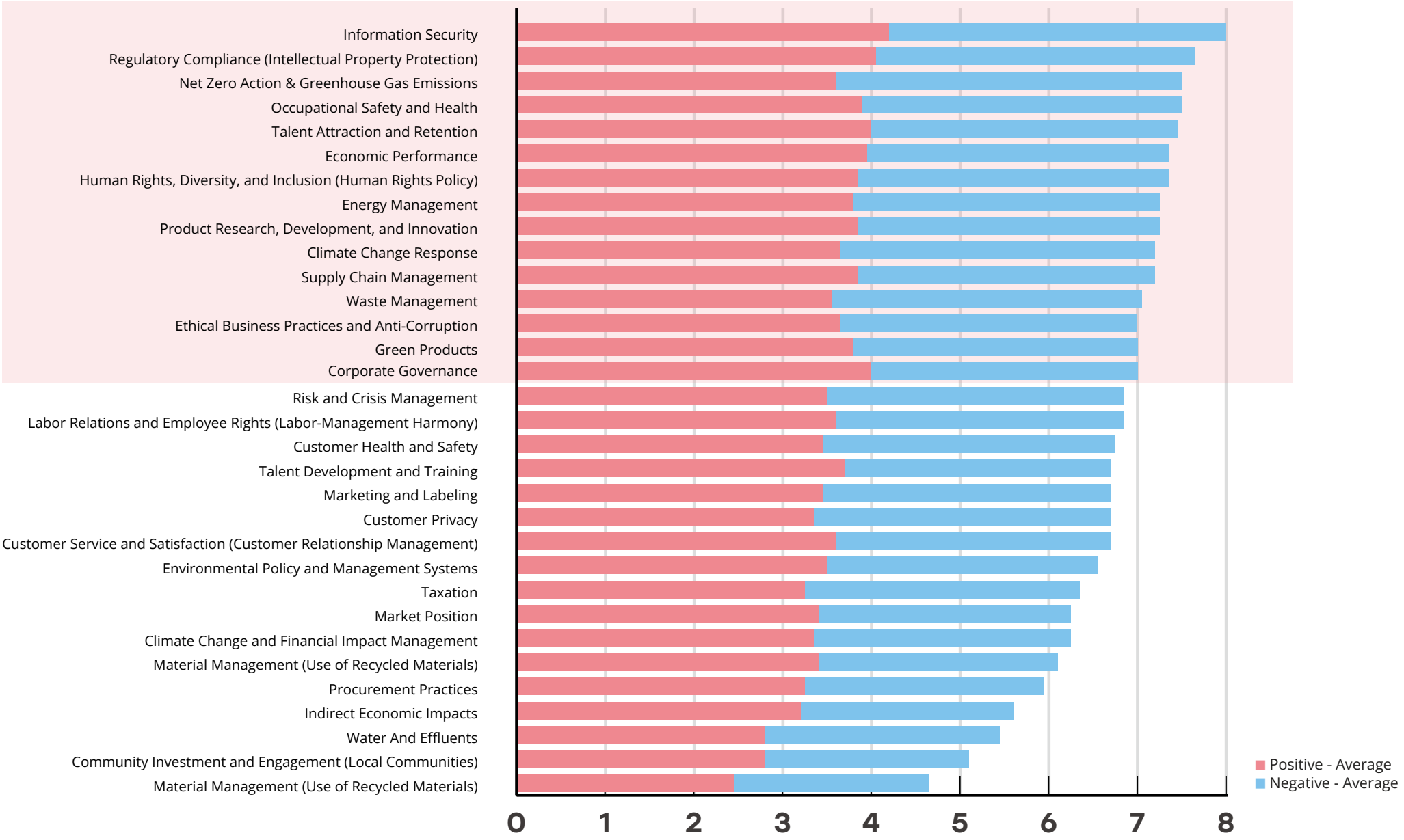
- Talent Attraction and Retention
- Market Position
- Human Rights, Diversity, and Inclusion (Human Rights Policy)
- Talent Development and Training
- Occupational Safety and Health
- Customer Health and Safety
- Marketing and Labeling
- Customer Privacy
- Labor Relations and Employee Rights (Labor-Management Harmony)
- Supply Chain Management
- Community Investment and Engagement (Local Communities)

Governance

- Corporate Governance
- Customer Service and Satisfaction (Customer Relationship Management)
- Ethical Business Practices and Anti-Corruption
- Regulatory Compliance (Intellectual Property Protection)
- Economic Performance
- Climate Change and Financial Impact Management
- Procurement Practices
- Taxation
- Indirect Economic Impacts
- Risk and Crisis Management
- Product Research, Development, and Innovation
- Information Security

Composite Ranking of Positive and Negative Impact Assessments

The pink area represents topics that had a significant impact in 2024.



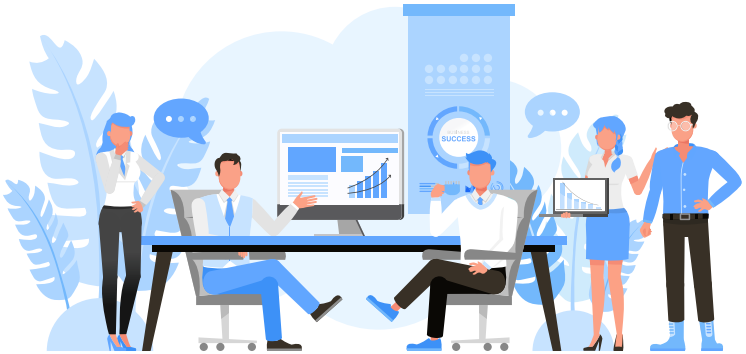
List of Material Topics

In identifying material topics, the Company considered the overall external economic, environmental, and social demands, as well as the expectations and concerns of international sustainability initiatives and potential investors. In line with the global net-zero transition, the Company continues to designate "Net-Zero Action and Greenhouse Gas Emissions" as a material topic. After confirmation by senior management and reporting to the Board of Directors, this topic is listed as a continuous focus area, serving as a basis for disclosure in future sustainability reports.

Following internal discussions and reviews, the original 15 material topics were consolidated and refined into 12 material topics. The adjustments are summarized as follows:

- [Talent Attraction and Retention] and [Human Rights, Diversity and Inclusion (Human Rights Policy)] were consolidated into [Talent and Human Rights Management], integrating human resource development with human rights protection to enhance overall sustainable HR management effectiveness.
- [Economic Performance] and [Corporate Governance] were consolidated into [Governance Practices], providing a more holistic presentation of the Company's operational performance and governance mechanisms.
- [Product Research, Development, and Innovation] was retained as an independent topic, focusing on product and technology development, emphasizing the critical role of innovation in enhancing product value and competitiveness.
- [Climate Change Response] and [Green Products] were consolidated into [Sustainable Product Design], reinforcing comprehensive responses to environmental and climate risks during product development.

Compared with last year's list of material topics, the adjustments primarily aimed to sharpen the focus on core management areas and strengthen the disclosure of strategies and approaches.



Explanation of Material Topic Adjustments

Material Topics in 2024	Material Topics in the Previous Year	Adjustment
Information Security	Information Security	Maintained
Regulatory Compliance (Intellectual Property Protection)	Regulatory Compliance (intellectual property protection and anti-competitive behavior)	Adjusted
Net Zero Action & Greenhouse Gas Emissions	Net Zero Action & Greenhouse Gas Emissions	Maintained
Occupational Safety and Health	Occupational Safety and Health	Maintained
Talent and Human Rights Management	Talent Attraction and Retention, Human Rights Policy	Adjusted
Governance Practices	Economic Performance	Adjusted
	Governance Practices	Adjusted
Energy Management	Energy Management	Maintained
Product Research, Development, and Innovation	Green Product Research, Development, and Innovation	Adjusted
Sustainable Product Design	Climate Change Response	Adjusted
Supply Chain Management	Supply Chain Management (Conflict-Free Minerals)	Adjusted
Waste Management	Waste Management	Maintained
Ethical Business Practices and Anti-Corruption	Business Integrity	Adjusted

Material Issues and Value Chain

Material Topics	GRI Topic Guidelines	SASB Standards	Chapter Disclosed	Topic Boundary						
				Internal		External				
				Transcend	Employees	Shareholders/ Investors	Customers	Suppliers	Insurance Companies	Government Agencies
Environment										
Sustainable Product Design	201 Customized Material Topics	-	2. Collective Action for Shared Prosperity	■	■	■			▲	□
Net Zero Action & Greenhouse Gas Emissions	305	Greenhouse Gas Emissions	4. Green Environment Protection	■	■	■		▲		□
Waste Management	306	Waste Management	4. Green Environment Protection	■	■					□
Energy Management	302	Energy Management	4. Green Environment Protection	■						□
Society										
Talent and Human Rights Management	401 405 406 408 409 411	Recruitment and Management of a Global Skilled Workforce	3. Inclusive Workplace	■	■			▲		
Occupational Safety and Health	403	Employee Health & Safety	3. Inclusive Workplace	■	■			▲		□

■ : Direct Impact ; □ : Induce Impact ; ▲ : Impact from Business Behaviors

Material Topics	GRI Topic Guidelines	SASB Standards	Chapter Disclosed	Topic Boundary						
				Internal		External				
				Transcend	Employees	Shareholders/ Investors	Customers	Suppliers	Insurance Companies	Government Agencies
Society										
Supply Chain Management	204 308 414	Materials Procurement	2. Collective Action for Shared Prosperity	■	■		▲	▲		
Governance										
Governance Practices	201 Customized Material Topics	-	1. Integrity Governance	■	■	■	▲	▲	▲	□
Ethical Business Practices and Anti-Corruption	205	-	1. Integrity Governance	■	■	■		▲		
Information Security	Customized Material Topics	-	1. Integrity Governance	■	■		▲	▲		
Product Research, Development, and Innovation	416	-	1. Integrity Governance	■	■		▲	▲		
Regulatory Compliance (Intellectual Property Protection)	Customized Material Topics	Intellectual Property Protection and Anti-Competitive Practices	2. Collective Action for Shared Prosperity	■	■		▲		▲	□

■ : Direct Impact ; □ : Induce Impact ; ▲ : Impact from Business Behaviors

1 Integrity Governance

1.1 Economic Performance
1.2 Ethical Business Practices
1.3 Board Governance and Risk Management
1.4 Internal Control System and Regulatory Compliance
1.5 Information Security and Personal Data Protection
1.6 Participation in Industry Associations and External Organizations
1.7 Climate Change Risk Management



Material Topic: Governance Practices

Description of Impacts	Positive	A sound corporate governance practice ensures transparency and fairness in decision-making, helping to build internal and external stakeholder trust. This enhances corporate reputation and brand image. Such governance mechanisms not only strengthen the organization's internal oversight and risk management but also promote the stability and consistency of long-term strategies, thereby enhancing sustainable development and market competitiveness.
	Negative	If corporate governance mechanisms fail to evolve in line with changing circumstances, or if the chairperson and directors serve extended consecutive terms, the independence of the Board and its system of checks and balances may be undermined. This could lead to unbalanced decision-making or overly concentrated viewpoints, ultimately affecting risk management, corporate resilience to environmental change, and long-term operational performance.
Policy or Commitment	Transcend continues to invest in innovation, R&D, and market expansion with sustainability as its core, enhancing economic performance and corporate competitiveness. In line with the "Corporate Governance Best Practice Principles" issued by regulatory authorities, the Company implements robust board oversight mechanisms to ensure steady and sustainable growth.	
Management Actions	• Opportunity Management: Continue investing in high-performance memory product R&D and adopting diversified business strategies to enhance market share and brand competitiveness. In addition, establish a sustainable supply chain and implement global expansion initiatives to ensure long-term industry advantage. • Risk Prevention: Monitor international market changes and adjust operational strategies in a timely manner to mitigate recession risks. Strengthen information transparency and internal control mechanisms to reduce risks of insider trading and fraud, ensuring the integrity of corporate governance. • Remedial Measures: Actively adjust procurement strategies, optimize inventory management, and implement projects that stabilize supply, improve production efficiency, and support precise pricing strategies to maintain stable operations. Furthermore, in response to the Board of Directors having served four consecutive terms, all independent directors elected at the 2024 Annual Shareholders' Meeting were newly appointed to uphold board independence.	
Goals and Targets	• Short-term Goals–within 3 years: Develop low-carbon and green energy products to enhance market competitiveness, improve the company's corporate governance evaluation ranking, and arrange for board members to participate in sustainability-related training programs. • Mid-term Goals–3 to 7 years: Strengthen global market presence, enhance supply chain competitiveness, and continuously reinforce governance mechanisms to ensure decision-making transparency. • Long-term Goals–beyond 7 years: Implement transparent policies, strengthen risk management mechanisms, and continuously optimize the corporate governance framework to ensure sustainable business operations.	
Evaluation and Monitoring Mechanisms	(1) Convene regular management meetings to review progress toward objectives, with oversight from the Audit Committee, the Board of Directors, and the Shareholders' Meeting. Actively participate in corporate governance evaluations, enhance information disclosure, and ensure transparency in decision-making. (2) Actively engage in corporate governance evaluations and strengthen information disclosure. Implement the Board performance evaluation mechanism, discuss ways to continuously improve performance, track and review goal achievement, and conduct annual performance assessments.	
Performance and Improvements	• In 2024, completed power consumption improvements in the development of the DrivePro Body 40 product, achieving a 10.1% increase in energy efficiency. • In 2024, the internal performance evaluations of the Board of Directors, its members, the Audit Committee, and the Remuneration Committee all received "Excellent" ratings. • In the 2024 Corporate Governance Evaluation, the Company ranked in the 21%–35% tier among listed companies. The evaluation score improved from 83.8 to 87.4, demonstrating continuous enhancement in governance performance. The Board attendance rate reached 98%, reflecting strong engagement in operations and effective decision-making. Short-term goals will continue to focus on strengthening governance measures to steadily improve evaluation results and overall governance effectiveness. • During the 2024 shareholders' meeting election, one additional independent director was elected, bringing the total to four, accounting for 44% of the board. Furthermore, all independent directors elected were newly appointed, further enhancing the independence and governance effectiveness of the Board. • Going forward, the Company will continue to advance its board diversity policy to further strengthen the governance framework.	

Material Topic: Product Research, Development, and Innovation

Description of Impacts	Positive	Actively investing in product R&D and technological innovation not only drives corporate growth but also helps differentiate and enhance competitiveness. In a fiercely competitive market, such innovation builds product advantages and strengthens brand value. By launching products with long-term reliability and sustainability, the Company can enter new markets, increase brand recognition, and enhance customer trust and loyalty.
	Negative	If new technologies fail to be successfully transformed into practical outcomes, it may result in delays in the R&D process, thereby reducing the efficiency and timeliness of new product launches. In addition, if enterprises over-concentrate resources on specific technological fields, it may cause imbalances in R&D resource allocation. This could undermine the flexibility and long-term competitiveness of overall innovation strategies, further limiting the company's adaptability in a rapidly changing market environment.
Policy or Commitment	The Company's green energy product policy is: "Green-oriented, Innovative Products, Standards Compliance, and Beyond Expectations."	
Management Actions	• Enhance material protection to improve product reliability. • Strengthening materials will increase costs, testing market acceptance. • Advanced technologies to improve product durability may extend product development timelines. • Reinforcing component manufacturing processes increases complexity, leading to longer supplier lead times.	
Goals and Targets	The Company's R&D Division is committed to enhancing the durability of industrial control Solid-state drive (SSD) products: • Short-term Goals–within 3 years: Adopt anti-sulfur resistors and corner bond reinforcement technology to resist chemical contamination, external shocks, and extreme temperature variations. By 2025, adoption rate of anti-sulfur resistors and corner bond reinforcement technology: 5%. By 2027, adoption rate: 30%. • Mid-term Goals–3 to 7 years: Strengthen PCB gold finger plating with 30μ" thickness to ensure stable signal transmission, enhancing product durability and reliable operation under harsh industrial environments. By 2026, gold finger plating enhancement rate: 3%. By 2028, gold finger plating enhancement rate: 10%. • Long-term Goals–beyond 7 years: Introduce LDPC ECC error-correction mechanisms, Power Shield functions, Power Loss Protection (PLP) technology, and Dynamic Thermal Throttling mechanisms, to effectively improve system stability and data access reliability. By 2030, product durability enhancement: 5%. By 2034, technology adoption rate: 10%	
Evaluation and Monitoring Mechanisms	To enhance the durability of its industrial control products, the Company adopts reinforced components and technologies, develops ECC error-correction and power protection mechanisms, and invests in related R&D resources and equipment. The Company also conducts regular evaluations of expected objectives and benefits, and continuously tracks the progress of product enhancement initiatives.	
Performance and Improvements	1. Compared with the 2015 baseline year, in 2024 the Company's industrial control SSD products adopted anti-sulfur resistors and corner bond reinforcement technology at a rate exceeding 5%, surpassing the short-term target. The Company will continue to track progress toward its goals. 2. The Company reviews product enhancement progress annually and adjusts protection mechanisms on a rolling basis, continuing to develop innovative products with high durability. If development progress falls short of expectations, the Company will advance the adoption of mid- to long-term targets ahead of schedule, while actively seeking support and collaboration with relevant parties.	

Material Topic: Ethical Business Practices and Anti-Corruption

Description of Impacts	Positive	Implementing ethical business conduct and anti-corruption measures helps establish a trustworthy corporate image among customers and partners, strengthens long-term cooperative relationships, and effectively reduces contract disputes and potential business losses. At the same time, robust compliance management supports products' adherence to environmental and regulatory requirements, further reducing risks and costs arising from non-compliance. Such governance practices also reinforce employees' recognition of the Company's core values, enhancing internal cohesion and organizational stability. Furthermore, through comprehensive whistleblowing and monitoring mechanisms, the Company can increase transparency, prevent misconduct, and ensure fairness and legality throughout operations, thereby shaping a positive social image and laying a foundation for sustainable development.
	Negative	Implementing integrity management and anti-corruption measures may increase short-term expenditures, such as strengthening supplier audits or conducting human-rights-related due diligence. Neglecting these issues—or if they involve human rights controversies—can easily attract external scrutiny and criticism, damaging brand reputation and potentially leading to legal risks. In addition, if anti-corruption systems lack substantive enforcement, internal misconduct may not be promptly identified, thereby undermining business operations and the Company's overall image.
Policy or Commitment	The Company has established internal integrity management and anti-corruption mechanisms in accordance with the Code of Integrity Management, Code of Ethical Conduct, and Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct, to ensure that all business operations comply with legal and ethical standards. Furthermore, through internal training, internal audits, and board oversight, the Company continues to implement integrity management and prevent corrupt practices. Employees and external stakeholders are encouraged to report any suspicious behavior through whistleblowing channels, thereby safeguarding the Company's long-term stable development.	
Management Actions	• Opportunity Management: (1) Strengthen employees' awareness of integrity and anti-corruption through regular training and advocacy to foster a strong corporate culture. (2) Ensure the principle of ethical business conduct is upheld in all transactions through an open and transparent whistleblowing system. • Risk Management: Require all suppliers to sign the Supplier Code of Ethics Commitment prior to any transaction, and conduct regular reviews of their compliance. • Remedial Measures: (1) Establish multiple whistleblowing channels to ensure all violations can be reported and investigated in a timely manner. (2) If any violations are identified, appropriate disciplinary actions will be taken in accordance with company policy, including termination of cooperation or contract. (3) Conduct regular reviews and strengthen internal policies to ensure the effectiveness of integrity management and anti-corruption mechanisms.	
Goals and Targets	• Short-term Goals–within 3 years: Expand internal and external training programs on integrity management and anti-corruption awareness. • Mid-term Goals–3 to 7 years: (1) Strengthen supply chain management to ensure all partners comply with integrity management and anti-corruption standards. (2) Continuously enhance the Company's internal integrity management mechanisms and foster a culture of integrity among employees. • Long-term Goals–beyond 7 years: Implement corporate transparency policies to ensure openness and transparency in business operations.	
Evaluation and Monitoring Mechanisms	• The audit unit regularly evaluates the effectiveness of the internal control system and compiles an annual audit report for review by the Board of Directors. • Matters related to corporate integrity management are reported to the Board of Directors in the fourth quarter each year to ensure effective oversight mechanisms. • In accordance with regulations and internal policies, all whistleblowing cases are investigated fairly and handled appropriately.	
Performance and Improvements	• Upon the assumption of office, the Company provides directors with the "Key Securities Market Regulations for Listed Companies, Directors, Supervisors, and Major Shareholders," the "Handbook on Laws and Regulations for Directors and Supervisors," and the "Handbook on Laws and Regulations for Independent Directors," compiled by the Taiwan Stock Exchange, to assist directors in understanding securities-related laws and reporting requirements. • To promote a culture of integrity, the Company provides orientation training for new employees. Training content covers employee ethics, codes of conduct, integrity and fair dealing, confidentiality obligations, and insider trading prevention. In 2024, a total of 51 training sessions were conducted, with each session lasting approximately 30 minutes. Short-term goals will continue to reinforce employees' recognition and implementation of integrity principles, thereby establishing a strong foundation for the Company's culture of ethical business conduct. • In 2024, the Company arranged for directors and managers to participate in events such as the Cathay Sustainable Finance and Climate Change Summit, the Corporate Governance Forum, and the Insider Trading Prevention Seminar. These initiatives strengthen corporate governance, promote green and energy-saving technologies, and foster a culture of integrity while building a sustainable operating environment. A total of 7 directors participated in the Cathay Sustainable Finance and Climate Change Summit, each session lasting 3–6 hours. 4 directors attended the Corporate Governance Forum, each session lasting about 3 hours. 1 director participated in the Insider Trading Prevention Seminar, lasting about 3 hours. • Company also reminds insiders each month, via equity declaration notifications, that they are prohibited from trading Company shares during blackout periods—namely, 30 days prior to the announcement of the annual financial report and 15 days prior to the announcement of quarterly financial reports. • For all new suppliers, the Company requires the signing of the Supplier Code of Ethics Commitment prior to transactions. In 2024, a total of 26 commitments were obtained. If a supplier violates the relevant provisions after signing, the Company may terminate contracts and transactions at any time. As a mid-term objective, the Company will continue to strengthen supply chain management mechanisms to ensure all partners comply with its standards of integrity management and anti-corruption, thereby building a sound and responsible supply partnership.	

Material Topic: Information Security

Description of Impacts	Positive	Establishing a comprehensive information security system helps enterprises earn customer trust, strengthen brand reputation, and create greater potential for business growth. By enhancing information security protection, the Company can effectively safeguard employees' and customers' personal data, ensure lawful processing and secure management of information, and demonstrate its commitment and responsibility to privacy protection.
	Negative	Deficiencies in information security management may not only result in risks such as system interruptions, data breaches, and cyberattacks—causing financial losses and reputational damage—but may also undermine the Company's commitment to sustainable development. If personal data is not properly protected, it may infringe upon privacy rights, trigger legal disputes, and create a crisis of social trust, further weakening the foundation of the Company's corporate social responsibility and sustainable governance efforts.
Policy or Commitment	Information security policy: Strengthen information security management, protect information assets, establish standardized processes, comply with regulatory requirements	
Management Actions	• Perform backups of both local and remote databases in accordance with the Information System Recovery Operations Work Instructions. • Establish Information Security Management System Work Instructions to ensure appropriate reporting and response procedures can be followed in the event of an information security incident. • Regularly review antivirus software versions to ensure optimal protection. • Conduct periodic audits of information system access rights. • Conduct regular recovery drills in accordance with the Information Service Incident Recovery Drill Work Instructions to ensure systems can be fully restored in the event of a disaster.	
Goals and Targets	• Short-term Goals–within 3 years: (1) Organize at least five information security training sessions per year to strengthen employee awareness and reduce the risk of internal information security incidents. (2) Hold at least one annual information security review meeting to assess outcomes and review strategic direction. (3) Replace the head office email server to further enhance email system security. • Mid-term Goals–3 to 7 years: (1) Achieve zero major information security incidents. (2) Complete third-party certification and obtain relevant information security certifications. • Long-term Goals–beyond 7 years: Increase investments and expenditures in information security, apply the latest technologies to ensure the effectiveness and sustainability of security measures, and further raise information security awareness among employees and stakeholders.	
Evaluation and Monitoring Mechanisms	• Assess whether the Company's information security management system (ISMS) can address different environmental conditions—for example, identifying and evaluating various threats and risks and integrating them into the Company's information security management strategy. Evaluation criteria include ISMS reliability, stability, and resilience. • Review whether the Company has a robust information security risk management mechanism, including risk classification, reporting, handling, and monitoring. • Assess whether the Company's information security policies and procedures comply with relevant regulations and industry standards (e.g., GDPR) to protect sensitive information of customers, employees, and other stakeholders. • Review whether the Company has appropriate information security policies and procedures to safeguard sensitive data of customers, employees, and other stakeholders. • Examine whether the Company proactively discloses its information security performance, such as through transparent reporting and public disclosures. • Review the Company's information security training and awareness programs to ensure employees understand and comply with corporate information security policies and procedures.	
Performance and Improvements	• In 2024, completed five information security training sessions with a total of 253 participants. • No major information security incidents occurred in 2024. • Completed the annual information system access rights review. • Completed the annual disaster recovery drill. • Completed the annual information security audit and internal audit. • Continuously updated and reviewed firewall policies. • Upgraded the head office firewall equipment.	

1.1 Economic Performance

Generated and Distributed Direct Economic Value

In 2024, the Company's operating revenue was NT$10,496,172 thousand, and the Company will continue striving to enhance overall operating performance.
Operating Performance in the Past Three Years:

Unit: NT$ thousand (unless otherwise specified)

Item \ Year	2022	2023	2024
Operating Revenue	12,122,350	10,496,172	10,083,525
Operating Costs	9,399,607	7,451,567	6,991,338
Gross Profit	2,722,743	3,044,605	3,092,187
Operating Profit	1,506,705	1,889,646	1,905,554
Total non-operating income (expenses)	1,849,572	581,188	924,197
Profit before income tax	3,356,277	2,470,834	2,829,751
Profit for the year	2,454,344	1,984,835	2,314,432
Total Comprehensive Income	2,289,955	2,120,832	2,674,900
Earnings Per Share (NT$)	5.72	4.63	5.39

Defined Benefit Obligations and Other Retirement Plans

[Defined Contribution Plans]
For defined contribution plans, retirement fund contributions are recognized as pension expenses for the period on an accrual basis. Prepaid contributions are recognized as assets to the extent that a cash refund or a reduction in future payments is available.

[Defined Benefit Plans]
- The net obligation under defined benefit plans is calculated as the present value of future benefits earned by employees from current or past service, discounted at the balance sheet date, less the fair value of plan assets. The net defined benefit obligation is calculated annually by an actuary using the projected unit credit method. The discount rate is determined by reference to market yields at the balance sheet date on government bonds that are consistent with the currency and term of the defined benefit obligations.
- Remeasurements arising from defined benefit plans are recognized in other comprehensive income in the period in which they occur, and presented in retained earnings.
- Past service costs are recognized immediately in profit or loss.

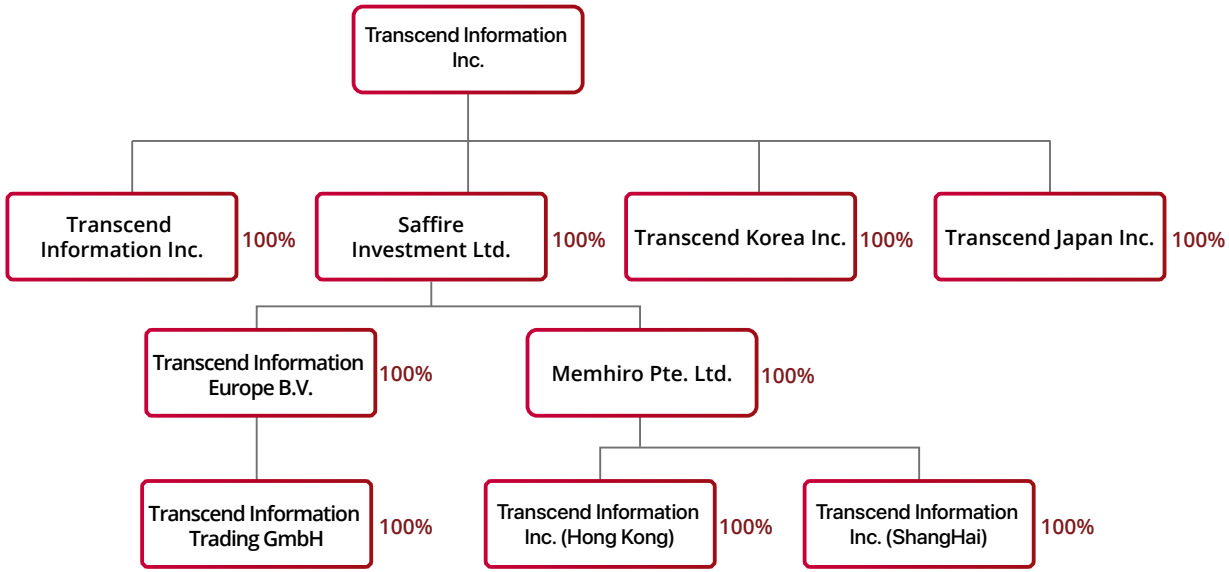
Government Financial Assistance

In recent years, the Company has focused on process optimization, smart manufacturing, and production automation. In line with the provisions of the Statute for Industrial Innovation, the Company applied for tax credits on smart machinery investments against corporate income tax, and evaluated investments in related equipment to improve production efficiency, enhance product quality, and strengthen corporate competitiveness. In 2024, the Company applied for a total of NT$676,141 (subject to final approval) in government financial assistance, primarily for smart machinery investment tax credits.

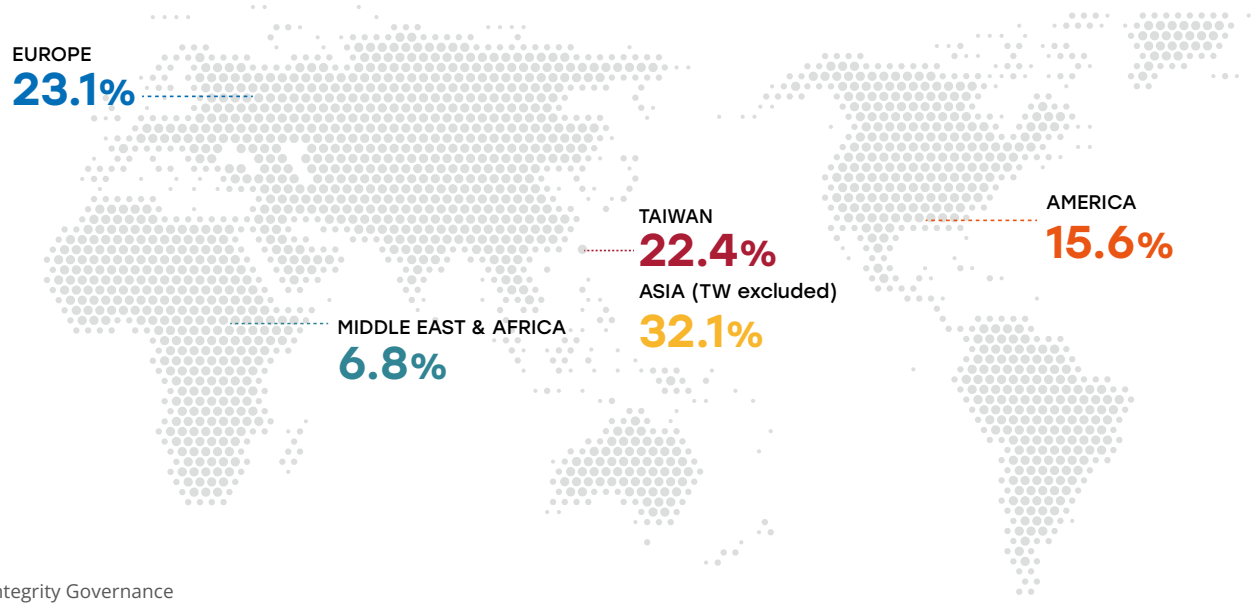
Taxation

The Company has not established a formal tax management policy. In cases where tax regulations contain ambiguities, the Company proactively consults with the tax authorities to ensure compliance and transparency, thereby reducing tax risks and upholding its reputation for integrity. In 2024, the Company's income tax expenses amounted to NT$515,319 thousand, all of which were duly paid in accordance with the law.

Investment and Other Affiliated Companies



Note 1: On March 29, 2024, Transcend Information Inc. (Shanghai) and Transtech Trading (Shanghai) Co., Ltd. merged, with Transtech Trading (Shanghai) Co., Ltd. as the surviving company and Transcend Information Inc. (Shanghai) being dissolved after the merger. On May 6, 2024, the Company obtained approval from the Investment Commission of the Ministry of Economic Affairs for the merger of Mainland China investments, and completed the relevant merger procedures in Mainland China in February 2025.
Note 2: In the third quarter of 2024, the Group adjusted its investment structure, with Transcend Information Europe B.V. assuming 100% ownership of Transcend Information Trading GmbH.
Note 3: In the fourth quarter of 2024, the Group adjusted its investment structure, with Saffire Investment Ltd. assuming 100% ownership of Transcend Information Europe B.V.



Global Operations & Distribution

Transcend's customer base includes system integrators, distributors, resellers, and end users worldwide. With a comprehensive global presence, the Company's revenue distribution by region is as follows: Taiwan 22.4%, Asia 32.1%, the Americas 15.6%, Europe 23.1%, and the Middle East & Africa 6.8%.

Major Products and Services

Transcend continuously strives for excellence in research, innovation, and quality, with a focus on developing new technologies and high-performance products to provide global users with smarter and more reliable storage solutions. These efforts also strengthen the influence and competitiveness of "Made in Taiwan" in the global market. Among its product lines, portable SSDs, body cameras, and memory cards stood out and were honored with the "Taiwan Excellence Award", underscoring the Company's outstanding technological innovation and product quality, as well as its strong capabilities in storage solutions.

The Company's product portfolio is primarily divided into two categories: Consumer Products and Embedded Solutions, with major customers including system integrators, resellers, distributors, and end consumers. In 2024, the Company produced no products that were prohibited from sale or legally required to be withdrawn from the market.

Category	Applications
DRAM Modules	U-DIMM, SO-DIMM, ECC U-DIMM, ECC SO-DIMM, R-DIMM. The applications include desktop/laptop computer memory modules, server/workstation memory modules, as well as memory modules for commercial, industrial, and other specific requirements.
Flash Products	Solid-state drives (SSDs) with SATA III/PCIe interfaces, including 2.5", M.2, mSATA, mSATA mini, and half-slim form factors, as well as portable SSDs. For memory cards, we offer SD, microSD, CF, CFast, and CFexpress memory cards. We also provide flash memory modules with PATA/SATA/USB interface for special industrial application platforms, as well as USB 2.0, USB 3.1 and USB 3.2 USB flash drives.
Multimedia Products	Dashcams and body cameras.
HDD Products	Various portable hard drive storage devices.
Card Readers & Accessories	A range of card readers, hubs, adapters, and external DVD writers.

Strategic New Products in 2024

TAIWAN EXCELLENCE 2025



Portable SSD

ESD410C

- Maximum read/write speed up to 2,000 MB/s
- Supports iPhone ProRes 4K 60fps video recording
- Passed U.S. military drop-test standard MIL-STD-810G and certified with IPX5 water resistance



Body Camera

DrivePro Body 10

- Records in 1080P Full HD high resolution
- Equipped with four infrared LED lights that automatically activate in low-light conditions to enhance night recording quality
- Certified with IPX4 water resistance
- Passed U.S. military drop-test standard MIL-STD-810G



CFexpress Type B Memory Card

CFE860

- Complies with CFexpress 2.0 specification
- Maximum transfer speed up to 1,500 MB/s
- Designed for 4K/8K RAW video recording

1.2 Ethical Business Practices

1.2.1 Integrity Management Philosophy, Policies, and Code of Conduct

The Company has established integrity management policies and guidelines, formulating specific preventive measures for identified risks as well as remedial mechanisms. An independent supervisory unit is in place to follow up on subsequent handling of incidents, ensuring that the Company meets the requirements and objectives of integrity management standards. The Company's Code of Integrity Management is implemented upon approval by the Board of Directors.

Stakeholder Integrity Management Standards

Identity	Timing	Required Document	Signing Rate
New Employees	Upon onboarding	Employment Contract (with confidentiality obligation)	100%
Governance Units and Management	At the time of director election	Director Appointment Declaration	100%
New Suppliers	At the time of supplier onboarding	Supplier Code of Ethics Commitment	100%

Commitment to Integrity Management Policies

Policy	Approving Authority	Executing Unit	Disclosure Link
Ethical Corporate Management Best-Practice Principles	Implementation upon approval by the Board of Directors	The Financial and Accounting Department & The Administration Department	https://www.transcend-info.com/about/policies

1.2.2 Anti-Corruption Mechanism

Anti-Corruption Risk Assessment

In 2024, the Company identified no corruption risks, and no employees were involved in any corruption-related misconduct.

Handling of Corruption Incidents

The Company has established the "Ethical Corporate Management Best-Practice Principles","Employee Code of Conduct and Reward and Discipline Management Regulations", and "Corporate Governance Best-Practice Principles", which clearly prohibit dishonest behavior, insider trading, conflicts of interest, and the pursuit of personal gain. The Financial and Accounting Department and the Administration Department serve concurrently as the units responsible for formulating and supervising the implementation of integrity management policies. Their responsibilities include drafting and revising the Code of Integrity Management, organizing awareness campaigns and training on integrity management, and ensuring effective implementation of the Code. Progress on key items is reported to the Board of Directors annually.

During new employee orientation training, the Company promotes awareness of the employee code of conduct. In addition, an employee suggestion box is available to allow staff to report irregularities anonymously or by name. For external partners, the Company requires the signing of the Supplier Code of Ethics Commitment. External parties that violate anti-bribery and anti-corruption principles and cause damage to the Company will be subject to claims for compensation in accordance with the signed commitment and necessary legal action will be taken.

For employees or external parties that violate anti-bribery and anti-corruption requirements and cause damage to the Company, compensation will be sought in accordance with the signed commitments or relevant regulations, and appropriate legal action will be pursued.

Anti-Corruption Training

In 2024, a total of 53 employees (excluding dispatched personnel) received anti-corruption training, with an aggregate of 26.5 training hours, achieving a 100% completion rate.

1.2.3 Anti-Competitive Practices

In 2024, the Company remained committed to maintaining a fair and competitive market environment and strictly complied with relevant anti-competition laws and policies. The Company did not engage in any form of anti-competitive conduct, antitrust violations, or monopolistic practices.

1.2.4 Communication Channels and Grievance Mechanisms

Protection of Shareholders' Rights

The Company follows the spirit of corporate governance and makes adjustments to its systems in accordance with relevant regulations, including implementing electronic voting, adopting case-by-case voting for shareholders' meeting proposals, and establishing a dedicated shareholder section and investor relations section on the corporate website. These sections provide timely disclosure of the latest information, such as shareholders' meeting materials, dividend distributions, share prices, revenue, and financial reports, thereby safeguarding shareholders' rights. In addition, to maintain two-way communication, the Company has set up a public relations email account for shareholders and investors to express their opinions.

Transcend's Shareholder Structure

Data Date (Record Date): 2025/04/22

Structure / Quantity	Government Agencies	Financial Institutions	Other Corporations	Individuals	Foreign Institutions and Foreigners	Total
Number of People	5	21	97	20,537	206	20,866
Shareholding Quantity	3,766,600	58,279,570	258,116,419	72,236,892	37,444,194	429,843,675
Shareholding Ratio(%)	0.88	13.56	60.05	16.8	8.71	100

Independent Communication and Grievance Mechanisms

To promptly mitigate negative impacts on stakeholders or the Company’s operations, the Company has established grievance mechanisms for various issues. When stakeholders identify potential or actual negative impacts, they may report them to the responsible units. Upon receiving a grievance, the responsible units shall promptly address the matter and formulate appropriate response measures.

The grievance mechanisms are as follows:

(1) Whistleblowing Mailboxes
External: ceo@transcend-info.com
Internal: suggest@transcend-info.com

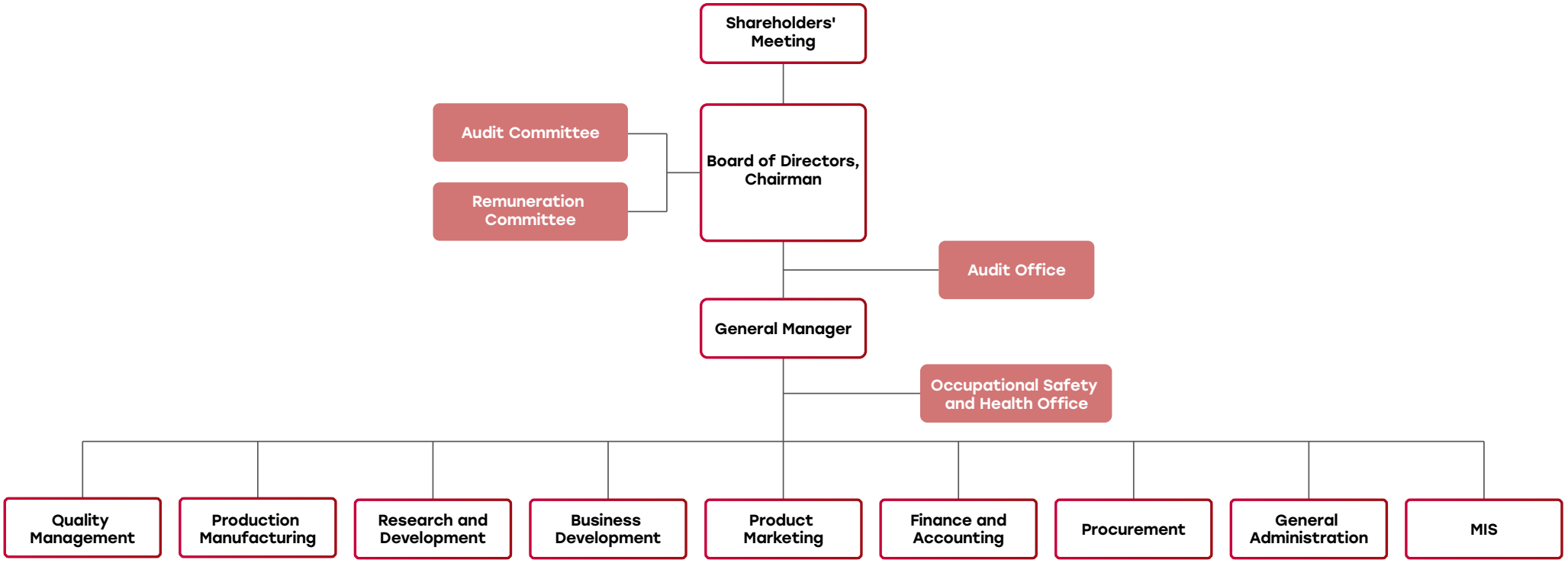
(2) Written Report: Hardcopy submissions via physical employee opinion boxes located at Transcend Plant I and Plant II.

Reporting Channels and Procedures

To foster a culture of integrity and transparency and promote sound business operations, the Company has established internal regulations governing its whistleblowing mechanism, specifying the scope of application. The Company encourages employees and related parties to make use of the whistleblowing channels provided, enabling the reporting of unlawful or improper conduct by either internal staff or external parties. To ensure fairness and transparency in the investigation process, the Company has established an independent investigation unit and discloses relevant information on the corporate website, allowing external parties to submit reports as well. In 2024, the Company did not receive any major whistleblowing cases.

1.3
Board Governance and Risk Management

Organizational Structure



1.3.1 Board of Directors and Functional Committees

Board Oversight of Sustainability Initiatives

The Board of Directors is responsible for guiding long-term business strategies and fulfilling its supervisory role. Each year, the Vice President of Administration formulates sustainability strategies and guidelines based on material issues and the Company's business vision, and reports these to the Board.

Transcend holds at least four board meetings annually. In addition, the Board engages in communication and discussions on material issues related to the environmental, economic, and social dimensions. In 2024, the agenda items were as follows:

Dimension	Number of Items	Agenda Overview
Environmental	5	1. Greenhouse gas inventory and assurance (quarterly, four times) 2. Establishment of Sustainability Information Management Procedures and Sustainability Report Compilation and Assurance Procedures
Social	2	1. Employee rights restriction on new shares issuance 2. Employee remuneration allocation
Governance	5	1. Business plan proposal 2. Implementation of risk management 3. Repor ts on directors' and managers' remuneration execution (three times)

Sustainability Reporting Management

Each year, the Sustainability Development Task Force collects relevant content and data, which are then reviewed by the respective division managers. The Office of the Vice President of Administration consolidates the information and submits it to the Board of Directors for review and approval. Following Board approval, the sustainability report is published.

1.3.2 Performance Evaluation of Sustainability Management Oversight

To strengthen corporate governance and enhance the effectiveness of the Board of Directors, the Company has established performance objectives to improve board efficiency. On March 5, 2020, the Company approved the Regulations for Board Performance Evaluation, which have been implemented since 2021. The relevant information—including the titles and names of participants, actual attendance, attendance rate (%), remarks, evaluation cycle and period, evaluation scope and methods, and evaluation content—is provided as follows:

Evaluation Cycle	Once a year
Evaluation Period	January 1, 2024–December 31, 2024
Scope of Evaluation	Board of Directors, individual directors, and functional committees
Evaluation Method	Self-assessment by board members, internal self-evaluation of the Board of Directors and functional committees
Evaluation Items	1.Board of Directors Performance Evaluation: Level of participation in company operations, the quality of Board decisions, Board composition and structure, appointment of directors and their continued development, and internal controls. • Evaluation items: 5 major dimensions, 45 indicators in total. • 2024 overall average score: 4.60 out of 5. 2. Individual Board Member Performance Evaluation: Grasp of company targets and missions, understanding of the director's role and responsibilities, level of participation in company operations, internal relationship management and communication, director's specialty and continued development, and internal controls. • Evaluation items: 6 major dimensions, 23 indicators in total • 2024 overall average score: 4.85 out of 5 3. Audit Committee Performance Evaluation: Participation in company operations, understanding of the responsibilities of Audit committees, improvement of the decision-making quality of Audit committees, composition of Audit committees, and member selection and internal control. • Evaluation items: 5 major dimensions, 22 indicators in total • 2024 overall average score: 4.91 out of 5 4. Remuneration Committee Performance Evaluation: Participation in company operations, understanding of the responsibilities of Remuneration committees, improvement of the decision-making quality of Remuneration committees, and composition of Remuneration committees, and member selection and internal control. • Evaluation items: 4 major dimensions, 19 indicators in total • 2024 overall average score: 4.84 out of 5

1.3.3 Ongoing Training on Sustainability Development

To enhance directors' professional competencies, the Company arranges at least six hours of training per year for each director, focusing on topics such as corporate governance, economic, environmental, and social issues, thereby strengthening the Board's ability to manage risks.

In 2024, the entire Board of Directors completed a total of 67 training hours, averaging more than 7 hours per director. Details of directors' training can be found on page 29 of Transcend's Annual Shareholders' Meeting Report.

Directors' Participation in Sustainability - Related Training

Type	Date	Course/Seminar Title	Hours
Forum/Seminar	2024/04/19	Corporate Governance Forum	12
In-person Course	2024/04/26	Corporate Governance–New Era of Artificial Intelligence: Chatbot ChatGPT flips new industry trends	2
In-person Course	2024/04/30	2024 Elite Independent Director Training Program	3
In-person Course	2024/06/07	Corporate Governance–Challenges and Opportunities from Semiconductor History	2
In-person Course	2024/06/25	Emerging Securities Crimes and Market Manipulation [Corporate Governance]	3
Forum/Seminar	2024/07/03	2024 Cathay Sustainable Finance and Climate Change Summit	39
In-person Course	2024/09/04	Net Zero Emissions Advocacy Seminar	3
In-person Course	2024/09/20	2024 Insider Trading Prevention Seminar	3

1.3.4 Board Structure and Operations

Transcend's Board of Directors is the highest governance body within the Company's corporate governance framework, responsible for both business operations and supervisory duties.

Election and Nomination

The election of board members follows the Regulations for Election of Directors and Supervisors and the Articles of Incorporation, adopting a candidate nomination system. Directors serve a term of three years. The qualifications of nominees are carefully evaluated, and the shareholders' meeting elects members from the candidate list. Nomination and selection criteria include the candidate's independence, professional background, relevance to the Company's business development, and consideration of board diversity.
The current board term is from June 21, 2024 to June 20, 2027, comprising nine directors (including four independent directors). Among them, one director is female, representing 11% of the board.

Board Members and Diversity

All directors possess extensive leadership, decision-making, business judgment, management, and crisis-handling experience, as well as industry knowledge and global market insights. They are equipped with the necessary competencies to implement effective corporate governance, including expertise in accounting and financial analysis, enabling them to provide professional advice from diverse perspectives.
Detailed information on individual members (such as gender, age, and concurrent positions within or outside the Company) can be found in the Shareholders' Meeting Annual Report, pages 4–5.

Board Operations

In principle, the Company convenes one board meeting each quarter. In 2024, a total of five regular board meetings were held, with no extraordinary board meetings convened. The average attendance rate reached 98%.

Board Member Structure

Item	Type	Ratio
Gender	Male	89%
	Female	11%
Age	29 years (inclusive) old and under	0%
	30-50 years old	22%
	51 years old (inclusive) and above	78%

Conflict of Interest

Provisions on conflict of interest are set out in the "Regulations Governing Procedure for Board of Directors Meetings", the "Audit Committee Charter", and the Compensation Committee Charter. For any agenda item in which a director or the legal entity they represent has an interest, the director must disclose the material aspects of such interest at the meeting. If such interest may be detrimental to the Company, the director shall refrain from participating in discussions and voting, and must recuse themselves from the relevant agenda item. They may not act as a proxy for other directors in exercising voting rights.

Although the Chairman of the Board concurrently holds a senior management position, if a director's spouse, relatives within the second degree of kinship, or companies with a controlling or subordinate relationship to the director have an interest in a meeting agenda, it is deemed that the director has a conflict of interest regarding that matter.

Resolutions of the Board of Directors are handled in accordance with Article 206, Paragraph 4, of the Company Act, which applies mutatis mutandis Article 180, Paragraph 2. For example, at the second board meeting in 2024, when reviewing the first issuance of new restricted employee shares, directors Po-Shou Chen and Kuan-De Wu, who also serve as employees, recused themselves and did not participate in discussions or voting in accordance with conflict-of-interest principles.

Information related to conflicts of interest—such as directorships of board members or executives in other companies, cross-shareholdings with suppliers or other stakeholders, controlling shareholders, transactions with related parties, and outstanding balances—can be found in the Company's 2024 Annual Report (pp. 41–42).

The Company's the "Ethical Corporate Management Best-Practice Principles" , the "Codes of Ethical Conduct for Directors and Managerial Officers", and the "Codes of Ethical Conduct for Employees" all contain clear provisions on conflict-of-interest avoidance. These codes, including their adoption and amendments, were approved by both the Audit Committee and the Board of Directors, and subsequently reported to the Shareholders' Meeting. The Company also provides reporting channels: where directors, managers, or employees are confirmed to have violated the codes of conduct, disciplinary actions are taken in accordance with the relevant provisions.

For detailed provisions regarding the recusal mechanism of interest conflicts, please refer to company website:

https://tw.transcend-info.com/about/policies

1.3.5 Remuneration Policy

Board Remuneration Structure and Determination Process

Directors and independent directors receive transportation allowances based on their attendance at board meetings and functional committee meetings. The determination of director remuneration takes into account the Company's overall operating performance, future industry risks and development trends, as well as each director's contribution to the Company's operations and the results of annual performance evaluations (including board and individual director assessments). Reasonable remuneration is provided accordingly. In addition, in accordance with Article 22 of the Company's Articles of Incorporation, up to 0.2% of annual profits shall be allocated as directors' compensation when the Company records profit for the year. The distribution to each director is resolved by the Compensation Committee and the Board of Directors. For the CEO, President, Vice Presidents, and other managers, salaries are determined with reference to industry benchmarks, market conditions, professional competence, and job responsibilities. Furthermore, in accordance with Article 22 of the Company's Articles of Incorporation, no less than 1% of annual profits shall be allocated as employee compensation when the Company records profit for the year. Individual allocation amounts are determined after considering personal annual performance, including: achievement rates of revenue and profit targets for the Company and the department under their responsibility, individual goal completion rate, operational management capabilities, special contributions or negative incidents. Director and managerial remuneration performance evaluations and reasonableness are reviewed and approved by the Compensation Committee and the Board of Directors, and the remuneration system is reviewed and adjusted as necessary in line with operating conditions and applicable laws and regulations. Details of directors' compensation and payment standards for 2024 can be found in the Company's 2024 Annual Report (pp. 16–17).

The remuneration system for senior management is proposed by the Compensation Committee and submitted to the Board of Directors for approval. In addition to fixed salaries and retirement/pension benefits, performance bonuses are determined based on the achievement of key performance indicators. The retirement system for senior management is the same as that for general employees. Details of senior management remuneration for 2024 can be found in the Company's 2024 Annual Report (p. 17).

Termination and Retirement Policies for Directors and Senior Management

The resignation notice period for directors and senior management is determined in accordance with local government regulations. The number of notice days and the calculation method for severance pay are the same as for other employees. Apart from severance pay, no additional payments or in-kind benefits are provided to departing directors or senior management. The retirement system for senior management is also the same as that for general employees, in full compliance with local government regulations.

Remuneration Ratio

In 2024, the ratio of the highest individual annual total remuneration to the median of the Company's annual total remuneration was 9.83. The highest compensated individual was the Chairman of the Board, whose salary structure is the same as that of general employees, comprising monthly salary, year-end bonus, performance bonus, and other types of bonuses. The ratio of 9.83 in 2024 represents a decrease compared with 10.2 in 2023 and 10.52 in 2022, reflecting the Company's ongoing efforts to adjust its Remuneration Policy, enhance salary benefits for grassroots employees, and move toward greater internal pay equity.

Remuneration Ratio

Item ＼ Year	2022	2023	2024
Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees(excluding the highest-paid individual)	10.52	10.2	9.83
Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	0	0	0

1.3.6 Functional Committees Structure and Implementation

Remuneration Committee

The Company's Compensation Committee consists of three members, all of whom are independent directors. The gender ratio is 2:1 (male:female). The current term of office is from August 1, 2024 to June 20, 2027. The Committee convenes at least once annually; in 2024, it held three meetings, with an overall attendance rate of 100%. Detailed information on individual members and the Committee's operations can be found in the Company's Annual Shareholders' Meeting Report (p. 28).

Prior to the re-election in 2024, the Remuneration Committee convened two meetings. The attendance of the three committee members was as follows:

Name	Meetings Scheduled	Attendance in Person	By Proxy	Attendance Rate
Chen, Yi-Liang	2	2	0	100%
Wang, Yi-Hsin	2	2	0	100%
Chen, Lo-Min	2	2	0	100%
Total	6	6	0	100%

After the re-election in 2024, the Remuneration Committee convened one meeting. The attendance of the three committee members was as follows:

Name	Meetings Scheduled	Attendance in Person	By Proxy	Attendance Rate
Lin, Shu-Shan	1	1	0	100%
Lin, Jia-Xing	1	1	0	100%
Chen, Shi-Hong	1	1	0	100%
Total	3	3	0	100%

Audit Committee

The Company established its Audit Committee in June 2012, composed entirely of independent directors. The Committee operates in accordance with the Company's Audit Committee Charter, with the primary objectives of supervising the fair presentation of the Company's financial statements, the appointment/dismissal, independence, and performance of certified public accountants, the effective implementation of internal controls, compliance with relevant laws and regulations, and the management of existing or potential risks. In 2024, the key tasks of the Audit Committee of the Company include: Review of all quarterly and annual financial statements, review of annual earning distribution proposal, examine the effectiveness of the internal control system, corporate governance related affairs, risk management matters, restricted stock issuance, independence and competency assessment of c CPAs, appointment of c CPAs and audit fees, etc.

The Company's Audit Committee consists of four members (all independent directors) with a gender ratio of 3:1 (male:female). The current term runs from June 21, 2024 to June 20, 2027. The Audit Committee is required to convene at least once every quarter; a total of 4 Audit Committee meetings were held in 2024, with an overall attendance rate of 100%. Detailed information on individual members and the Committee's operations can be found in the Company's Annual Shareholders' Meeting Report (pp. 20–22).

Prior to the re-election in 2024, the Audit Committee convened 2 meetings. The attendance of the 3 committee members was as follows:

Name	Meetings Scheduled	Attendance in Person	By Proxy	Attendance Rate
Chen, Yi-Liang	2	2	0	100%
Wang, Yi-Hsin	2	2	0	100%
Chen, Lo-Min	2	2	0	100%
Total	6	6	0	100%

After the re-election in 2024, the Audit Committee convened 2 meetings. The attendance of the 4 committee members was as follows:

Name	Meetings Scheduled	Attendance in Person	By Proxy	Attendance Rate
Lin, Shu-Shan	2	2	0	100%
Kuo, Tsung-Ming	2	2	0	100%
Lin, Jia-Xing	2	2	0	100%
Chen, Shi-Hong	2	2	0	100%
Total	8	8	0	100%



Transcend follows the "New Corporate Governance Roadmap" announced by the Financial Supervisory Commission (FSC) and has strengthened the Board of Directors' role in identifying material risks. In the fourth board meeting of 2020, the Board approved the establishment of the Risk Management Policies, which guides all departments in effectively identifying, measuring, monitoring, and controlling risks during the course of business operations. The objective is to keep potential risks within acceptable levels, thereby achieving a rational balance between risk and return while ensuring sustainable business operations. The Risk Management Policies covers risk identification and measurement, risk monitoring, periodic reporting on implementation, and information disclosure. It is executed by management, regularly evaluated by the Audit Office, which provides recommendations for improvement and follows up on progress to reduce potential risks and reasonably ensure the achievement of the Company's objectives.

The Company's implementation of the Risk Management Policies was reported to the fifth board meeting on November 5, 2024. Risks were identified across various business areas—including operational risk, financial risk, and hazard risk—and corresponding control strategies and measures were proposed. In line with corporate governance evaluation requirements, risk management oversight is performed by the Audit Committee or functional committees at the board level, and the Risk Management Policies is revised accordingly.

1.3.7 Risk Management Mechanism

The risks involved in the Company's business activities include operational risks, financial risks, strategic risks, hazard risks, legal risks, and other risks. To ensure that risks remain within the Company's control, risk exposures are continuously monitored and assessed during business operations. Senior management is responsible for supervising whether appropriate countermeasures have been adopted, and reports on the implementation of risk management procedures are submitted to the Board of Directors on a regular annual basis.
The organizational structure of risk management of the Company is as follows:

Organization	Scope of Responsibilities
Board of Directors (including Audit Committee and Remuneration Committee)	• Establish risk management policies, structure, and culture • Ensure the effectiveness of the risk management mechanism
Senior Management Level	• Execute risk management decision making • Cross-department risk management interaction and communication • Material risk early warning, assess potential loss, handle follow-up strategy or report of risk mitigation and summarize material risk event handling result
Audit Office	• Monitor and periodically assess whether risk control of all departments is performed properly • Issue an audit report according to the audit result, and propose improvement suggestions and follow up improvement progress
All Departments of Headquarters	• Execute daily risk management activities • Execution of corporate management and risk decision making • Perform risk control activity assessment

The Company upholds the principle of integrity management and has established the "Employee Code of Conduct and Reward and the "Codes of Ethical Discipline Management Regulations", the "Conduct for Directors and Managerial Officers". These policies ensure compliance with government laws and regulations, align with public policy, and demonstrate the Company's commitment to fulfilling its corporate social responsibilities. Through internal control and audit operations, all departments and subsidiaries are required to conduct self-assessments of their operations, including compliance with relevant laws and regulations, and to make timely adjustments to the design and implementation of internal control systems, thereby ensuring the effective operation of self-monitoring mechanisms.



1.3.8 Risk Assessment

In accordance with the principle of materiality, the Company conducts risk assessments related to environmental, social, and corporate governance (ESG) issues associated with its operations. Based on the identified risks, the Company formulates corresponding risk management policies or strategies, as follows:

Material Topic	Risk Assessment Item	Risk Management Policies or Strategies
Environmental	Environmental Protection	The Company applies a product life cycle approach and, based on industry characteristics, has obtained ISO 14001:2015 Environmental Management System certification. Through this, the Company continuously reduces negative environmental impacts and improves environmental performance. 1. Product: During production processes, the Company uses components compliant with the EU RoHS environmental standards. All products have obtained QC 080000 certification, reducing environmental impact. 2. Energy Conservation: In 2024, the Company replaced 206 LED lamps, with an estimated annual saving of 18,276 kWh of electricity. At the same time, a paperless documentation initiative was implemented, reducing paper usage by 145,915 sheets (23%) compared with 2023, demonstrating results in environmental sustainability and energy conservation/carbon reduction. Additional energy-saving measures can be found in the "Energy Conservation and Environmental Protection" section. 3. Certifications: Current environmental certifications include ISO 14001 (validity period: 2021/07/16–2024/05/19; 2024/06/25–2027/05/19) and QC 080000 (validity period: 2021/10/25–2024/10/24; 2024/10/25–2027/10/24). 4. Each year, the Company formulates key implementation plans and regularly tracks and reviews progress against targets to ensure their achievement. 5. An annual internal audit plan is established to ensure compliance with environmental regulations, and to audit operational processes for conformity.
Social	Talent Development and Management	1. The Company formulates an annual training plan to provide employees with the knowledge required for their work, while supervisors in each department also design training programs to support employees' career development. 2. The Company is committed to complying with national labor laws, the "Business Social Compliance Initiative(BSCI) Code of Conduct", the RBA (Responsible Business Alliance) Code of Conduct, and other applicable industry standards and international conventions, continuously improving working conditions and employee welfare. Detailed measures can be found in the "Human Rights Policy and Management Program" section.
	Occupational Health and Safet	1. To fulfill corporate responsibility for environmental protection and employees' safety and health, prevent occupational injuries, and reduce environmental/health & safety operational risks as the foundation of sustainable development, the Company has established an EHS (Environment, Health & Safety) policy. Certifications obtained include: ISO 14001 Environmental Management System (validity period: 2021/07/16–2024/05/19; 2024/06/25–2027/05/19), ISO 45001 Occupational Health and Safety Management System (validity period: 2022/05/23–2024/05/19; 2024/06/25–2027/05/19), and CNS 45001 (TOSHMS) Taiwan Occupational Health and Safety Management System (validity period: 2022/05/23–2024/05/19; 2024/06/25–2027/05/18). 2. In addition to implementing comprehensive hazard prevention programs in all facilities, the Company conducts monthly health promotion campaigns, semi-annual workplace environment monitoring, and annual one-hour occupational health and safety training for all employees. Additional policies can be found in the "Workplace Health and Safety" section.
	Product Safety	1. As a leading manufacturer of consumer electronics and industrial products, the Company regards customer feedback as the most important input for product improvement. A dedicated Technical Service Division has been established to handle consumer inquiries and product-related issues, supported by established procedures to provide timely solutions and professional services. 2. All Company products comply with relevant government regulations and EU RoHS standards, ensuring they contain no hazardous substances. With a rigorous quality management system, the Company delivers consistent product quality. To further ensure service quality and enhance customer satisfaction, the Company has set up customer service hotlines and communication platforms.
Governance	Socioeconomic and Legal Compliance	By establishing governance structures and implementing internal control mechanisms, the Company ensures that all personnel and operations comply with relevant laws and regulations. Detailed measures can be found in the "Corporate Governance" section.
	Enhancing Board Competencies and Fulfilling Director Responsibilities	1. To strengthen directors' awareness of their rights and legal responsibilities, the Company designs relevant training topics each year, providing directors with the latest updates on laws, system developments, and policies. 2. The Company takes out Directors and Officers (D&O) liability insurance to protect directors against litigation or claims, provided that they have fulfilled their fiduciary duties with due care in the performance of their responsibilities.

1.4 Internal Control System and Regulatory Compliance

1.4.1 Internal Audit

Internal Audit is an independent unit that reports directly to the Board of Directors. In addition to providing reports at regular board meetings, the Chief Auditor also reports audit activities to the Chairman and the Audit Committee on a monthly basis or as necessary. Internal Audit inspects and evaluates the Company's internal control processes and reports on whether the design and execution of such controls are appropriate, effective, and efficient. The scope covers all Company operations as well as its subsidiaries.

Audit work is carried out in accordance with the annual audit plan approved by the Board of Directors. The plan is formulated based on identified risk assessment results. Special audits or reviews may also be conducted when necessary. The combination of general audits and special audits provides management with insights into the effectiveness of internal controls and identifies existing or potential deficiencies.

Internal Audit also reviews the self-assessments of internal controls conducted by various departments and subsidiaries to ensure quality, consolidates the results, and reports to the Board of Directors. These results form the basis for the Company's internal control declaration.
The appointment, evaluation, and remuneration of internal audit personnel are handled in accordance with the Company's Recruitment and Employment Regulations, Compensation Management Regulations, Performance Evaluation Regulations, and Resignation Management Regulations. Performance evaluations are conducted annually. Personnel appointments, evaluations, and compensation are submitted by the Chief Auditor through the approval process to the Chairman of the Board for final approval.

1.4.2 Regulatory Compliance

The Company upholds the principle of integrity management and has established the Corporate Social Responsibility Best-Practice Principles, Code of Integrity Management, Employee Code of Ethical Conduct, Code of Ethical Conduct for Directors and Managers, and the Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct. These policies ensure compliance with government laws and regulations, alignment with public policies, and fulfillment of the Company's corporate social responsibilities. Through internal control and audit mechanisms, all departments and subsidiaries are required to conduct self-assessments of their operations, including compliance with applicable laws and regulations. Internal control systems are adjusted and implemented in a timely manner, ensuring the effectiveness of self-monitoring mechanisms. In 2024, the Company had no major violations related to economic, environmental, or social regulations (with materiality defined as cases resulting in monetary penalties).



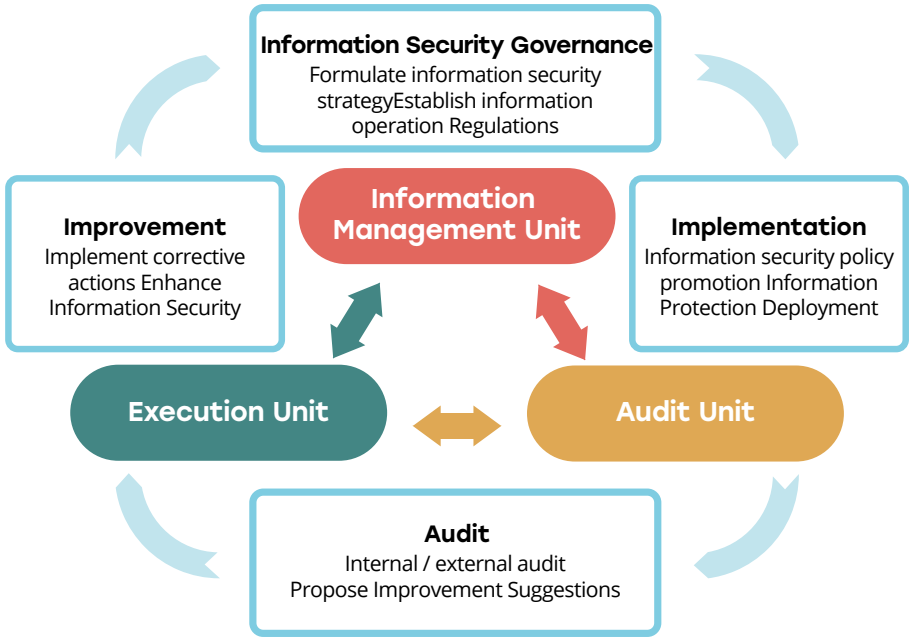
1.5 Information Security and Personal Data Protection

1.5.1 Information Security Management

Cybersecurity Governance System

To safeguard the confidentiality, integrity, and availability of information, and to build a continuously improving cybersecurity environment, the Company established the "Information Security Execution Team" in May 2019. The team is responsible for the establishment of policies, execution, recording and review of information security events and information security accidents, and to also accept the annual information cycle supervision of the Auditing Office. in order to establish a comprehensive security protection mechanism and enhance employees' information security awareness.

Implementation in 2024: The Administrative Vice President concurrently acts as the information officer to take the role of convener in order to convene meetings in regularly every year, to review report records and to review information security policy and future development direction. In addition, the information security governance status has been reported to the board of directors on November 05, 2024.



Information Security Policy

To ensure the confidentiality, legality, reliability, and integrity of the Company's information, personnel, assets, and IT infrastructure, the Company has formulated an Information and Communication Security Policy based on actual internal needs, thereby strengthening cybersecurity risk management.

Information Security Control Measures

- Establish information asset list, and perform classification control according to the information risk assessment.
- All new employees are required to participate in the information security education and training, in order to improve employees' understanding and concept on the information security. In addition, educational promotion on information security precautions are also executed periodically.
- The internal and external networks of the Company are installed with firewall, and employees are prohibited to use private network equipment to connect to the external network or intranet of the Company.
- Mainframes of confidentiality are installed in an isolated network environment. For database and file access, use authorities are established and remote backup is performed periodically.
- Perform information asset inspection operation and system abnormality drill periodically, in order to maintain the system reliability.
- Establish information security event management standard and information security event reporting procedure.
- All employees using information provided by the Company to perform relevant information job duties and suppliers with business dealings or visitors shall bear the responsibility and obligation to protect the information assets obtained or used, and it is prohibited to perform access, modification or illegal disclosure without authorization.
- Personal computers shall be installed with anti-virus software and updated with the latest virus codes. In addition, software management policy shall be established, and any unauthorized software shall be prohibited from use.
- Employees possessing accounts, passwords and authorizations provided by the Company shall bear the custody responsibility properly and shall also update passwords periodically according to the request.
- All employees of the Company shall comply with the laws and regulations as well as the requirements of the information security policy of the Company. The supervising unit shall bear the supervision responsibility, implement the system and improve employees' understanding on the information security and legal concepts.

Information Security Incident Management–Definitions

- Information Security Event: Refers to any violation, failure, or unexpected abnormality occurring in a system, service, or network.
- Information Security Incident: Refers to a single or series of information security events that actually result in damage.

Information Security Event Classification

Information security events are classified into two levels (Level 1 and Level 2) based on severity. The classification is determined by evaluating the impact of the event on confidentiality, integrity, and availability. When the impact reaches Level 2, it is categorized as an incident.

1. Level 1 Event (an event that meets all of the following conditions):
   - Non-core business data is leaked.
   - Non-core business systems or data are tampered with.
   - Non-core business operations are affected or interrupted.

2. Level 2 Event (an event that meets any of the following conditions):
   - Core business data is leaked.
   - Core business systems or data are tampered with.
   - Core business operations are affected or interrupted.

Information Security Incident Reporting

When Transcend employees identify or observe an abnormal event, they must report it to the IT unit manager for incident handling and follow-up tracking.

- Immediately record all critical details, such as the nature of the failure, error messages, and abnormal phenomena.
- Do not attempt to take any independent action; promptly report the issue to the IT unit.
- Under no circumstances should employees attempt to test or exploit suspected vulnerabilities.

Information Security Incident Handling

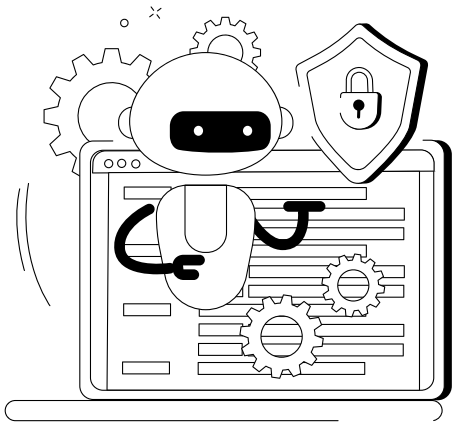
- Reported incidents are classified by IT personnel based on the actual impact level, and an Information Security Incident Report Form must be completed and filed for recordkeeping.
- During the handling process, if it is determined that the impact of an incident exceeds the originally assigned level, the classification must be updated immediately. Incident handling must include the following:
  (1) Level 1 incidents must be restored or contained within 12 hours of discovery. Level 2 incidents must be restored or contained within 24 hours of discovery.
  (2) If an information security incident endangers human life, damages equipment, or involves civil/criminal liability, the IT unit must notify judicial and investigative authorities for assistance.
- The responsible IT supervisor is in charge of coordinating with relevant departments to provide necessary resources when handling security incidents.

Information Security Action Plans

- It is necessary to identify the information security event root cause and adopt an effective strategy, as well as establishing the method and procedure to improve future incident handling according to the information security incident classification.
- The information security execution team proposes the information security incident statistical information according to the internal audit information cycle requirements of the Auditing Office, in order to facilitate the continuous improvement of the information security management system.
- Important information security event handling result shall be periodically summarized, and under condition where no personal privacy and trade secret is involved, announcement can be published on the monthly report or intranet to describe the incident occurrence cause, process, handling method, improvement and precaution recommendations, etc., in order to use it as reference information for information security education and information security event prevention.
- Based on the consideration that information security risk is a new emerging type of risk, the Company is currently under the evaluation stage. In the future, the Company will continue to improve the information security system management and will also conduct information security evaluation periodically. Through repetitive drills and continuous review and improvement, the information security hazard awareness of employees and response capability of information security handling personnel of the Company can be enhanced, thereby preventing occurrence of information security events.

Resources Invested in Information Security Management

- Endpoint hardware and software equipment: firewalls, antivirus software, email antivirus, spam filtering, and network-managed devices.
- Software systems: off-site backup software, VPN connection authentication, etc.
- Telecommunication services: multiple communication lines, intrusion prevention services, and trusted point-to-point VPN connections for branch offices.
- Human resources (operations): daily system status checks, abnormal equipment alert notifications, weekly scheduled backups, at least one annual information security awareness training session, annual disaster recovery drills, and annual internal audits of the information cycle as well as external audits by certified public accountants.
- Information security personnel: one Chief Information Security Officer (CISO) and two information security staff members responsible for architecture design, security operations and monitoring, incident response and investigation, and policy review and revision. The CISO reports to the Board of Directors at least once annually.



1.5.2 Customer Privacy

The Company has established a Privacy Policy to govern the collection, use, processing, and retention of end-consumer and corporate client data. The key principles are as follows:

1. Customer data is requested only when necessary to provide specific services (e.g., product purchases, warranty requests, etc.), and solely for the purpose of contacting customers and verifying their identity. Transcend does not use customer data for purposes other than providing services, unless required by law or explicitly requested by public authorities.
2. Customers may choose not to provide their data, and may also request the Company to provide, correct, or delete their data at any time after submission.
3. If customer data is obtained from resellers, retailers, or other partners, the Company applies the same level of protection in accordance with its Privacy Policy and related management measures.

To protect customer privacy and ensure that customer data is not lost or leaked, the Company has also implemented management measures that specify the following protections:

1. Data retention periods are defined in accordance with laws, ISO standards, and other regulatory requirements. Data is proactively deleted once the retention period has expired or when the purpose of collection no longer exists, except where necessary for specific services or with the customer's written consent.
2. Usage records and logs of customer data are retained for future tracking, investigation, and evidence collection.
3. The accuracy of customer data is maintained, with effective measures taken to ensure secure storage and transmission.
4. The IT unit implements safeguards to prevent unauthorized access to electronic files containing customer data.
5. The Audit Office conducts periodic reviews to ensure that internal departments manage customer data in compliance with domestic/international regulations and the Company's management policies.

In 2024, the Company received no complaints related to privacy breaches or customer data loss.

Note: Responsibility for the protection of end-consumer data lies with the Customer Service Department, while responsibility for corporate client data (distributors, resellers, etc.) lies with the Sales Department.

1.6 Participation in Industry Associations and External Organizations

To promote industrial and environmental sustainability and enhance product quality, the Company actively participates in industry-related associations and organizations. Through engagement, the Company exchanges industry knowledge, information, and practical experience with peers and professionals, enabling collective responses to international developments and contributing to the advancement of industry standards.

In 2024, the Company joined nine industry associations and organizations, with total expenditures of NT$1.2943 million. The external organizations the Company participated in are listed as follows:

Association	Type of Membership
Intelligent Computer & AIoT Association (ICAA)	Type A Member
Taipei Computer Association	Member
PCI-SIG	Member
NVM Express	Member
SD Association	Member
SD-3C, LLC	Member
USB Implementers Forum	Member
CompactFlash Association (CFA)	Member
JEDEC Solid State Technology Association	Member

1.7
Climate Change Risk Management

Climate change is one of the key factors impacting the Company's operations and has significant implications for sustainable development. Transcend recognizes the preciousness of the Earth and believes that environmental protection is a critical and urgent responsibility. We devote substantial efforts to waste management, energy-saving measures, and hazardous substance reviews. Delivering high-quality, environmentally friendly products has always been our mission—not only to meet external regulatory requirements but also to pass rigorous internal testing. Our goal is to promote the spirit of environmental protection and create a better world for present and future generations. To address the impacts of climate change and in response to the global low-carbon transition trend, Transcend has gradually formulated relevant policies. Moving forward, the Company will continue to monitor and implement climate action targets, align with stakeholders' goals, and progressively integrate them into our sustainability strategy. Internally, meetings are convened on an ad hoc basis to discuss climate-related risk and opportunity assessments. Once approved, action items are implemented with the aim of reducing energy consumption and lowering carbon emissions, thereby enhancing carbon-reduction performance and advancing corporate sustainability objectives.

Climate Oversight and Governance Structure

The Company has established a part-time unit under the Office of the Executive Vice President–General Management Office –to promote sustainability development. On May 4, 2023, the second Board meeting authorized the unit and the Executive Vice President to be responsible for sustainability-related affairs (e.g., management guidelines, specific promotion plans, and implementation), and regularly report to the Board.

The General Management Office, Accounting & Finance Division, Engineering Department, and Quality Assurance Department hold annual and ad hoc meetings to assess climate-related risks and opportunities and report to the Chairman. Upon approval by the Chairman, the results are reported annually to the Board to ensure sufficient discussion of climate-related issues.

Climate Strategy

The Company has identified climate-related risks and opportunities, along with corresponding transition actions and their potential impacts on our business, strategy, and financial performance:

(1) Short-term: Adopt halogen-free (HF) PCBs.
- By 2025: 50% adoption rate of halogen-free PCBs.
- By 2027: 100% adoption rate of halogen-free PCBs.

(2) Mid-term: Reduce the use of plastic and paper in product packaging and adopt integrated packaging designs to achieve plastic reduction and environmental sustainability goals.
- By 2026: 10% packaging reduction rate.
- By 2028: 30% packaging reduction rate

(3) Long-term: Select energy-efficient electronic components to reduce product power consumption and extend product lifespan.
- By 2030: Achieve 10% energy savings in products.

Additionally, introduce AI into production processes to enhance manufacturing efficiency, product quality, and performance.
- By 2034: Achieve 5% AI-driven manufacturing processes



Identification, Assessment, and Management of Climate-Related Risks

In accordance with the TCFD-recommended transition and physical risk framework, the Company defines risk categories and assesses operational impacts and likelihood.

(1) The Company has established a "Risk Management Policy," which was reported to the Board on November 5, 2024, with corresponding strategies. Given abnormal global climate and frequent natural disasters in Taiwan, the Company has long invested in global property insurance to transfer most risks to third parties.

(2) On environmental fronts, the Company promotes green production, establishes EHS targets, allocates R&D budget and equipment, and regularly evaluates progress and benefits.

Scenario Analysis

The Company currently does not use scenario analysis to assess climate resilience.

Risk Category	(1) Transition Risk: Carbon tax or fee imposition by government –mitigation via upgrading to energy-efficient, low-emission equipment. (2) Physical Risk: Extreme weather events (typhoon, drought, flooding)–enhance disaster preparedness, establish emergency response procedures, and conduct regular drills. (3) Supply Chain Risk: Limited green/energy-saving components may increase costs.
Opportunity Category	Low-carbon Products and Services: In response to ESG demands, the Company is enhancing green design, production, and product efficiency. In 2024, the Company invested 1.0%-1.5% of annual revenue in R&D for energy-saving memory modules and low-power product redesigns.

After risk identification, the Company evaluates the feasibility of improvement, sets reasonable management goals, and formulates response plans for annual evaluation and review. Identified risks and opportunities are discussed with relevant units to formulate response strategies and assess financial impact:

(1) Equipment replacement reduces energy costs and is aligned with government incentive programs. In 2024, the Company completed the rooftop cooling tower replacement project at Factory A, improving heat dissipation efficiency. Total investment: NT$5 million.

(2) While natural disasters are unavoidable, insurance helps mitigate losses. In 2024, the Company paid approx. NT$4.85 million in property insurance.

(3) Product teams continue to develop green products including low-power DRAM modules, high-performance SSD/UFD/SD storage devices, dashcams, and body cameras, aligning with ESG trends to expand market opportunities.

Metrics and Targets

Based on climate-related risk and opportunity strategies, the Company has established climate-related metrics—covering greenhouse gas emissions, energy resource usage, and other indicators—to track management performance. Details are as follows:

(1) Climate-Related Targets

i. Electricity Reduction Target: 5% reduction by 2026 using 2020 as baseline.
ii. Carbon Reduction Target: 7% by 2026 and 24% by 2030 using 2020 as baseline.
iii. Green Packaging Target: 30% packaging reduction rate by 2028.
iv. Product Target: 10% product energy-saving improvement by 2030.

(2) Internal Carbon Pricing

The Company currently does not use internal carbon pricing.

Core Elements of Task Force on Climate-related Financial Disclosures

Governance
Disclose the organization's governance around climate-related risks and opportunities.

Strategy
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.

Risk Management
Disclose how the organization identifies, assesses, and manages climate-related risks.

Metrics and Targets
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.





2 Collective Action for Shared Prosperity

2.1 Green Products and Intellectual Property
2.2 Supply Chain Management
2.3 Community Engagement and Public Welfare Initiatives

Material Topic: Sustainable Product Design

Description of Impacts	Positive	By implementing sustainable product design, the Company can mitigate risks associated with energy cost volatility, reduce carbon emissions through energy-saving technologies, and lessen environmental burdens. Lifecycle management, from design to disposal, ensures strict control over raw materials and production processes, minimizing environmental impact. At the same time, innovative business models are fostered, strengthening the Company's long-term sustainability competitiveness.
	Negative	If climate change considerations are not adequately incorporated into product design, green products may fail to meet environmental standards, leading to additional modification and compliance costs. Delays in R&D progress and reduced production efficiency may increase overall costs, push up product pricing, and diminish market competitiveness. This not only affects consumer acceptance but may also hinder achievement of corporate sustainability goals and compromise brand reputation.
Policy or Commitment	The Company's Environment, Health, and Safety (EHS) Policy is: "Comply with regulations, ensure full participation, pursue continuous improvement, strengthen communication, and enhance performance."	
Management Actions	• Reduce power consumption and extend product endurance, thereby enhancing product quality. • Improve market acceptance through greater reliability of green product pricing. • Recognize that advanced green product development entails higher costs. • Manage risks associated with limited availability of eco-friendly (energy-saving) component suppliers.	
Goals and Targets	The Company's R&D Division is dedicated to developing various green products to achieve energy conservation and carbon reduction goals: • Short-term Goals-within 3 years: Adoption of halogen-free (HF) PCBs; 50% adoption by 2025, 100% adoption by 2027. • Mid-term Goals–3 to 7 years: Reduction in the use of plastics and paper in packaging, and adoption of integrated packaging design to minimize plastic use. Packaging material reduction targets: 10% by 2026, 30% by 2028. • Long-term Goals–beyond 7 years: Use of energy-efficient electronic components to lower product power consumption and extend product lifespan. Target: 10% energy savings by 2030. In parallel, introduce AI-enabled production processes to improve efficiency, product quality, and performance; AI process adoption rate target: 5% by 2034.	
Evaluation and Monitoring Mechanisms	To promote green product development, the Company has established green production processes and defined EHS management objectives and proposals. Investments are allocated to relevant R&D expenditures and equipment. Progress toward expected goals and benefits is periodically assessed, with ongoing monitoring of proposal implementation.	
Performance and Adjustment	• Compared with the 2015 baseline year, the Company achieved over 50% adoption of halogen-free (HF) PCBs in 2024, exceeding its short-term target. Future progress will continue to be tracked. • Through annual review of proposal implementation, the Company adopts a rolling adjustment approach to its green strategy, ensuring continuous development of innovative products that comply with green standards. If development progress falls short of expectations, mid- to long-term targets are advanced proactively, supported by active collaboration with relevant stakeholders.	

Material Topic: Regulatory Compliance (Intellectual Property Rights Protection)

Description of Impacts	Positive	By formulating internal policies and procedures in accordance with relevant government regulations, the Company ensures collective compliance among employees. This effectively prevents piracy and infringement, enabling the Company to focus on market expansion.
	Negative	In cases of violation, litigation expenses, remedial measures, and compensation liabilities may be significant. In addition, the Company's reputation could be severely damaged, leading to a loss of customer trust.
Policy or Commitment	• The Company promotes awareness through themed sharing sessions. • With respect to intellectual property protection, the Company has established internal regulations, including the Patent Management Guidelines and Intellectual Property Rights Management and Control Procedures, as operational standards.	
Management Actions	• Apply for patents and trademarks in major markets to avoid legal issues during expansion. Patent applications enable exclusive use of certain technologies, enhancing product competitiveness, while trademark registration strengthens brand image and market recognition. • Establish effective incentive mechanisms to encourage employee innovation and invention. • Involve the Legal Department during product development to conduct technology and product reviews. If no similar technologies exist in the market, patents may be applied; if such technologies already exist, the process reduces infringement risks and helps avoid costly compensation or injunctions. • Engage the Legal Department during market development to assist the Sales Department with trademark strategies, reducing the risk of malicious third-party registration. • When intellectual property is infringed, proactively contact the infringer to stop the violation. If uncooperative, the Company may resort to litigation and/or issue official statements to clarify facts and protect brand image. Public campaigns may also be used to raise consumer awareness of genuine products.	
Goals and Targets	• Short-term Goals-within 3 years: (1) Assign Legal Department staff to attend domestic and international law firm seminars on an irregular basis. (2) Conduct at least two themed awareness sessions annually for other departments, covering relevant laws, cases, or judgments. (3) Maintain continuous compliance with no violations. • Mid-term Goals–3 to 7 years: Revise and update internal intellectual property regulations in response to legal changes and major cases or judgments. • Long-term Goals–beyond 7 years: Through continuous advocacy and internalization, foster employees' self-awareness of compliance and strengthen sensitivity to potential legal risks in business conduct.	
Evaluation and Monitoring Mechanisms	In accordance with the Regulations Governing the Establishment of Internal Control Systems by Public Companies and the Company's internal control system, the Audit Office conducts compliance testing of major regulations under annual audit items. This verifies whether legal compliance has been effectively implemented across operations. Improvement suggestions are provided as needed, and self-assessment results are submitted to the Audit Committee and the Board of Directors.	
Performance and Adjustment	The Legal Department prepares themed presentations and shares legal knowledge during monthly R&D meetings and quarterly management meetings. In 2024, a total of five advocacy sessions related to intellectual property protection were conducted.	

Material Topic: Supply Chain Management

Description of Impacts	Positive	By strengthening supply chain management, the Company can enhance operational efficiency, reduce risks, and ensure supply stability. Within a sustainability framework, encouraging suppliers to implement environmental and social responsibility practices helps improve the resilience and sustainability of the entire value chain, further reinforcing corporate reputation and competitiveness.
	Negative	Inadequate supply chain management may result in disruptions in raw material supply, increased costs, and delivery delays, thereby affecting operational stability. If suppliers fail to comply with environmental and social responsibility standards, labor disputes or environmental pollution incidents may arise, potentially damaging corporate reputation and undermining sustainability outcomes.
Policy or Commitment	Transcend continues to actively pursue innovation and product improvement. In addition to launching higher-performance memory modules and diversifying product lines, the Company monitors international trends and adjusts operational strategies to respond to market conditions, thereby ensuring stability while pursuing economic performance growth.	
Management Actions	Independent purchasing management system. • Supplier management measures: (1) Introduce competitive new suppliers on an ad hoc basis, in accordance with the Supplier Selection and Evaluation Procedure. (2) Establish supplier classification. (3) Conduct annual supplier evaluations and on-site audits to ensure operational and product quality compliance. (4) Invite suppliers periodically or as needed to provide updates on operations, capacity planning, market trends, and technology development. (5) Update hazardous substances standards periodically and require suppliers to comply and return signed Environmental Compliance Certificates.	
Goals and Targets	• Short-term Goals-within 3 years: (1) Maintain a supplier ethical commitment signing rate above 95% (excluding exceptional suppliers). (2) Collect information on suppliers with plastic reduction, carbon reduction, and green energy technologies, and engage in joint R&D to promote and increase sales of such products. • Mid- to long-term Goals – beyond 3 years: The common objective is to achieve sustained growth and enhance profitability. (1) Establish a sustainable supply chain, implement global deployment and localized operations to enhance competitiveness, and consolidate global market share. (2) Continue to develop energy-saving products and reduce pollution to fulfill corporate social responsibility.	
Evaluation and Monitoring Mechanisms	• Hold regular management meetings to track and review departmental goal achievement and implement relevant management measures. • Management is responsible for planning and executing economic performance initiatives, while the Audit Committee, Board of Directors, and Shareholders' Meeting provide oversight and review. ◦	
Performance and Adjustment	• In 2024, a total of 26 new suppliers were added. Excluding service-only suppliers or those not directly tied to products, all signed the Environmental Compliance Certificate. • Collaborated with green energy suppliers to introduce plastic-free eco-friendly paper cards, adopt sustainable and environmentally friendly materials for new packaging, and implement cushioning materials containing 30% recycled content.	

2.1
Green Products and Intellectual Property

2.1.1 Sustainable Service Management

As a global leader in memory and multimedia products, Transcend recognizes that meeting customers' high expectations for environmental protection requires embedding product quality control and sustainability principles into every aspect of daily operations. In 1997, the Company established a Quality Management System and obtained ISO 9001 certification in the same year. Since then, Transcend has successively acquired other internationally recognized certifications, including ISO 14001 Environmental Management System (EMS), ISO 45001 Occupational Health and Safety Management System, Taiwan Occupational Safety and Health Management System (TOSHMS), and QC 080000 Hazardous Substance Process Management (HSPM). Guided by a spirit of continuous improvement, the Company remains committed to optimizing its quality management systems and providing stronger assurance to customers. From 2019 to 2022, Transcend enhanced its product design, development, and production processes to successfully obtain IATF 16949:2016 Automotive Quality Management System certification issued by Société Générale de Surveillance (SGS). This certification laid a critical foundation for entering the automotive supply chain and further advanced Transcend's presence in the global automotive market.

Amidst dynamic market conditions and an increasingly competitive industry environment, the Company has continued to innovate and grow. Transcend has been recognized for 18 consecutive years in the Taiwan Top 25 Global Brands Survey organized by the Ministry of Economic Affairs, demonstrating the Company's strong brand direction and operational strength in the international marketplace.

Transcend's Certification and Management System Accreditation Milestones

1997.02
ISO 9001 certified

2006.10
IECQ QC 080000 certified

2006.12
ISO 14001 certified

2009.03
OHSAS 18001 certified

2013.09
ISO/TS 16949 certified

2019.11
IATF 16949:2016 certified

2021.05
ISO 45001 certified
CNS 45001 (TOSHMS) certified

Transcend Management System Certificates

ISO 9001
Quality Management System



IECQ QC 080000
Hazardous Substance Process Management System



ISO 14001
Environmental Management System



ISO 45001
Occupational Health and Safety Management System



CNS 45001(TOSHMS)
Taiwan Occupational Safety and Health Management System



2.1.2 Intellectual Property Rights Management

To safeguard R&D resources, maintain innovation capacity, strengthen competitive advantages, enhance corporate profitability, achieve operational goals, consolidate market leadership, and ensure sustainable operations, Transcend has implemented a comprehensive intellectual property (IP) management framework. We continuously advance our intellectual property management practices, with a series of protective measures covering patents, trademarks, copyrights, and trade secrets.



Patent

- **Regular Patent Monitoring**: Fully grasp the recent patent application status in the industry and understand market development trends.
- **Patent Mapping**: List patents that are related to specific technologies to gain insights into the industry status.
- **Regular Patent Sharing**: Share patents recently granted to stimulate design ideas among R&D personnel and increase sensitivity to patentable concepts.
- **Regular Maintenance Review**: Periodically evaluate the usage and relevance of granted patents to products to assess the need for ongoing maintenance.
- **Patent Review Meetings**: Adopt a case-by-case approach. Each patent proposal undergoes multiple layers of internal review before official application procedures, including prior art search, patent eligibility assessment, initial review meeting, final review meeting, etc., to effectively ensure patent quality.
- **Patent Awareness Promotion**: Adopt a thematic approach. Enhance R&D personnel's understanding of patents and respect for patent rights to learn the legal boundaries of product development.

Trademark

- **Global Brand Deployment**: Trademark applications date back to 1991. Through years of effort, the Company has established a comprehensive global trademark portfolio covering major products across key countries/regions.
- **Regular Maintenance Review**: Assess the usage of registered trademarks to evaluate the necessity of continued maintenance, and initiate new applications in alignment with future corporate development plans.

Copyright

- **Internal Management System**: Transcend has established an information team that develops an exclusive management system for internal use, which is designed to meet the specific needs of our operations more closely.
- **Product Application Software**: Transcend has a software development team that creates application software tailored for various products. This helps effectively address compatibility problems.
- **Brand Marketing Planning**: Transcend has a marketing team that produces marketing materials and develops marketing strategies to shape a consistent brand image and style.
- **Regular Maintenance and Review**: Examine the utilization of licensed works and future usage plans to determine the need for continued licensing.

Trade Secret Protection

- **Access Control Security Management:** All employees of Transcend are equipped with access control cards, and their access privileges are granted based on their duties. Non-employees entering the premises for visits are required to register their identities and are limited to the public spaces on the ground floor, accompanied by a company employee throughout the visit.
- **Information Security Management**: All computer equipment within the company requires login identification using individual employee accounts and passwords, which must be regularly changed.
- **Department-specific Spaces**: Transcend provides each department with dedicated physical and virtual file storage spaces, allowing independent planning and usage by each department. For physical spaces, keys must be securely managed, while virtual spaces have designated read and write permissions.
- **Confidentiality Awareness Promotion**: Adopt a thematic approach. We ensure that all personnel are aware of trade secrets, effectively promoting a culture of legal consciousness.

The Company regularly reports intellectual property (IP) matters to the Board of Directors in the fourth quarter of each year, with the 2024 report presented on November 5. In addition, training sessions on intellectual property rights protection and anti-competitive practices were organized throughout the year, comprising four sessions in total and reaching 267 participant attendances in 2024.

Date	Participants	Sessions	Number of training attendances
2024/01/22	Managerial personnel	"Potential Risks of Non-Use after Trademark Registration"	63
2024/04/08	Managerial personnel	"Trade Secrets and Non-Compete Obligations"	63
2024/11/13	R&D personnel	"Structure and Legal Validity of Patent Specifications"	69
2024/12/11	R&D personnel	"Assessment of Prior Art Qualification in Relation to Commercial Products"	72

Registered Trademarks of Transcend

Transcend, along with other trademarks, registered marks, brand names, product or service names, slogans, and logos, are owned by the Company and its affiliates, or are lawfully used under license.

Transcend®

T logo & Transcend

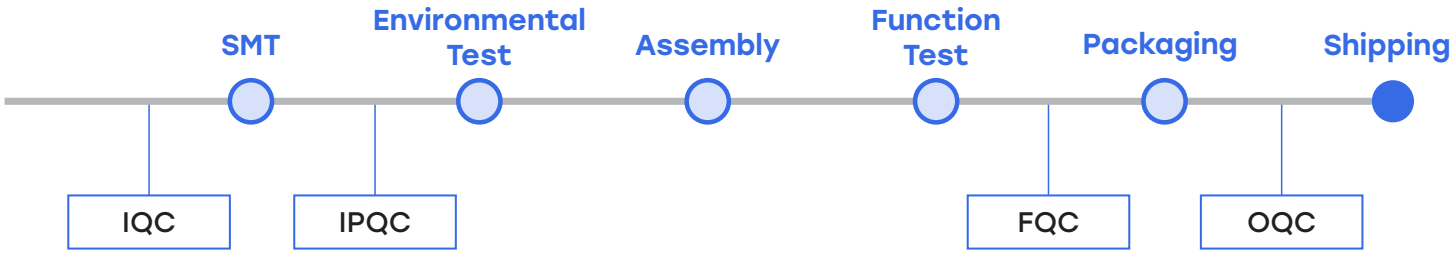
T logo	Transcend	DrivePro	good memories start here
創見	创见	JetRam	StoreJet
JetDrive	JetFlash	SuperMLC	JetMemory

2.1.3 Product Design and Quality Control

Behind Transcend's strong corporate brand image lies excellent process planning and rigorous quality management. In 1997 and 2006, Transcend became the first memory module manufacturer in Taiwan to obtain ISO 9001 and IECQ QC080000 certifications, respectively. We have also established our Quality and HSF Policy built on four key principles: green orientation, innovative products, compliance with regulations, and exceeding expectations.

As Transcend continues to expand its global presence, every product we deliver undergoes comprehensive testing to ensure high compatibility and stability. At the same time, we have continuously strengthened our management systems—achieving ISO/TS16949 certification between 2013 and 2016, and subsequently attaining the updated IATF 16949:2016 certification from 2019 to 2022. These accomplishments not only demonstrate the international recognition of our ongoing quality management enhancements but also reflect our strong commitment and responsibility to both products and customers.

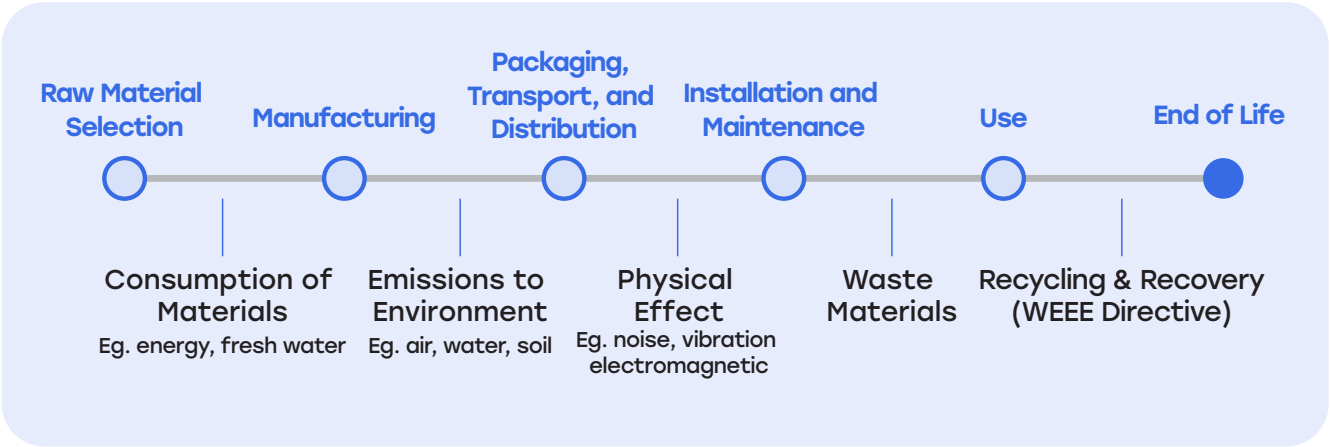
Product Manufacturing





Green Design

Every product has its own life cycle, spanning from the selection of raw materials to its eventual end of use. At each stage—from material sourcing, manufacturing, packaging, transportation, and distribution, through to end-of-life—environmental impacts may occur. Our goal is to minimize these impacts as much as possible. To reduce the environmental footprint across product life cycles, Transcend has developed environmentally friendly technologies such as low-profile PCBs and innovative packaging materials. Anticipating the global trend toward green energy, our R&D teams remain committed to developing new methods that make production processes more eco-friendly, supporting the transition toward a low-carbon future.



VLP (Very Low Profile) PCB

Thanks to today's advanced technology, electronic products are greener than ever, from start to finish. They require less energy and fewer materials to produce and deliver, thus minimizing their impacts on our environment.

It's a good thing that the present-day semiconductor manufacturing system is getting smaller and lighter. It not only emits fewer greenhouse gases, but takes fewer chemicals and less energy to create and ship a single product.

Foreseeing this green trend, Transcend's Research & Development (R&D) teams are all working hard towards the same goal-developing better methods to produce more eco-friendly products for a low carbon future. Our Very Low Profile memory modules, for instance, reduce approximately 20% of raw material consumption, including 15% of copper, 1.5% of gold and 3.5% of others. They also diminish power consumption by 11% in production process, and reduce 20% of petroleum during shipping process. Even when the products are in the end of their product lifetime, the modules produce far less pollution than ever before.

Raw Materials



Reduce **20%**

Petroleum



Reduce **20%**

Power



Reduce **11%**

Packaging Materials



Reduce **16%**

Energy-saving DRAM Modules

By tracking the upstream production process and asking our front-end manufacturing facilities to control the usage of electricity, natural gases, technical gases and fossil fuels, we have significantly reduced the power consumption of DRAM modules.

Furthermore, Transcend proactively collaborates with other technology and electronics companies to develop lead-free components and products. Since July 1, 2006, all product lines sold globally have been fully compliant with the RoHS Directive, with packaging clearly labeled "RoHS compliant."

However, certain products contain substances listed under the IEC 62474 material declaration list, accounting for approximately 12.4% of revenue. All other product contents are disclosed in accordance with EU requirements.

Note: In line with IEC 62474, the calculation basis refers to revenue generated from products containing listed substances divided by consolidated revenue.

Hazardous Substance-Free (HSF)

To make sure our products are as harmless as possible to our environment, we always take the potential inclusion of recycled materials and all substances present in raw materials into consideration. Every component is selected by R&D Department, while every homogeneous material is approved by our Green team before usage. For example, thermoplastic molding compounds, the primary material of IC, are supposed to be made of non-toxic epoxy resin. Only those that meet the technical specifications and comply with Transcend Hazardous Substance Standard (THSS) can be put on the purchase list.

Besides, precious metals left over from manufacturing process will be returned to the metal cycle through brokers, in order to make sure that precious metal will not be wasted.

Hazardous Substance-Free Review Standards & Details



RoHS Substance Restriction Directive 2011/65/EC & 2015/863(recast)

Substance	Threshold
Lead (Pb)	<1000ppm
Cadmium (Cd)	<100ppm
Mercury (Hg)	<1000ppm
Hexavalent Chromium (Cr6+)	<1000ppm
Polybrominated Biphenyls (PBB)	<1000ppm
Polybrominated Diphenyl Ethers (PBDE)	<1000ppm
Bis (2-Ethylhexyl) phthalate (DEHP)	<1000ppm
Benzyl butyl phthalate (BBP)	<1000ppm
Dibutyl phthalate (DBP)	<1000ppm
Diisobutyl phthalate (DIBP)	<1000ppm

EU POPs Regulation (Persistent Organic Pollutants) 2019/1021

Substance	Threshold
PFOS	<1000ppm
Perfluorooctanoic acid (PFOA) and its salts	<25ppb
Perfluorooctanoic acid (PFOA)-related compounds	<25ppb
Perfluorohexane sulfonic acid (PFHxS) and its salts	<1ppm
Perfluorohexane sulfonic acid (PFHxS)-related compounds	<1ppm
SCCPs	<1500ppm
HBCDD	<100ppm

Toxic Substances Control Act (TSCA) Section 6 (h)

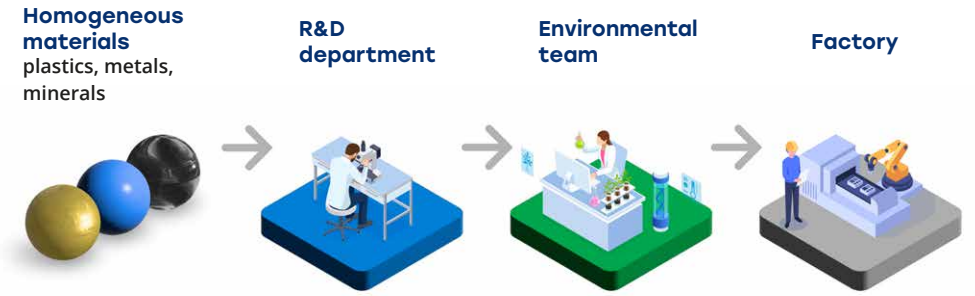
Substance	Threshold
Decabromodiphenyl ether (DecaBDE)	Prohibit
Phenol, isopropylated phosphate (3：1) (PIP (3：1))	Prohibit
2,4,6-tris(tert-butyl) phenol (2,4,6-TTBP)	<3000ppm
Hexachlorobutadiene (HCBD)	Prohibit
Pentachlorothio-phenol (PCTP)	<10000ppm

Halogen-free (for halogen-free models)

Substance	Threshold
Bromine (Br)	<900ppm
Chlorine (Cl)	<900ppm
Bromine (Br)+Chlorine (Cl)	<1500ppm

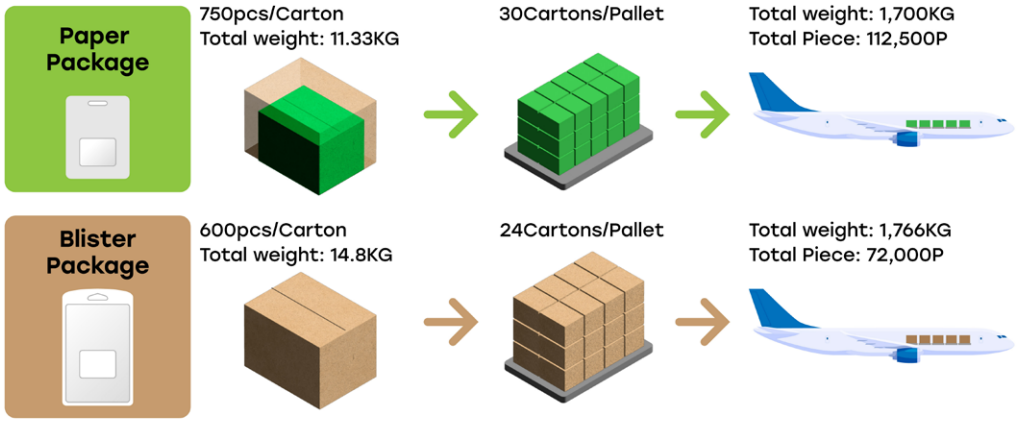
EU Packaging Directive 94/62/EC

Substance	Threshold
Cd+Pb+Hg+Cr6+	<100ppm



Reduction in Packaging Materials

Transcend creates not only high-quality products, but also eco-friendly packages. Since the beginning of 2010, we have shipped our flash cards in paperboard packaging instead of the former blister packaging. As far as manufacturer is concerned, more products can be transported at the same time while less energy is needed. As for customers, paperboard packaging is easy to use, and absolutely easy to recycle. It is not doubt greener, and allows users to deal with recycling electronic goods more easily and quickly than ever before. Overall, recycled cardboard is much lighter compared to traditional blister packaging. By reducing packaging materials, the total volume of goods that can be carried on an airplane or a ship significantly increases (from 72,000 items per pallet to 112,500 items), thus minimizing greenhouse gas emissions during transportation.



2.1.4 Marketing and Product Certification Labeling

In compliance with international regulatory standards, voluntary guidelines, certifications, such as CE/UKCA/FCC/BSMI/NCC/MIC/KC/EAC. Relevant information and labeling are disclosed on products, user manuals, and the official website. In 2024, 100% of new products obtained safety certifications in line with product compliance requirements. During the same year, the Company adhered to all applicable regulations on product and service information disclosure, with no violations of marketing or communication-related laws.

For customer service, Transcend offers a 24/7 AI-powered online support system on the official website to guide users in providing feedback or inquiries. Additionally, during office hours, dedicated customer service representatives are available to respond to user questions and provide assistance regarding product usage.

Category	Product Name	Certification
Internal SSDs	2TMTE400S/MTE410S/MTE310S/MTE380T/ MTS970P/MTE712P/SSD472K	CE/FCC/BSMI/UL
Portable SSDs	ESD265C/ESD360C/ESD410C/ ESD320A/ESD330C	CE/FCC/BSMI
M.2 SSD Enclosure Kit	TS-CM10G	CE/FCC/BSMI
Memory Cards	TS1TUSD300S-A/TS1TUSD350V	CE/FCC
Body Cameras	DrivePro Body 40	CE/FCC/TELEC/BSMI/NCC

CE/UKCA


Transcend
Declaration of Conformity
(Declaration de Conformité)
CE UK CA
The following device / L'appareil suivant:
Product Name / Nom du produit : Body Camera
Trade Name / Nom du fabricant : Transcend
Model Name / Nom du modèle : DrivePro Body 40,DrivePro Body 40XXXXXX,
TS1TDPB40A,TS512GDPB40A,TS256GDPB40A,TS128GDPB40A,TS64GDPB40A,TSXXXX
DrivePro Body 40XXXXXX,DP9AXXXXXX
(Multiple Listing: The "X" in the Model Number could be defined as A-Z, 0-9, -, _, or blank for marketing differentiation)
is here with confirmed to comply with the requirements set out in the Council Directive on the Approximation of the laws of the European Council EMC Directive 2014/30/EU and RoHS Directive 2011/65/EU and its amending directive (EU) 2015/863 and compliance with the European Radio Equipment Directive (RED) 2014/53/EU and comply with the required criteria levels of the follow-mentioned Generic Standards or the requirements of Low Voltage Directive 2014/35/EU relating to electrical equipment designed for use within certain voltage limits., For the evaluation regarding the Directives, the following standards were applied:/ est ici confirmé pour se conformer aux exigences énoncées dans la directive du Conseil sur le rapprochement des lois de la directive CEM du Conseil européen 2014/30/UE et de la directive RoHS 2011/65/UE et sa directive modificative (UE) 2015/863 et la conformité à la directive européenne sur les équipements radio (RED) 2014/53/UE et sont conformes aux niveaux de critères requis des normes génériques mentionnées ci-dessous ou aux exigences de la directive basse tension 2014/35/UE relatives aux équipements électriques conçus pour être utilisés dans certaines limites de tension. Pour l'évaluation concernant les Directives, les normes suivantes ont été appliquées :
LIST OF APPLICABLE STANDARDS
EN 55032:2015+A11:2020 Class B
EN 55035:2017+A11:2020
EN 301489-1 V2.2.3
EN 301489-17 V3.2.4
EN 301489-19 V2.2.1
EN 300328 V2.2.2
EN 303413 V1.2.1
EN 62209-2:2010+A1:2019
EN IEC 62368-1:2020+A11:2020
BS EN 55032:2015+A11:2020 Class B
BS EN 55035:2017+A11:2020
BS EN IEC 62368-1:2020+A11:2020
BS EN 62209-2:2010+A1:2019
EN IEC 63000:2018

FCC


Transcend
Declaration of Conformity
Per 47 CFR §2.1077(a) & §15.19(a)(3)
The following device is herewith confirmed to comply with Part 15 of the FCC Rules.
Product Name : Body Camera
Trade Name : Transcend
Model Name : DrivePro Body 40,DrivePro Body 40XXXXXX,
TS1TDPB40A,TS512GDPB40A,TS256GDPB40A,TS128GDPB40A,T
S64GDPB40A,TSXXXXDP9AXXXXXX
(Multiple Listing: The "X" in the Model Number could be defined as A-Z, 0-9, -, _, or blank for marketing differentiation)
Operation is subject to the following two conditions :
(1) This device may not cause harmful interference, and
(2) This device must accept any interference received, including interference that may cause undesired operation.
It is understood that each unit marketed is identical to the device as tested, and any changes to the device that could adversely affect the electric characteristics will require retest.
The following manufacturer is responsible for this declaration:
Company Name : Transcend Information Inc.
Company Address : No.70, Xing Zhong Rd., Neihu Dist., Taipei, Taiwan
Telephone : +886-2-2792-8000 Fax : +886-2-2796-8015
The following authorized representative is established in the US:
Company Name : Transcend Information Inc (USA)
Company Address : 1645 North Brian Street, Orange, CA 92867, U.S.A.
Telephone : +1-714-921-2000
The person to be responsible for marking this declaration:
Shinji Hsu
Name (Full name)
Director
Position/Title
Legal Signature
2024/10/30
Date

BSMI


經濟部標準檢驗局
BUREAU OF STANDARDS,METROLOGY AND INSPECTION
MINISTRY OF ECONOMIC AFFAIRS
商品驗證登錄證書
CERTIFICATE OF THE REGISTRATION OF PRODUCT CERTIFICATION
BSMI

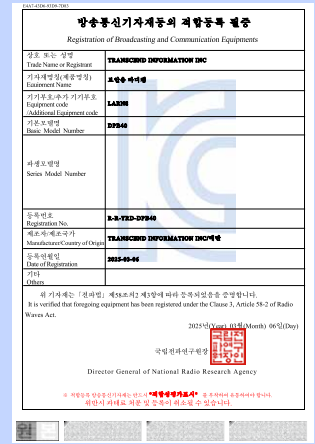
NCC


德凱認證股份有限公司
電信管制射頻器材型式認證證明
DEKRA
TAF
CCAH24LP8800T7
Page 1 of 2

MIC


kiwa
Certificate of
Radio Equipment in JAPAN
201-240512 / 00
CERTIFICATE
Kiwa Nederland B.V., operating as Japan Conformity Assessment Body (CAB) (Number: 203), according procedure RTC-20, declares that the [listed product complies with the Technical Regulations Conformity Certification of Specified Radio equipment (ordinance of MPT NO. 37, 1981)
Product description:
Trademark:
Type designation:
Body Camera
Transcend
DrivePro Body 40
Manufacturer:
Address:
City:
Country:
TRANSCEND INFORMATION INC.
No. 70, Xingzhong Rd., Neihu Dist.
Taipei
Taiwan, R.O.C.
This certificate is granted to:
Name:
Address:
City:
Country:
TRANSCEND INFORMATION INC.
No. 70, Xingzhong Rd., Neihu Dist.
Taipei
Taiwan, R.O.C.
Rick Schippers
Managing Director

KC


방송통신기자재등의 적합등록 필증
Registration of Broadcasting and Communication Equipments
상호 또는 성명
Trade Name or Registrant
TRANSCEND INFORMATION INC
기자재명칭(제품명칭)
Equipment Name
모델명 라디오
기기부호/추가 기기부호
Equipment code
/Additional Equipment code
LADM
기본모델명
Basic Model Number
DP360
차생모델명
Series Model Number
등록번호
Registration No.
R-R-TRD-DP360
제조자/제조국가
Manufacturer/Country of Origin
TRANSCEND INFORMATION INC/대만
등록연월일
Date of Registration
2025-05-06
기타
Others
위 기자재는 「전파법」 제58조의2 제1항에 따라 등록되었음을 증명합니다.
It is verified that foregoing equipment has been registered under the Clause 3, Article 58-2 of Radio Waves Act.
2025년(Year) 05월(Month) 06일(Day)
국립전파연구원장
Director General of National Radio Research Agency

2.1.5 Customer Health and Safety

Transcend is committed to ensuring that product packaging meets the highest health and environmental standards. In 2024, a 100% health and environmental impact assessment was conducted for the packaging of the newly launched DrivePro Body 40, covering every stage from design and development to end use. These assessments are intended to identify and mitigate potential risks, thereby safeguarding consumer health and supporting environmental sustainability.

The Company strictly complies with all applicable product safety regulations, and products are only launched after passing rigorous testing and verification. In 2024, no product safety–related incidents were reported.



Product Testing Items

Signal Test	Power Consumption Test
Function Test	Burn-in Test (Long Duration)
Temperature Cycling Test	Power Cycling Test
Compatibility Test	EMC Test (Electromagnetic Compatibility Test)
ESD Test (Electrostatic Discharge Test)	Safety Compliance Test

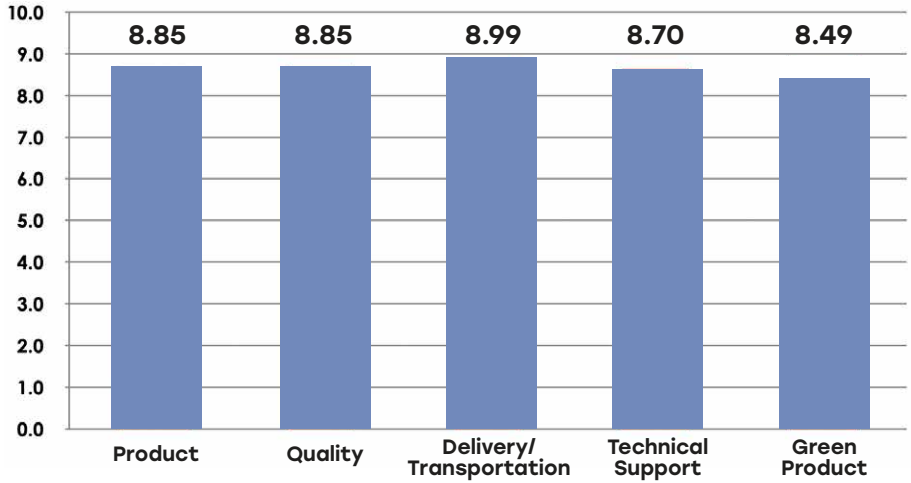
2.1.6 Customer Satisfaction

Transcend ensures that all products undergo comprehensive testing to prevent defects arising from raw materials or manufacturing processes, while meeting all published specifications. To strengthen customer trust in product quality, the Company has established policies and procedures including the "Terms of Use," "Warranty Terms and Conditions," and "Warranty Period," which cover product returns, exchanges, and repair services.

Customer satisfaction survey is conducted on a regular basis each year to collect feedback, identify areas for improvement, and enhance overall service quality. In 2024, the content in the survey was expanded to include customers of the Company's subsidiaries. The overall customer satisfaction score reached 89.2%, with particularly high ratings received in delivery/transportation performance.

Survey Period	September 2024
Participants	In 2024, there were a total of 82 domestic/overseas/subsidiary customers doing the survey. Key customers: customers whose transaction amount accounted for 60% of the total revenue in the previous year.
Content in the Survey	Product, Quality, Delivery/Transportation, Technical Support, Green Product
Results	(1) 71 valid questionnaires collected, response rate 87% (2) Overall customer satisfaction score: 89.2%

Average Score In Each Category of Customer Satisfaction Survey



Note: "Very satisfied" is rated as 10 points, "Satisfied" as 8 points, "Average" as 6 points, "Dissatisfied" as 4 points, and "Very dissatisfied" as 2 points. The questionnaire consists of 10 questions, with a total score of 100 points.

2.2
Supplier Chain Management

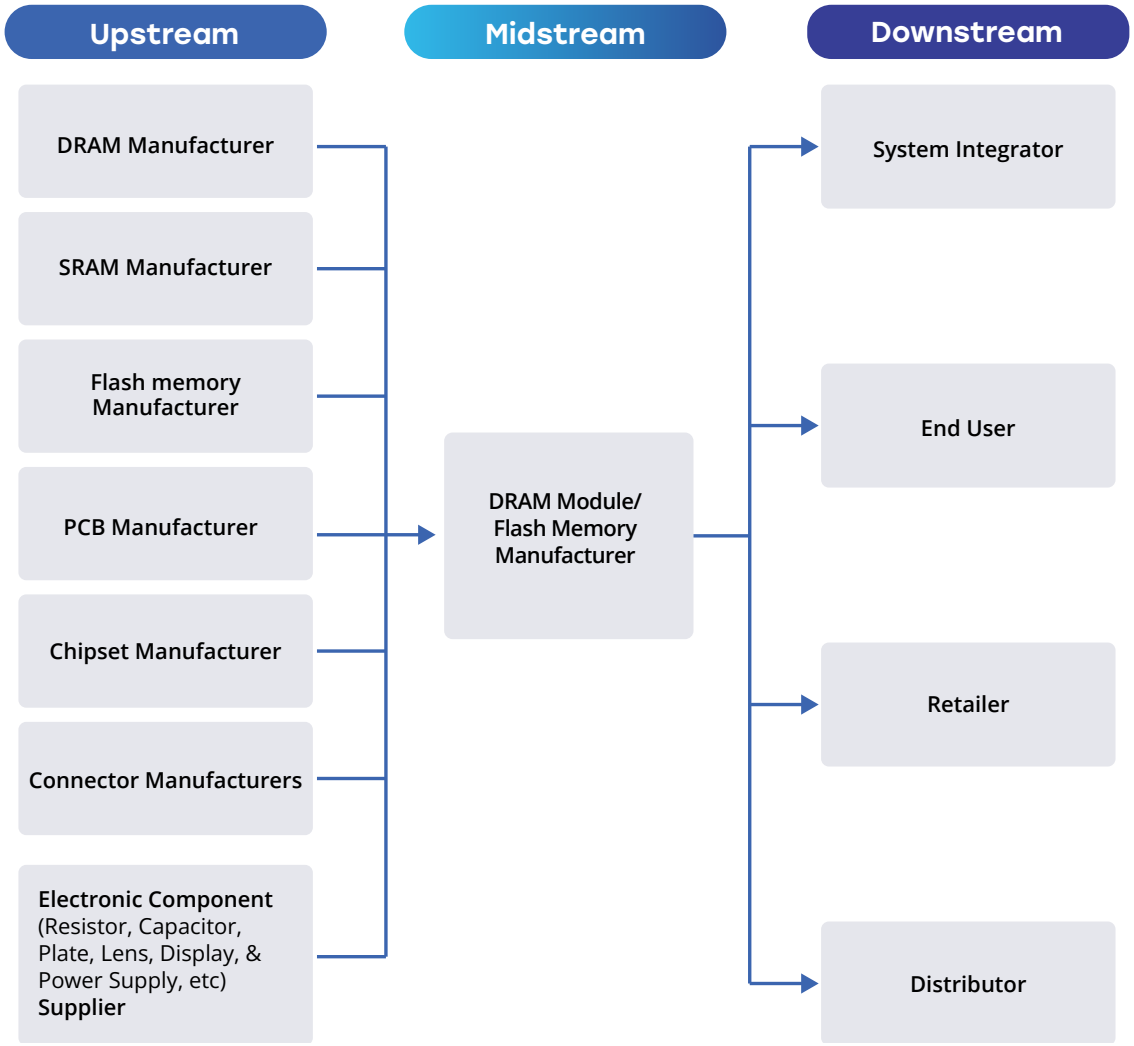
Value Chain

As a leading global brand in consumer electronics and industrial products, Transcend Information is supported by professional R&D, manufacturing, sales, and marketing teams. Our product portfolio spans DRAM modules, solid-state drives (SSDs), USB flash drives, memory cards, and external hard drives, and we are recognized for high quality, reliable supply, and a diverse product line. Adhering to a high-quality product philosophy and a customer-centric approach, Transcend provides professional customer services and responds swiftly to evolving market demands, ensuring the ability to meet diverse consumer needs.

The memory industry features a highly integrated value chain, linking upstream raw material and wafer suppliers, midstream chip packaging and module manufacturers, and downstream brand sales, system integration, and end users. Within this value chain, Transcend plays a critical role in the midstream and downstream segments as a module manufacturer and brand operator, marketing products worldwide under the "Transcend" brand. Through robust procurement strategies and stringent quality control, Transcend ensures product stability while leveraging effective marketing strategies to expand market share.
In response to global supply chain uncertainties, the Company emphasizes sustainable procurement, actively maintaining supplier partnerships, and diversifying the supply base to reduce dependency on single suppliers, thereby strengthening resilience against disruptions.

The Company strategically adjusts and expands its business to target specific markets and customer segments, with a focus on strengthening its presence in the Americas and the industrial PC sector. New customers are actively developed through digital marketing, trade exhibitions, and channel partnerships, enhancing both market share and brand visibility. Compared with 2023, the number of customers increased in 2024, driven by expansion into new markets, optimization of sales strategies, and strengthened collaboration with existing customers.

Transcend carefully selects reputable and financially sound partners for long-term strategic collaboration, engaging in joint R&D of new technologies to further enhance product competitiveness.



Local Procurement Expenditure Ratio

The Company's raw material procurement is primarily domestic, covering dynamic random-access memory (DRAM), static random-access memory (SRAM), flash memory, printed circuit boards (PCBs), chipsets, connectors, and electronic components. In 2024, Transcend engaged with 313 suppliers, of which 18 were qualified suppliers, with local procurement accounting for 53.4% of total expenditure.

Contract Types	Procurement Regions	2022		2023		2024	
		Suppliers	Percentage of the purchasing amount to the total amount (%)	Suppliers	Percentage of the purchasing amount to the total amount (%)	Suppliers	Percentage of the purchasing amount to the total amount (%)
Raw materials	Domestic	169	57.8	146	57.9	151	53.4
	Overseas	12	39.9	7	40.9	6	45.2
Non-raw materials	Domestic	142	1.9	163	1.2	156	1.4
	Overseas	5	0.3	3	0	0	0
Total		328	100	319	100	313	100

2.2.1 New Supplier Evaluation

Prior to establishing cooperation, the Company carefully selects reputable industry suppliers with proven sustainability capabilities as partners. Supplier performance is regularly assessed in terms of product quality, delivery schedules, pricing, service, and financial stability to ensure a reliable and uninterrupted supply.

In respect of labor rights, Transcend requires suppliers to sign the Supplier Corporate Social Responsibility Commitment to ensure compliance with BSCI social responsibility standards.
- Prohibition of child labor and all forms of forced or involuntary labor
- Compliance with laws and regulations on wages and working hours
- Non-discrimination on the basis of gender, race, religion, or political affiliation
- Respect for employees' freedom of association and collective bargaining rights
- Provision of a safe and healthy working environment for all employees

All new suppliers are required to sign the Supplier Corporate Social Responsibility Commitment; therefore, the percentage of new suppliers screened using social criteria in 2024 was 100%.

With respect to environmental, health, and safety requirements, in accordance with the Company's "Supplier Selection and Management Work Guideline", suppliers are required to sign the documents of "environmental protection regulations compliance guarantee", guaranteeing that all products provided to the Company (including but not limited to raw materials, components, semi-finished goods, finished products, accessories, and packaging) comply with the following requirements:
- RoHS Restricted Substances: Raw materials must be supported by third-party testing reports.
- EU REACH Substances of Very High Concern (SVHCs): Compliance is monitored through the GPM management system to ensure adherence to international standards. The system also notifies suppliers of the latest restricted substances and environmental regulations.

In 2024, a total of 26 new suppliers were onboarded. Excluding service-only suppliers or those not directly linked to physical products, all new suppliers signed the Environmental Compliance Assurance Statement. As a result, the percentage of new suppliers screened using environmental criteria was 100%.

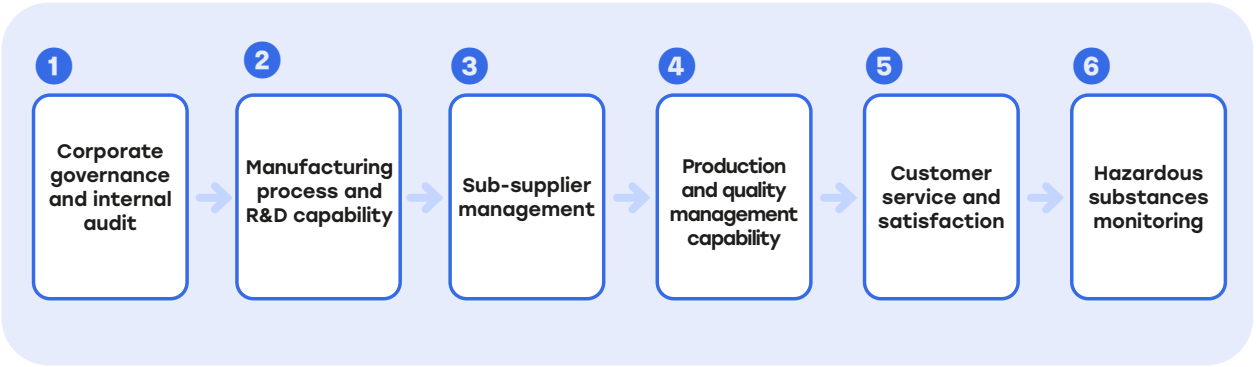
In terms of integrity and ethical standards, suppliers are required to comply with the following principles:
- Suppliers must sign the document of "supplier ethics undertaking" to avoid improper influence on procurement activities or business relationships.
- No conflict minerals originating from illegal armed groups shall be used.
- Preference is given to suppliers certified under internationally recognized management systems, such as ISO 9001 (Quality Management System), IATF 16949 (Automotive Quality Management), ISO 14001 (Environmental Management System), QC 080000 (Hazardous Substance Process Management System), and ISO 45001 (Occupational Health and Safety Management).

2.2.2 Supplier Evaluation

In accordance with the Supplier Application and Evaluation Procedures, the Company conducts supplier evaluations annually. Through document reviews and on-site audits, we ensure that supplier systems, management practices, and product quality meet requirements. The evaluation is based on seven criteria: Quality, Cost, Delivery, Service, Technology, Environment, and Corporate Governance. Suppliers who fail to meet the standards will be disqualified from transactions in the following year.

Evaluations are carried out for suppliers with at least five transactions in the previous year and a total annual transaction value exceeding NT$10 million. In 2024, a total of 18 suppliers met the evaluation criteria (representing 5.7% of all suppliers). Among them, 16 suppliers achieved excellent ratings (≥85 points). 2 suppliers achieved qualified ratings (70–84 points). The overall qualification rate in 2024 was 100%.

Transcend Supplier Review Items



Results of Supplier Audits

Item	Environmental Criteria	Social Criteria
Total Number of Suppliers Screened	25	26
Number of Suppliers Identified as having Negative Impacts	0	0
Number of Suppliers Agreeing to Improvements	0	0
Number of Suppliers Terminated	0	0

Notes:
1. Environmental impact assessments include actions such as signing the documents of "environmental protection regulations compliance guarantee". Social impact assessments include actions such as signing the document of "supplier ethics undertaking".
2. Suppliers providing service-oriented items or components not attached to the final product are excluded from environmental impact assessments.

Result of Supplier Evaluation

Standard	2022		2023		2024	
	Number of Suppliers	Ratio (%)	Number of Suppliers	Ratio (%)	Number of Suppliers	Ratio (%)
85 points and above	17	70.8	27	90.0	16	88.9
70-84 points	7	29.2	3	10.0	2	11.1
69 points and below	0	0	0	0	0	0
Total	24	100	30	100	18	100

Note:
Suppliers scoring 69 points or below are classified as unqualified and will be disqualified from transactions in the following year. Suppliers scoring 70–84 points are classified as qualified. Suppliers scoring 85 points or above are classified as excellent and may have their procurement share increased accordingly.

Material Management

Transcend regularly meets with suppliers regarding key materials and updates their product plans, providing long-term forecasted demand (FCST) to help reduce the risk of raw material shortages. We have implemented the following measures for risk management:

- For general materials, we have at least two suppliers.
- Maintain at least three months of stocks for special components (non-memory components).
- Long-term supply contracts are signed with key material suppliers to ensure stable supply (memory components).
- Suppliers are required to provide end-of-life (EOL) plans for raw materials one year before discontinuation and notify Last Time Buy (LTB) decisions at least six months in advance.
- Emergency response management procedures are established for production.

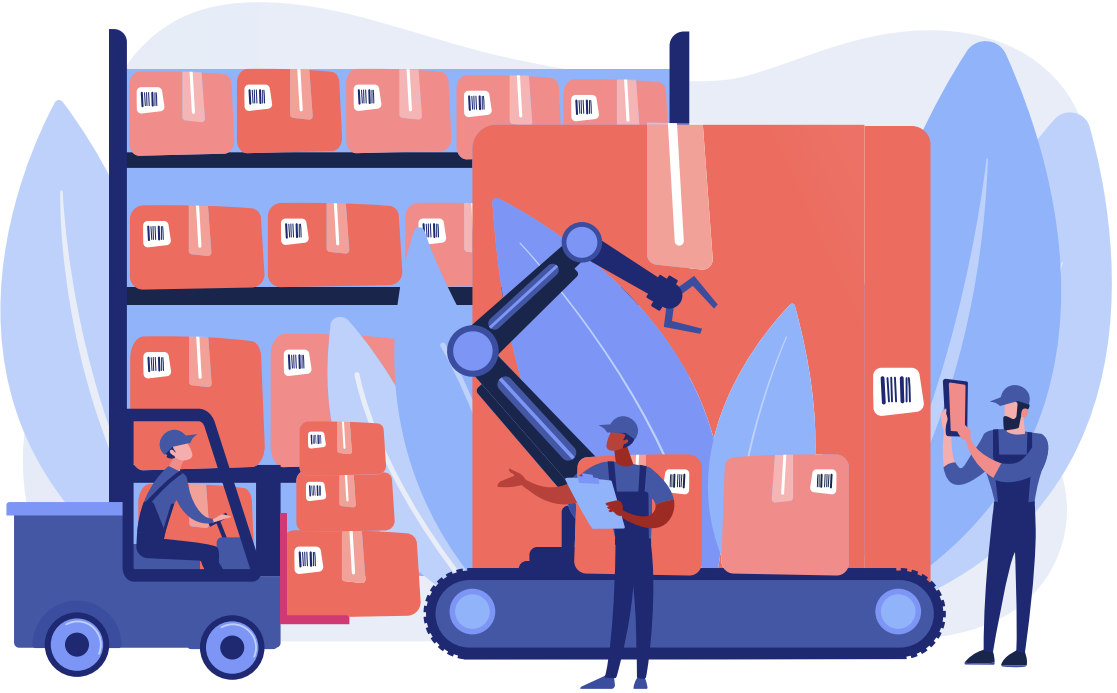
Conflict Minerals Procurement Policy

Transcend thinks highly of the safety and legitimacy of its products as well as the components and parts thereof.

Because the armed groups' control of and involvement in the mining process constantly causes child labor, sexual abuse and other human rights violations, Gold (Au), tantalum (Ta), tungsten (W) and tin (Sn), the four major minerals sourced from the Democratic Republic of the Congo and its neighboring countries including Angola, Burundi, Central African Republic, Congo Republic, Rwanda, Sudan, Tanzania, Uganda and Zambia, are defined as "Conflict Minerals."

Transcend is taking due diligence within our supply chain to assure DRC Conflict-Free for the metals of gold (Au), tantalum (Ta), tungsten (W) and tin (Sn) are not derived from or sourced from mines in conflict areas of Democratic Republic of the Congo ("DRC"), or illegally exported on trade routes, neither of which are controlled by non-governmental military groups nor unlawful military factions.

Transcend consents to keep monitoring and improving its supply chain, and further commits to immediately cease the use the claimed components and parts when being aware or notified of any suspected or confirmed misuse cases.



2.2.3 AEO Certification–Authorized Economic Operator (Trusted Enterprise)

In response to increasing customer demands for supply chain security and the ongoing global promotion of cross-border trade security mechanisms, Transcend adopted the relevant standards and regulatory requirements of the Trusted Enterprise Supply Chain Security Audit Program in 2024. The Company independently established a comprehensive and robust system framework to fully meet supply chain security requirements.

To ensure continuous advancement of management and control mechanisms, and to extend this philosophy to all employees as well as stakeholders, Transcend formulated the "Trusted Enterprise Supply Chain Security Management Manual." This manual serves as the guiding foundation for operations and sets forth the following policies:

- Compliance with Security Regulations: Adhere to supply chain security regulations and build a complete supply chain security management system.
- Enhanced Information Security: Emphasize data protection to ensure the integrity and rights of internal and customer information.
- Comprehensive Training: Communicate supply chain security requirements to all employees, ensuring full participation in maintaining the security management system.
- Risk Control Implementation: Apply risk assessment to allocate resources effectively and improve the efficiency of supply chain security management.
- Building Secure Partnerships: Properly evaluate upstream and downstream business partners and establish sound policies and communication channels.
- Continuous Performance Improvement: Implement the PDCA cycle (Plan-Do-Check-Act) to continually enhance the supply chain security system.

All related areas—including physical site security, product manufacturing and logistics security, information security protection, and other aspects of supply chain safety—are incorporated into the system. Both customers and suppliers are integrated vertically into this framework to ensure comprehensive supply chain security management.

By obtaining the AEO certificate, Transcend not only meets the rising market emphasis on supply chain security but also strengthens trust with customers. Certified companies enjoy preferential treatment in customs clearance, including minimal document review, reduced cargo inspection rates, and priority inspection. These benefits extend to countries that have signed AEO Mutual Recognition Agreements with Taiwan, such as the United States, Singapore, Israel, South Korea, Australia, Japan, India, New Zealand, Guatemala, and Canada, as well as the Cross-Strait AEO Mutual Recognition Pilot Program.


安全認證優質企業證書
TWAEO Certificate
TWAEO
證書號碼/ Certificate No.
TWAEO-113000013
證書持有人
Holder of the Certificate
創見資訊股份有限公司
Transcend Information Inc.
發證機關
Issuing Authority
財政部關務署
Customs Administration
Ministry of Finance
統一編號/ BAN No.
23446187
安全認證優質企業符合類別
Business Type of TWAEO
出口商（實施輸出人）Exporter
進口商（納稅義務人）Importer
製造商 Manufacturer
資格生效日期：中華民國 113 年 12 月 13 日
Effective Date of the AEO Status: Dec. 13, 2024







2.3 Community Engagement and Public Welfare Initiatives

2.3.1 Arts and Sports

Transcend Information is committed to giving back to society and fulfilling its corporate social responsibility by continuously investing in youth sports and cultural promotion. In 2024, Transcend expanded its Campus Sports Seed Program, marking the 13th consecutive year of sponsoring secondary school sports leagues. The sponsorship covered a wide range of events, including basketball, volleyball, soccer, softball, cheerleading, and dance competitions, demonstrating the Company's long-term commitment to supporting youth sports development in Taiwan. For the first time, Transcend collaborated with the Chinese Taipei School Sport Federation to launch the co-branded WooHoo eco-friendly towel, made from sustainable high-tech fibers. During the tournaments, Transcend also distributed towels and USB flash drives to athletes as a gesture of encouragement, motivating them to pursue their dreams with courage and determination.

In grassroots baseball, Transcend has implemented the "Transcend Rural Baseball Seed Program" since 2015, targeting elementary schools with limited resources but a strong commitment to baseball development. The program provides equipment and funding support, along with hosting baseball training camps where national team players are invited to personally coach students, instilling proper techniques and inspiring young athletes. By 2024, the program had expanded to 13 counties and cities, sponsoring 26 schools with over 600 participants. That year, Transcend hosted the 9th Baseball Camp at De-Yin Elementary School in New Taipei City, featuring national women's baseball players Hsiao-Mei Chen and Chi-Jung Chen as coaches. In addition, Transcend donated baseball equipment and uniforms to De-Yin Elementary School in New Taipei City, Hsin-Lung Primary School in Hsinchu County, and De-Nan Elementary School in Tainan City, improving sports facilities and resources for disadvantaged students. The total public welfare spending for the high school sports sponsorships and rural baseball program in 2024 reached NT$3.5 million.

On the cultural front, following its sponsorship of the One Song Orchestra in 2023, Transcend continued its support in 2024, promoting the inheritance and development of Taiwanese music culture. With a focus on local identity, the orchestra interprets Taiwan's cultural heritage through the universal language of classical music. Through music-sharing events, it delivered performances rich in cultural depth, offering employees and the broader public a unique artistic and emotional experience. This not only reflects Transcend's commitment to the arts but also enhances employees' cultural literacy and strengthens internal cohesion.

By continually promoting sports and cultural activities, Transcend transforms corporate resources into concrete actions, advancing its corporate social responsibility. With a focus on education, sports, and the arts, the Company creates more opportunities for Taiwan's younger generation, achieving positive social impact and sustainable community development.





2.3.2 Academia–Industry Education

Transcend Information continues to take practical action to promote campus education and grassroots sports development. For many years, the Company has supported students through equipment donations and training camps, helping them progress from basic training to advanced skills in preparation for formal competitions. Beginning in 2015 with Wu-Feng Elementary School in Hsinchu, the program later expanded to schools such as Zhong-Shan Elementary in Zhudong. National baseball player and coach "Shark" Cheng Hsing-Sheng was invited to provide instruction, helping students build a solid foundation.

Since 2022, Transcend has actively promoted the development of women's baseball, inviting female national team players to design tailored training programs covering pitching, batting, fielding, and base running. These initiatives have empowered more girls to confidently express themselves and pursue their dreams. In 2023, after Tongxiao Elementary School in Miaoli participated in a baseball camp, its team achieved remarkable success, winning the national girls' division championship and entering the Williamsport National Team selection for the first time. This highlighted the significant impact of Transcend's long-term support for grassroots sports.

In terms of educational promotion, Transcend emphasizes not only skill development but also broadening horizons. Over the years, the Company has arranged for rural baseball teams to observe the Black Panther Flag National High School Baseball Tournament and invited children to serve as ceremonial first pitchers. These experiences allow students to stand on a professional pitcher's mound, inspiring enthusiasm and pride for sports.

A particularly noteworthy achievement is that high school players once sponsored by Transcend in the Black Panther Flag tournament later grew into members of the Taiwan national team. By 2024, they proudly represented Taiwan in the World Baseball Classic, securing the championship and making history. This milestone is the clearest testament to the long-term influence of Transcend's grassroots sports initiatives.

By continually promoting campus sports and equal access to educational resources, Transcend transforms its corporate influence into meaningful support for the next generation. With steady, long-term commitment, the Company stands alongside youth on the fields of sports and education, demonstrating its dedication to sustainable social development.





3 Inclusive Workplace

3.1 Labor Rights, Diversity, and Equality

3.2 Talent Development and Training

3.3 Occupational Health and Safety



Material Topic: Talent and Human Rights Management

Description of Impacts	Positive	Through talent development and human rights management, employee efficiency and innovation capacity can be enhanced, while turnover rates and training costs are reduced. At the same time, strengthening professional knowledge on sustainability and environmental issues helps mitigate environmental risks. A sound human rights mechanism also contributes to building a fair and non-discriminatory workplace and supply chain, thereby enhancing social trust, brand image, and corporate competitiveness.
	Negative	Without effective mechanisms for talent development and management, employee efficiency may decline and innovation capacity may be insufficient, leading to weaker operational performance and increased labor costs. Neglecting human rights issues may result in discrimination, labor disputes, or labor rights violations in the supply chain, damaging corporate reputation and stakeholder trust, and creating long-term risks to sustainable development.
Policy or Commitment	In addition to prioritizing professional development, Transcend actively considers employee opinions and suggestions. Multiple internal channels are available for employees to communicate with management, and company policies are adjusted accordingly. The HR management team provides strategies for talent selection, training, utilization, and retention, including efficient recruitment, benchmarking industry compensation levels, establishing promotion pathways, offering job rotations aligned with organizational development, and implementing diverse welfare measures and subsidies. The goal is to cultivate a corporate culture and workplace environment aligned with sustainability principles.	
Management Actions	Transcend strives to attract and retain top talent by strengthening its employer brand, planning competency training and career development, and expanding employee welfare programs to create an attractive workplace. In line with international human rights principles, the Company has formulated human rights management documents and established grievance and protection mechanisms to safeguard labor rights. Transcend also continues to promote diversity, inclusiveness, equality, and human rights education to foster a respectful and inclusive workplace culture.	
Goals and Targets	• Short-term Goals-within 3 years: (1) Promote internal communication channels at least twice annually (e.g., new hire training, annual employee training, quarterly or departmental meetings). (2) Audit contractors at least twice a year to ensure compliance with human rights standards. (3) Strengthen human rights education materials and communication channels to deepen employee awareness. (4) Formally establish a "Human Rights Policy" consistent with the Responsible Business Alliance (RBA) Code of Conduct. • Mid-term Goals-3 to 7 years: (1) Develop online courses to complement physical training, enabling employees to learn without time or location constraints. (2) Broaden human rights topics, including gender equality, workplace misconduct, and zero tolerance for harassment, with at least three lectures or training sessions annually. • Long-term Goals–beyond 7 years: Continuously align policies with international conventions such as the Universal Declaration of Human Rights and the RBA Code of Conduct.	
Evaluation and Monitoring Mechanisms	Policies are managed through procedures including the Recruitment and Employment Guidelines, Prevention and Handling of Workplace Misconduct Procedures, and the Employee Code of Conduct and Rewards and Penalties Regulations. A dedicated "Human Rights Policy" document will also be developed.	
Performance and Improvements	Initial results have been achieved in line with short-term goals, including regular promotion of communication channels during new hire training and departmental meetings to encourage employee feedback, ongoing development of human rights training materials, and updates to the Prevention and Handling of Workplace Misconduct Procedures to ensure compliance with current regulations.	

Material Topic: Occupational Safety and Health

Description of Impacts	Positive	By implementing comprehensive workplace safety and health management, the Company enhances employees' sense of security and satisfaction, thereby improving work efficiency and productivity. In addition, the proactive promotion of safety measures and health management can significantly reduce the incidence of workplace accidents, minimize costs arising from work-related injuries—including downtime, medical expenses, and legal liabilities—and further strengthen corporate image and social responsibility.
	Negative	If workplace safety and health are not effectively managed, the Company may face occupational accidents, legal disputes, or penalties and sanctions from regulatory authorities, thereby damaging corporate reputation. In particular, severe incidents or health-related events could disrupt not only individual departmental operations but also entire production lines, resulting in long-term adverse impacts on business operations.
Policy or Commitment	• To demonstrate its commitment to continuously advancing various management and control mechanisms, the Company endeavors to fulfill its responsibility to protect employee safety and health, prevent occupational injuries and illnesses, reduce occupational safety and health risks, maintain competitiveness, and enhance corporate image. These principles are communicated to all personnel working for the organization, as well as to all stakeholders, serving as a cornerstone of the Company's sustainable development. • The Company has established the following Environment, Health, and Safety (EHS) Policy: Comply with regulations, ensure full participation, pursue continuous improvement, strengthen communication, and enhance performance.	
Management Actions	• Based on hazard identification and risk–opportunity assessment, the Company effectively controls hazards and reduces risks to improve occupational safety and health performance. Relevant operational controls are also established to ensure compliance with legal requirements and management system standards. • The Company continuously implements five major programs—Ergonomics, Abnormal Workload Management, Prevention of Unlawful Infringement, Occupational Health Services, and Maternity Protection. Through monitoring, performance measurement and analysis, as well as regular Occupational Safety and Health Committee meetings for review and deliberation, the Company ensures the effective operation of safety and health management. These measures provide comprehensive physical and mental well-being protection for employees and aim to achieve a zero-accident safe and healthy workplace.	
Goals and Targets	• Short-term Goals-within 3 years: (1) Zero major occupational accidents. (2) Zero cases of occupational disease caused by chemical exposure. (3) Company's total injury index lower than the three-year industry average. (4) 100% compliance with occupational safety and health regulations. (5) Organize at least one health promotion course per year. (6) Participate in at least one safety and health award or activity. • Mid-term Goals-3 to 7 years: (1) Maintain zero major occupational accidents. (2) Maintain zero cases of occupational disease caused by chemical exposure. (3) Keep the Company's total injury index below the three-year industry average. (4) Provide physical and mental health counseling services three times per month. (5) Organize at least one sports competition annually. (6) Implement incentive programs to encourage participation in sports and health activities. (7) Participate in at least one safety and health award or activity. • Long-term Goals–beyond 7 years: (1) Promote workplace health initiatives and foster a strong culture of occupational safety and health. (2) Encourage employees' self-management of health. (3) Advance toward sustainable occupational health and safety.	
Evaluation and Monitoring Mechanisms	• The Company has established the ISO Audit Management Procedure and Occupational Safety and Health Operation Control Procedure. Through annual internal and external audits of the ISO/CNS 45001 system, the Company ensures proper system operation and reduces safety risks. (1) External audit: Conducted once per year by qualified certification bodies. (2) Internal audit: Conducted once per year by certified in-house auditors. • The internal management review procedures for ISO 45001 and TOSHMS are carried out in accordance with the Management Review Procedure. Each year, the effectiveness of the occupational safety and health management system is evaluated through the PDCA cycle. Regular management review meetings are convened annually to ensure the system remains appropriate, adequate, and effective.	
Performance and Improvements	In line with the Company's short-term targets, continuous improvements were achieved: • No major occupational accidents or chemical exposure–related occupational diseases occurred in 2024. • The Company's total injury index remained below the three-year industry average. All incidents were fully investigated, analyzed, and corrective actions implemented to prevent recurrence. Measures included reviewing hazard identification and risk–opportunity assessments, prioritizing engineering improvements, revising procedural documents, and strengthening employee awareness through enhanced communication and training. • Regular occupational safety and health training sessions were conducted to enhance employees' safety knowledge and competencies. In 2024, the Company organized five types of internal training courses with a total participation of 1,067 employees, and provided seven types of certification courses with 31 participants. • Total expenditures related to occupational safety and health amounted to approximately NTD 3.045 million. • All facilities in Taiwan obtained dual certifications of ISO 45001 and CNS 45001 (TOSHMS). • In 2024, the Company continued to be recognized by the Health Promotion Administration as a "Healthy Workplace", participated in the Occupational Safety and Health Administration's National Workplace Safety and Health Week, and maintained the accumulation of "zero-accident working hours" (no major occupational accidents).	

3.1
Labor Rights and Diversity & Inclusion

3.1.1 Human Rights Policy

Transcend supports international labor and human rights standards, and is committed to complying with national labor laws, the Business Social Compliance Initiative (BSCI) Code of Conduct, the Responsible Business Alliance (RBA) Code of Conduct, as well as other applicable industry standards and international conventions. The Company continuously strives to improve working conditions and employee welfare. The Company's Human Rights Policy provides safeguards on the following issues:

- Workplace health and safety
- Elimination of unlawful discrimination and assurance of equal employment opportunities
- Prohibition of child labor
- Prohibition of forced labor
- Physical and mental well-being and work–life balance

The Company has established relevant policies, management guidelines, awareness programs, and training mechanisms, and continuously improves employees' working conditions and welfare. A formal human rights policy document is planned to be issued in 2025.

To strengthen the implementation of human rights, the Company incorporates human rights–related courses into new employee orientation and other training sessions. The principles and content of the human rights policy are included in general corporate training, such as "New Employee Onboarding Training" (twice monthly), "New Employee Orientation Program" (once per quarter), and "In-service Occupational Safety and Health Training" (once per year). In addition, human rights–related content is communicated through announcements and statements to ensure employees are fully informed.

Transcend strictly complies with local government laws and international standards related to human rights and labor rights, and provides employees with equal opportunities for development and fair competition.



Recruitment Activities: Expanding Diverse Channels to Create Employment Opportunities

In response to business growth and technological expansion needs, the Company continued talent recruitment efforts throughout 2024, covering functions such as R&D, sales, and administration. By adopting diversified recruitment strategies, the Company consistently attracted outstanding professionals, actively matched them to open positions, and provided stable, development-oriented career opportunities. At the same time, current employees were encouraged to recommend qualified candidates through an internal referral bonus mechanism, thereby broadening the talent pool, strengthening organizational resilience, and enhancing overall talent density.

Ensuring Employment Equality: Principles of Fair Recruitment and Non-Discrimination

The Company has established the Recruitment and Employment Management Guidelines, which stipulate that all job applicants must be at least 18 years old and voluntarily provide labor services. The Company strictly prohibits any form of employment discrimination. Recruitment decisions are not influenced by race, religion, gender, age, marital status, maternity, disability, sexual orientation, or nationality, thereby ensuring a fair, transparent, and equal talent selection process.

In addition to the commitment to non-discrimination and fair treatment of all employees, the Company actively prevents discriminatory incidents through regular internal awareness campaigns and the establishment of multiple communication channels, such as the Workplace Grievance Mailbox, Chairman's Mailbox, and Employee Suggestion Box. At the same time, the Company is committed to fostering a culture of open communication. Beyond annual employee interviews arranged after performance evaluations, employees are also encouraged to engage in regular dialogue with their supervisors to freely express their opinions and ideas.

Equal Pay for Equal Work: Performance-and Role-Based Compensation

The Company adheres strictly to the principle of equal pay for equal work. Compensation is determined solely based on job responsibilities and individual performance, irrespective of gender, background, or other personal factors. Annual salary surveys and reviews of internal pay structures are conducted to ensure fairness, transparency, and competitiveness in the remuneration system.

Prohibition of Child Labor and Responsible Supply Chain Management

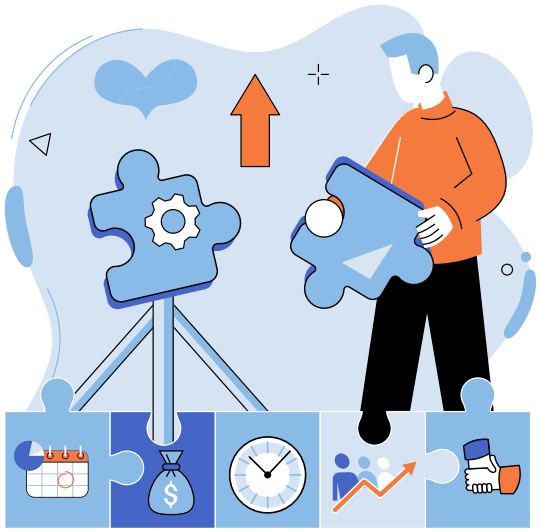
The Company explicitly prohibits the use of child labor and any form of involuntary labor. This standard is extended to supply chain management, requiring all suppliers to sign the Supplier Social Responsibility Commitment, thereby ensuring the protection of human rights, labor justice, and responsible procurement practices across the value chain.

Diverse Workforce: A Workplace of Respect and Inclusion

The Company's workforce is composed of employees from diverse backgrounds and ethnicities, including indigenous peoples and foreign professionals. Transcend values cultural diversity and individual rights, ensuring equal treatment and development opportunities for all, and is committed to fostering a corporate culture of diversity, respect, and inclusion.

Protection and Workplace Support for Employees with Disabilities

The Company continues to implement five major workplace health and safety programs—Ergonomics, Abnormal Workload Management, Prevention of Unlawful Infringement, Occupational Health Services, and Maternity Protection—to safeguard employees with varying physical and mental conditions. For employees with disabilities, necessary job accommodations and vocational counseling are provided to strengthen support systems. The Occupational Safety and Health Committee conducts regular reviews and performance tracking to ensure effective implementation of these measures.



3.1.2 Talent Profile

Employee Structure

As of the end of 2024, the Company's Taiwan headquarters employed a total of 974 individuals, all of whom were full-time and permanent employees. No part-time or temporary employees were hired. Among them, employees aged 30 to 50, with extensive professional knowledge and experience, represented the majority of the workforce.

Certain functions are outsourced to dispatch agencies or contractors, such as office and plant security personnel, employee cafeteria contractors, and landscaping contractors, totaling 23 individuals.

Over the past three years, there have been no significant changes in the number of employees or non-employee workers.

Year		2022			2023			2024		
Region/Type of Employee		Male	Female	Sum	Male	Female	Sum	Male	Female	Sum
Taiwan	Full-time	497	495	992	489	498	987	483	491	974
	Temporary	0	0	0	0	0	0	0	0	0
	Non-guaranteed Hours	0	0	0	0	0	0	0	0	0
	Full-time	497	495	992	489	498	987	483	491	974
	Part-time	0	0	0	0	0	0	0	0	0

Notes:
1. Full-time employee: Employee whose weekly working hours meet the legal definition of full-time work under local regulations.
2. Part-time employee: Employee whose weekly working hours fall below the legal definition of full-time work under local regulations.
3. Permanent employee: Employee with open-ended (non-fixed term) employment contracts.
4. Temporary employee: Employee with fixed-term employment contracts.
5. Non-guaranteed hours employee: Employee whose weekly working hours are not fixed, such as on-call workers.



Year	2022			2023			2024		
Type/Gender	Male	Female	Sum	Male	Female	Sum	Male	Female	Sum
Contracted personnel	16	5	21	16	5	21	18	5	23
Dispatched personnel	0	0	0	0	0	0	0	0	0

Notes:
1. Contracted personnel: Individuals indirectly employed through third-party contractors.
2. Dispatched personnel: Individuals assigned through manpower dispatch agencies.

Employee Diversity

The Company maintains a diverse and inclusive workforce, treating all groups with fairness and equality, and respecting the rights of all employees. In accordance with the Recruitment and Employment Management Guidelines, all recruited individuals must be adults over the age of 18 and voluntarily provide labor or services. Recruitment processes and decisions are not influenced by factors such as race, religion, belief, gender, marital or parental status, age, political background, nationality, disability, sexual orientation, astrological sign, or blood type.

The Company respects minority groups and differentiated needs. In 2024, 12 employees with disabilities were employed, representing 1.23% of the total workforce. The Company also respects indigenous cultures. In line with the "Implementation Regulations on Memorial Days and Holidays" issued by the Ministry of the Interior, indigenous employees are entitled to one day of leave for traditional rituals. In 2024, 10 indigenous employees were granted such "ritual leave," reflecting the Company's commitment to multiculturalism.

The employment distribution of diverse employee groups over the past three years is shown in the table below:

Item/Year	2022	2023	2024
International employees	7	6	9
Indigenous employees	9	9	10
Employees with disabilities	12	11	12

Note: This statistic covers only the Taiwan headquarters.

The Company follows the principle of employing local residents in all regions of operation. For example, in Taiwan, 100% of senior management positions in 2024 were held by local residents, with male executives accounting for 82.6% and female executives accounting for 17.4%.
The employment of local residents in senior management positions in 2024 is shown in the table below:

Item	Senior Management	
Number of Senior Management Hired from the Local Community	**Male**	**Female**
	19	4
Total number of Senior Management Hired	23	
Proportion	82.6%	17.4%

Note:
1. Proportion of Senior Management Hired from the Local Community by Gender (Taiwan) = Number of senior Senior Management Hired from the Local Community by Gender/Total number of senior management hired in the company at the end of the year
2. Director-level and above positions are considered senior management in the company.
3. This statistic is based solely on data from our Taiwan headquarters.

Managerial positions are based on employees' individual performance and capabilities, while the Company also actively cultivates employees with outstanding achievements and managerial potential. With the goal of promoting equal pay for equal work and ensuring equal promotion opportunities for both genders, in 2024 the Taiwan headquarters workforce consisted of 49.59% male employees and 50.41% female employees. Among all managerial staff, female managers accounted for 16.3%.
The distribution of employees from diverse groups over the past three years is shown in the following table:

Year			2022	2023	2024
Item ＼ Gender		**Age**	**Headcount**	**Headcount**	**Headcount**
Managerial Personnel	**Male**	Below 30	0	0	0
		30-50	75	71	70
		Above 50	3	2	2
	Female	Below 30	0	0	0
		30-50	14	15	14
		Above 50	0	0	0
Sum of managerial personnel			92	88	86
Non-managerial Personnel	**Male**	Below 30	41	44	50
		30-50	372	366	351
		Above 50	6	6	10
	Female	Below 30	63	61	58
		30-50	365	361	352
		Above 50	53	61	67
Sum of non-managerial personnel			900	899	888
Sum of full-time personnel			992	987	974

Notes:
1. Managerial Personnel are defined as employees at the section manager level or above.
2. This statistic covers only the Taiwan headquarters.

New Employee Hires and Employee Turnover

To attract outstanding talent both domestically and internationally and enhance corporate competitiveness, the Company recruits through external channels as well as internal employee referrals. Hiring standards are based on education, integrity, capability, experience, and suitability for the designated role or position. When an employee submits a resignation, interviews are conducted separately by the department supervisor and the Human Resources unit. These interviews aim to identify the true reasons for resignation, gather feedback regarding the Company, colleagues, and supervisors, and use this information as a reference for future improvements to help reduce employee turnover.

The number of new employees over the past three years is shown in the table below:

Year	2022				2023				2024			
Gender	Male		Female		Male		Female		Male		Female	
Age/Item	Headcount	New Hire Rate (%)	Headcount	New Hire Rate (%)	Headcount	New Hire Rate (%)	Headcount	New Hire Rate (%)	Headcount	New Hire Rate (%)	Headcount	New Hire Rate (%)
Below 30	14	1.41	32	3.23	26	2.63	23	2.33	25	2.57	13	1.33
30-50	15	1.51	6	0.6	16	1.62	11	1.11	6	0.62	7	0.72
Above 50	0	0	0	0	0	0	0	0	0	0	0	0
Overall new hires	67				76				51			
Total number of employees	992				987				974			
Overall new hire rate (%)	6.75				7.7				5.24			

Notes:
1. The number of new employees does not exclude those who resigned during the same year.
2. New hire rate for male (female) employees within an age group = number of newly hired male (female) employees in the age group ÷ total headcount at year-end at the operating site.
3. Overall new hire rate = total number of new hires during the year ÷ total headcount at year-end at the operating site.
4. This statistic covers only the Taiwan headquarters.

The number of resigned employees over the past three years is shown in the table below:

Year	2022				2023				2024			
Gender	Male		Female		Male		Female		Male		Female	
Age/Item	Headcount	Turnover Rate(%)	Headcount	Turnover Rate(%)	Headcount	Turnover Rate(%)	Headcount	Turnover Rate(%)	Headcount	Turnover Rate(%)	Headcount	Turnover Rate(%)
Below 30	17	1.71	24	2.42	11	1.11	13	1.32	12	1.23	7	0.72
30-50	40	4.03	21	2.12	39	3.95	17	1.72	24	2.46	20	2.05
Above 51	0	0	0	0	0	0	3	0.3	1	0.1	1	0.1
Total number of employees turnover	102				83				65			
Total number of employees	992				987				974			
Overall turnover rate (%)	10.28				8.41				6.67			

Notes:
1. Categories of employee turnover include resignation, dismissal, termination, retirement, or death in the line of duty.
2. Turnover rate for male (female) employees in each age group = number of male (female) employees who left during the year in the age group ÷ total headcount at the operating site at year-end.
3. Overall turnover rate = total number of employees who left during the year ÷ total headcount at the operating site at year-end.
4. This statistic covers only the Taiwan headquarters.

3.1.3 Employee Rights and Benefits

The Company has never engaged in forcing employees to work excessive hours or overtime, and prevents overwork through relevant management procedures. Suppliers are required to sign the Supplier Social Responsibility Commitment to ensure compliance with BSCI social responsibility requirements, including:

- Prohibition of child labor and any form of involuntary labor
- Compliance with laws and regulations on wages and working hours
- Non-discrimination on the basis of gender, race, religion, or political affiliation
- Assurance of employees' freedom of association
- Provision of a safe and healthy working environment

To ensure on-time product delivery to customers and timely completion of specific departmental tasks, extended working hours may occasionally occur. In such cases, the Company pays overtime in accordance with applicable laws. To accurately record working hours, an internally developed system issues scheduled reminders to prompt employees to clock out. If legal working hours are exceeded, the system automatically notifies the employee and the supervisor the following day to verify the situation and process overtime compensation accordingly.

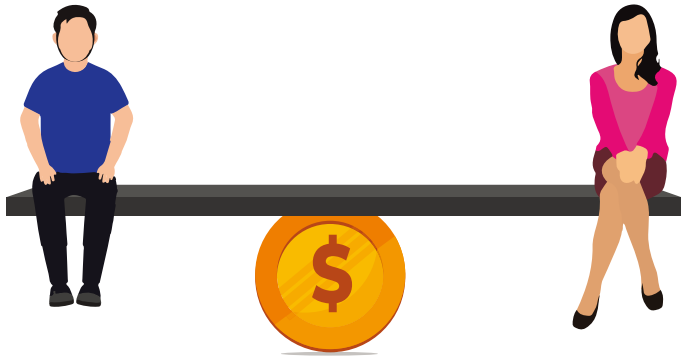
Remuneration and Reward Provision

In addition to providing a high-quality work environment and comprehensive employee benefits, the Company offers a diverse and competitive compensation and reward system. Employee remuneration consists of monthly salaries, attractive year-end bonuses, and performance bonuses distributed quarterly based on business profitability. Performance bonuses are determined according to the Company's overall operating results and shared achievements, factoring in profitability, departmental goal attainment, and individual performance. Employee compensation is calculated in accordance with the Company's Articles of Incorporation, which stipulate an allocation of not less than 1% of annual profits, while also considering individual annual performance. This system motivates departments and employees to continuously improve, enhance efficiency, and maintain a fair and competitive pay structure, enabling the Company, teams, and individuals to grow together while driving business performance. For non-managerial full-time employees, average and median salaries have steadily increased over the past two years. In 2024, the average salary was NT$ 786thousands per employee, representing a 3% increase compared to the previous year. The median salary in 2024 was NT$ 642 thousands, an increase of approximately 3.9% from NT$ 618 thousands in 2023.

Ratio of Average Annual Remuneration and Basic Monthly Salary by Gender and by Job Level in 2024

Job Category	Headcount		Annual Remuneration Ratio		Monthly Base Salary Ratio	
	Female	Male	Female	Male	Female	Male
Managerial Personnel	14	72	0.88	1	0.89	1
Non-managerial Personnel	477	411	0.84	1	0.86	1
Direct Personnel	317	271	0.89	1	0.91	1
Indirect Personnel	174	212	0.65	1	0.68	1

Notes:
1. This statistic covers only the Taiwan headquarters.
2. Female-to-male Annual Remuneration Ratio = average annual salary of female employees in the category ÷ average annual salary of male employees in the same category.
3. Female-to-male Monthly Basic Salary Ratio = average monthly base salary of female employees in the category ÷ average monthly base salary of male employees in the same category.
4. Managerial Personnel are defined as employees at the section manager level or above.
5. Direct Personnel are divided into "operators" and "technicians." Operators perform repetitive and standardized basic labor tasks, with minimal educational or skill requirements; junior high school graduates, inexperienced workers, or women re-entering the workforce are eligible. Technicians, on the other hand, must hold a college degree or above with an electrical/electronic engineering background and relevant experience. As such, in Taiwan's job market, these positions are predominantly filled by men, leading to higher average salaries for male direct employees.
6. Indirect Personnel primarily hold engineering or business development positions, which are mostly filled by men, while women are more often employed in administrative support roles. Since salaries for the former are generally higher than for the latter, male indirect employees tend to earn higher average salaries than female indirect employees.



3.1.4 Comprehensive Employee Benefits and Club Activities

Transcend provides a high-quality working environment and comprehensive employee benefits. An Employee Welfare Committee has been established to design and deliver various benefits, including marriage gifts, maternity allowances, bereavement condolences, and holiday gifts. To help employees achieve work–life balance, the Company offers recreational facilities and a fitness center, enabling relaxation and stress relief. In addition, free annual health checkups and regular physician consultations are arranged to safeguard employees' health and well-being.

Insurance

In addition to statutory labor and health insurance, the Company provides employees with group insurance coverage, including term life insurance, accident insurance, hospitalization and medical insurance, and cancer health insurance. For employees on business travel, additional business travel accident insurance and travel inconvenience insurance are arranged to provide enhanced protection.

Recreational and Social Activities

The Company organizes annual events such as the Year-end Banquet, Family Day, and sports competitions to enrich employees' lives, promote physical and mental well-being, and strengthen team cohesion. On-site facilities include a basketball court and various recreational amenities such as table soccer, table tennis, and billiards. Moreover, the Company collaborates with nearby sports centers to offer professional instructors, courses, and equipment, allowing employees to enjoy diverse sporting opportunities outside of work.

Club Activities

The Company actively encourages employee participation in club activities, supporting the establishment of various clubs such as table tennis, badminton, basketball, yoga, and dance clubs. Appropriate subsidies are provided to ensure smooth operation, with the goal of fostering stronger employee connections and camaraderie through shared interests.

Allowances and Subsidies

To foster care and strengthen bonds with employees, the Company provides monetary gifts for weddings, childbirth, and other joyous occasions, sharing in employees' celebrations. For bereavements, condolence payments and floral tributes are offered as a gesture of sympathy to employees' families.

Flexible Working Hours and Leave

The Company promotes a flexible working hours policy to help employees avoid peak commuting times and manage their work rhythm independently. New employees are granted four days of special leave upon passing probation, reflecting the Company's concern for their physical and mental adjustment.

Employee Development and Training

To help new hires quickly adapt to corporate culture, the Company organizes multiple pre-employment and orientation training sessions each year. In addition, tailored training programs are offered annually to enhance the professional capabilities of staff in departments such as business, procurement, and R&D. To comply with regulatory requirements, the Company also sponsors full participation in external training programs by relevant employees.

Health and Safety

The Company provides complimentary medical examinations for all new employees and superior-to-regulation health checks for current staff. For employees with abnormal health check results or special conditions, follow-up and counseling are offered with their consent. Furthermore, the Company employs full-time physicians and nurses who provide ongoing healthcare, regular health consultations, and periodic health promotion programs, thereby improving employees' health awareness and knowledge.

Comprehensive Bonus System

The Company guarantees two months of year-end bonus annually and offers quarterly bonuses based on corporate performance and individual contributions. Additional incentives include referral bonuses, perfect attendance bonuses, and unused leave bonuses, recognizing employees' dedication and effort.

Other Benefits

- Night shift allowances and meal subsidies: Supporting employees with different work schedules and fostering a positive work atmosphere.
- High-quality working environment: Ergonomic office equipment, spacious L-shaped desks, on-site cafeteria, café, gym, nursing/mother's room, and a multi-function activity center to promote work–life balance.

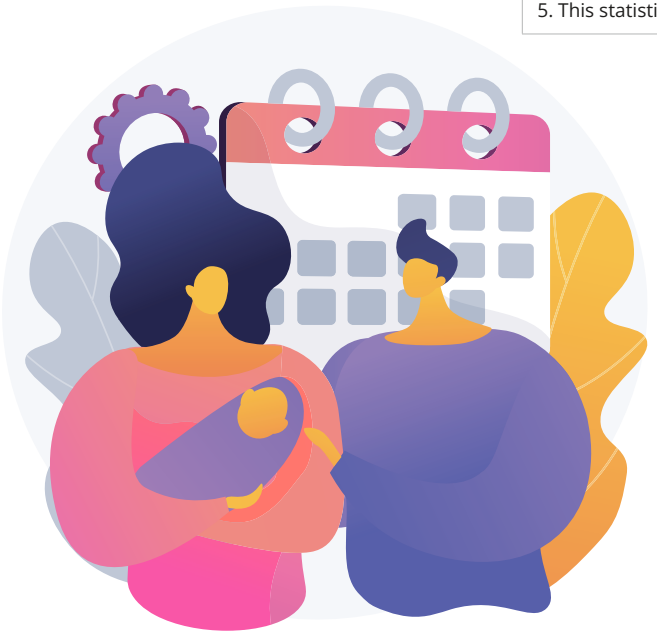
Parental Leave

To enable employees to balance family and career, the Company implements parental leave policies in accordance with the Act of Gender Equality in Employment. Employees are supported with maternity gifts upon childbirth and may apply for parental leave to care for children under three years old. After completing their leave, employees are reinstated to their original unit and position, helping them reintegrate into the workplace. In 2024, a total of 14 employees applied for parental leave, with a 100% reinstatement rate and a 67% retention rate after returning.

Parental Leave Return-to-Work and Retention Status

Year	2022			2023			2024		
Gender/Sum	Male	Female	Sum	Male	Female	Sum	Male	Female	Sum
Number of Employees Entitled to Parental Leave	21	11	32	18	14	32	14	16	30
Number of Employees Who Took Parental Leave During the Year	1	3	4	1	5	6	6	8	14
Number of Employees Due to Return to Work After Taking Parental Leave During the Year	4	3	7	3	5	8	5	6	11
Number of Employees That Did Return to Work After Parental leave During the Year	4	2	6	3	3	6	5	6	11
Number of Employees That Did Return to Work After Parental leave in the Previous Year	4	5	9	4	2	6	3	3	6
Number of Employees Retained 1 Year After Returning to Work Following a Period of Parental Leave in the Previous Year	1	5	6	4	2	6	2	2	4
Return to Work Rate (%)	100	67	86	100	60	75	100	100	100
Retention rate (%)	25	100	67	100	100	100	67	67	67

Notes:
1. Number of Employees Due to Return to Work = employees on parental leave expected to return in the given year.
2. Number of Employees retained in 2024 = employees who actually returned from parental leave in 2023 and remained employed as of December 31, 2024.
3. Parental leave return-to-work rate (%) = number of employees who actually returned from parental leave during the year ÷ number of employees scheduled to return during the year.
4. Retention Rate (%) = number of employees who continued working for one year after returning from parental leave in the previous year ÷ number of employees who actually returned in the previous year.
5. This statistic covers only the Taiwan headquarters.



Retirement Provision

In accordance with regulations, since 2005 the Company has contributed 6% of employees' monthly insured salary to individual pension accounts at the Bureau of Labor Insurance for new employees and existing employees who opted into the new pension system. For employees who continue under the old pension scheme and retain service years under the old system, the Company makes monthly contributions of the legally required amount to a dedicated pension reserve account at the Bank of Taiwan. Oversight of the pension reserve is carried out by the Supervisory Committee.

3.1.5 Minimum Notice Period for Operational Changes

To safeguard employees' labor rights, the Company complies with the relevant provisions of the Labor Standards Act. In the event of significant operational changes or termination of employment relationships, the Company provides advance notice as follows:

1. Where a worker has worked continuously for more than three months but less than one year, the notice shall be given ten days in advance.
2. Where a worker has worked continuously for more than one year but less than three years, the notice shall be given twenty days in advance.
3. Where a worker has worked continuously for more than three years, the notice shall be given thirty days in advance.

3.2
Talent Development and Training & Inclusion

3.2.1 Performance Appraisal

Performance appraisal is not only an important basis for management to adjust employee compensation, but also a key tool for creating an outstanding career development environment and supporting employees in achieving their personal goals. For employees who demonstrate exceptional performance, the Company provides promotion opportunities, encouraging them to showcase their individual talents while also taking on the responsibility of leading teams to improve performance and create greater impact. In accordance with the Company's Employee Performance Appraisal Guidelines, performance evaluations are conducted once a year. These evaluations apply to both new employees who have completed their probation period and existing employees. Each evaluation involves in-depth discussions between the Company and employees on the achievement of objectives, as well as reviews of specific behavioral examples to identify areas for improvement. This ensures that employee behaviors and performance are aligned with the Company's vision and expectations.

2024 Performance Appraisal Statistics

Item	Managerial staff	Non-managerial staff	Direct staff	Indirect staff
Percentage of male employees who received performance review (%)	73.97	95.17	96.15	86.07
Percentage of female employees who received performance review (%)	66.67	97.93	99.38	92.70

Note:
All employees with at least six months of service, except those at division head level or above, are required to participate in the annual performance appraisal.

3.2.2 Employee Training

The Company designs training programs based on job requirements and operational needs to strengthen employees' professional knowledge, skills, and expertise, thereby enhancing work performance. Training courses include new employee training, professional training, and managerial competency training. To promote and uphold a culture of integrity management, integrity-related content is incorporated into new employee training. Additionally, the Company conducts training for directors, managers, and employees on the relevant laws and regulations for preventing insider trading. The primary training modules for new employees cover: employee ethics and professional conduct, code of conduct for employees, integrity and fair trade, confidentiality obligations, and prevention of insider trading. These courses help new employees understand the Company's policies and commitment to ethical business practices. In 2024, a total of 53 participants received training, with each session lasting approximately 30 minutes. Performance appraisal is not only used to evaluate employees' annual work performance but also serves as a tool to motivate potential development and strengthen the Company's human resources system. The appraisal system applies equally to all employees without discrimination based on gender, religion, or ethnicity. Its primary objective is to align employees and supervisors in achieving work goals, while balancing evaluative and developmental purposes. The Company strives to cultivate and develop employees' individual capabilities, enabling them to master their responsibilities, thereby enhancing both competitiveness and overall organizational effectiveness.

Average Hours of Employee Training

Item/Category		Managerial staff		Non-managerial staff		Direct staff		Indirect staff	
Unit/Gender		Male	Female	Male	Female	Male	Female	Male	Female
Total headcount	Headcount	71	15	422	484	273	318	220	181
Total training hours	Hour(s)	284.5	78	1696	1557.5	790	854.5	1190.5	781
Average training hours	Hr/headcount	4.01	5.2	4.02	3.22	2.89	2.69	5.41	4.31
Training cost	NT$	18,957	14,630	11,183	10,830	8,322	0	21,817	25,461

Notes:
1. Total number of managerial staff + total number of non-managerial staff = total headcount at the operating site.
2. Total number of direct employees + total number of indirect employees = total headcount at the operating site.
3. The figures include employees who resigned during the year.
4. The gap in total and average training hours between male and female non-managerial and indirect employees is due to the fact that male employees more often occupy positions requiring regular training, such as information security and R&D technical roles.
5. Direct employee training is generally conducted in-house, and therefore does not generate expenses. In addition, since the majority of returning trainees are male, the related retraining costs are attributed to them in compliance with regulations.
6. This statistic covers only the Taiwan headquarters.

The Company provides employees with training necessary for career growth. In 2024, total training hours for managerial staff amounted to 362.5 hours, while total training hours for non-managerial staff reached 3,253.5 hours. The Company expects managers to foster a culture that encourages continuous learning and improvement, while also motivating their teams to participate in training and education. In this way, the overall learning atmosphere of the organization is enhanced, supporting collective growth and advancement.

3.3
Occupational Safety and Health

3.3.1 Occupational Safety and Health Policy

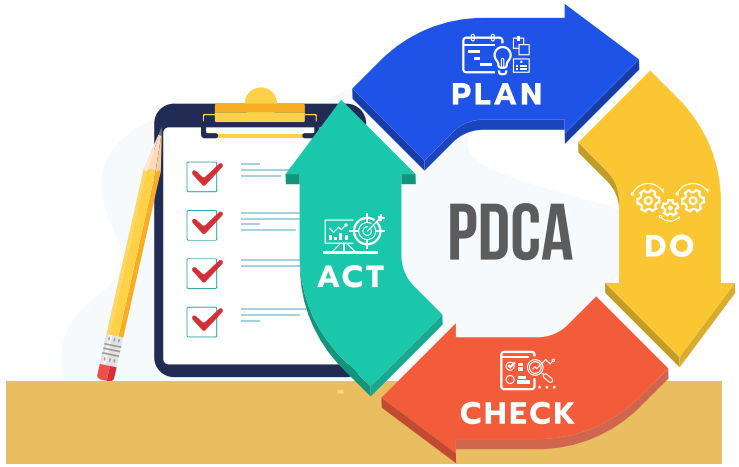
Policy and Management System

To demonstrate its commitment to continuously advancing management and control mechanisms, the Company fulfills its responsibility to protect the environment as well as employee safety and health, prevent occupational injuries and illnesses, reduce environmental and occupational safety and health risks, maintain competitiveness, and enhance corporate image. These principles are communicated to all personnel working for the organization, and to stakeholders, serving as a cornerstone of the Company's sustainable development. The Company has established the following Environment, Safety, and Health (ESH) Policy:

- Compliance with Regulations: Comply with domestic occupational safety, health, and environmental laws, while striving to meet relevant international standards.
- Full Participation: Promote employee-wide participation in the ESH management system through environmental, safety, and health education and training.
- Continuous Improvement: Conduct regular audits and management reviews to reduce environmental pollution and mitigate risks to employee safety arising from product, activity, and service processes.
- Effective Communication: Strengthen communication with employees, suppliers, and the public to demonstrate commitment to environmental and safety improvements, while enhancing dialogue with employees and their representatives.
- Performance Enhancement: Move toward cleaner production through pollution prevention and risk control technologies, and provide necessary resources and technical support to improve overall ESH management performance.

The Company continuously enhances its occupational safety and health performance in response to international trends, ensuring the sustained effectiveness of its OSH management systems and supporting long-term corporate sustainability. With full employee participation as the core principle, the Company addresses internal and external issues, stakeholder needs and expectations, as well as the identification of risks and opportunities. Transcend has obtained dual certifications in ISO 45001 Occupational Health and Safety Management System and CNS 45001 (TOSHMS). Following the PDCA cycle, the Company gradually implements safety and health management practices. The scope and applicability cover all operational sites and employees, while contractors and subcontractors are managed in accordance with contractual requirements and annexes. Each department conducts hazard identification and risk assessment for its operations, prioritizes improvements based on risk levels, and evaluates the effectiveness of these improvements through performance indicators, measurement, and audits, thereby ensuring continuous system operation and enhanced OSH performance.

The Company places strong emphasis on workplace and employee safety. Security management is entrusted to professional security agencies, with 100% of security personnel receiving training in human rights policies or procedures. Additionally, all external service processes are included within management and operational controls to safeguard the health and safety of all personnel. Through these comprehensive OSH measures, the Company is committed to creating a zero-accident work environment, demonstrating Transcend's dedication to occupational safety and health and its proactive protection of employees' well-being.



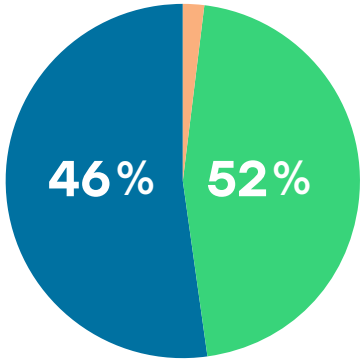
Hazard Identification and Risk-Opportunity Assessment

To manage occupational safety and health risks and hazards across all routine and non-routine operations, Transcend conducts hazard identification based on raw materials, chemicals, machinery, equipment, tools, and workplace characteristics encountered during employee operations. This process includes identifying hazard types and severity, implementing preventive protective measures, and controlling each task to reduce employee exposure to hazards. For this purpose, the Company has established the Hazard Identification Procedure as the basis for execution. Based on identification and assessment results, risks deemed unacceptable are incorporated into management programs as priorities for improvement to reduce risk levels, thereby ensuring effective risk control and system performance. In accordance with the Hazard Identification Procedure, the Company carries out hazard identification and risk-opportunity assessments not only for individual operations but also for plant-wide common hazards. For risk assessment results, all identified risks were determined to be acceptable. For opportunity assessment results, opportunities for improvement were identified and, depending on cost or technical feasibility, incorporated into annual objectives and management programs. In 2024, the Company identified a total of 1,454 risks and 25 opportunities. Based on risk assessment results, the top five hazard categories and their respective proportions were as follows:

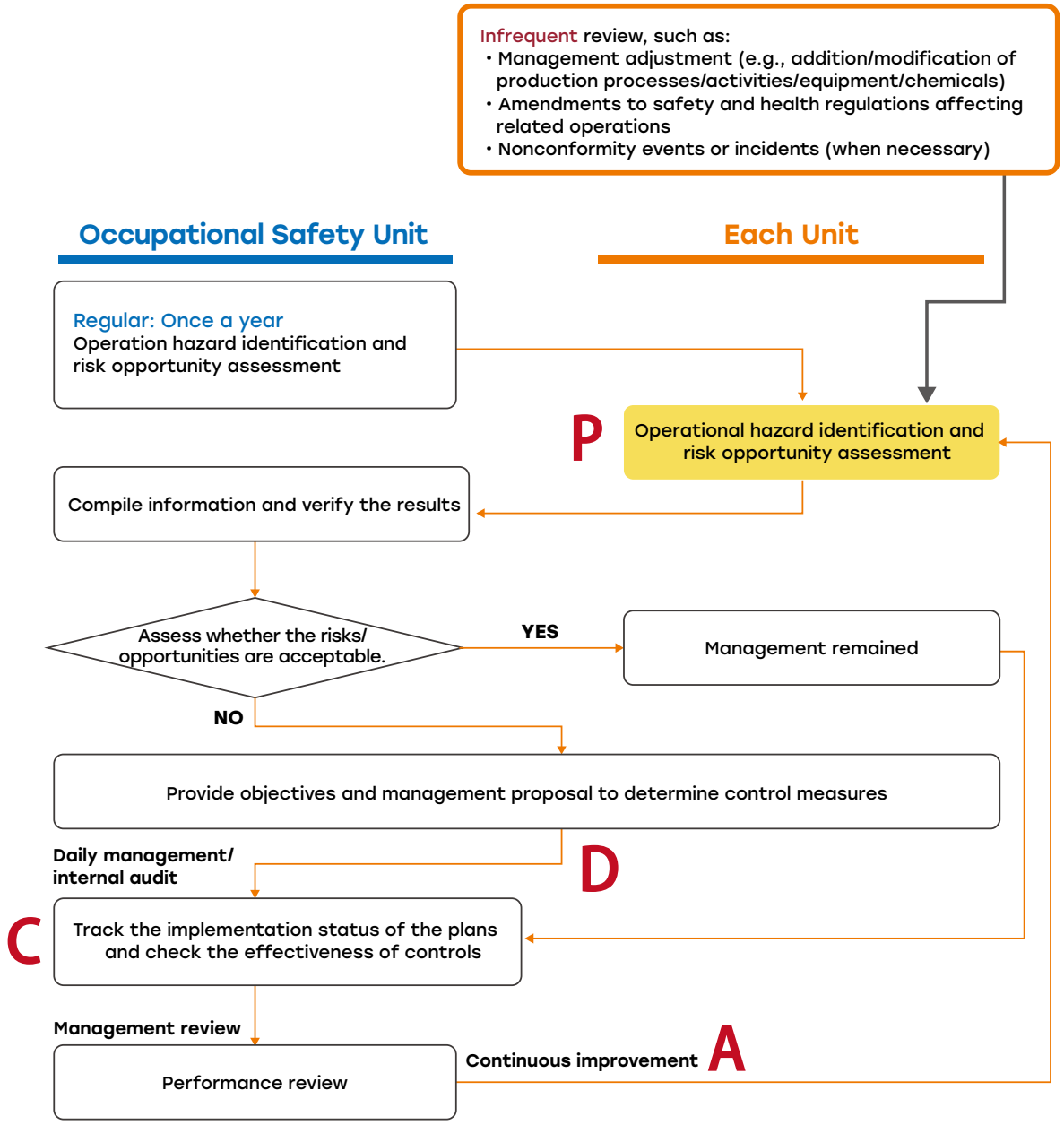
Item	Hazard Type	Ratio(%)
1	Physical	62.9
2	Chemical	18.5
3	Ergonomic	15.3
4	Biological	0.9
5	Psychological	0.1

Hazard Identification (Safety / Health related hazard)

In 2024, a total of 1,454 hazards were identified: 669 safety-related items (46%), 756 health-related items (52%), and 29 other hazard (including management operations) (2%).



The operating process of hazard identification and risk opportunity assessment is as follows:



3.3.2 Occupational Accidents, Incident Investigation, and Preventive Improvements

To effectively prevent occupational accidents, in addition to complying with the Occupational Safety and Health Act, the Company follows its internally established Occupational Accident Investigation, Handling, and Statistics Procedures. Occupational safety and health officers and managers are appointed to conduct regular workplace inspections across all departments. At the same time, occupational safety regulations and relevant management system standards are publicly communicated, and safety data sheets are made available on-site for employees to review at any time, helping embed safety and health awareness into employees' daily practices.
Aligned with the Company's philosophy and policies, management objectives and action plans are set, tracked, and audited to monitor performance, with the overarching goal of achieving zero workplace accidents. The Company emphasizes employee safety and health by implementing risk assessments, hazard identification, safety and health education campaigns, and pre-shift meetings to improve employees' risk awareness and safety knowledge.

To achieve the zero-accident objective and in compliance with the law, the Company has incorporated workers' right to refuse unsafe work and emergency response procedures into the ESH Emergency Response Management Procedures. If potential safety or health issues are identified during operations, employees may immediately report them to their supervisor, onsite nurse, or the Occupational Safety Office.

1. When employees identify imminent danger while performing their duties, they are legally entitled to stop work and retreat to a safe location, provided this does not endanger others. This right is explicitly stated in the ESH Emergency Response Management Procedures.
2. In the event of employee injury or illness, the incident is promptly reported and handled according to established procedures. Case numbers and corrective measures are compiled quarterly and annually, and results are submitted to the Occupational Safety and Health Committee for review.

In 2024, there were no fatalities or serious injuries among Company employees or non-employee workers (including contractors, subcontractors, and visitors) resulting from occupational accidents. A total of 12 workplace incidents occurred, consisting of 2 cases of temporary total disability, 9 cases of non-disabling injuries (Note), and 1 other case. All incidents were investigated and corrective measures were completed. In recent years, there have been no occupational accidents involving non-employee workers, and no related lost work hours.
(Note: Non-disabling injury refers to work-related injuries excluding death, permanent disability, permanent partial disability, or temporary total disability, where lost workdays do not exceed one day.)

For 2024, the Company recorded 1,942,988 total working hours, with 2 occupational injury cases, representing 1.029% of total employees. The primary accident types were falls and contusions. Investigations and corrective measures were conducted by designated units, followed by policy communication and training to prevent recurrence.

In fulfilling its corporate social responsibility and safeguarding its most important stakeholders—employees—the Company applies the PDCA cycle to continuously implement occupational safety and health management. The scope covers all workplaces and employees within Company operations, including both production and non-production areas, equipment, and both routine and non-routine activities. It also extends to all external units entering Company premises, external facilities or equipment operated within the Company, and all contractor activities (including food service providers, security personnel, and equipment maintenance vendors). In 2024, the Company employed 974 employees (100%), while 23 non-employee workers (100%) supported operations.

The Company has established and implemented programs such as the Occupational Health Services Plan, Ergonomic Hazard Prevention Plan, and Abnormal Workload Prevention Plan. During annual health checks, employees are surveyed via questionnaires regarding occupational disease and injury conditions. Data are analyzed in conjunction with on-site consultations provided by physicians, with regular annual reviews. In addition, the Company has developed an Employee Health Management Guidelines to enhance occupational health quality, prevent work-related illnesses, and promote both physical and mental well-being.
Over the past three years, Transcend's ratio of total occupational injury insurance claims paid (including cash benefits and medical benefits) to the total occupational injury insurance contributions payable has been consistently favorable. As a result, the Company's industry-specific accident rate classification allows for a 20% reduction in occupational injury insurance premiums (with a maximum reduction cap of 50%).

Strengthen workplace safety and raise awareness among employees to prevent hazards from recurring.



Statistics of Occupational Injuries and Occupational Diseases for Employees and Non-Employees over the Past Three Years

Category	Item	2022	2023	2024
Employee Total Working Hours	Total Working Hours for Females	983,712	980,144	937,928
	Total Working Hours for males	1,005,112	970,256	962,752
	Total Working Hours	1,988,824	1,950,400	1,900,680
Non-Employee Total Working Hours	Total Working Hours	42,408	42,190	42,308
Number of Occupational Injury-Related Fatalities	Number of Female Fatalities (cases)	0	0	0
	Number of Male Fatalities (cases)	0	0	0
	Total Number of Fatalities (cases)	0	0	0
Number of Serious Occupational Injuries (Excluding Fatalities)	Number of Female Serious Injuries (cases)	0	0	0
	Number of Male Serious Injuries (cases)	0	0	0
	Total Serious Injuries (cases)	0	0	0
Number of Recordable Occupational Injuries (Including Fatalities and Serious Injuries)	Number of Female Recordable Injuries (cases)	0	1	2
	Number of Male Recordable Injuries (cases)	1	4	0
	Total Recordable Injuries (cases)	1	5	2
Occupational Injury Fatality Rate		0	0	0
Serious Occupational Injury Rate		0	0	0
Recordable Occupational Injury Rate		0.49	2.51	1.029
Description of Occupational Injury Types (e.g., fractures, cuts, contusions, etc.)	Provide details of each occupational injury case type.	1 case of sting	4 cases of cutting, laceration, and abrasion; 1 case of falling	1 case of fall injury, 1 case of contusion

Notes:
1. Occupational Injury Fatality Rate = number of fatalities caused by occupational injuries ÷ total working hours × 1,000,000.
2. Serious Occupational Injury Rate = number of serious occupational injuries (excluding fatalities) ÷ total working hours × 1,000,000.
3. Recordable Occupational Injury Rate = number of recordable occupational injuries (including fatalities and serious injuries) ÷ total working hours × 1,000,000. The recalculation of total working hours (including non-employee workers) has led to revisions of 2023 and 2022 figures, resulting in restated data.
4. A serious occupational injury is defined as an injury in which the employee cannot recover to a healthy condition within six months.
5. This statistic covers only the Taiwan headquarters.
6. No occupational diseases occurred within the Company.

3.3.3 Chemical Management Practices

To actively safeguard employee health and workplace safety, Transcend adopts a stringent chemical control strategy based on the principle of "non-use of high-risk or high-hazard chemicals." Chemicals classified as high-risk (explosive, oxidizing, or water-reactive substances) and high-hazard (Germ Cell Mutagenicity, Reproductive Toxicity, and Carcinogenicity), collectively referred to as CMR substances are prohibited from use whenever possible.

During the introduction of new chemicals, Transcend incorporates occupational safety and hazardous substance assessments to prioritize the use of low-risk and non-hazardous alternatives. When the use of such substances is deemed essential, it must first be approved by the Company's Occupational Safety and Health (OSH) management unit and senior operations management. Exposure control measures are also implemented at worksites to ensure safe operations and minimize potential health risks, following the principle of "avoid use whenever feasible."

In 2024, Transcend implemented a systematic Safety Data Sheet (SDS) review process, integrating AI Recognition and automated data import functions. This system enables suppliers to complete and cross-check submissions online, preliminarily reviews SDS compliance and the regulatory status of chemical components, and automatically generates labeling information without additional manual effort—enhancing both compliance responsiveness and review efficiency. Furthermore, the new chemical evaluation process has been simplified to streamline review and testing workflows, improving overall operational efficiency.



3.3.4 Worker Participation, Consultation, and Communication on Occupational Health and Safety

To encourage employees to report improper or unlawful conduct, the Company promotes codes of conduct during new-employee orientation and maintains multiple communication channels—such as labor-management meetings, the Occupational Safety and Health Committee, departmental meetings, and employee suggestion boxes—to facilitate discussion and feedback. Existing operational forms, including hazard identification forms, incident investigation reports, and audit deficiency reports, are also integrated to ensure transparent and effective communication. Non-employees such as visitors, customers, and suppliers may also express opinions or raise concerns through any available channel. Relevant departments review and implement corrective actions as necessary to protect all stakeholders' rights and ensure the effective and continual improvement of the management system.

During general occupational safety and health (OSH) training for new employees, the Company emphasizes employees' responsibilities for safety and health, as well as the importance of self-protection. Transcend complies with all applicable occupational safety and health regulations and informs employees that if they identify an imminent danger in the workplace, they must report it immediately and may withdraw to a safe location without penalty. In 2024, there were no cases of employees being penalized for reporting safety concerns or for withdrawing to a safe place due to perceived safety risks.

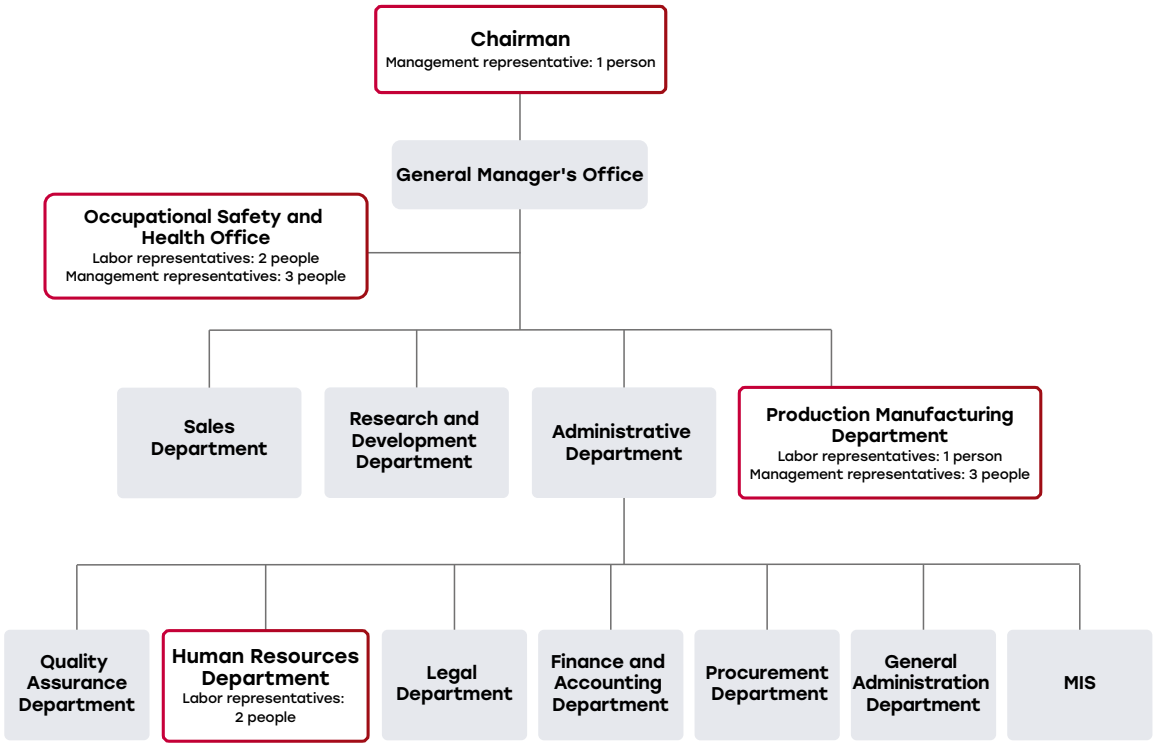


Occupational safety and health committee

Occupational Safety and Health Committee

In accordance with the Occupational Safety and Health Management Regulations, the Company has established an Occupational Safety and Health Committee composed of 12 members, including occupational safety and health personnel, relevant departmental supervisors, and employee representatives. Among these, five members serve as employee representatives, accounting for 41.7% of the total membership. The Committee holds regular meetings to review major occupational safety and health issues, evaluate system performance, and provide recommendations to strengthen occupational health and safety management and planning. In compliance with regulatory requirements, the Committee convenes once every quarter. In 2024, a total of four meetings were held.

The organizational structure of the Occupational Safety and Health Committee in 2024 is as follows:



Occupational Health and Safety Education and Training

Since most workplace accidents are related to human error, the focus of Transcend's occupational safety and health (OSH) education and training lies in cultivating employees' safe working habits, strengthening their awareness, and enhancing their knowledge and competence in safety management. All employees are required to complete occupational safety and health training relevant to their job functions and to the prevention of workplace hazards. During the reporting period, the Company conducted various internal OSH training programs, and the summary of training implementation is as follows:

Training Programs	Training Headcount	Training Cost (NT$)
General Employee Safety and Health Training (New Employees)	51	-
Specialized Safety and Health Training (Machinery and equipment/Hazard communication)	58	-
On-the-Job Safety and Health Training	967	-
Hazard Identification and Assessment of Risk and Opportunity Training	1	-
On-the-job Training for Members of the occupational safety and health committee	41	-
First Aid Personnel Training	23	14,500

Notes:
1. Includes both employees and non-employees whose work and/or workplace are under the organization's control.
2. Non-employees under the organization's control include contractors and outsourced personnel such as security staff, cleaning personnel, and construction workers.
3. The occupational safety and health (OSH) training statistics include both general safety training and specialized training related to specific occupational hazards or high-risk conditions.
4. Except for first aid personnel training, all listed training programs were conducted internally and incurred no additional cost.

Health and Safety Training



Education training for new recruit

Health and Safety Related Activities



Participation in the "2024 National Occupational Safety and Health Week campaign" organized by the Ministry of Labor

Comprehensive Emergency Response and Disaster Prevention Drill



Disaster prevention drill
(conducted semi-annually)

Hazard Identification and Risk Assessment



Hazard Identification and Assessment of Risk and Opportunity Personnel Training

3.3.5 Other Environmental, Safety, and Health Impact Prevention and Control

All contractors working with the Company are subject to Transcend's Occupational Safety and Health Management System (OSHMS) and are included under the Company's contractor management framework to ensure on-site operational safety. The Company also requires suppliers to comply with key principles covering fundamental labor rights, corporate social responsibility, occupational safety and health management, and environmental protection, and regularly reviews their occupational safety and health risks.

- Prior to each contractor entering the work environment, a coordination meeting is held to communicate relevant OSH regulations and potential hazards, with signed attendance records maintained. (Conducted as needed)
- Procedures are carried out in accordance with the Construction and Contractor Safety and Health Management Procedures. (Conducted as needed)
- Contractor evaluations are completed in the first quarter of each year.

Occupational safety and health performance is incorporated into the supplier selection criteria, including the following:

- No occupational accidents within the past three years.
- Contractor evaluation score above 70 points.
- Among similar suppliers, those certified under ISO 45001 are given priority consideration.

In addition to these requirements, procurement and change management processes are used to prevent and mitigate potential safety and health impacts arising from the Company's operations, products, or services, thereby reducing hazards and controlling risks. Chemical suppliers are required to label products and provide Safety Data Sheets (SDS) in compliance with safety and health regulations. Furthermore, during the procurement of chemicals, machinery, and protective equipment, the safety and health review mechanism is applied. Regular supplier evaluations are also conducted to ensure ongoing compliance with the Company's safety and health standards. To prevent hazards and risks resulting from changes in personnel, processes, machinery, or work areas, the Company has established the ESH Addition and Change Review Procedures in conjunction with the Personnel Change Work Instructions. These procedures ensure effective change management, including safety assessments, hazard identification, and personnel training. This approach ensures that all relevant staff maintain proper safety awareness, guaranteeing workplace safety and health while minimizing and preventing potential risks.

3.3.6 Employee Health Services

Employee Health Examinations

In 2024, a total of 818 employees participated in general health examinations, with total expenses amounting to NT$898,900. In addition to the statutory examination items, the Company provided additional health check items exceeding regulatory requirements, and offered a variety of optional self-paid items at preferential rates. Employees' family members and friends were also eligible to register for examinations at the same discounted rates. Following the examinations, the Company's in-house medical professionals proactively provided care and follow-up consultations for employees with abnormal health results. Furthermore, questionnaires on overwork and ergonomic hazards were distributed as part of the annual health check. The collected data were statistically analyzed, and high-risk cases were referred to physicians for consultations and improvement actions coordinated by occupational nurses.

Statistics of employee health examination participants and expenses:

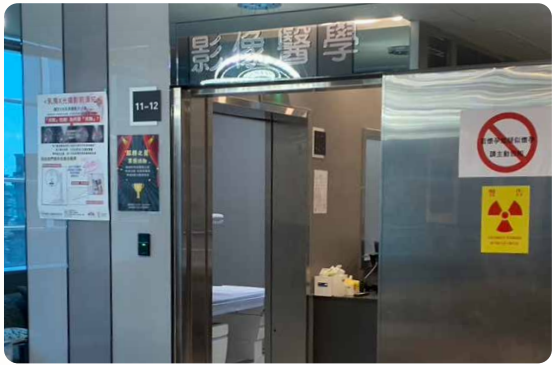
General Physical Examination	
Examination Items	• Investigation of work experience, medical history, lifestyle habits, and selfperceived symptoms • Measurement of height, weight, waist, visual acuity, color vision, hearing, blood pressure, and physical examination and inquiry • Chest X-ray examination • Urine protein and occult blood tests • Hemoglobin and white blood cell count tests • Blood tests for glucose, alanine aminotransferase (ALT), creatinine, cholesterol, triglycerides, high-density lipoprotein cholesterol, and lowdensity lipoprotein cholesterol
Number of Examinees (Persons)	818
Examination Cost (NT$)	898,900

Special Health Examination	
Examination Items	The Company does not engage in operations with specific health hazards; therefore, no special health examinations are required by law.
Number of Examinees (Persons)	-
Examination Cost (NT$)	-

Health Examination Items Beyond Regulatory Requirements

- Ophthalmic examination
- Body Fat Mass Test
- Urine tests
- Hematology tests
- Cardiovascular function tests
- Liver function tests
- Gallbladder function tests
- Renal function tests
- Pancreatic Function Tests
- Electrolyte Panel
- Lipid Profile
- Tumor marker tests
- Ultrasound examination





Employee Health Care

- **On-Site Health Services**

A company physician is scheduled to provide on-site medical consultation services monthly. In 2024, a total of 260 employees received on-site consultations. Daily care and follow-up for employees experiencing discomfort were provided by the Company's occupational nurse, with 63 employees receiving health care and follow-up services in 2024.

During the process, relevant health education and medical referral information were provided. Based on the physician's assessments and recommendations, improvement measures were implemented as needed. The consultation rate reached 100%, and all employees reported that they fully understood the consultation content or were already receiving regular follow-up treatment. All individuals were assessed as fit to continue their work.

- **Support for Maternal Care**

The Company has established an annual Maternal Health Protection Plan that clearly defines applicable personnel and implementation procedures, pursuant to the Guidelines for Maternal Health Protection in the Workplace issued by the Occupational Safety and Health Administration. The Human Resources Department compiles a monthly list of employees who are pregnant, breastfeeding, or within one year postpartum and provides it to the occupational nurse for health risk assessment. Each case is documented, and a maternal health questionnaire is distributed to collect information on work type and potential exposure to hazards, facilitating risk identification and graded management. Following data analysis, the company physician conducts on-site consultations and provides necessary interventions. Depending on each individual's condition, appropriate measures such as work-hour adjustments, task recommendations, medical referrals, or health education are implemented. At the end of each year, data on implementation, risk assessments, and medical interventions are consolidated into a comprehensive report to guide continuous improvement of the Maternal Health Protection Plan, thereby strengthening health and safety protections for maternal employees.

- **Provision of Childcare Resources**

The Company values work–life balance and provides a range of family-friendly childcare resources and support measures. In addition to statutory entitlements such as parental leave without pay, breastfeeding time, and family care leave, a dedicated lactation room is available to provide a safe, private, and convenient space for nursing employees. The Company also offers childbirth allowances, extending congratulations and tangible support to employees welcoming new family members, thereby reducing the financial burden during early childcare. By cultivating a caring corporate culture that respects life and promotes a supportive breastfeeding environment, the Company helps safeguard infant health, ensures peace of mind for employees, enhances concentration and productivity, and ultimately fosters a mutually beneficial and family-friendly workplace that attracts and retains top talent.





2024 Implementation Record of Maternal Health Protection Measures:

Implementation Item	Execution Result
Formulation of Maternal Health Protection Plan	In accordance with the Guidelines for Maternal Health Protection in the Workplace and based on past implementation experience, the Company established the annual Maternal Health Protection Plan. The plan clearly defines the scope of applicable personnel, assessment items, medical intervention procedures, and follow-up mechanisms to ensure consistent and effective health management for maternal employees.
Monthly Submission of Maternal Health Protection List by HR Department	At the end of each month, the HR Department compiles and provides an updated list of employees who are pregnant, breastfeeding, or within one year postpartum. This list serves as the basis for the occupational health unit to conduct health risk assessments and follow-up interventions, ensuring timely and complete management records.
Completion of Maternal Health Questionnaire	For each individual on the list, a maternal health questionnaire is distributed for employees to report their work type, schedule, and exposure to potential hazards (e.g., high temperatures, heavy lifting, chemical substances). The occupational health unit compiles, analyzes, and archives the responses as references for risk identification.
On-Site Consultation with Company Physician	Employees on the list are scheduled for on-site medical consultations and health assessments. Based on individual conditions, physicians provide recommendations for work-hour adjustments, task modifications, health education, or medical referrals to ensure a safe working environment during pregnancy and lactation.
Maintenance of Maternal Health Forms	Maternal health management forms, including the list, questionnaires, consultation records, and follow-up actions, are updated monthly. All records are electronically archived to ensure completeness and compliance with regulatory inspection requirements.
Preparation of Annual Maternal Health Protection Report	At year-end, the number of covered employees, questionnaire response rates, risk level statistics, and physician intervention records are consolidated into a final report analyzing implementation effectiveness. The report serves as both internal management documentation and external audit evidence, and provides a reference for the following year's plan adjustments. In 2024, 24 employees received maternal health consultations—11 prenatal and 13 postnatal—all classified as Level 1 (no risk), with no work adjustments required.





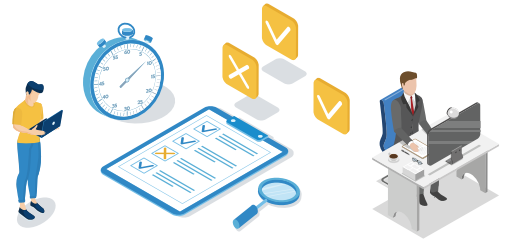
Implementation of Maternal Health Protection Assessment

Prevention of Employee Overwork

In accordance with the Guidelines for the Prevention of Diseases Induced by Abnormal Workload announced by the Occupational Safety and Health Administration, the Company has established an annual Overwork Prevention Plan, which clearly defines the scope of applicable employees and the implementation procedures.

2024 Implementation Record of the Prevention of Diseases Induced by Abnormal Workload:

Implementation Item	Execution Result
Formulation of Overwork Prevention Plan	Based on labor health service needs and the previous year's implementation outcomes, occupational health professionals conducted a review and revision of the plan at the end of 2023. Adjustments were made to workload risk assessment standards and intervention procedures to enhance the effectiveness of subsequent preventive measures.
Completion of Overwork Questionnaires	During the annual employee health examination, the Overwork Self-Assessment Questionnaire was distributed on-site to increase completion rates. The questionnaire covered indicators such as workload, stress sources, working hours, and rest conditions, facilitating subsequent risk classification.
Compilation and Analysis of Questionnaires	After collecting health examination reports, questionnaire data were statistically analyzed and integrated with biometric indicators such as blood pressure, blood lipids, and blood glucose. A risk assessment model was applied to calculate the 10-year cerebrocardiovascular disease risk value, and combined results were used to complete the Occupational Cerebrocardiovascular Disease Risk Assessment.
On-Site Physician Consultation	For employees with a risk classification level of ≧ 2, on-site individual consultations with the company physician were arranged. Physicians explained the assessed health risks and provided improvement recommendations. Follow-up tracking was arranged for employees requiring medical referral to strengthen health management among high-risk groups.
Maintenance of Overwork Management Records	Overwork management documents—including questionnaire completion records, risk classification results, and physician consultation records—are regularly updated and archived within the occupational health management system for audit and ongoing health monitoring purposes.
Preparation of Overwork Prevention Plan Summary Report	At year-end, results including questionnaire completion rate, risk classification statistics, number of physician consultations, and summarized improvement recommendations were consolidated into a closure report. The report serves as both an internal record of health promotion achievements and a reference for continuous improvement in subsequent years. In 2024, a total of 24 employees were classified as having a cerebrocardiovascular disease risk level of ≧ 2, with a 95% factory doctor consultation rate. (One employee, citing ongoing personal medical follow-up; therefore, the employee did not participate in the consultation.



Health check-up report | Questionnaire | Overtime hours

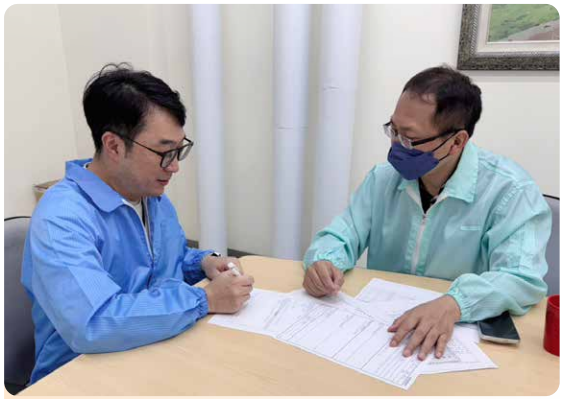
Abnormal workload risk level classification

Level≧2

Evaluate workload and provide improvement measures

Implement improvement measures
(Counseling/referral to OSH specialist)

Post-test questionnaire to evaluate improvement results



Physician Consultation

Prevention of Musculoskeletal Disorders

In accordance with the Guidelines for the Prevention of Ergonomic Hazards issued by the Occupational Safety and Health Administration, the Company has established an annual Ergonomic Hazard Prevention Plan, which clearly defines the applicable personnel and implementation procedures.



2024 Ergonomic Hazard Investigation and Implementation Record:

Implementation Item	Execution Result
Formulation of Ergonomic Hazard Prevention Plan	Based on work patterns and the previous year's ergonomic risk assessment results, the plan was reviewed and updated for 2024. Key improvement areas included managing potential risk factors such as postural load and repetitive motion, thereby strengthening preventive measures.
Completion of Ergonomic Hazard Questionnaire	During the annual health examination, ergonomic hazard questionnaires were distributed to assess indicators such as work posture and task duration. This approach improved employee participation and supported preliminary risk identification.
Compilation and Analysis of Questionnaires	Collected questionnaires were compiled and analyzed to classify risk levels, identifying high-risk work areas and personnel as the basis for subsequent medical consultation and workplace improvement.
On-Site Physician Consultation	Employees preliminarily assessed as medium-to-high risk were scheduled for individual consultations with occupational physicians. The consultations provided tailored advice on posture correction, work-hour planning, and lifestyle adjustments. When necessary, physicians recommended rehabilitation or further medical evaluation.
Maintenance of Ergonomic Hazard Records	Ergonomic management records—including questionnaire returns, risk classification, and physician consultation notes—were updated regularly. The tracking list was adjusted as needed to maintain completeness and continuity of data.
Preparation of Ergonomic Hazard Plan Summary Report	At year-end, an integrated summary report was compiled, including risk category statistics, physician intervention outcomes, and improvement recommendations. The report served as an internal reference for continuous improvement and as documentation for occupational health and safety audits. In 2024, a total of 24 employees identified with "suspected ergonomic hazards" completed physician consultations, achieving a 100% consultation rate. Of these, 21 employees reported that their discomfort was unrelated to work (e.g., sports injuries, previous conditions, tendinitis, or personal health issues) and received corresponding health education and guidance. 8 employees continued follow-up or medical treatment, and all were found able to adapt to their work without the need for workstation adjustments.

Health Education Promotion

To implement employee care in daily operations, the Company summarizes common health issues based on abnormal findings from annual health examinations and adjusts its initiatives in line with the Ministry of Health and Welfare's policies. In addition, a series of health education topics are developed according to seasonal epidemics and global health issues. Health promotion posters are updated monthly to provide accurate health and hygiene information, encouraging employees to adopt preventive measures and improve their well-being in daily life.

Emergency Resources

Automated External Defibrillators (AEDs) are installed in both the headquarter and factories, with regular monthly inspections of equipment operation, consumables, and expiration dates to ensure immediate and effective use in emergencies. In addition to legally required occupational health nurses, the Company exceeds regulatory standards by assigning certified first-aid personnel who receive regular retraining to maintain emergency response capabilities.

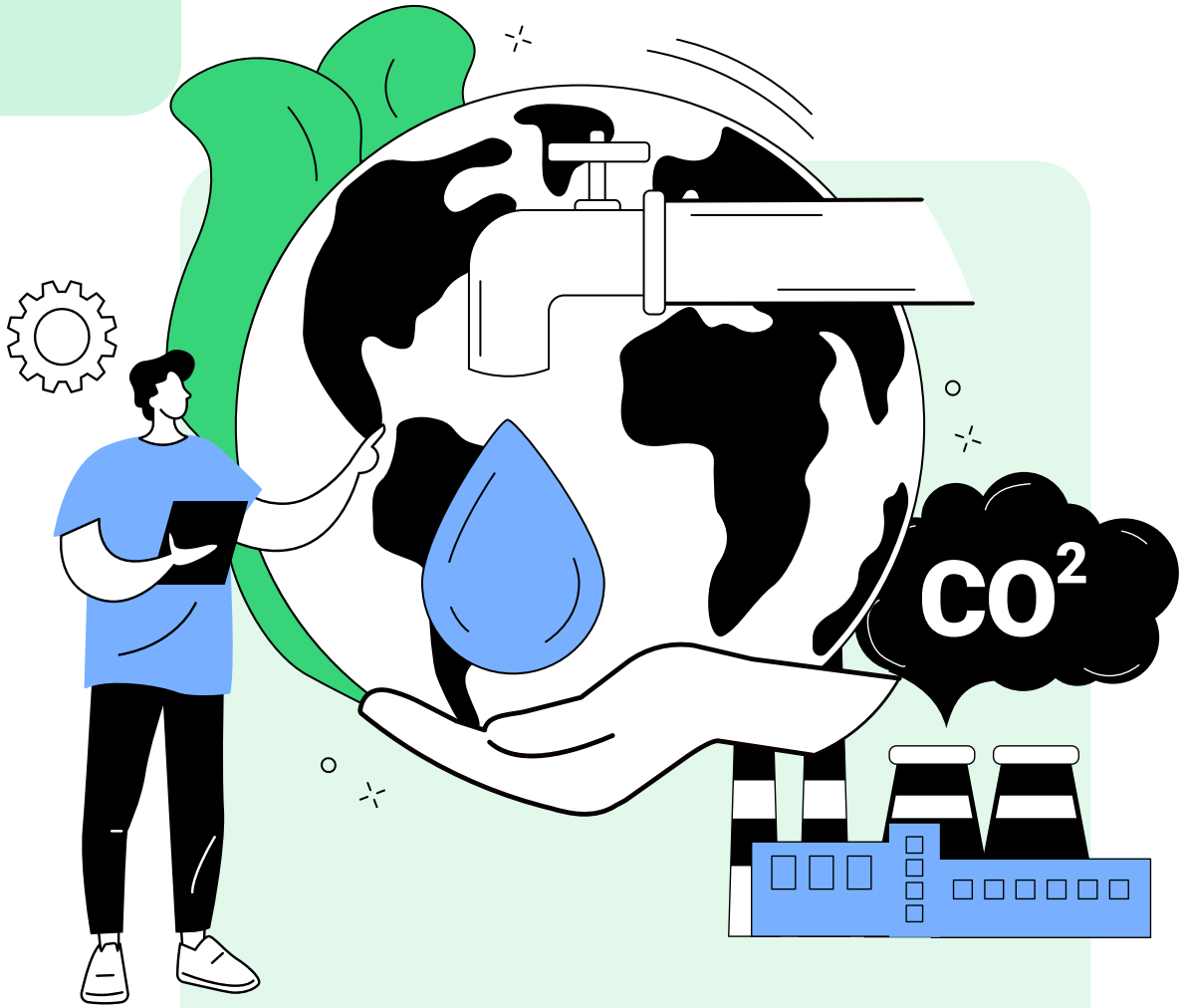
Furthermore, professional instructors are invited to share real-life case studies to strengthen first-aid knowledge and skills, enhance technical competence and rescue capabilities, and improve employees' enthusiasm and willingness to perform first aid. These efforts strengthen the Company's ability to respond to emergencies, effectively reduce the severity of accidents, ensure workplace safety, and increase employees' sense of security.







Health Promotion- Poster



4 Green Environment Protection

4.1 Greenhouse Gas Management
4.2 Air Pollution Prevention and Control
4.3 Energy and Water Resource Management
4.4 Raw Material and Waste Management

Material Topic: Net Zero Action & Greenhouse Gas Emission

Description of Impacts	Positive	By reducing greenhouse gas emissions, the Company contributes to mitigating climate change, decreasing the frequency of extreme weather events, and protecting ecosystems and biodiversity. Promoting the development and application of low-carbon technologies such as renewable energy, energy conservation, emission reduction, and carbon capture fosters the growth of green industries, creating new markets and employment opportunities.
	Negative	As carbon prices rise and emission restrictions become increasingly stringent, the Company may face additional costs. At the same time, extreme weather events triggered by climate change could lead to production disruptions and asset damage. Moreover, differences in the pace and standards of net-zero initiatives across countries and regions may result in carbon leakage, international trade disputes, and policy coordination challenges, underscoring the need for strengthened global cooperation and consensus-building.
Policy or Commitment	Transcend has established Environmental Sustainability Policies and continues to promote and implement it actively. The Company is committed to the efficient use of energy and resources, as well as the reduction of pollutant emissions during operations. By integrating energy conservation and environmental protection into daily practices, Transcend continuously contributes to environmental preservation and sustainable development.	
Management Actions	In accordance with the Sustainable Development Roadmap for TWSE/TPEx Listed Companies issued by the Financial Supervisory Commission (FSC) in March 2022, Transcend (the parent company) is required to complete its greenhouse gas (GHG) inventory by 2026 and assurance by 2028. Its consolidated subsidiaries are required to complete the inventory by 2027 and assurance by 2029. The Company will conduct its GHG inventory and assurance in compliance with the ISO 14064-1 standard and will continue to monitor progress to ensure timely completion in accordance with the reference guidelines and relevant regulations announced by the competent authorities. Transcend will also continue to monitor domestic and international policy developments and customer expectations, proactively introducing actions aligned with net-zero goals.	
Goals and Targets	• Short-term Goals–within 3 years: (1) Implement the ISO 14064-1 greenhouse gas (GHG) inventory standard. (2) Continue replacing outdated equipment with green and energy-efficient alternatives to reduce environmental impact. (3) Improve manufacturing processes by establishing an intelligent energy monitoring system to enhance energy efficiency. (4) Participate in sustainability and net-zero action promotion events organized by customers and stakeholders. • Mid-term Goals–3 to 7 years: (1) Set a target to reduce carbon emissions by 7% by 2026, using 2020 as the base year. (2) Complete GHG inventory for the parent company by 2026 and assurance by 2028; subsidiaries to complete inventory by 2027 and assurance by 2029. (3) Achieve a 24% reduction in GHG emissions by 2030. • Long-term Goals–beyond 7 years: (1) Achieve net-zero GHG emissions across all operational sites by 2050. (2) Actively participate in global net-zero initiatives and promote broader sustainable development.	
Evaluation and Monitoring Mechanisms	• The Company adopts ISO 14001 as its environmental management and evaluation mechanism. • The progress of greenhouse gas (GHG) inventory and assurance is reported quarterly to the Board of Directors, in accordance with the Financial Supervisory Commission's (FSC) requirements.	
Performance and Improvements	• Participated in the 1-day GHG Inventory Training Course organized by the Taiwan Safety & Security Industry Association. • Participated in the 1-day Greenhouse Gas Inventory Practical Workshops organized by Taiwan Stock Exchange Corporation, which covered overview of greenhouse gas trends and the latest policies and scope 3 case description. The Company has also conducted research and signed contracts with professional consultants for ISO 14064-1 GHG inventory and assurance guidance.	

Material Topic: Energy Management

Description of Impacts	Positive	Implementing effective energy management and adopting energy-efficient equipment can improve energy utilization efficiency, reduce the risks and costs associated with energy price fluctuations, and minimize environmental impact.
	Negative	Failure to conduct proper energy management may result in poor energy efficiency, increased operational costs, and negative environmental consequences.
Policy or Commitment	Continue to align with government policies on energy conservation and carbon reduction by minimizing the Company's carbon footprint and improving energy efficiency.	
Management Actions	When replacing equipment, comply with government energy regulations by installing monitoring systems, reducing high energy-consuming devices, and enhancing operational efficiency. For major energy-consuming equipment, conduct daily data recording and management to enable performance analysis and effective energy control.	
Goals and Targets	• Short-term Goals–within 3 years: Continue replacing outdated equipment to reduce carbon emission intensity. • Mid-term Goals–3 to 7 years: Set a target to achieve a 7% reduction in carbon emissions by 2026, using 2020 as the base year. • Long-term Goals–beyond 7 years: (1) Actively participate in government energy policy initiatives to promote sustainable development. (2) Implement energy monitoring systems to enable accurate data analysis and accelerate the transition toward net-zero emissions.	
Evaluation and Monitoring Mechanisms	The Company adopts ISO 14001 as its environmental management and evaluation mechanism.	
Performance and Improvements	In alignment with short-term goals, the Company continues to advance toward energy conservation and carbon reduction targets: • Plant II chilled water pipeline modification project–improved operational efficiency, saving 138,240 kWh annually. • Replacement of 206 LED light tubes in Plant II–estimated annual energy savings of 18,276 kWh. • Using 2020 as the baseline year, both plants achieved total electricity savings of 119,000 kWh in 2024 (a 1.45% reduction) and a carbon emission reduction of 194,484 kg (a 4.56% decrease).	

Material Topic: Waste Management

Description of Impacts	Positive	Proper waste segregation and recycling can reduce waste generation and lower disposal costs, creating economic benefits for the company. In addition, effective waste management minimizes pollution to air, water, and soil, thereby protecting ecosystems. By promoting a circular economy model, the company can also reduce the demand for resource extraction, generating long-term positive environmental impacts.
	Negative	Complying with environmental regulations helps the company avoid fines and legal costs associated with non-compliance. However, improper waste management or illegal dumping could harm the company's reputation and financial stability, leading to negative public perception and diminished stakeholder trust.
Policy or Commitment	Promote waste reduction and management measures to ensure the efficient use of resources and minimize environmental impact, adopting strategies focused on reducing total waste generation and enhancing waste resource recovery.	
Management Actions	• Establish an ISO 14001 Environmental Management System to ensure systematic control of environmental impacts. • Conduct annual audits of hazardous waste treatment vendors; any deficiencies identified must be tracked and corrected to ensure full compliance and continuous improvement.	
Goals and Targets	• Short-term Goals–within 3 years: Conduct eight waste vendor audits in total — two completed in 2023 (baseline year), three completed in 2024, and three planned for 2025 — achieving the cumulative goal of eight audits by the end of 2025. • Mid- to long-term Goals – beyond 3 years: Establish a waste reduction target for 2030, aiming to reduce waste generated during production and operations by 30% compared with the 2020 baseline year, while enhancing resource utilization efficiency.	
Evaluation and Monitoring Mechanisms	The Company adopts ISO 14001 as its management evaluation mechanism.	
Performance and Improvements	• As of 2024, a total of five audits of waste treatment vendors have been completed, and the 2025 target is expected to be achieved. • By 2024, the Company has gradually reduced general industrial waste through production optimization and resource recycling measures: (1) Actively promoted paperless documentation, including transfer forms and PO acceptance forms, and introduced a card-swipe confirmation mechanism for photocopiers to ensure that only essential documents are printed. This initiative reduced paper usage by 667,432 sheets in 2024, representing a 57.3% decrease compared with 2020. (2) Continued to promote resource recycling by collecting waste paper and plastics, setting up recycling bins on each floor for paper, aluminum cans, and PET bottles, and encouraging employees to practice waste segregation. In 2024, a total of 101,506 kg of recyclables was collected from both plants, representing an 8.59% decrease compared with 2023.	

4.1 Greenhouse Gas Management

Greenhouse Gas Emissions

The Company's greenhouse gas (GHG) emissions are categorized into direct and indirect sources. Direct emissions arise mainly from fuel combustion in stationary and mobile equipment, such as emergency diesel generators and company vehicles. Indirect emissions primarily result from purchased electricity. This report excludes Scope 3 and fugitive emissions, accounting only for major energy-related sources. The Company remains committed to continuously improving its GHG management and reduction performance.

Greenhouse Gas Emissions Analysis Table

GHG Emissions	2022	2023	2024
Scope 1 (tCO_2e)	34.99	33.63	31.99
Scope 2 (tCO_2e)	4,087.88	4,157.69	3,898.65
Scope 3 (tCO_2e)	-	-	-
Total Emissions (tCO_2e)	4,122.87	4,191.32	3,930.64
Revenue (NT$ million)	12,122.35	10,496.17	10,083.53
Emission Intensity (tCO_2e/ NT$ million revenue)	0.34	0.4	0.39

Notes:
1. Emission factors are calculated based on the Greehouse Gas Emission Coefficient Management Table version 6.0.4 announced by the Climate Change Administration Ministry of Environment.
2. The emission factor for purchased electricity is based on the values announced by the Bureau of Energy, Ministry of Economic Affairs. 2021 emission factor = 0.509 kg CO_2e/kWh; 2022 emission factor = 0.495 kg CO_2e/kWh; revised 2023 emission factor = 0.494 kg CO_2e/kWh; 2024 emission factor = 0.474 kg CO_2e/kWh (announced on April 14, 2025). Accordingly, certain data have been restated.
3. Greenhouse gas emission intensity is calculated as Total emissions ($MtCO_2e$)/Revenue (NT$million).
4. The greenhouse gas emissions inventory is based on internal company statistics and has not been verified by a third party.

4.2 Air Pollution Prevention and Control

Transcend strives to maintain a balance between environmental protection and business growth by strictly complying with relevant environmental regulations, upgrading pollution control equipment, and enhancing employee environmental awareness to reduce energy consumption and waste generation.

The Company uses R134A eco-friendly refrigerant, which does not emit substances that deplete the ozone layer, nor does it produce fluorides, nitrogen oxides, or sulfur oxides. The Company's products and raw materials cause no significant environmental impact during manufacturing or transportation.

Since the air pollutant emissions from our company do not meet the threshold conditions announced by the Ministry of Environment for the "1st to 8th Batches of Designated Stationary Pollution Sources Required to Apply for Installation, Modification, and Operation Permits," the company is not subject to the permit requirement.



4.3 Energy and Water Resource Management

4.3.1 Energy Consumption

The Company's primary energy sources include electricity, gasoline, and diesel. Purchased electricity accounts for 100% of total energy consumption, with no renewable energy currently in use. In 2024, total energy consumption reached 30,044.21 gigajoules (GJ), with an energy intensity of 2.98 GJ per NT$ million in revenue, representing a 3% decrease compared with 2023. The main factors contributing to improved energy efficiency are as follows:

- Replacement of the cooling tower system in Plant 1, improving heat dissipation efficiency and achieving energy savings.
- Installation of LED lighting in Plant 2.
- Pipeline modification of the 100RT chiller system in Plant 2, enhancing operational efficiency and reducing electricity usage.

Energy Consumption Analysis Table

Energy Consumed	2022	2023	2024
Gasoline (liters)	9,779.28	9,176.18	8,968.01
Diesel (liters)	4,559.54	4,588.67	4,112.56
Electricity–Non-renewable (kWh)	8,031,200	8,416,380	8,225,000
Total Energy Consumption (GJ)	29,391.72	30,760.01	30,044.21
Revenue (NT$ million)	12,122.35	10,496.17	10,083.53
Energy Intensity (GJ/NT$ million revenue)	2.42	2.93	2.98

Notes:
1. According to the Ministry of Environment announcement on February 13, 2025, the lower heating value for automotive fuels in 2024 is as follows: gasoline–7,609 kcal/L; diesel–8,642 kcal/L.
2. Electricity conversion factor: 1 kWh = 0.0036 GJ.
3. 1 kcal = 4.184 kJ.
4. Energy intensity calculation: Total energy consumption (GJ)/Revenue (NT$ million).
5. The 2023 total energy consumption data contained transcription errors and has been corrected in this year's report.

4.3.2 Energy Conservation Achievements

To protect the environment and enhance the efficient use of resources for sustainable development, the Company has established clear environmental and energy-saving goals, strengthened the improvement of energy-efficient facilities, and promoted employee awareness of energy conservation and sustainability.

- Electricity Reduction Target: 5% reduction by 2026 using 2020 as baseline.
- Carbon Reduction Target: 7% by 2026 and 24% by 2030 using 2020 as baseline.

Using 2020 as the baseline, the Company's two plants saved 119,000 kWh of electricity in 2024 (a 1.45% reduction) and reduced carbon emissions by 194,484 kg (a 4.56% decrease)Note.

Note: The carbon emission data are calculated based on Taipower billing records.

Recent energy conservation and carbon reduction initiatives are summarized as follows:

Energy-Saving Measures for Lighting and Water Systems	• Adopted high-efficiency T5 lighting fixtures and progressively replaced lighting in public areas and factories with energy-saving LED lamps, reducing the number of bulbs in use and adjusting illumination levels appropriately to conserve electricity. • Strengthened internal communication to encourage employees to turn off lights during breaks and after work. • Installed sensor-activated faucets and adjusted water flow to reduce water consumption.
Energy-Saving Measures for Air Conditioning Systems	• Adopted high-efficiency central chiller systems to enhance overall energy performance. • Implemented regular inspection and maintenance of air conditioning systems. • Set the indoor temperature at 26℃ to balance comfort and energy efficiency.
Other Energy-Saving Measures	• Installed recycling bins on each floor to separate waste paper, aluminum cans, and PET bottles, promoting employee participation in recycling. • Required all computers and electrical equipment to be turned off before leaving work each day and introduced energy inspection incentives to encourage energy-saving habits. • Promoted paperless document management, including transfer forms and PO acceptance forms, and implemented a card-swipe verification system for photocopiers to ensure only necessary documents are printed, reducing waste from unnecessary duplication.

4.3.3 Water Resource Management and Consumption

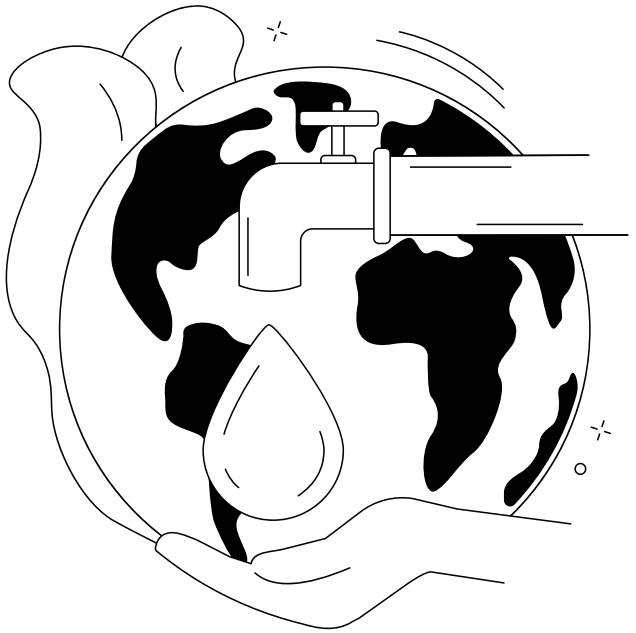
The Company does not generate industrial process wastewater. All water usage is for domestic purposes such as washing, drinking, and cleaning. The Company's water supply comes from the Taipei Water Department, sourced from the Xindian River Basin, including the Nanshi River and Beishi River via Feitsui Reservoir. As water is not required in the Company's production processes, its operations have no significant impact on local water resources.

To ensure the sustainable use of water resources, the Company promotes water conservation initiatives through equipment optimization and behavioral management to improve efficiency and reduce waste. Sensor-activated faucets have been installed with reduced water flow settings to minimize consumption, while continuous employee education encourages responsible water use habits, supporting environmental sustainability goals.

Using the World Resources Institute (WRI) Water Risk Assessment Tool, the Company analyzed water risk and identified its Taiwan headquarters as being located in a low-to-medium water risk region. The Company has set targets to gradually reduce domestic water consumption and enhance water-use efficiency. In 2024, total water withdrawal amounted to 28.1 million liters.

Year	2022	2023	2024
Water Withdrawal (million liters)	28.38	29.15	28.1
Water Discharge (million liters)	26.96	27.69	26.7
Water Consumption (million liters)	1.42	1.46	1.4
Revenue (NT$ million)	12,122.35	10,496.17	10,083,53
Water Withdrawal Intensity	0.002	0.003	0.003

Notes:
1. Water consumption = Water intake - Water discharge
2. Water intensity = Million liters/Revenue (NT$ million)



4.4
Raw Material and Waste Management

4.4.1 Raw Material Management

In 2024, the Company's main raw materials included paper, printed circuit boards (PCBs), and electronic components. Considering product characteristics, the Company does not use recycled materials as production inputs. However, in compliance with the WEEE (Waste Electrical and Electronic Equipment) Directive, the Company is committed to reducing electronic waste and protecting human health and the environment from hazardous substances.

The Company proactively implements eco-friendly packaging initiatives, using paper materials containing over 90% recycled pulp for packaging boxes and cartons. For selected product series, such as DPB30 and DPB40, the Company has introduced plastic-free packaging, paper-based inner supports, and eco-friendly coating films to replace plastic lamination. These measures effectively reduce environmental impact and enhance product sustainability.

In addition, regarding packaging reduction, the Company complies with the Excessive Product Packaging Restrictions by Ministry of Environment, optimizing packaging design for new products to reduce material usage and waste generation.

Raw Material	Unit	Renewable	2022	2023	2024
Paper	pcs	Yes	23,903,929	16,077,554	12,003,588
PCB	pcs	No	36,392,607	25,753,332	21,551,255
Battery	pcs	No	101,029	70,221	57,182
Glass	pcs	No	45,559	27,696	18,576
Mechanical components	pcs	No	81,642,217	55,191,808	44,210,033
Electronic components	pcs	No	1,641,601,542	1,445,159,808	1,061,279,396

Notes:
1. Material types include raw natural resources such as ores, iron, wood, and plastic pellets, as well as lubricants used in machinery, semi-finished components or parts, and packaging materials.
2. Non-renewable resources refer to those that cannot be replenished in the short term, such as coal, natural gas, metals, minerals, and petroleum. Renewable resources refer to materials that can regrow or regenerate after harvesting.



4.4.2 Waste Management

The Company's main production processes include component placement, board cutting, assembly, testing, and packaging before shipment to customers. These operations generate no exhaust emissions or wastewater, but do produce industrial waste. All industrial waste is collected and categorized according to its characteristics, and handled by qualified contractors approved by the Ministry of Environment. The Company strictly reviews contractor licenses, performs inspections and reporting in accordance with regulations, and ensures that all industrial waste is properly managed and disposed of. Waste primarily results from production line operations, and all waste is stored and recorded in compliance with the Waste Disposal Act and related regulations. Contractors are required to remove and process waste legally, preventing leakage or spillage to minimize environmental impact.

A dedicated waste management officer is appointed to perform online reporting as required by environmental authorities. All waste is weighed before being moved to temporary storage, and data are compiled monthly for submission to the Ministry of Environment's online platform, which records GPS tracking information of transport vehicles used by disposal vendors. This ensures effective traceability and management of waste sources, generation, and handling processes.

The Company promotes waste reduction and management measures to ensure efficient resource utilization and reduced environmental impact, focusing on total waste reduction and resource recovery. A long-term 2030 waste reduction target has been set to reduce total waste generation by 30% compared with the 2020 baseline year, improving resource efficiency throughout production and operations.

From an input perspective, the Company primarily uses raw and packaging materials (such as pallets, cartons, and plastics) supplied by upstream vendors, which may generate waste during logistics and production. From an activity perspective, the Company's own operations—especially in automotive electronics manufacturing—may generate hazardous waste such as isopropanol. From an output perspective, total waste includes general and hazardous waste, both of which can pose potential environmental impacts related to the Company's activities and upstream supply chain.

The Company has established a comprehensive waste classification and recycling system to maximize resource recovery efficiency, reduce dependence on natural resources, and optimize waste management processes.

For both internal operations and supplier-generated waste, the Company commissions qualified third-party waste treatment contractors for incineration, recycling, or lawful disposal. To ensure proper handling, all third-party contractors undergo rigorous qualification reviews prior to engagement, assessing their technical competence and regulatory compliance. Contracts clearly define waste management standards and responsibilities, and the Company conducts on-site audits at least once per year to verify compliance with legal and contractual obligations.

In terms of data management, the Company has implemented a comprehensive waste tracking and monitoring system, recording the quantity, type, and treatment method of waste from the point of generation. Monthly internal reviews ensure data accuracy and consistency, and quarterly management reports analyze waste trends to guide continuous improvement in waste management strategies.



4.4.3 Waste Generation

The Company does not conduct on-site waste treatment. All hazardous waste generated within the facilities is managed in accordance with the Waste Management Work Instruction, and handled by dedicated waste management personnel who perform online reporting as required by the Ministry of Environment. Each batch of waste transferred to the temporary storage area is weighed and recorded, with monthly statistical reports submitted online. The system also tracks GPS information of transport vehicles used by waste collection and disposal contractors to ensure full traceability.

In 2024, the Company generated a total of 192.741metric tons of waste across its Taiwan plants and headquarters, with a waste intensity of 0.019 metric tons per NT$ million in revenue. Of this total, 10.114 metric tons (5.25%) were hazardous industrial waste, and 182.627 metric tons (94.75%) were non-hazardous industrial waste.

The Company primarily manages waste through recycling, incineration, and other disposal methods. Recycled waste mainly includes waste paper, plastics, iron, aluminum, tin, defective electronic components, metal-containing PCB scraps, and PCBs with attached components. Most of these materials are treated primarily through incineration. In 2024, a total of 115.277 metric tons of waste were transferred for treatment, and none of hazardous waste processed through recycling.

In addition, the remaining hazardous waste was treated through incineration or other approved disposal methods, while general industrial waste was directly disposed of by incineration. In 2024, the total amount of directly disposed waste was 77.464 metric tons.

Summary of Hazardous Industrial Waste Generation, Diversion, and Direct Disposal (Last Three Years)

Waste Composition	Waste Generation (Tons)			Off-Site Treatment Methods
	2022	2023	2024	
Copper and its compounds (total copper) (only limited to scrapped catalyzer, furnace dust, scrapped liquor, sludge, filter materials, incinerator flying ash or bottom resides)	1.21	1.3	1.062	Other disposal operations
Waste liquids with a flash point below 60° C (Excluding alcoholic waste with ethanol content less than 24% by volume)	0.11	0.08	0.05	Incineration (with energy recovery)
Waste electronic components, scraps, and defective products	0.29	0.18	0.725	Other disposal operations
Metal-containing printed circuit board scraps and dust	7.64	8.62	6.862	Other disposal operations
Discarded printed circuit boards with attached components	1.13	1.59	1.415	Other disposal operations

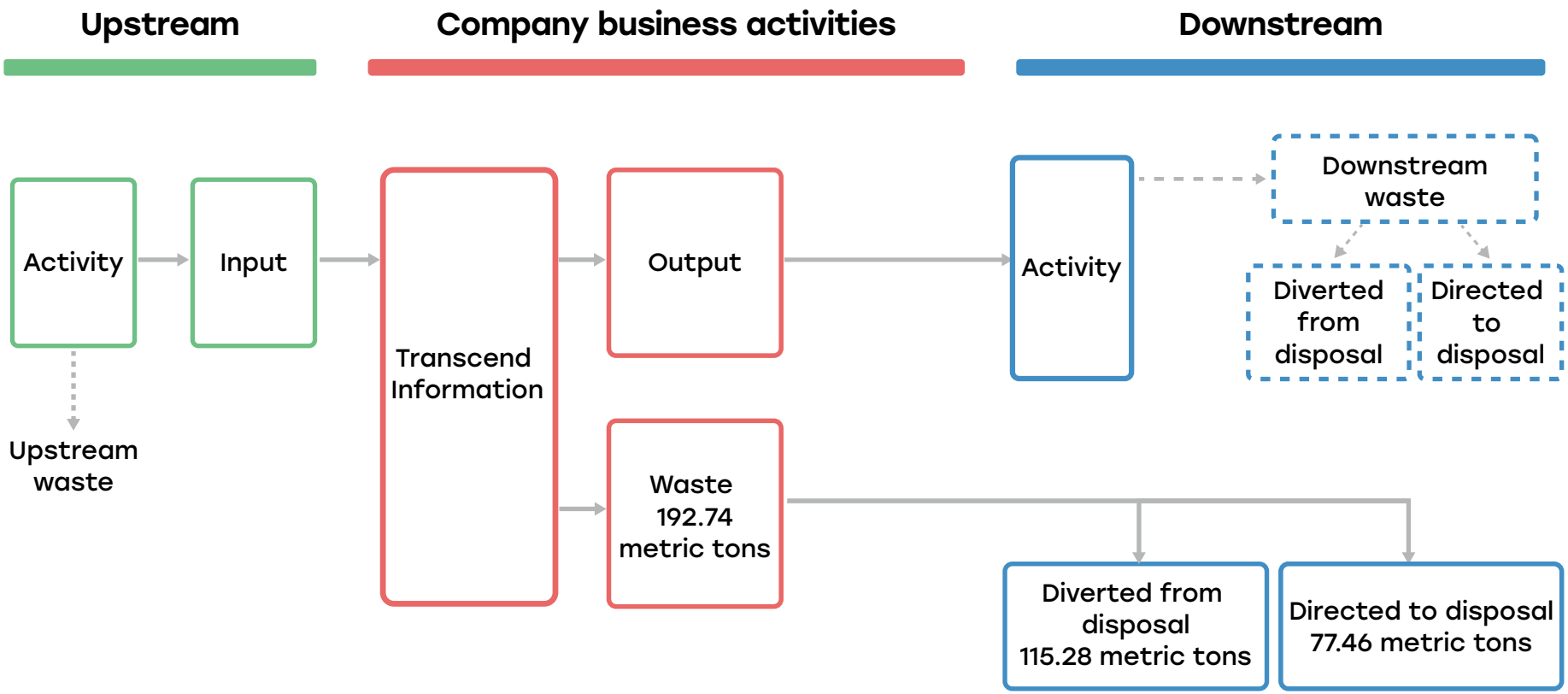
Note: The Company does not possess permits for self-disposal or treatment. All waste is stored on-site temporarily and subsequently entrusted to licensed external waste treatment contractors for off-site disposal.

Summary of General Industrial Waste Generation, Diversion, and Direct Disposal (Last Three Years)

Waste Composition	Waste Generation (Tons)			Off-Site Treatment Methods
	2022	2023	2024	
Mixed plastic waste	0.2	0.22	0.203	Incineration (with energy recovery)
Mixed fiber or other textile waste	1.68	1.78	1.797	Incineration (with energy recovery)
Waste paper	92.21	82.71	67.79	Recycling
Waste plastic	43.64	35.67	47.14	Recycling
Scrap iron	0.17	0.14	0.094	Recycling
Scrap aluminum	0.3	0.35	0.221	Recycling
Scrap tin	0.07	0.05	0.032	Recycling
Waste glass	0	0	0	Recycling
General waste generated from business activities	68.19	62.52	65.35	Incineration (including energy recovery)

Note: The Company does not possess permits for self-disposal or treatment. All waste is stored on-site temporarily and subsequently entrusted to licensed external waste treatment contractors for off-site disposal.

Waste Treatment Chart



Appendices

Appendix 1: Global Reporting Initiative (GRI) Index

• Statement of Use: Transcend Information, Inc. has reported the 2024 Sustainability Report in accordance with the GRI Standards for the period from January 1, 2024 to December 31, 2024.
• GRI 1 Used: Foundation 2021
• Applicable GRI Sector Standards: Not applicable
"*" indicates a material topic.

GRI Standards			Corresponding Chapter	Page No.
GRI 2: General Disclosures 2021				
The organization and its reporting practices	2-1	Organizational details	About This Report	6
	2-2	Entities included in the organization's sustainability reporting	1.1 Economic Performance	31
	2-3	Reporting period, frequency, and contact point	About This Report	3
	2-4	Restatements of information	About This Report	3
	2-5	External assurance	About This Report	3
Activities and workers	2-6	Activities, value chain, and other business relationships	2.2 Supply Chain Management	62
	2-7	Employees	3.1.2 Talent Profile	74
	2-8	Workers who are not employees	3.1.2 Talent Profile	74
Governance	2-9	Governance structure and composition	Sustainability Strategy and Goals 1.3 Board Governance and Risk Management	9 36
	2-10	Nomination and selection of the highest governance body	1.3.4 Board Structure and Operations	38
	2-11	Chair of the highest governance body	1.3 Board Governance and Risk Management	36
	2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Strategy and Goals	9
	2-13	Delegation of responsibility for managing impacts	Sustainability Strategy and Goals	9
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Strategy and Goals	9
	2-15	Conflicts of interest	1.3.4 Board Structure and Operations	38
	2-16	Communication of critical concerns	Sustainability Strategy and Goals 1.3.4 Board Structure and Operations	9 38
	2-17	Collective knowledge of the highest governance body	1.3.3 Ongoing Training on Sustainability Development	38
	2-18	Evaluation of the performance of the highest governance body	1.3.2 Performance Evaluation of Sustainability Management Oversight	37

GRI Standards			Corresponding Chapter	Page No.
GRI 2: General Disclosures 2021				
Governance	2-19	Remuneration policies	1.3.5 Remuneration Policy	40
	2-20	Process to determine remuneration	1.3.5 Remuneration Policy	40
	2-21	Annual total Remuneration Ratio	1.3.5 Remuneration Policy	40
Strategy, policies and practices	2-22	Statement on sustainable development strategy	Words from The Chairman	5
	2-23	Policy commitments	Sustainability Strategy and Goals 1.5.2 Customer Privacy 3.1.1 Human Rights Policy	9 47 72
	2-24	Embedding policy commitments	Sustainability Strategy and Goals 1.5.2 Customer Privacy 3.1.1 Human Rights Policy	9 47 72
	2-25	Processes to remediate negative impacts	1.2.4 Communication Channels and Grievance Mechanisms	35
	2-26	Mechanisms for seeking advice and raising concerns	1.2.4 Communication Channels and Grievance Mechanisms	35
	2-27	Compliance with laws and regulations	1.4.2 Regulatory Compliance	44
	2-28	Membership associations	1.6 Participation in Industry Associations and External Organizations	47
Stakeholder engagement	2-29	Approach to stakeholder engagement	Stakeholder Communication	17
	2-30	Collective bargaining agreements	1.2.4 Communication Channels and Grievance Mechanisms 3.1.1 Human Rights Policy	35 72
GRI 3: Material Topics 2021				
Disclosures on material topics	3-1	Process to determine material topics	Material Topic Identification	20
	3-2	List of material topics	Material Topic Identification	20

Specific Topic Standards: 200 Series (Economy)				
***Governance**				
GRI 3 Material Topics 2021	3-3	Management of material topics	1. Integrity Governance	26
GRI 201 Economic Performance 2016	201-3	Defined benefit plan obligations and other retirement plans	1.1 Economic Performance	31
	201-4	Financial assistance received from government	1.1 Economic Performance	31

GRI Standards			Corresponding Chapter	Page No.
Specific Topic Standards: 200 Series (Economy)				
***Sustainable Product Design**				
GRI 3 Material Topics 2021	3-3	Management of material topics	2. Collective Action for Shared Prosperity	50
GRI 201 Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	1.7 Climate Change Risk Management	48
Market Presence				
GRI 202 Market Presence 2016	202-2	Proportion of senior management hired from the local community	3.1.2 Talent Profile	74
Indirect Economic Impacts				
GRI 203 Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	2.3 Community Engagement and Public Welfare Initiatives	67
	203-2	Significant indirect economic impacts	2.3 Community Engagement and Public Welfare Initiatives	67
***Supplier Management**				
GRI 3 Material Topics 2021	3-3	Management of material topics	2. Collective Action for Shared Prosperity	50
GRI 204 Procurement Practices 2016	204-1	Proportion of spending on local suppliers	2.2 Supply Chain Management	62
***Ethical Business & Anti-corruption**				
GRI 3 Material Topics 2021	3-3	Management of material topics	1. Integrity Governance	26
GRI 205 Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	1.2.2 Anti-Corruption Mechanism	34
	205-2	Communication and training about anti-corruption policies and procedures	1.2.2 Anti-Corruption Mechanism	34
	205-3	Confirmed incidents of corruption and actions taken	1.2.2 Anti-Corruption Mechanism	34
Anti-competitive Behavior				
GRI 206 Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	1.2.3 Anti-Competitive Practices	35

GRI Standards			Corresponding Chapter	Page No.
Specific Topic Standards: 300 Series (Environment)				
Materials				
GRI 301 Materials 2016	301-1	Materials used by weight or volume	4.4.1 Raw Material Management	101
	301-2	Recycled input materials used	4.4.1 Raw Material Management	101
	301-3	Reclaimed products and their packaging materials	4.4.1 Raw Material Management	101
*** Energy Management**				
GRI 3 Material Topics 2021	3-3	Management of material topics	4. Green Environment Protection	94
GRI 302 Energy 2016	302-1	Energy consumption within the organization	4.3.1 Energy Consumption	99
	302-2	Energy consumption outside of the organization	4.3.1 Energy Consumption	99
	302-3	Energy intensity	4.3.1 Energy Consumption	99
	302-4	Reduction of energy consumption	4.3.2 Energy Conservation Achievements	99
	302-5	Reductions in energy requirements of products and services	1. Integrity Governance	26
Water and Effluents				
GRI 303 Water and Effluents 2018	303-1	Interactions with water as a shared resource	4.3.3 Water Resource Management and Consumption	100
	303-2	Management of water discharge-related impacts	4.3.3 Water Resource Management and Consumption	100
	303-3	Water withdrawal	4.3.3 Water Resource Management and Consumption	100
	303-4	Water discharge	4.3.3 Water Resource Management and Consumption	100
	303-5	Water consumption	4.3.3 Water Resource Management and Consumption	100
*** Net Zero Actions and GHGs Emissions**				
GRI 3 Material Topics 2021	3-3	Management of material topics	4. Green Environment Protection	94
GRI 305 Emissions 2016	305-1	Direct (Scope 1) GHG emissions	4.1 Greenhouse Gas Management	98
	305-2	Energy indirect (Scope 2) GHG emissions	4.1 Greenhouse Gas Management	98
	305-4	GHG emissions intensity	4.1 Greenhouse Gas Management	98
	305-5	Reduction of GHG emissions	4.1 Greenhouse Gas Management	98
	305-6	Emissions of ozone-depleting substances (ODS)	4.2 Air Pollution Prevention and Control	98
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4.2 Air Pollution Prevention and Control	98

GRI Standards			Corresponding Chapter	Page No.
Specific Topic Standards: 300 Series (Environment)				
*** Waste Management**				
GRI 3 Material Topics 2021	3-3	Management of material topics	4. Green Environment Protection	94
GRI 306 Waste 2020	306-1	Waste generation and significant waste-related impacts	4.4.2 Waste Management	102
	306-2	Management of significant waste-related impacts	4.4.2 Waste Management	102
	306-3	Waste generated	4.4.2 Waste Management	102
	306-4	Waste diverted from disposal	4.4.2 Waste Management	102
	306-5	Waste directed to disposal	4.4.2 Waste Management	102
***Supplier Management**				
GRI 3 Material Topics 2021	3-3	Management of material topics	2. Collective Action for Shared Prosperity	50
GRI 308 Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	2.2.1 New Supplier Evaluation	63
	308-2	Negative environmental impacts in the supply chain and actions taken	2.2.2 Supplier Evaluation	64

Specific Topic Standards: 400 Series (Society)				
*** Talents and Human Right Management**				
GRI 3 Material Topics 2021	3-3	Management of material topics	3. Inclusive Workplace	69
GRI 401 Employment 2016	401-1	New employee hires and employee turnover	3.1.2 Talent Profile	74
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.1.4 Comprehensive Employee Benefits and Club Activities	78
	401-3	Parental leave	3.1.4 Comprehensive Employee Benefits and Club Activities	78
Labor/Management Relations				
GRI 402 Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	3.1.5 Minimum Notice Period for Operational Changes	79

GRI Standards			Corresponding Chapter	Page No.
Specific Topic Standards: 400 Series (Society)				
*** Occupational Safety and Health**				
GRI 3 Material Topics 2021	3-3	Management of material topics	3. Inclusive Workplace	69
GRI 403 Occupational Health and Safety 2018	403-1	Occupational health and safety management system	3.3 Occupational Health and Safety	81
	403-2	Hazard identification, risk assessment, and incident investigation	3.3 Occupational Health and Safety	81
	403-3	Occupational health services	3.3 Occupational Health and Safety	81
	403-4	Worker participation, consultation, and communication on occupational health and safety	3.3 Occupational Health and Safety	81
	403-5	Worker training on occupational health and safety	3.3 Occupational Health and Safety	81
	403-6	Promotion of worker health	3.3 Occupational Health and Safety	81
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3.3 Occupational Health and Safety	81
	403-8	Workers covered by an occupational health and safety management system	3.3 Occupational Health and Safety	81
	403-9	Work-related injuries	3.3 Occupational Health and Safety	81
	403-10	Work-related ill health	3.3 Occupational Health and Safety	81
Training and Education				
GRI 404 Training and Education 2016	404-1	Average hours of training per year per employee	3.2.2 Employee Training	80
	404-3	Percentage of employees receiving regular performance and career development reviews	3.2.1 Performance Appraisal	80
*** Talents and Human Right Management**				
GRI 3 Material Topics 2021	3-3	Management of material topics	3. Inclusive Workplace	69
GRI 405 Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	1.3.4 Board Structure and Operations 3.1.2 Talent Profile	38 74
	405-2	Ratio of basic salary and remuneration of women to men	3.1.3 Employee Rights and Benefits	77
GRI 406 Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	3.1.1 Human Rights Policy	72
Freedom of Association and Collective Bargaining				
GRI 407 Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	3.1.3 Employee Rights and Benefits	77

GRI Standards			Corresponding Chapter	Page No.
Specific Topic Standards: 400 Series (Society)				
*** Talents and Human Right Management**				
GRI 3 Material Topics 2021	3-3	Management of material topics	3. Inclusive Workplace	69
GRI 408 Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	2.2.1 New Supplier Evaluation 3.1.1 Human Rights Policy	63 72
GRI 409 Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	3.1.1 Human Rights Policy	72
Security Practices				
GRI 410 Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	3.3.1 Occupational Safety and Health Policy	81
*** Talents and Human Right Management**				
GRI 3 Material Topics 2021	3-3	Management of material topics	3. Inclusive Workplace	69
GRI 411 Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving the rights of Indigenous peoples	3.1.1 Human Rights Policy 3.1.2 Talent Profile	72 74
*** Supplier Management**				
GRI 3 Material Topics 2021	3-3	Management of material topics	2. Collective Action for Shared Prosperity	50
GRI 414 Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	2.2.1 New Supplier Evaluation	63
	414-2	Negative social impacts in the supply chain and actions taken	2.2.2 Supplier Evaluation	64
*** Product Development and Innovation**				
GRI 3 Material Topics 2021	3-3	Management of material topics	1. Integrity Governance	26
GRI 416 Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	2.1.5 Customer Health and Safety	61
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2.1.5 Customer Health and Safety	61

GRI Standards			Corresponding Chapter	Page No.
Specific Topic Standards: 400 Series (Society)				
Marketing and Labeling				
GRI 417 Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	2.1.4 Marketing and Product Certification Labeling	60
	417-2	Incidents of non-compliance concerning product and service information and labeling	2.1.4 Marketing and Product Certification Labeling	60
	417-3	Incidents of non-compliance concerning marketing communications	2.1.4 Marketing and Product Certification Labeling	60

Custom Topic				
*** Governance Practices**				
GRI 3 Material Topics 2021	3-3	Management of material topics	1. Integrity Governance	26
Integrity Governance and Risk Management			1.2 Ethical Business Practices 1.3 Board Governance and Risk Management	34 36
*** Information Security**				
GRI 3 Material Topics 2021	3-3	Management of material topics	1. Integrity Governance	26
Information Security Governance System And Policy, And Protection Of Customer Privacy			1.5 Information Security and Personal Data Protection	45
*** Sustainable Product Design**				
GRI 3 Material Topics 2021	3-3	Management of material topics	2. Collective Action for Shared Prosperity	50
Product Life Cycle, Process Control, Raw Material Review And Selection			2.1.3 Product Design and Quality Control	57
*** Regulatory Compliance (Intellectual Property Protection)**				
GRI 3 Material Topics 2021	3-3	Management of material topics	2. Collective Action for Shared Prosperity	50
Protection of patents, trademarks, copyrights, and trade secrets; protection of employees' intellectual property rights; and awareness enhancement against anti-competitive behavior			2.1.2 Intellectual Property Rights Management	55

Appendix 2: Sustainability Accounting Standards Board (SASB) Correspondence Table–Semiconductors

Topic	Code	Metric	Category	Detail & Explanation	Corresponding Chapter
 **Greenhouse Gas Emissions**	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	Quantitative	• Scope 1 greenhouse gas emissions: 31.99 metric tons CO_2e. • Total emissions from perfluorinated compounds: 0 metric tons CO_2e.	4.1 Greenhouse Gas Management 4.2 Air Pollution Prevention and Control
	TC-SC-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	• Short-term Goals–within 3 years: (1) Implement ISO 14064-1 greenhouse gas inventory standards. (2) Continue replacing outdated equipment with green and energy-saving alternatives to reduce environmental impact. (3) Process improvement: Establish an intelligent energy monitoring system to enhance energy efficiency. (4) Participate in sustainability and net-zero action advocacy meetings organized by customers and stakeholders. • Mid-term Goals–3 to 7 years: (1) Using 2020 as the base year, set a target to achieve a 7% reduction in carbon emissions by 2026. (2) The parent company will complete the greenhouse gas inventory by 2026 and assurance by 2028; subsidiaries will complete the inventory by 2027 and assurance by 2029. (3) Achieve a 24% reduction in greenhouse gas emissions by 2030. • Long-term Goals – beyond 7 years: (1) Achieve net-zero greenhouse gas emissions across all operational sites by 2050. (2) Actively participate in global net-zero initiatives and promote broader sustainable development.	4. Green Environment Protection
 **Energy Management in Manufacturing**	TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Discussion and Analysis	• Total energy consumption: 30,044.21 gigajoules (GJ) • Percentage of purchased electricity in total energy consumption: 100% • Proportion of renewable energy used: 0%	4.3.1 Energy Consumption
 **Water Management**	TC-SC-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	• Total water withdrawal: 28.1 thousand cubic metres (m^3) • Total water consumption: 1.4 thousand cubic metres (m^3)	4.3.3 Water Resource Management and Consumption
 **Waste Management**	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	Quantitative	• No process-generated waste (Category A); not applicable.	-

Topic	Code	Metric	Category	Detail & Explanation	Corresponding Chapter
 **Intellectual Property Protection & Competitive Behaviour**	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behaviour regulations	Quantitative	• In 2024, there were no violations related to anti-competitive behavior regulations.	1.4 Internal Control System and Regulatory Compliance
 **Employee Health & Safety**	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Discussion and Analysis	• To eliminate hazards and reduce environmental, health, and safety (EHS) risks, the Company has established a "Hazard Identification Operating Procedure", which defines, implements, and maintains the following control hierarchy for hazard elimination and risk reduction: (1) Eliminate the hazard. (2) Replace with less hazardous materials, processes, operations, or equipment. (3) Utilize engineering controls and/or work reorganization. (4) Implement administrative controls, including training. (5) Use appropriate personal protective equipment.	3.3 Occupational Health and Safety
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Quantitative	• In 2024, there were no violations of employee health and safety regulations.	1.4.2 Regulatory Compliance
 **Recruiting & Managing a Global & Skilled Workforce**	TC-SC-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative	• Ratio of foreign employees: 0.92%. • No overseas workers.	3.1.2 Talent Profile
 **Product Lifecycle Management**	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	12.4% (calculated as revenue from products containing regulated substances ÷ consolidated total revenue).	2.1.3 Product Design and Quality Control
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops and (3) laptops	Quantitative	• The Company does not produce, manufacture, or sell products in these three categories; not applicable.	1.1 Economic Performance
 **Materials Sourcing**	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	• For critical materials, the Company holds regular meetings with suppliers to review and update product plans and provides long-term forecasted demand (FCST) to mitigate the risk of raw material shortages.	2.2.2 Supplier Evaluation

Appendix 3: Sustainability Disclosure Indicators of Listed Company - Semiconductor Industry

No.	Indicator	Indicator Type	Unit	Corresponding Chapter	Page No.
1	Total energy consumption, percentage of purchased electricity, utilization rate(renewable energy)	Quantitative	Gigajoules (GJ), percentage (%)	4.3.1 Energy Consumption	99
2	Total water withdrawn, total water consumption	Quantitative	Thousand cubic meters (m^3)	4.3.3 Water Resource Management and Consumption	100
3	Total hazardous waste generated and percentage recycled	Quantitative	Metric tons (t), percentage (%)	4.4.3 Waste Generation	103
4	Types of, number of employees in and rate of occupational accidents	Quantitative	Percentage (%), quantity	3.3.2 Occupational Accidents, Incident Investigation, and Preventive Improvements	83
5	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled (Note 1)	Quantitative	Metric tons (t), percentage (%)	4.4 Raw Material and Waste Management	101
6	Description of the management of risks associated with the use of critical materials	Descriptive	-	2.2.2 Supplier Evaluation	64
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Reporting currency	1.4.2 Regulatory Compliance	44
8	Production by product category	Quantitative	Varies by product category	Relevant data will be collected in the future.	-

Note 1: Descriptions including the sale of scraps and the recycling and processing of waste shall be provided.

Appendix 4: Climate-related Information of Listed Companies

1 Risks and opportunities posed by climate change to the Company and the relevant measures taken by and relevant countermeasures taken by the company

Item	Corresponding Chapter	Page No.
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	1.7 Climate Change Risk Management	48
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	1.7 Climate Change Risk Management	48
3. Describe the financial impact of extreme weather events and transformative actions.	1.7 Climate Change Risk Management	48
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	1.7 Climate Change Risk Management	48
9. Greenhouse gas inventory and assurance status.	The Company plans to complete greenhouse gas inventory and assurance by 2029, and to disclose reduction targets, strategies, and specific action plans by 2027.	-


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