



股票代碼 4927

泰鼎國際股份有限公司
Apex International Co., Ltd.

2025 永續報告書

Sustainability Report

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Highlight of Sustainability

	<ul style="list-style-type: none"> Renewable energy usage increased by 34.71% compared to the previous year, reaching 3.83% of total energy consumption. Wastewater recycling rate increased to 38.47%, representing approximately 19.7% growth compared to the previous year.
	<ul style="list-style-type: none"> Female employees accounted for 56.9% of the total workforce. Director training completion rate achieved 100%. Maintained zero major occupational fatality incidents consecutively.
	<ul style="list-style-type: none"> Ranked within the top 6%–20% in the 12th (2025) Corporate Governance Evaluation (CGE). The top 5% in the electronics industry category for companies with a market capitalization between NTD 5 billion and NTD 10 billion.

Development Plan and Strategy

<p>Short-term</p>	<p>2026 Set Science-Based Targets (SBT). 2027 Obtain ISO 50001 certification. Reduce greenhouse gas emissions by 5% by 2027 (base year: 2022).</p>
<p>Mid and Long-term</p>	<p>2035 Achieve 50% wastewater recovery rate. (AQUA Project) 2060 Achieve 50% renewable energy usage. (Solar Project)</p>

Sustainable Development

<p>2016</p>	<ul style="list-style-type: none"> Established a greenhouse gas emissions inventory. Awarded the "Human Capital Investment Award" at the Asia Corporate Social Responsibility Awards (AREA). Listed in the Taiwan Corporate Governance 100 Index.
<p>2017</p>	<ul style="list-style-type: none"> Published the first Corporate Social Responsibility Report (CSR Report). Awarded the "Health and Wellness Promotion Award" at the AREA.
<p>2019</p>	<ul style="list-style-type: none"> Set greenhouse gas reduction targets.
<p>2020</p>	<ul style="list-style-type: none"> Received the 22nd Overseas Taiwanese Business Pillar Award. Ranked in the 6%-20% range in the CGE for five consecutive years.
<p>2021</p>	<ul style="list-style-type: none"> Launched the Solar Project. Awarded the "Health and Wellness Promotion Award" at the AREA. Ranked in the 6%-20% range in the CGE for six consecutive years. Awarded the Bronze Award in the Taiwan Corporate Sustainability Awards (TCSA) Sustainability Reporting Category.
<p>2022</p>	<ul style="list-style-type: none"> Launched the Aqua Project and LEAN Project. Established the Sustainability Development Committee . Reduced greenhouse gas emissions by 5% (Base year 2019). Awarded the "Health and Wellness Promotion Award" at the AREA. Ranked in the 6%-20% range in the CGE for seven consecutive years.
<p>2023</p>	<ul style="list-style-type: none"> Renamed the CSR Report to the "Sustainability Report." Obtained ISO/IEC 27001 certification. Awarded the Social Contribution Development at the AREA. Ranked in the 6%-20% range in the CGE for eight consecutive years. Awarded the Bronze Award in the TCSA Sustainability Reporting Category.
<p>2024</p>	<ul style="list-style-type: none"> Obtained ISO 14064-1 certification. Signed the Science Based Targets initiative (SBTi) commitment. Awarded the Corporate Sustainability Reporting at the AREA. Ranked in the top 5% of the CGE for the first time. Awarded the Silver Award in the TCSA Sustainability Reporting Category.
<p>2025</p>	<ul style="list-style-type: none"> Ranked among the top 5% in the electronics category of the CGE for companies with a market cap between NTD 5 billion and NTD 10 billion. Awarded the Silver Award in the TCSA Sustainability Reporting Category.

1. Introduction

1.1 About this Report

Reporting Period

This report is the 10th Sustainability Report published by Apex International Co., Ltd. (hereinafter referred to as “Apex”). Since 2016, the company has consistently prepared an annual Corporate Sustainability Report. In 2023, it was renamed the “Sustainability Report.” The report is published every June, and the data and content disclosed in this report are based primarily on the 2025 fiscal year (from January 1 to December 31, 2025). To ensure the completeness and comparability of the information, some data will be retroactively traced back to the 2023 fiscal year (from January 1 to December 31, 2023) and earlier periods.

Reporting Scope and Boundary

The boundaries and scope of this report include Apex International Co., Ltd. and its subsidiaries, comprising six operational locations. The operational regions encompass Taiwan, Thailand, mainland China, and Singapore. The boundary selection principle considers the nature of the business, industry relevance, and control. Financial data is derived from the audited consolidated financial statements of Apex by KPMG, which include six subsidiary companies. Environmental and social data also align with those of the consolidated financial entities.

Data collection and measurement

This report's information and statistical data are derived from self-conducted surveys and statistics. The performance data presented in this report are aggregated by relevant department personnel through daily operational management data, education and training, issue discussions, and interviews with various units in accordance with the requirements of GRI guidelines and indicators and presented in commonly used numerical descriptions.

Report Writing Guidelines

This report is prepared following the GRI Standards issued by the Global Reporting Initiative (GRI). It draws upon the reporting frameworks of the Task Force on Climate-Related Financial Disclosures (TCFD), established by the Financial Stability Board (FSB), and the standards of the Sustainability Accounting Standards Board (SASB).

Assurance Statement

This report has been verified by the third-party assurance provider, AFNOR Asia, in accordance with the AA1000 AS v3 assurance standard, achieving Type 2 Moderate Level assurance. This ensures that the content disclosed in this report complies with the GRI Standards and the AA1000 Accountability Principles (AA1000 AP). Please refer to the Verification Statement within this report for further details.

Contact Information

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1.2 Letter from the Chairman

As global economic conditions continue to evolve, climate-related risks intensify, and industry competition becomes increasingly complex, businesses are expected to create value not only for shareholders but also for society and the environment. As a member of the electronic components industry, we remain committed to building a resilient and sustainable business model that balances economic growth with environmental stewardship and social responsibility.

Over the past year, we have continued to strengthen our sustainability governance framework by integrating ESG considerations into our business operations and strategic decision-making processes. Under the oversight of the Board of Directors and the Sustainability and Nomination Committee, we have further enhanced our sustainability management practices and disclosure transparency. Guided by internationally recognized frameworks, including GRI, TCFD, and SASB, and supported by independent third-party assurance, we strive to provide stakeholders with reliable and meaningful sustainability information while reinforcing our commitment to responsible business conduct.

Environmental sustainability remains one of our key priorities. We continue to focus on carbon reduction, energy management, and resource efficiency through ongoing process optimization and operational improvements. By implementing energy-saving initiatives, expanding renewable energy utilization, and enhancing water recycling programs, we are improving resource efficiency while reducing environmental impacts. These efforts not only contribute to climate action but also strengthen our long-term operational resilience and competitiveness.

People are the foundation of our success. We are committed to providing a safe, healthy, and inclusive workplace where employees can develop their skills and achieve their full potential. Through continuous investment in training and career development, we strengthen our human capital while fostering a diverse and inclusive corporate culture. Beyond our operations, we actively engage with local communities through educational, healthcare, and social welfare initiatives, fulfilling our role as a responsible corporate citizen and creating positive social impact.

Strong corporate governance is essential to sustainable growth. We continue to enhance Board effectiveness, strengthen risk management mechanisms, and promote accountability throughout the organization. Sustainability performance is incorporated into senior management evaluation processes to ensure that business objectives remain aligned with our long-term sustainability commitments. These efforts enable us to respond effectively to market uncertainties while maintaining stable and responsible growth.

Looking ahead, we recognize the growing challenges and opportunities associated with climate policies, carbon pricing mechanisms, and supply chain transformation. To remain competitive in a rapidly changing business environment, we will continue to strengthen carbon management, improve supply chain resilience, and explore opportunities arising from the global transition toward a low-carbon economy.

Sustainability is an ongoing journey that requires continuous commitment and collaboration. We will continue to enhance our management systems, improve operational efficiency, and strengthen stakeholder engagement to create long-term value for all stakeholders. On behalf of the Company, I would like to express my sincere appreciation to our employees, customers, suppliers, investors, and partners for their continued trust and support. Together, we will build a more resilient, sustainable, and prosperous future.

Chairman Shu-Mu Wang



1.3 Promoting and Managing Sustainability

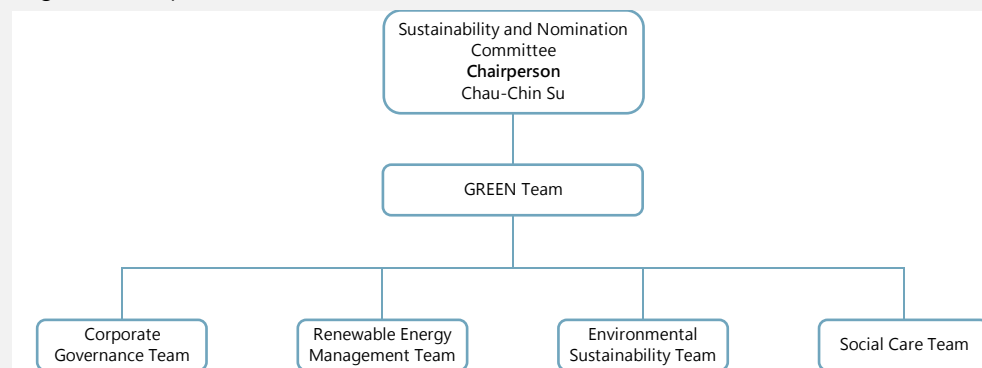
Sustainable Concept

Tenet	Apex's culture is people-oriented, emphasizing the integration of Western management discipline with Eastern philosophical spirit, balancing "emotion" and "reason." In the face of changes in both internal and external environments, the "Middle Path" is our guiding principle. We adhere to the "Middle Path" in our operations, responding to all changes accordingly.
Mission	To create value for stakeholders and foster mutually beneficial, win-win relationships, sustainability and resilience are the long-term goals we strive to achieve.
Vision	Manufacture single side~20-layer PCB and HDI Plan the optimal production and sales balance strategy to meet customer demands for price and quality while simultaneously controlling risks.

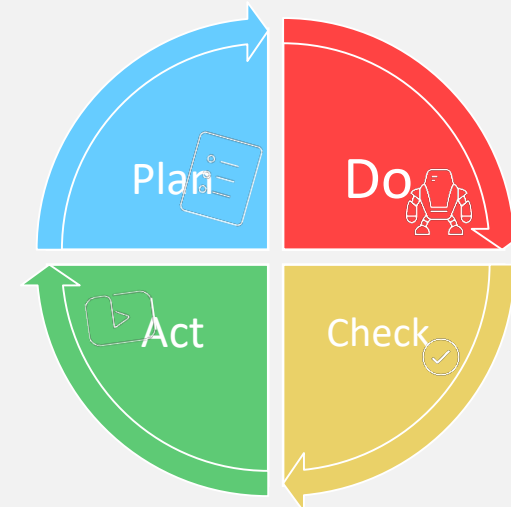
Organization Structure

The Board of Directors serves as the highest governance body of the Company and is responsible for reviewing and approving policies related to climate-related risks and opportunities, major sustainability strategies, and the annual Sustainability Report. The Board oversees and monitors these matters through its functional committee, the Sustainability and Nomination Committee¹.

The Sustainability and Nomination Committee, composed² of two Independent Directors and the Corporate Governance Officer, serves as the highest governing body for climate-related risks, opportunities, and sustainability matters. Based on policies approved by the Board of Directors and the Sustainability and Nomination Committee, management regularly assesses material risks and opportunities, formulates response strategies and mid- to long-term targets, and implements related control measures.



Sustainable Development Management Process



Plan

Creating value
Risk management

Do

Internal consolidation
External disclosure

Check

Assessment criteria
Improvement items

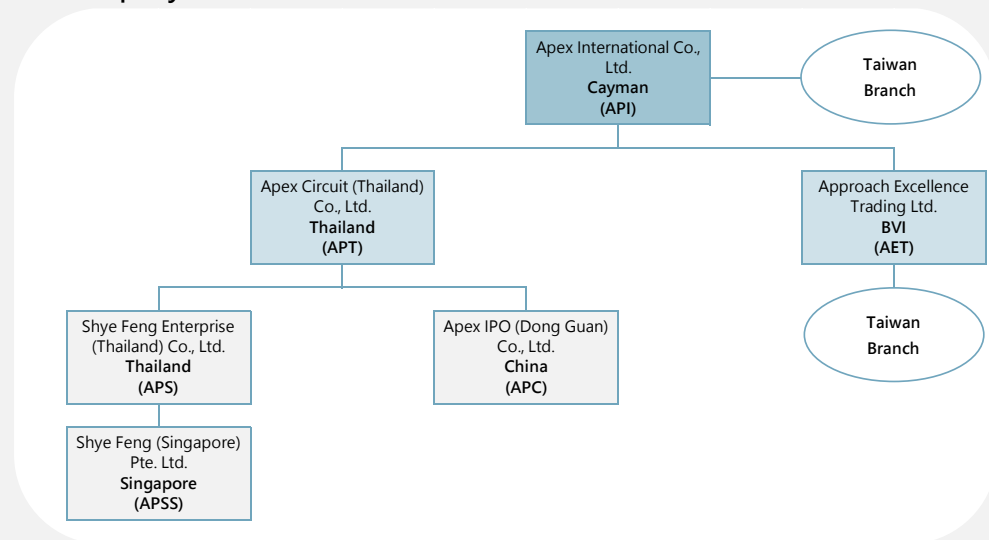
Action

Correction adjustment
Improvement actions

¹ The former Sustainability Development Committee was renamed on Dec. 19, 2025, following BOD approval.

² The Chairperson was appointed by BOD resolution on Jan. 27, 2026, and served by Ind. Director Mr. Chau-Chin Su.

1.4 Company Overview



Establishment Date	October 28, 2009	Company Registration	Cayman Islands
Headquarters	Taiwan	Apex International Co., Ltd.	(Acronym: Apex)
Branch office	Taiwan	Approach Excellence Trading Ltd.	(Acronym: AET)
Subsidiary	Thailand	Apex Circuit (Thailand) Co., Ltd.	(Acronym: APT)
	Thailand	Shye Feng Enterprise (Thailand) Co., Ltd.	(Acronym: APS)
	China	Apex IPO (Dong Guan) Ltd.	(Acronym: APC)
	Singapore	Shye Feng (Singapore) PTE. LTD.	(Acronym: APSS)
Paid-Up Capital	NTD 2.19 Billion		
Consolidated Revenue	NTD 12.46 Billion		
Employees	7,605 People		
Industry Category	Electronic Components Industry		
Products	Single-Sided, Double-Sided, Multi-Layer, Printed Circuit Board (PCB) and HDI		
Production Facilities	APT: APEX1, APEX2, APEX3 APS		

Products and Application



Home Appliances
Display, Smart speaker, DVD



PC-Related
Printer, HDD, Notebook

Communication
Gateways, Switch, Tuner



Auto Parts
Audio, Navigation, Control system



Outlook



Consumer Electronics
TV, Smart home, Recreation



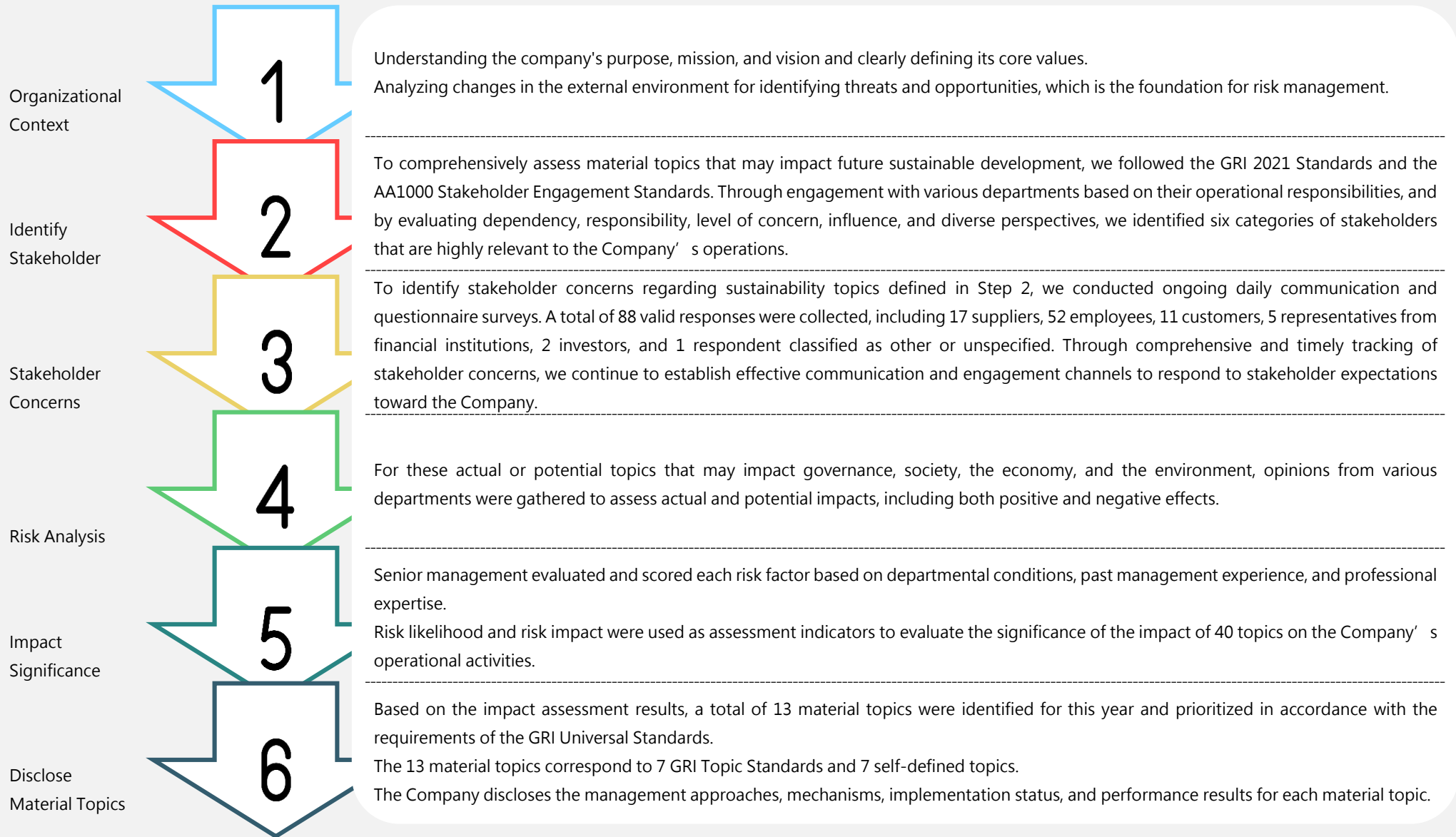
EV Applications
Navigation, Audio, Control system, EV



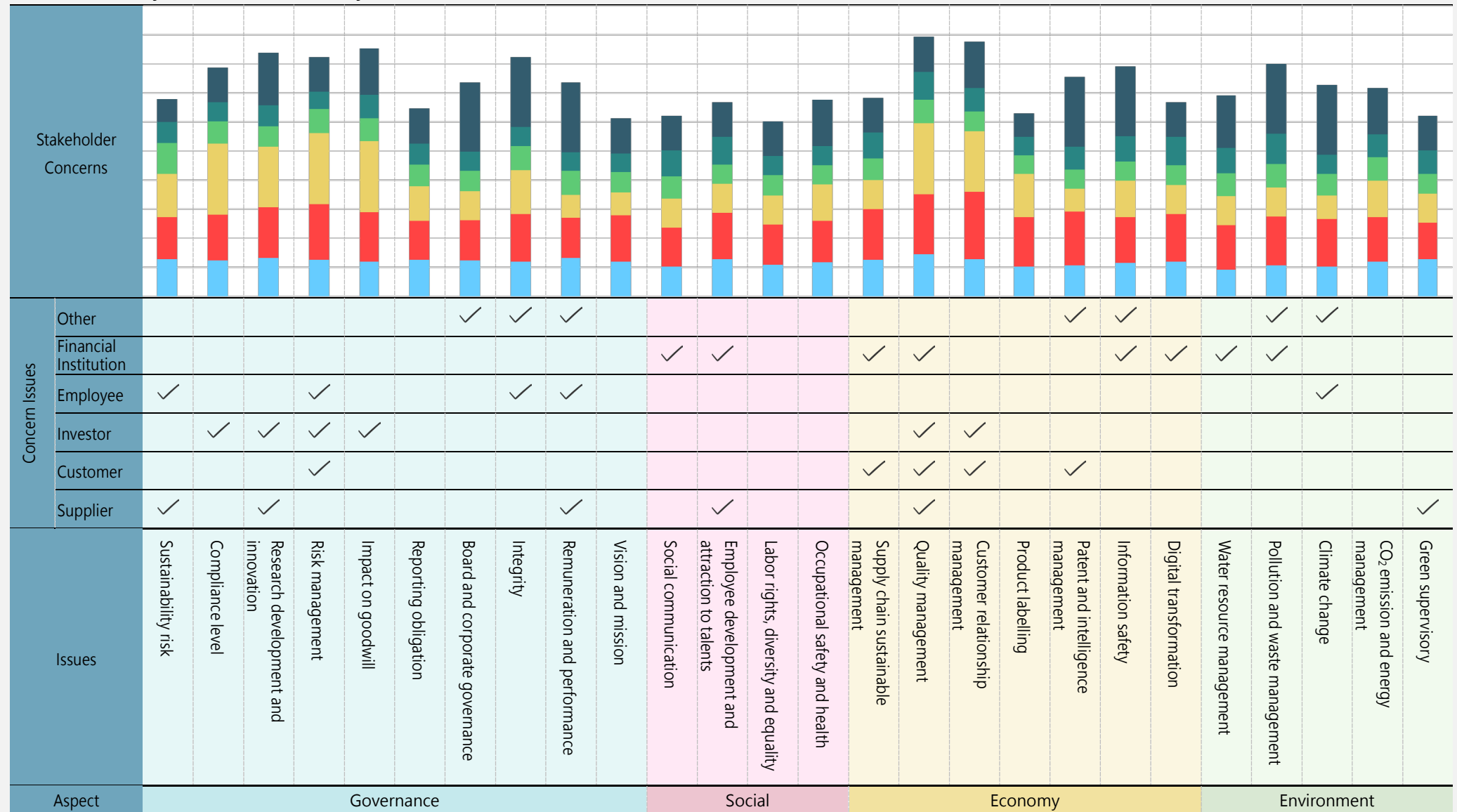
Satellite/5G Applications
Antenna, Server, Switch

2. Materiality Analysis and Stakeholder Engagement

2.1 Materiality Analysis Process



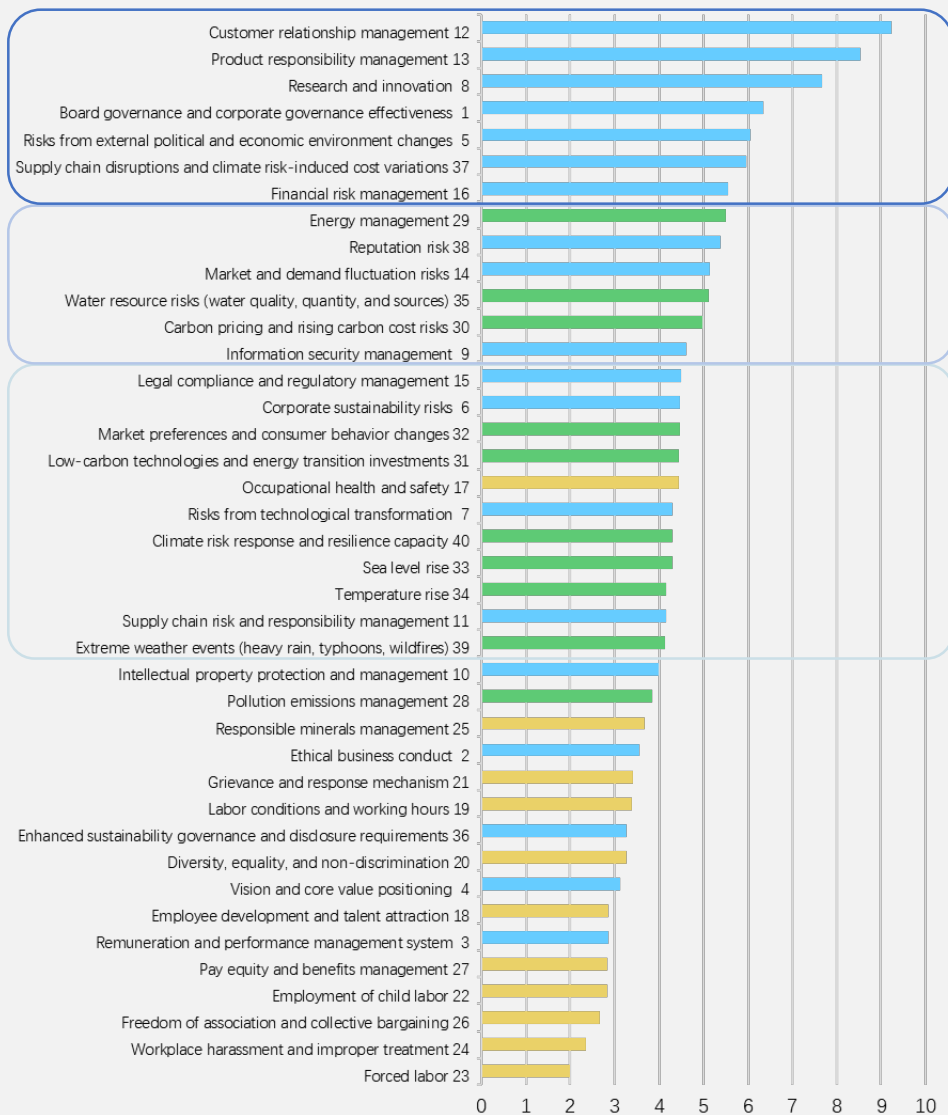
2.2 Sustainability Issues External Survey



■ Supplier
 ■ Customer
 ■ Investor
 ■ Employee
 ■ Financial Institution
 ■ Other

2.3 Risk Appetite

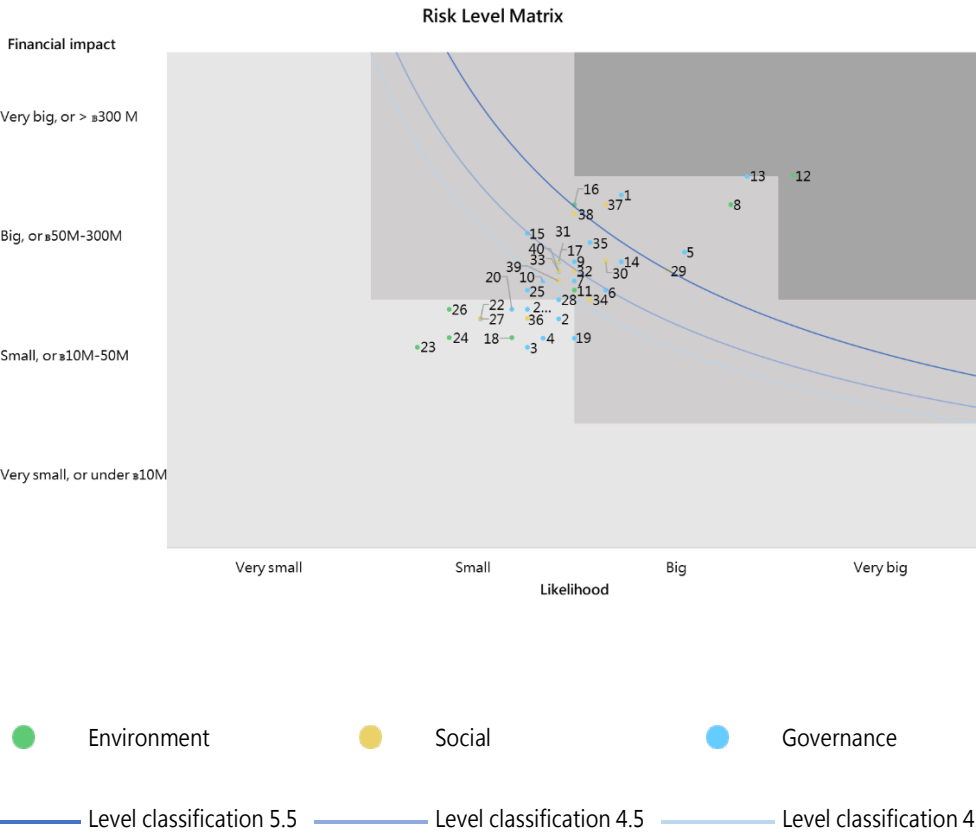
Significance of Impact



Note: The assessment score is calculated as the product of likelihood and impact.

Comparison of Material Topics for the Most Recent Two Years

2025 Material Topics		2024 Material Topics	
1.	Customer relationship management	1.	Product quality management
2.	Product responsibility management	2.	Customer relationship management
3.	Research and innovation	3.	Research development and innovation
4.	Board governance and corporate governance effectiveness	4.	Effectiveness of Board and corporate governance
5.	Risks from external political and economic environment changes	5.	Change of political and social environment
6.	Supply chain disruptions and climate risk-induced cost variations	6.	Supply chain disruption and cost fluctuation
7.	Financial risk management	7.	Capital management
8.	Energy management	8.	Credit management
9.	Reputation risk	9.	Use of renewable energy sources
10.	Market and demand fluctuation risks	10.	Rising price of GHG emission
11.	Water resource risks (water quality, quantity, and sources)	11.	Fail of digital transformation
12.	Carbon pricing and rising carbon cost risks	12.	Harmed reputation
13.	Information security management	13.	Uncertainty of Market Information
		14.	Investment in new technologies
		15.	Sustainability risk
		16.	Groundwater depletion










1. Board governance and corporate governance effectiveness	21. Grievance and response mechanism
2. Ethical business conduct	22. Employment of child labor
3. Remuneration and performance management system	23. Forced labor
4. Vision and core value positioning	24. Workplace harassment and improper treatment
5. Risks from external political and economic environment changes	25. Responsible minerals management
6. Corporate sustainability risks	26. Freedom of association and collective bargaining
7. Risks from technological transformation	27. Pay equity and benefits management
8. Research and innovation	28. Pollution emissions management
9. Information security management	29. Energy management
10. Intellectual property protection and management	30. Carbon pricing and rising carbon cost risks
11. Supply chain risk and responsibility management	31. Low-carbon technologies and energy transition investments
12. Customer relationship management	32. Market preferences and consumer behavior changes
13. Product responsibility management	33. Sea level rise
14. Market and demand fluctuation risks	34. Temperature rise
15. Legal compliance and regulatory management	35. Water resource risks (water quality, quantity, and sources)
16. Financial risk management	36. Enhanced sustainability governance and disclosure requirements
17. Occupational health and safety	37. Supply chain disruptions and climate risk-induced cost variations
18. Employee development and talent attraction	38. Reputation risk
19. Labor conditions and working hours	39. Extreme weather events (heavy rain, typhoons, wildfires)
20. Diversity, equality, and non-discrimination	40. Climate risk response and resilience capacity

Risk level		Classification	Amount
A	Highest risk	≥ 5.5	7
B	High risk	≥ 4.5, but < 5.5	6
C	Moderate risk	≥ 4.0, but < 4.5	11
D	Low risk	< 4.0	16

2.4 Impact Identification and Value Chain

2025 Material Topics	Materiality		GRI Topic /Custom Topics	Value Chain Impact			Positive and Negative Impacts	Disclosure Sections	UN SDGs
	2025	2024		Upstream	Operations	Downstream			
Customer relationship management	A	A	Custom Topic		✓	✓	Risk: Misjudging market demand may lead to improper production planning, customer complaints, order losses, or delays in new product development. Opportunity: Leveraging existing scale and industry trends to secure new orders, maintain niche advantages, and create shareholder value.	3.6 Customer Service	
Product responsibility management	A	A	Custom Topic	✓	✓	✓	Risk: Potential order losses or customer claims. Opportunity: Implementing quality and safety standards can reduce returns and legal risks while enhancing reputation and market trust through international certifications.	3.3 Products and Services	
Research and innovation	A	A	Custom Topic	✓	✓	✓	Risk: Loss of orders due to insufficient competitiveness. Opportunity: Supporting order expansion, energy efficiency improvement, job creation, and shareholder value enhancement.	3.3 Products and Services	
Board governance and corporate governance effectiveness	A	A	Evaluation of the Performance of the Highest Governance Body 2-18	✓	✓	✓	Risk: Lack of open and transparent discussion mechanisms may result in concentrated information, biased decisions, weak oversight, and investment or operational losses. Opportunity: Transparent and diverse decision-making processes, along with professional and gender-diverse Board composition, can strengthen governance, execution capability, and stakeholder trust.	3 Corporate Governance	
Risks from external political and economic environment changes	A	A	Custom Topic	✓	✓	✓	Risk: Changes in taxation, carbon fees, or carbon tariffs may increase operating costs, while geopolitical issues, supply chain disruptions, and labor shortages may impact delivery stability and labor costs. Opportunity: Early response to policy trends, diversified operations, and flexible supply chains can reduce geopolitical risks and create competitive advantages in the low-carbon transition.	5 Social Prosperity	
Supply chain disruptions and climate risk-induced cost variations	A	A	Supplier Environmental Assessment 308 Supplier Social Assessment 414	✓	✓	✓	Risk: (1) Unstable material planning and execution; (2) Global market fragmentation, pandemics, carbon costs, climate change, and geopolitical factors may disrupt supply stability and increase raw material price volatility. Opportunity: Diversified and localized sourcing strategies can reduce supply risks and improve procurement flexibility in response to climate and carbon policies.	3.4 Industry Supply Chain	

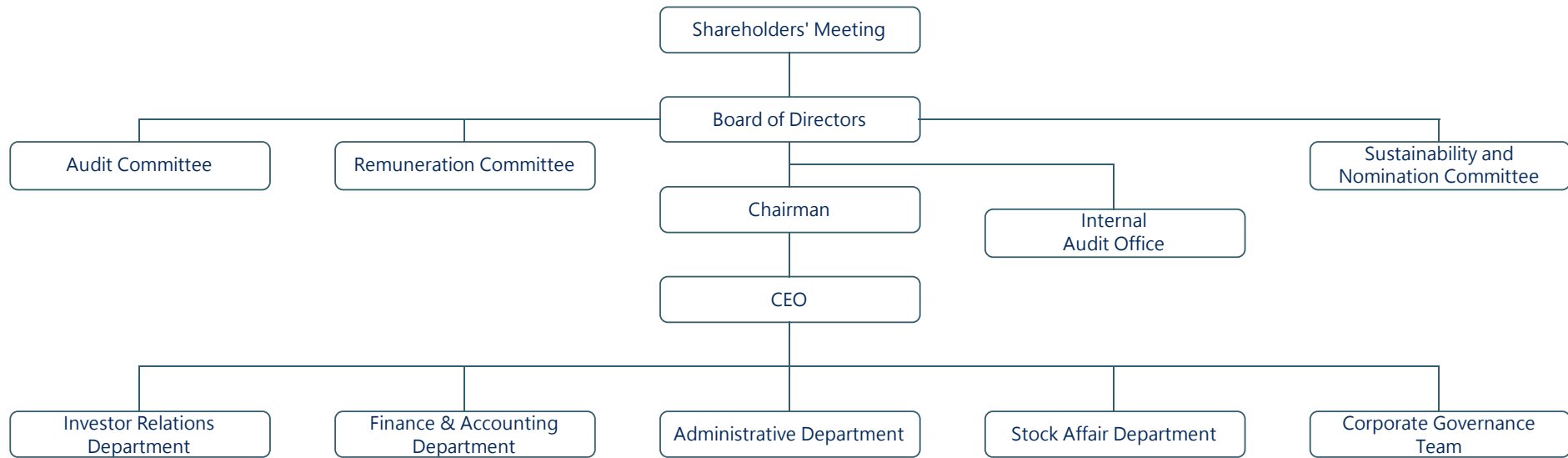
2025 Material Topics	Materiality		GRI Topic /Custom Topics	Value Chain Impact			Positive and Negative Impacts	Disclosure Sections	UN SDGs
	2025	2024		Upstream	Operations	Downstream			
Financial risk management	A	B	Custom Topic		✓		Risk: Significant fluctuations in exchange rates, interest rates, or raw material prices may cause financial losses, liquidity pressure, or debt default risks. Opportunity: Effective fund management and hedging strategies can reduce financial volatility and strengthen creditworthiness.	3.2 Financial Performance	
Energy management	B	B	302 Energy		✓		Risk: Energy price fluctuations may increase production costs, while poor energy efficiency may weaken cost competitiveness and increase carbon-related expenses. Opportunity: Energy certifications and efficiency improvements can reduce energy costs and enhance sustainability performance.	4.1 Sustainable Environment	  
Reputation risk	B	B	Custom Topic		✓		Risk: Sustainability rating declines may result in order losses, funding pressure, lower employee morale, and higher turnover. Opportunity: Compliance with regulations and stakeholder expectations can strengthen social trust and business value.	3.7 Ethics and Integrity	
Market and demand fluctuation risks	B	B	Custom Topic		✓	✓	Risk: Failure to meet customer ESG requirements may affect procurement decisions, while ESG-related disputes or litigation may damage reputation and ratings. Opportunity: Early adoption of ESG and TCFD practices can improve transparency, sustainability ratings, and customer trust.	3.4 Industry Supply Chain	
Water resource risks (water quality, quantity, and sources)	B	-	303 Water and Effluents		✓	✓	Risk: Rising water procurement, storage, and treatment costs, as well as drought or water pollution, may disrupt operations and reduce production capacity. Opportunity: Water-saving and recycling systems can lower long-term water costs and enhance sustainability performance.	4.1 Sustainable Environment	 
Carbon pricing and rising carbon cost risks	B	-	305 Emissions	✓	✓	✓	Risk: Rising carbon fees and taxes may increase costs, while insufficient transparency or carbon management may negatively affect sustainability ratings and customer procurement decisions. Opportunity: Establishing carbon management and internal carbon pricing mechanisms can improve cost predictability and competitive advantage.	4.1 Sustainable Environment	 
Information security management	B	B	418 Customer Privacy	✓	✓	✓	Risk: Cybersecurity incidents may lead to operational disruptions, recovery costs, penalties, legal claims, and loss of customer trust, while ongoing investment is required to meet regulatory and security requirements. Opportunity: Strengthened cybersecurity protection can reduce risks of data breaches, production interruptions, ransomware attacks, and customer loss, ensuring operational stability.	3.8 Information Security and Privacy Protection	

2.5 Stakeholder Communication

Stakeholder	Concerned Topic	Response Department	Communication Channels	Frequency	Communication status in 2025
Society	Board and corporate governance	<ul style="list-style-type: none"> RBA Team ADM HR 	Compliance with Relevant Regulations	Irregular	1. Engage in community outreach activities
	Integrity		Website Announcements	Irregular	2. Comply with environmental regulations
	Remuneration and performance		Community Maintenance, Public Welfare Activities	Irregular	3. Continuously improve water resource and waste management systems
	Patent and intelligence management		Interaction with Local Government	Irregular	4. Plant greenery
	Information safety			Irregular	5. Support women's employment
Customer	Pollution and waste management	<ul style="list-style-type: none"> BIZ QA ADM R&D PUR 	Phone Calls, Email Correspondence, Meetings, Site Visits	Irregular	1. Enhance sustainability reporting content
	Climate change		Internal and External Audits	Irregular	2. Respond to CDP questionnaire
	Risk management		Customer Satisfaction Surveys	Semi-annual	3. Continuously improve water resource and waste management systems
	Supply chain sustainable management		International Regulations (RoHS, HF, Etc.) Compliance Assessments, Compliance Assessments of Customer-Requested Items	Irregular	
	Quality management				
Employee	Customer relationship management	<ul style="list-style-type: none"> Employee Welfare Committee ADM HR 	Email Notifications, Facebook Announcements, Line Official Account Announcements, Intranet Announcements	Irregular	1. Enhance sustainability reporting content
	Patent and intelligence management		Employee Welfare Committee Meetings, Internal Meetings, Complaint Box	Irregular	2. Compliance with regulations, no major compliance incidents
	Sustainability risk		Employee Satisfaction Surveys	Yearly	3. Link Remuneration with performance and conduct regular performance reviews
	Risk management		Occupational Physical Check-ups	Yearly	4. Obtain various certifications such as ISO to ensure quality management
	Integrity		Safety Awareness Campaigns, Safety and Occupational Committees; ISO45001 Committee	Irregular	5. Actively embrace digitalisation in operations
	Remuneration and performance		Fire Drills	Yearly	
	Climate change		Employee Training	Annual Plan	

Stakeholder	Concerned Topic	Response Department	Communication Channels	Frequency	Communication status in 2025	
Government	Social communication	<ul style="list-style-type: none"> Board Corporate Governance F&A ADM 	Official letters, Media, Official Website, Email, MOPS, Seminars	Irregular	1. Participate in advocacy and seminars organized by regulatory authorities	
	Employee development and attraction to talents					2. Compliance with regulations, no major compliance incidents
	Supply chain sustainable management		TCFD Report, ESG Report	Yearly	3. Conduct annual risk management analysis	
	Quality management		Compliance with Relevant Regulations	Irregular	4. Receive ESG-related awards and international ratings	
	Information safety		Corporate Governance Evaluation	Yearly	5. Rank in the 6-20% of 11th(Y2024) Corporate Governance Evaluation	
Shareholder	Digital transformation	<ul style="list-style-type: none"> IR 				
	Water resource management		Shareholders' Meetings, Annual Report, ESG Report	Yearly	1. Shareholders' meeting	
	Pollution and waste management				2. Enhance sustainability reporting disclosure content	
			Earning Call, Spokesman Window, Mops, Official Website	Irregular	3. Publish significant information and various announcements in accordance with regulations	
Supplier	Customer relationship management	<ul style="list-style-type: none"> PUR PD QA 			4. Before the report is published in 2025, 3 domestic earnings calls have been attended, with a fourth planned by year-end.	
	Sustainability risk		Supplier Audit, Acceptance Review	Yearly	1. Compliance with regulations, no major compliance incidents	
	Research development and innovation				2. Obtain various certifications such as ISO to ensure quality management, occupational health and safety management, and labor rights	
	Remuneration and performance					
	Employee development and attraction to talents		Phone Calls, Emails, Meetings	Irregular		
	Quality management					
	Green supervisory					

3. Corporate Governance



Material Topic	Effectiveness Corporate Governance
Policy Commitment	<ul style="list-style-type: none"> Articles of Incorporation Corporate Governance Best Practice Principles Rules Governing the Organization and Exercise of Powers of the Board of Directors Ethical Corporate Management Best Practice Principles Code of Ethical Conduct for Directors and Managers
Responsible Department	Corporate Governance Team, Remuneration Committee, Audit Committee, and Internal Audit Department
Management Approach	<ul style="list-style-type: none"> Establish corporate governance policies and procedures. Conduct annual Board performance evaluations, including self-evaluations by individual directors, the Board, and functional committees. Engage external professional institutions to conduct comprehensive Board performance evaluations once every three years.

Risk Response Strategy	Short-term	Introduce external evaluations based on the existing governance framework.
	Mid-term	Continuously monitor industry trends and regulatory developments to enhance performance evaluation, nomination, election, and risk management systems.
	Long-term	Strengthen the management system and enhance oversight of major strategies and risks.
Targets	Annual CGE ranking: Top 6%–20%	
Stakeholder Engagement	Society: Website announcements, participation in community activities Customers: Customer satisfaction surveys, ongoing communication Employees: Platform announcements, internal meetings, grievance mailbox, training programs Government: CGE, official correspondence Shareholders: Website reporting channel, website contact form	
Performance	Ranked within the top 6%–20% in the 12th (2025) CGE Board performance evaluation	

3.1 Board Governance

Board of Directors Selection

According to Apex' s Memorandum and Association, the Directors (including Independent Directors) shall be nominated by adopting the candidate nomination system specified in the Applicable Public Company Rules for so long as the shares are listed on the TPEX or the TWSE. The rules and procedures of the nomination of candidates shall comply with the procedure approved by the Board of Directors and ordinary resolution, provided that such procedure shall be in compliance with the Law, Memorandum of Association, Articles of Association, and the Applicable Public Company Rules. (The information on the director selection, please refer to the [company's website](#).)

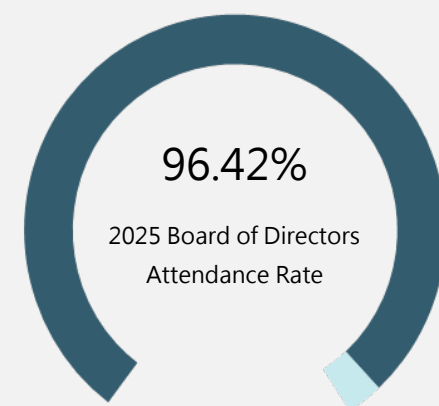
Composition of the Board of Directors

Diversified Core Items		Date Elected	Basic Requirements				Professional Background			Professional Knowledge			
			Nationality	Gender	Age	Also as Employees	Independence ³	Bank	Securities	Accounting & Finance	Industry Experience	Marketing	Risk Management
Chairman	Shu-Mu Wang	May 28, 2025	R.O.C.	Male	66	V	V			V	V	V	V
Director	Chih-Chung Liu		R.O.C.	Male	53	V	V				V	V	V
Director	Jiun-Ting Lin		R.O.C.	Male	43	V	V	V		V	V		V
Director	Smokiat Krajangjaeng		Thailand	Male	64	V	V				V		
Director	Sarawuth Kruthkaew		Thailand	Male	56	V	V				V		V
Independent Director	Chau-Chin Su		R.O.C.	Male	70		V				V		
Independent Director	Yang-Tzong Tsay		R.O.C.	Male	72		V	V	V	V	V	V	V
Independent Director	Ray-Hua Horng		R.O.C.	Female	61		V				V		
Independent Director	Chih-Cheng Su		R.O.C.	Male	57		V	V	V	V	V		V

Diversity of board members

The composition of the board of directors is determined with professional background, gender, age and education taken into consideration and also diversified for the purpose of complementation to increase the overall capacity of the board. Proceed in accordance with paragraph 3 of Article 20 of the Company's "Principle of Corporate Governance", the composition of the board of directors shall be determined by taking diversity into consideration and formulating an appropriate policy on diversity based on the company's business operations, operating dynamics, and development needs. It is advisable that the policy include, without being limited to, the following two general standards:

1. Basic requirements and values: Gender, age, nationality, and culture.
2. Professional knowledge and skills: A professional background (e.g., law, accounting, industry, finance, marketing and technology), professional skills, and industry experience



³ None of the directors are spouses or relatives within the second degree of kinship, in compliance with Article 26-3, Paragraph 3, and Article 26-4 of the Securities and Exchange Act.

Board of Directors Operations

Board Responsibilities	Apex's Board of Directors is accountable for the shareholders' meeting. The operations and arrangements of its corporate governance system should ensure that the Board exercises its powers in accordance with laws, the company's articles of association, or resolutions of the shareholders' meeting.
Developing Vision	Embrace the initiative of sustainable development, align with international standards, and actively engage with society to foster a virtuous cycle.
Sustainable Development Strategy	Understanding significant issues of concern to stakeholders, capturing internal and external information, proposing strategies, overseeing implementation, and enhancing relevant information disclosure.

Directors Professional Development

All directors of the Company completed the required continuing education in accordance with Taiwan regulations, achieving a 100% completion rate. The total training hours for 2025 amounted to 78 hours.

Course	Total Hour	Participants
2025 Insider Trading Prevention Seminar	78	25
2025 CATHAY SUSTAINABLE FINANCE AND CLIMATE CHANGE SUMMIT		
2025 Seminar of Shareholding Trading and Law Compliance for Insiders		
Driving Corporate Business through Performance Management		
Analysis of IFRS Sustainability Disclosure Standards		
Net-Zero Strategies and Low-Carbon Governance under Climate Emergency		
Trends and Risk Management of Digital Technology and Artificial Intelligence		

The Performance Evaluation of the Board of Directors

In accordance with the Rules for Board of Director Performance Evaluation, Apex conducts comprehensive evaluations of Board performance. During the fourth quarter of each year, the Company carries out self-evaluations by individual directors, internal Board self-evaluations, and self-evaluations of each functional committee. In addition, external evaluations are conducted once every three years to ensure the effective operation of the Board.

The results of this year's internal evaluation were favorable and have contributed significantly to strengthening corporate governance and enhancing Board effectiveness. All functional committees of the Company are composed of professionals who actively participate in meetings and provide valuable recommendations for the Company's operations.

In 2025, an external evaluation conducted by the Taiwan Investor Relations Institute (TIRI) recommended promoting diversity in board composition, improving board meeting formats, and enhancing director training programs. In response to these recommendations, Apex proposed measures to gradually improve and strengthen the board's functions.

(Please refer to the company's website for detailed assessment information.)

Executive Compensation and Incentives

To align with the company's sustainability vision, variable compensation for senior executives is linked to sustainability performance and integrated into the annual evaluation mechanism. This reinforces ESG strategy implementation, fulfills the company's sustainability philosophy, and advances phased goals. Annual performance reviews assess executives' operational and sustainability outcomes to determine compensation, bonuses, and retention, ensuring alignment with long-term sustainable growth.

The Compensation Committee establishes and reviews remuneration policies for directors and executives in line with regulations, adjusting them based on annual and long-term objectives. It recommends to the Board individual compensation packages to ensure a fair balance between performance and sustainable value.

Department heads and vice presidents or above must appoint deputies to strengthen succession through training and mentoring. Employees are encouraged to pursue continuous learning to enhance talent development and professional growth.

Functional Committees

	Audit Committee	Remuneration Committee	Sustainability and Nomination Committee
Composition of Members	4 Independent Directors	2 Independent Directors and 1 External Expert	2 Independent Directors and Corporate Governance Officer
Key Functions	<ul style="list-style-type: none"> Assist the Board of Directors in fulfilling its oversight responsibilities Compliance with relevant regulations Proper expression of financial statements oversight Execution of internal control system within the company 	<ul style="list-style-type: none"> Review the Company's compensation committee regulations and propose amendments. Establish and periodically review annual and long-term performance objectives and the policies, systems, standards, and structures for compensation for directors and executives. Assess directors' and executives' achievement of performance objectives regularly and, based on the evaluation results obtained from performance evaluation criteria, establish the content and amount of their individual compensation. 	<ul style="list-style-type: none"> Formulate sustainability development policies. Guide, monitor and review the implementation performance of sustainability initiatives and report to the Board of Directors. Be responsible for the nomination of directors (including independent directors), and prudently evaluate nominees' qualifications, selection criteria and succession plans. Periodically assess the appropriateness of the organizational structure and professional background of the Board of Directors and each committee, and evaluate their performance and independence. Other matters assigned by the Board of Directors. Other matters resolved by the Board of Directors and assigned to this Committee for implementation.
Meeting Activities in 2025	The Audit Committee met 5 times in 2024 Attendance Rate 100%	The Remuneration Committee met 3 times in 2024 Attendance Rate 100%	Sustainability and Nomination Committee met 2 times in Attendance Rate 83.33%
Implementation Status in 2025	<p>The Audit Committee regularly communicates with internal audit and external auditors. Please click and refer to the company's website:</p> <ul style="list-style-type: none"> Communication of Independent Directors, Auditing Office and Accountants The operational status of the Audit Committee in 2025 	<p>The Remuneration Committee regularly reviews the compensation system and performance evaluation methods for employees, directors, and executives. Please click and refer to the company's website:</p> <ul style="list-style-type: none"> The operational status of the Remuneration Committee in 2025 	<p>Regularly monitor the operation of corporate governance, corporate social responsibility, and the implementation of integrity management. Please click and refer to the company's website:</p> <ul style="list-style-type: none"> The operational status of the Sustainability and Nomination Committee in 2025

3.2 Financial Performance

Material Topic	Financial risk management	
Policy Commitment	<ul style="list-style-type: none"> Regularly conduct financial and internal systems audits and provide reports. 	
Responsible Department	Financial & Accounting Department, Audit Committee	
Management Approach	<ul style="list-style-type: none"> Periodically review long-term/short-term capital arrangements and manage financing channels and financial tools. 	
Risk Response Strategy	Short-term	<p>Regularly forecast and review short- and mid-to-long-term funding requirements, and continue managing diversified financing channels and financial instruments.</p> <p>Regularly analyze accounts receivable aging to strengthen collection management.</p> <p>Implement credit review mechanisms for new and existing customers to reduce credit risk exposure.</p>
	Mid-term	<p>Enhance foreign currency exposure forecasting and management mechanisms, regularly monitor exchange rate risks, and apply hedging instruments to reduce volatility impacts.</p> <p>Continuously monitor macroeconomic and industry developments to adjust capital allocation, credit policies, and risk control measures.</p>
	Long-term	<p>Continue collaborating with financial institutions and professional consultants to strengthen the financial risk management framework and credit evaluation system, enhancing overall risk identification and response capabilities.</p>
Targets	Independent directors, audit executives, and accountants regularly communicate and conduct audits to examine and assess the reliability and integrity of financial and operational information; review existing systems to ensure compliance with significant policies, plans, procedures, laws, and regulations; inspect methods of asset safeguarding to verify the existence of assets; evaluate the economic efficiency of resource utilization.	
Stakeholder Engagement	<p>Customers: Internal and external audits</p> <p>Government: Compliance with relevant regulations</p> <p>Shareholders: Shareholders' meetings, annual reports</p> <p>Suppliers: Supplier audits</p>	
Performance	<p>Please click and refer to the company's website:</p> <ul style="list-style-type: none"> Financial Information Quarterly Financial Report 	

Consolidated Statement of Comprehensive Income in the Most Recent 3 Years

Unit: Thousands of NTD

Subject	Year	2023	2024	2025
Revenue		12,628,251	12,459,179	11,608,228
Operating cost		11,599,833	12,155,379	11,757,229
Gross profit (loss) from operations		1,028,418	303,800	(149,001)
Operating expenses				
Selling expenses		845,964	816,517	672,335
Administrative expenses		774,367	874,838	781,819
R&D expenses		57,095	68,757	38,147
Expected credit loss		(44,506)	14,366	649
Total operating expenses		1,632,920	1,774,478	1,492,950
Operating loss		(604,502)	(1,470,678)	(1,641,951)
Total non-operating income and expenses		(201,105)	(333,696)	(398,558)
Loss from continuing operations before tax		(805,607)	(1,804,374)	(2,040,509)
Less: Income tax expenses (income)		(5,655)	(7,043)	(19,556)
Current Year's Net Profit/Loss		(799,952)	(1,797,331)	(2,020,953)
Current Year's Other Comprehensive Income (after-tax net amount)		83,202	453,254	230,010
Total Current Year's Comprehensive Income		(716,750)	(1,344,077)	(1,790,943)
Basic earnings per share		-4.2	-9.21	-8.65
Diluted earnings per share		-4.2	-9.21	-8.65

Note: The Company receives government financial support in its operating regions in accordance with local regulations, including tax incentives and investment benefits. Certain holding companies established in tax-exempt jurisdictions are exempt from corporate income tax and capital gains tax. In addition, the Company's operations in Thailand have obtained corporate income tax exemptions and import duty incentives under investment promotion regulations. (Please refer to Quarterly Financial Report- (o) Income taxes)

Production Value in the Most Recent Two Years

Unit: square meter, NT\$ thousand

Production Value	Year	2024		2025	
		Production	Output Value	Production	Output Value
Main Product					
Single Sided Board		503,198	385,833	504,464	380,693
Double Sided Board		1,802,136	3,097,890	1,468,296	2,412,267
Multi-Layer Board		3,546,578	10,345,982	3,499,998	9,793,124
Total		5,851,912	13,829,705	5,472,758	12,586,084

3.3 Products and Services

Material Topic	Product responsibility management	
Policy Commitment	<ul style="list-style-type: none"> Conduct irregular employee training programs to enhance and strengthen quality management knowledge among quality control personnel. Regularly maintain ISO 9001 Quality Management System certification. 	
Responsible Department	Quality Assurance Department, Manufacturing Department, Management Information System Department, Research & Development Department, Business Department	
Management Approach	<ul style="list-style-type: none"> Promote quality awareness implementation (14Q Project). Enhance the quality management system and optimize management mechanisms for product specifications within the same plant. 	
Risk Response Strategy	Short-term	Strengthen quality management execution through the 14Q Project.
	Mid-term	Continuously optimize the quality management system to enhance process stability and quality consistency, reducing quality risks arising from diversified products.
	Long-term	Establish an integrated quality management and continuous improvement system by incorporating innovative management approaches and data analysis capabilities to enhance product reliability and customer trust.
Targets	Strengthening employee quality awareness (14Q project) Achieve a customer satisfaction rating of 45 points (out of 50)	
Stakeholder Engagement	Customers: Customer satisfaction surveys Employees: Advocacy activities, Employee training Suppliers: Supplier audits, Acceptance reviews	
Performance	All factory locations have successfully obtained ISO 9001 : 2015 Customer satisfaction with quality ratings:43.4 Host 14Q Day to reinforce quality awareness	

Material Topic	Research and innovation	
Policy Commitment	<ul style="list-style-type: none"> Continuously enhance product and manufacturing capabilities Protect own and respect others' intellectual property rights 	
Responsible Department	Quality Assurance Department, Manufacturing Department, Management Information System Department, Research & Development Department, Business Department	
Management Approach	<ul style="list-style-type: none"> Continuously review manufacturing capabilities and quality management Invest in research and development and new equipment Improve the collaboration system between industry and education to nurture talent Strengthen awareness of intellectual property rights Apply for invention patents 	
Risk Response Strategy	Short-term	Established laboratories and related management procedures as the foundation for R&D and testing, while continuously reviewing manufacturing capabilities and quality management mechanisms.
	Mid-term	Plan and promote industry-academia collaboration programs, while evaluating and implementing remote work models to enhance recruitment flexibility and reduce geographic limitations.
	Long-term	Continuously strengthen the R&D system and innovation capabilities by integrating R&D, manufacturing, and market demand to enhance product differentiation and added value, while building a competitive technology platform and talent structure to support long-term growth and market position.
Targets	Initiate industry-academia collaboration Enhance technology or product development	
Stakeholder Engagement	Customers: Phone calls, Email correspondence, Meetings, Site visits Employees: Employee education and training Stakeholders: Earning call, Spokesman window, Shareholders' meetings	
Performance	R&D expenses NTD 38.147 million	

Business of Apex and its Subsidiaries

Apex's business strategy is centered around understanding market demands and delivering products of stable quality. This approach emphasizes high standards in production management and forward-looking operational strategies, complemented by an efficient and harmonious corporate culture. This enables the company's products to offer a diverse range of applications in the consumer electronics market.

The primary focus is on the manufacturing and sale of single-sided, double-sided and multilayer rigid printed circuit boards, which are used in LCD TVs, set-top boxes, hard drives, printers, wireless transmission equipment, TFT panels, automotive multimedia products, and more. Apex's products are not only manufactured and sold in Thailand but have also expanded to become suppliers to international consumer electronics brands.

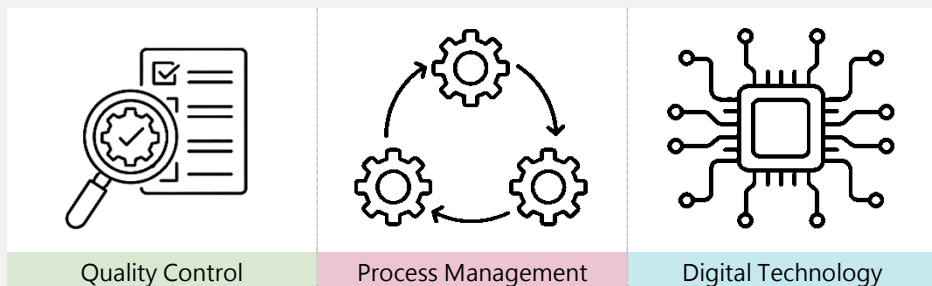
Health Safety and Products

Apex is committed to producing products that meet health, safety, and quality requirements. The company strictly adheres to international regulations such as RoHS, REACH, and Halogen Free in inspecting materials, production processes, and emissions. The percentage of product sales complying with RoHS reaches 100%. Apex also incorporates these standards into employee training programs to ensure that employees have a thorough understanding of product ingredients and engineering manufacturing standards.

(Please refer to page 24. International Certifications and Awards for relevant certifications.)

Quality Policy

In order to provide customers with stable supply and product quality, Apex emphasizes strict quality control throughout the design, production, testing, and delivery processes. We aim to enable our customers to gain a competitive edge in the fiercely competitive market. Therefore, we are committed to (1) meeting customer requirements, (2) providing high-quality products to downstream manufacturers, (3) adhering to quality standards and delivering on time, taking pride in customer satisfaction, and (4) continuously improving and innovating quality control processes.



New Products and Upcoming Service Offerings

With respect to new product and technology development, the Company will continue to deepen its expertise in traditional rigid printed circuit boards while enhancing its manufacturing capabilities for high-layer PCBs. At the same time, the Company is expanding into the HDI segment, developing applications for automotive and related electronic products, and continuing to develop new products such as servers, memory modules, and power supply units, in order to increase product value and strengthen market competitiveness.

Looking ahead, the Company will continue to optimize its product mix by integrating technological advancements with product diversification strategies. Through flexible capacity allocation and effective cost control, the Company aims to respond to market changes and maintain stable and sustainable growth.

Technologies and products developed

Year	Development Result
2021	<ul style="list-style-type: none"> Auto Plating line Micro PAD 160x200um product Zero emission micro etching process
2022	<ul style="list-style-type: none"> Micro PAD 180x200um function tester development Thicker copper (3-5oz) board process development Microvia (diameter < 0.15mm and aspect ratio 1)
2023	<ul style="list-style-type: none"> 10-20 Layer (Thickness < 2.0) multilayer PCB develop Single build-up HDI Micro LED TV PCB Plasma de smear process High Tg (up to 220C), Low loss (Df < 0.005) material process
2024	<ul style="list-style-type: none"> Develop 18-28 Layer / 2.0-3.2mm multilayer PCB process Process development for 2 buildup (2 pressing cycle) HDI PCB (2-n-2) Implementation of Laser Direct Imaging (Inner- and Outer layer. Solder mask)
2025	<ul style="list-style-type: none"> Third build-up (multiple laminations) HDI PCB (3-n-3) development 65 μm line width/spacing process development Introduction of pin-less CCD stacking technology for high-layer PCBs Improved alignment accuracy for high-layer PCBs used in servers and graphics cards

Intellectual Property Management Plan

To ensure the Company's intellectual property, strengthen its competitive advantages, achieve operational goals, increase profits, and ensure sustainable operations, the Company will actively assist R&D personnel in the right of R&D results and strive to promote internal intellectual property management plans to continue accumulating the Company's intellectual property volume, and promote the Company to use intellectual property as an advantage to its customers.

The Company regularly reports matters related to intellectual property to the board of directors every year, and the latest date of submission is December 19, 2025.

Intellectual Property and Patent Management Process



Patents

The intellectual property achievements obtained by the Company to date are as follows: A Republic of China invention patent titled "ANODE SLUDGE REMOVAL DEVICE, CLEANING METHOD, ELECTRONIC DEVICE AND CLEANING SYSTEM" has been granted under patent certificate number I738115.

A People's Republic of China invention patent titled "ANODE SLUDGE REMOVAL DEVICE, CLEANING METHOD AND CLEANING SYSTEM" has been granted under patent certificate number 5139485.

Trade Secret Management



Employee password-protected computer access



Magnetic card access control management



Employee confidentiality agreements for trade secrets

International Certifications and Awards for relevant certifications

Apex is committed to protecting the rights and interests of customers and laborers and maintaining the safety, hygiene, and quality management of the production process. It has also been recognized by inspection agencies and partners.

Certificates	Valid Period	Range
ISO 14001 : 2015 Environmental Management Systems	11 Oct. 2023 - 10 Oct. 2026	Apex 1
	28 Dec. 2025 - 27 Dec. 2028	Apex 2&3
	19 Mar. 2024 - 18 Mar. 2027	Apex S
ISO 9001 : 2015 Quality Management Systems	19 Jul. 2023 - 18 Jul. 2026	Apex 1
	12 Dec. 2023 - 11 Dec. 2026	Apex 2&3
	19 Mar. 2024 - 18 Mar. 2027	Apex S
ISO 45001 : 2018 Occupational Health and Safety Management Systems	31 Jan. 2026 - 30 Jan. 2029	Apex 1
	31 Jan. 2026 - 30 Jan. 2029	Apex 2&3
IATF 16949 : 2016 International Automotive Task Force to harmonize quality management system	19 Jul. 2023 - 18 Jul. 2026	Apex 1
	05 Jan. 2024 - 11 Dec. 2026	Apex 2&3
TLS 8001 : 2020 Thailand Labor Standard	15 Feb. 2025 - 14 Feb. 2028	Apex 1
	15 Feb. 2025 - 14 Feb. 2028	Apex 2&3
Fire Drills Certificate	Issue Date: 25 Nov. 2021	Apex 1
	Issue Date: 01 Dec. 2021	Apex 2&3
	Issue Date: 03 Dec. 2021	Apex S
ISO/IEC 27001:2013 Information Security Management System	27 Aug. 2023 – 26 Aug. 2026	Apex
	2023 emission: 14 May 2024	Apex
ISO 14064-1:2018 GHG Inventory Standard	2024 emission: 07 May 2025	Apex
	2025 emission: 26 Jun. 2026	Apex

3.4 Industry Supply Chain

Material Topic	Supply chain disruptions and climate risk-induced cost variations	
Policy Commitment	<ul style="list-style-type: none"> Require suppliers to comply with environmental protection regulations. Require suppliers of processed raw materials to provide statements ensuring that their products do not contain internationally prohibited substances harmful to the environment. Audit whether manufacturers have established or achieved environmental management systems and environmental objectives (ISO 14001 or RC14001). Procure conflict-free raw materials. 	
Responsible Department	Management Information System Department, Business Department, Sustainability and Nomination Committee	
Management Approach	<ul style="list-style-type: none"> Plan and establish supplier development and evaluation processes. Conduct annual assessments of critical suppliers, provide guidance for improvement to those who fail to meet requirements, and reduce transaction volumes or cease transactions with suppliers who fail to improve over the long term. Monitor industry movement dynamics, increase the selection and auditing of localized suppliers, and explore innovative collaboration models. 	
Risk Response Strategy	Short-term	Strengthen management controls over existing production, procurement, sales planning, and logistics processes, while enhancing cross-department coordination and improving flexibility in material and product allocation.
	Mid-term	Continuously monitor industry relocation trends and regional supply changes, strengthen the development, evaluation, and audit mechanisms for local suppliers, and enhance supply source diversification and stability to reduce supply chain disruption risks.
	Long-term	Develop resilient supply chain management strategies by adopting flexible procurement and innovative collaboration models, combined with climate risk assessments to mitigate cost volatility.
Targets	Percentage of local suppliers in Thailand	
Stakeholder Engagement	Customers: Compliance assessment with international regulations and customer requirements Suppliers: Supplier audits, acceptance reviews	
Performance	The percentage of local suppliers in Thailand 38.57%	

Material Topic	Market and demand fluctuation risks	
Policy Commitment	<ul style="list-style-type: none"> Strengthen negotiation skills, customer relationships, and market analysis through employee training Conduct regular stakeholder communication 	
Responsible Department	Business Department, Manufacturing Department, Administrative Department, Financial & Accounting Department	
Management Approach	<ul style="list-style-type: none"> Establish market analysis and information feedback mechanisms to monitor demand changes. Strengthen customer and distributor management to improve order stability. Optimize logistics and shipment management to enhance supply flexibility. Provide sales and market analysis training to strengthen responsiveness. Establish political, economic, and industry trend analysis mechanisms to support decision-making. 	
Risk Response Strategy	Short-term	Strengthen management controls over existing market analysis, customer and distributor management, and logistics processes, while enhancing market information collection and real-time feedback mechanisms to improve responsiveness to demand changes.
	Mid-term	Strengthen business negotiation, customer relationship management, and market analysis capabilities through training and standardized management systems to enhance sensitivity and adaptability to market changes.
	Long-term	Establish integrated political, economic, and industry trend analysis mechanisms to strengthen market forecasting and strategic planning capabilities, improve flexibility in product and market positioning, reduce the impact of demand fluctuations on revenue and operations, and enhance long-term competitiveness.
Targets	Factory output; Employee training	
Stakeholder Engagement	Customers: Compliance assessment with international regulations and customer requirements. Employees: Employee training. Suppliers: Supplier audits, acceptance reviews.	
Performance	Factory output value NTD 12.586 billion Employee training hours 297,460 hours	

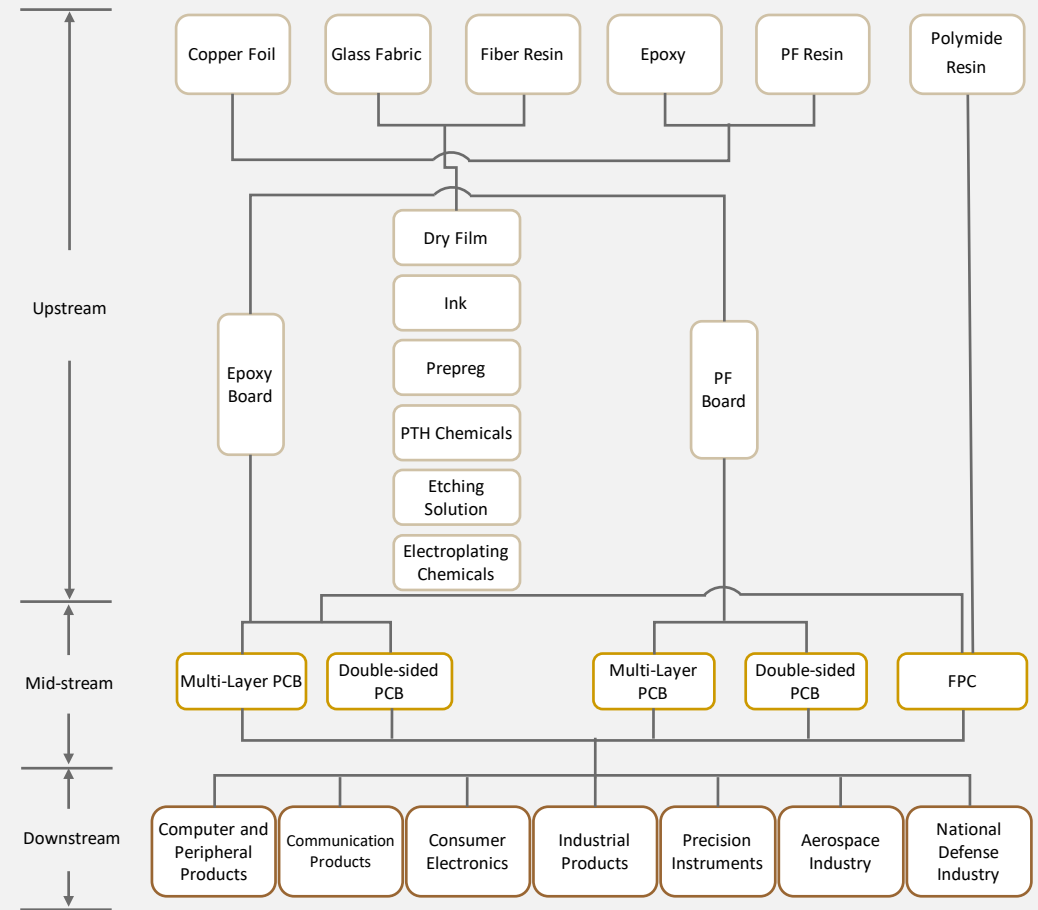
The Roles in the Industry Value Chain

PCBs are the largest value-generating industry in the global electronic components sector and serve as a fundamental industry for manufacturing electronic information products. Apex primarily focuses on the production of single-sided, double-sided and multi-layer PCBs, positioning itself in the industry's midstream. Upstream has related components and materials, such as various substrates, copper foils, and films. Downstream industries encompass information technology, communications, consumer electronics, semiconductor products, industrial control equipment, automotive, medical instruments, aerospace, and defense industries. The upstream raw material supply is moderately concentrated, and there are long-term cooperative relationships with our company and its subsidiaries, ensuring stable and sufficient material sources. The downstream industry has a wide range of applications, and the development of both upstream and downstream sectors is robust.

In recent years, the shipments of electronic terminal products, including smartphones, computers, and televisions, have not grown significantly, actually with a recession, while the overall PCB output value maintains its growth. 5G infrastructure in the early stage is a crucial point. In the future, as the application of high-end PCB products such as 5G and AI continues to be promising, it is expected that the market competition for high-end products will continue to intensify. In terms of product structure, the current multi-layer PCB market still dominates the market. With the rapid development of electronic circuit industry technology, the integrated functions of components have become more and more extensive. Electronic products have become more prominent in the high density of PCBs, and high-end PCB products such as high multi-layer boards, HDI boards, flexible boards, and package substrates have gradually taken over market dominance.

Apex's major multi-layer board products are consumer electronic products, and its market will experience moderate growth because the Group's current revenue generation in this area is still relatively low. Therefore, if Apex can meet the market's product requirements and enhance process capability, there is considerable room for growth. The main competitors of such conventional hardboards are manufacturers in Mainland China, including Taiwan-funded plants and China-funded plants. In recent years, companies in Mainland China have increasingly strengthened their competitiveness through government support, self-technology upgrading, and the gradual integration of upstream and downstream industries. However, in recent years, the increasingly stringent environmental protection ban in mainland China has increased the cost of environmental protection.

Apex Supply Chain



Reference: Material and Chemical Research Laboratories, Industrial Technology Research Institute

3.5 Supplier Management Policy

Apex operates as the main operations body and has established long-term close relationships with suppliers based on mutual trust and mutual benefit, aiming for win-win outcomes. Among them, raw material suppliers have a significant impact on product production. Therefore, Apex attaches great importance to suppliers' compliance with environmental protection regulations: suppliers must comply with local government regulations related to air pollution prevention, water pollution prevention, and waste and toxic substances management. In case of violations, they must promptly submit improvement plans. In addition, Apex also requires suppliers of process raw materials to provide statements ensuring that their products do not contain internationally prohibited substances harmful to the environment, ensuring that the products meet customer and international legal requirements, such as EU RoHS, products do not contain perfluorooctanesulfonic acid (PFOS) and perfluorooctanoic acid (PFOA), and the EU REACH directive. When conducting supplier environmental audits, procurement supervisors will request improvements from the suppliers if significant deficiencies are found. Establishing an environmental management system and ecological objectives and auditing suppliers to assess whether they have ISO 14001 or RC14001 are also part of Apex's supplier management policies. Apex strictly adheres to the RBA Code of Conduct, which also drives suppliers to respond accordingly, procuring non-conflict minerals and advocating for humanitarianism and the practice of human dignity, fulfilling corporate social responsibilities, and avoiding the use of raw materials extracted in situations involving armed conflict and human rights violations.

The Supplier Management Implementation

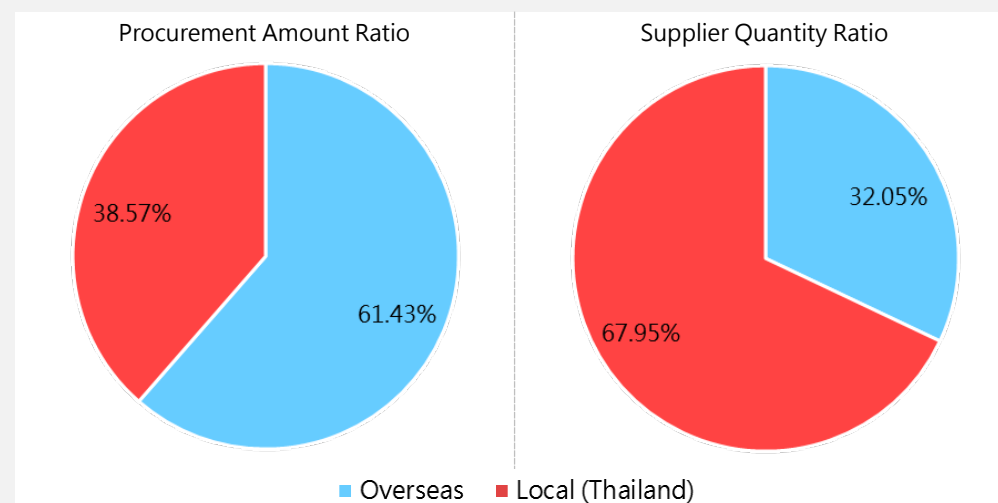
Apex' s procurement department conducts annual assessments and audits of major suppliers. In 2024, audits and comprehensive performance evaluations were completed in line with the company' s supplier audit process. New suppliers were also assessed. Evaluations consider ESG sustainability factors, referencing the RBA Code of Conduct, ISO 14001, ISO 9001, and ISO 45001 certifications to ensure both parties meet responsibilities in quality, environmental protection, and the elimination of forced labor. Suppliers not meeting Apex' s standards will receive guidance and follow-up. If non-compliance continues, Apex may reduce or terminate business based on the situation.

Local Procurement

The Company' s primary operating sites are located in Thailand, and its procurement strategy prioritizes supporting local economic development and enhancing supply chain resilience by giving preference to local suppliers. Local suppliers are defined as vendors registered in Thailand or with principal operations located in Thailand. In 2025, excluding related-party transactions, local procurement accounted for approximately 38.58% of total procurement, while overseas procurement accounted for approximately 61.42%. In terms of supplier structure, local suppliers represented approximately 68% of the total supplier base, indicating that the Company' s supply chain is primarily composed of local suppliers by number.

Overall, the Company' s supply chain demonstrates a structure characterized by "a high proportion of local suppliers by quantity, while procurement spending remains concentrated overseas." Although the Company has established a certain level of local sourcing capability, some key raw materials still rely on overseas suppliers, resulting in a relatively high proportion of overseas procurement.

Most local suppliers are concentrated in operational support-related categories, reflecting a solid localized foundation in daily operations and production support. Overseas suppliers account for approximately 32% of the supplier base. Although fewer in number, this indicates the Company' s continued reliance on international supply chains for core production materials. Going forward, while ensuring quality and cost competitiveness, the Company will continue to evaluate opportunities to increase local procurement, diversify supply sources, and strengthen supplier management mechanisms to enhance supply chain stability and reduce potential operational and transportation-related environmental risks.



3.6 Customer Service

Material Topic	Customer relationship management	
Policy Commitment	<ul style="list-style-type: none"> Provide diverse communication channels for customers 	
Responsible Department	Business Department	
Management Approach	<ul style="list-style-type: none"> Review market demand regularly, interact frequently with customers and agents to confirm feasibility, periodically review customer complaint content and progress, and manage core issues. Supplement negotiation, customer relationship management, and market analysis training content and establish channels for collecting political and economic trend analysis information. 	
Risk Response Strategy	Short-term	Regularly review market demand and maintain close communication with customers and distributors to confirm demand changes and order feasibility, while tracking customer complaint resolution progress to identify and improve key quality and service issues.
	Mid-term	Strengthen business negotiation, customer relationship management, and market analysis capabilities through training programs to enhance responsiveness to changing customer needs and reduce customer attrition risks.
	Long-term	Establish integrated political, economic, and industry trend analysis mechanisms to strengthen customer engagement strategies and market positioning, enhance customer loyalty and long-term partnerships, and support stable revenue growth.
Targets	Overall customer satisfaction target reached 91.5 points (out of 100)	
Stakeholder Engagement	Customers: Irregular communication, customer satisfaction surveys Employees: Employee training	
Performance	Customer overall satisfaction score 88.86	

Customer Satisfaction

Apex values customer needs and continuously improves internal processes through ongoing communication and customer feedback. The Company also conducts regular customer satisfaction surveys to support continuous improvement.

Product labeling complies with applicable regulations and international standards, including RoHS and HF requirements, and Apex maintains ISO 9001 certification. No significant⁴ regulatory violations occurred in 2025.

Evaluation Frequency	Once every six months
Scope	Apex' s main PCB product customers
Assessment Content	Product quality, product delivery speed, service
Handling Procedure	Analyzing the survey results and reporting customer feedback information directly to the management level to improve internal or external processes
Regular Communication	Dedicated service window to promptly address customer feedback and provide comprehensive product information
Improvements	Customer satisfaction did not meet the 2025 target. Relevant departments have implemented improvement plans and will continue strengthening quality issue analysis, corrective action tracking, and cross-functional improvement efforts.



Note: Score allocation is 50% for quality, 30% for delivery, and 20% for service.

⁴ All major violations mentioned in this report are defined as those subject to fines of at least NT\$1,000,000.

3.7 Ethics and Integrity

Material Topic	Harmed reputation
Policy Commitment	<ul style="list-style-type: none"> Principle of Corporate Governance Principle of Sustainability Development Ethical Corporate Management Best Practice Principles Risk Management Policy and Procedure
Responsible Department	Sustainability and Nomination Committee , Corporate governance team Internal audit unit
Management Approach	<ul style="list-style-type: none"> Continuously and effectively manage operational activities and related ESG initiatives Continuously enhance the risk management mechanism, with reference to international risk management standards Incorporate sustainability information into internal control policies Continue strengthening the risk management framework Engage with stakeholders through diverse communication channels
Risk Response Strategy	Short-term Strengthen management of daily operations and sustainability-related activities to ensure compliance with internal policies and regulations, reducing reputational risks.
	Mid-term Continuously improve risk management mechanisms and establish cross-functional risk identification and reporting processes to enhance risk response capabilities.
	Long-term Gradually adopt international risk management standards to strengthen governance, disclosure transparency, and stakeholder trust.
Targets	Conduct risk management and provide reports on execution status yearly Annual Corporate Governance Evaluation 6%~20% No major legal violations
Stakeholder Engagement	Society: Compliance with relevant regulations; community engagement Customers: Conformance assessments for international regulations and customer requirements Employees: Internal meetings; employee training and education Government: TCFD climate-related financial disclosures and risk management reporting; regulatory compliance
Performance	2025 TCFD and Risk Management Rank in the 6~20% of the 12 th (Y2025) CGE No major legal violations in 2025

Integrity Management

Integrity and honesty have always been the core values of Apex's corporate culture and the foremost principle of its business philosophy. The Company is committed to conducting all business activities with integrity and prohibits corruption and fraudulent behavior. Apex's board of directors establishes policies and regulations related to integrity management and constantly monitors the development of domestic and international corporate governance systems to review and improve the corporate governance system established by the Company, thereby enhancing corporate governance effectiveness.

(Please refer to the company's website: [Major Internal Policies](#))

Promotion and Implementation

The Company has clearly defined policies in its Integrity Management Code to prevent conflicts of interest. Independent directors regularly review audit reports and communicate with audit supervisors to understand any conflicts of interest within the company. Communication channels with stakeholders are kept open. The Company has established a reporting system overseen by independent directors and audit managers to address ethical issues and inspections. The channels include:

Internal: CEO BOX, BROTHER BOX

External: Contact information for the audit manager is disclosed on the company's official website.

Through the reporting system, no ethical issues occurred in 2025, and regular audit checks did not reveal any abnormal matters related to the following topics:

- The benefits of external providers
- Private transactions
- Commitments to external
- Compliance with international regulations
- Political donations
- Insider trading
- Large-scale donations
- Customer/Supplier ethical issues
- Protection of trade secrets and intellectual property

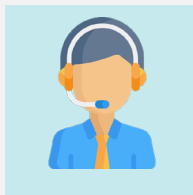
Investigation Procedures and Reporting Channels

The Company has established standard operating procedures for reporting matters, where the reporting acceptance, investigation process, and results should all be documented in writing and retained for five years. Matters involving general employees should be reported to department heads, while those involving directors or senior executives should be reported to independent directors. Upon verifying the validity of reported matters, relevant units must review internal control systems and operational procedures, proposing improvement measures to prevent the recurrence of similar behaviors. The dedicated unit responsible for handling reports should report the reported matters, their handling methods, and subsequent review and improvement measures to the board of directors.

Compliance with regulations

Apex strictly adheres to local laws at all operational sites and actively participates in various global initiatives or conventions covering multiple areas such as environment and human rights. Through establishing multiple internal regulations by the board of directors, Apex rigorously binds company personnel, demonstrating zero tolerance for unlawful conduct. In the event of suspicious behavior or potential violations of Apex's code of conduct by any employee or representative, the Company has established a whistleblowing inbox on its website for internal and external parties to report misconduct anonymously. The Company's audit manager directly handles reported matters.

In 2025, Apex did not experience any major integrity violations in its operations, nor were there any significant incidents involving infringement of customer privacy, environmental protection violations, or human rights issues. No involvement in anti-competitive behavior or lawsuits related to antitrust and monopoly regulations, and no associated financial losses.



Reporting Channel

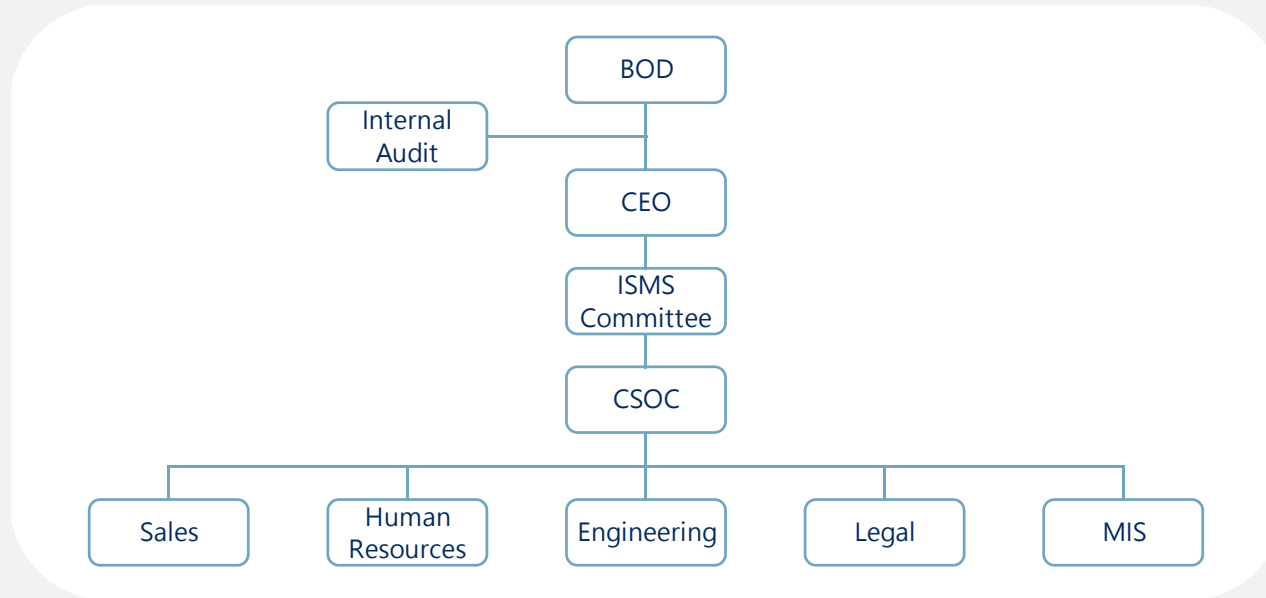
TEL: (02) 2717-0032

E-mail: ethics@apex-intl.com.tw

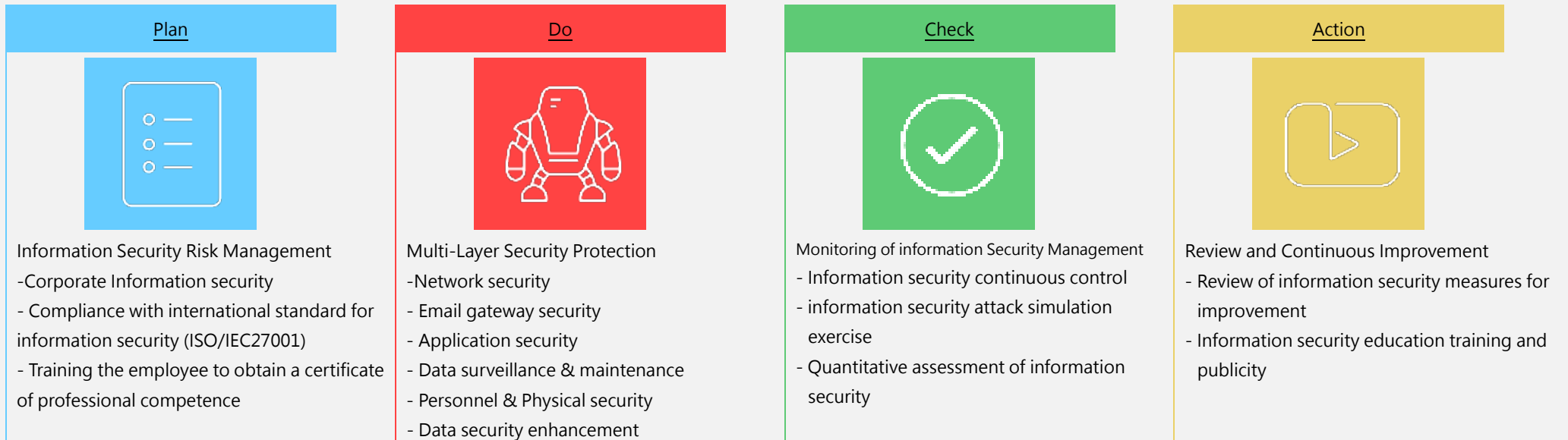
3.8 Information Security and Privacy Protection

Material Topic	Information security management	
Policy Commitment	<ul style="list-style-type: none"> Maintain regular ISO 27001 Information Security Management System certification. Personal Data Protection Management Policy. Strengthen cybersecurity protection and risk management mechanisms. 	
Responsible Department	MIS Department, ISMS Committee	
Management Approach	<ul style="list-style-type: none"> Establish information security policies and access control mechanisms. Conduct regular system monitoring, vulnerability scanning, and risk assessments. Promote cybersecurity training and employee security awareness. Implement backup and disaster recovery mechanisms to ensure system continuity. Regularly review cybersecurity incidents and protection measures to continuously improve management mechanisms. 	
Risk Response Strategy	Short-term	Introduce external professional support to strengthen cybersecurity systems and maintain ISO 27001 operations.
	Mid-term	Plan cloud architecture and enhance protection mechanisms to improve system security.
	Long-term	Strengthen cybersecurity governance and monitoring mechanisms to enhance overall protection and response capabilities.
Targets	Maintained ISO 27001 certification status 100% cybersecurity protection coverage 100% completion rate for cybersecurity training and NDA signing	
Stakeholder Engagement	Society: Compliance with relevant regulations; website announcements Customers: Conformance assessments for customer requirements Employees: Internal meetings; employee training and education; multi-channel awareness promotion Government: Compliance with relevant regulations Shareholders: Annual reports; Sustainability Reports; Company website Suppliers: Supplier audits; business communication	
Performance	Achieved ISO 27001 certification 100% cybersecurity protection coverage 100% completion rate for cybersecurity training and NDA signing	

Information Security Organization



Information Security Policy



Cybersecurity Performance

No incidents involving customer privacy breaches or customer data loss occurred in 2025.

- Training and Information Security Policy

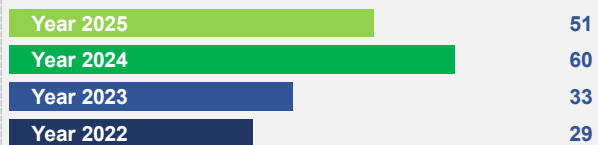
100%

All new employees this year have completed the cyber security awareness and data protection training courses, and have signed a non-disclosure agreement.



51 Messages

Produced 51 promotional messages and media materials to communicate important information security regulations and precautions, and issued alerts whenever new company information security threats were identified.



7,749 Employees⁵

All employees have access to online cyber-threat prevention materials and training, including an overview of the Personal Data Protection Act B.E. 2562 (2019) and the ISMS policy announced by the company. All employees have passed the assessment with a score above 80%.



- Information Security Protection, Detection and Response

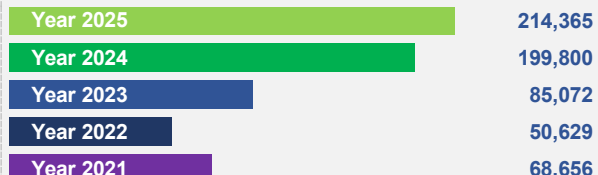
100%

All computers and devices within the network system are equipped with network security tools to ensure effective protection and detection against cyber attacks.



214,365 Detected

Detected threats to the system by usage type (Application Components) and automatically blocked 214,365 potentially harmful threats.



4,700,000 Message

The system detected threats targeting the email platform and automatically blocked 4,700,000 potentially harmful emails.



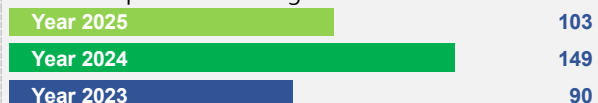
100%

The ISMS Management Committee and the ISMS Working Committee are able to effectively monitor progress toward the ISMS objectives, including system backup, access rights review, incident management, and business continuity planning (BCP).



103 Incident

A few incidents were detected by our cybersecurity team. However, our robust security defenses and proactive incident response successfully maintained system security and minimized potential damage.



120,000 Protection

The antivirus software automatically detects, quarantines, and/or deletes malicious code to prevent malware from causing damage to the organization.



⁵ As of November 30, 2025, the total number of employees was 7,749.

4. Sustainable Environment

As a major printed circuit board manufacturer in Thailand, Apex recognizes the impacts of climate change and the importance of sustainable development. The Company actively integrates environmental protection into its operations by improving energy and resource efficiency, reducing carbon emissions and waste generation, and promoting environmental sustainability.

Apex has implemented “Green Projects” covering three major areas: renewable energy, water resource recycling, and greenhouse gas reduction. Through systematic management, the Company aims to minimize environmental impacts.

Apex has adopted ISO 14064 standards and established a carbon footprint data collection platform to strengthen carbon inventory management and greenhouse gas monitoring. The Company continues to develop carbon reduction initiatives to ensure compliance with environmental standards and reduce overall emissions. Building on the “Apex Sandbox Project” and the “Apex Solar Project,” Apex collaborates with energy-saving organizations and equipment suppliers to expand renewable energy applications. Through technological innovation, the Company improves energy efficiency and strengthens energy-saving and carbon reduction measures.

Apex also promotes wastewater recycling projects to enhance water recovery rates, while developing new processes and production technologies to reduce waste generation and strengthen resource recycling and reuse, thereby reducing environmental burdens. In addition to large-scale environmental projects, Apex is committed to enhancing employee environmental awareness and integrating sustainability into its corporate culture. Employees are encouraged to adopt environmentally friendly practices in their daily activities, making sustainability a shared responsibility of both the Company and its workforce.

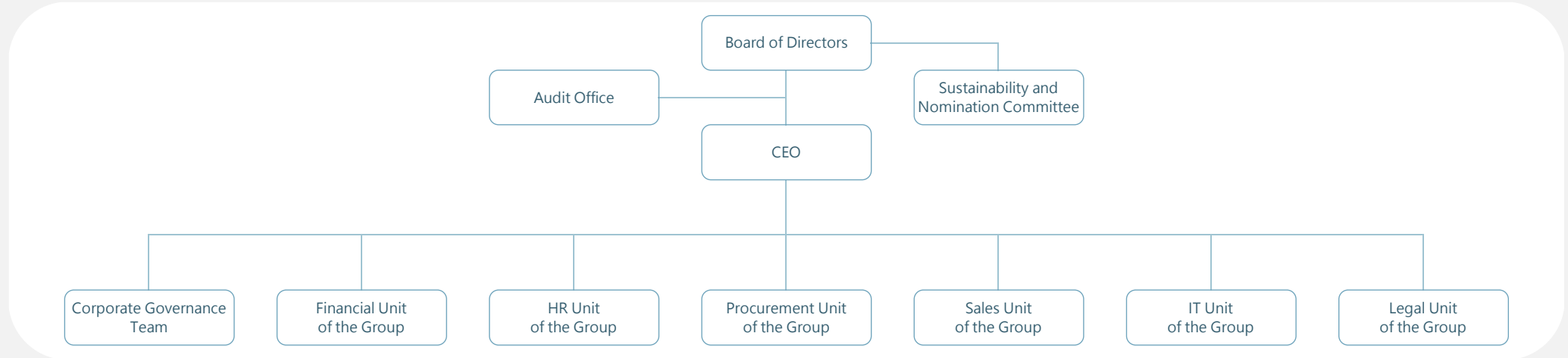
Apex will continue optimizing its environmental initiatives and promoting green development with a responsible approach, ensuring the coexistence of business growth and environmental sustainability while contributing to a more sustainable future.

Environmental Targets and Performance Results

Year	2022	2023	2024	2025	2026	2027	2030	2035	2045	2060
Implementation Status	GHG Emission ↓ 5% (BY 2019)	ISO 14064-1 ISO 27001	ISO 14064-1 Commit SBTi Wastewater Recycling 32.14%	ISO 14064-1 RE 3.83% Wastewater Recycling 38.47% Etching Recycling 79.9%						
GHG Emission					Establish SBTi targets	↓ 5% (BY 2022)	ISO 14067			
Wastewater Recycling Rate AQUA Project				30%			40%	50%		
RE Usage Rate Solar Project				5%				10%	30%	50%
Etching Recycling Rate						70%	100%			

4.1 Climate Change Risks and Opportunities

Management of Climate-Related Risks and Opportunities

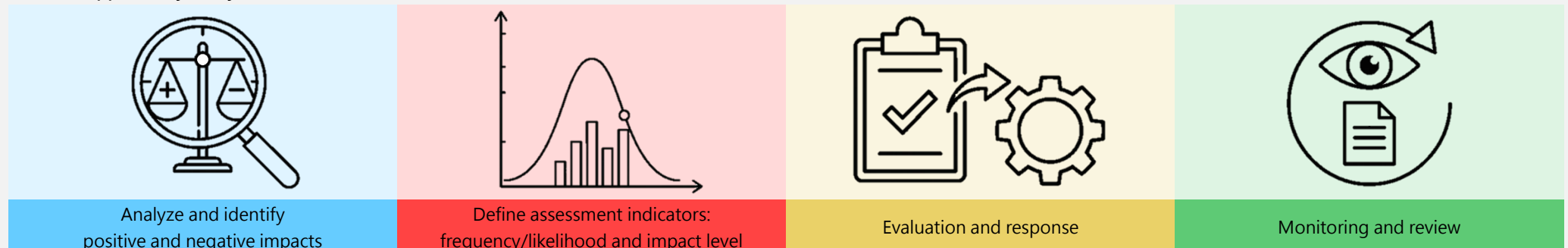


Within the Company' s risk management framework, the Board of Directors serves as the highest governance body for climate-related risk and opportunity management. The Board is responsible for approving risk management policies, procedures, and frameworks, ensuring alignment between operational strategies and risk management policies, and promoting the development of risk management mechanisms and culture.

The President serves as the convener for climate-related risk and opportunity management, coordinating key departments and management personnel to plan, implement, and oversee related activities. Relevant risks and opportunities are assessed to establish strategies, targets, control measures, and training programs to strengthen overall risk awareness.

Operating units are responsible for risk identification, analysis, assessment, and response within their departments and regularly report to the risk management function to ensure effective implementation of risk management policies and controls. Internal audit units conduct audits in accordance with annual audit plans, while internal self-assessments are also performed annually. The Sustainability and Nomination Committee reviews the implementation of risk management, provides improvement recommendations, and reports the results annually to the Board of Directors for review.

Risk and Opportunity Analysis



Climate Risk Scenarios

This assessment adopts scenarios based on Shared Socioeconomic Pathways (SSPs) and Representative Concentration Pathways (RCPs). Scenario analysis is used to evaluate the social and economic impacts of policy implementation, while RCPs are incorporated to assess future greenhouse gas concentrations and radiative forcing inputs for climate models in order to estimate different levels of global warming scenarios.

This report adopts the SSP2-4.5 scenario, which represents a moderate scenario. Under this scenario, countries place limited emphasis on sustainability issues while prioritizing regional economic and security concerns, resulting in uneven development and less effective policy outcomes. Although global and national institutions continue to promote sustainability goals, progress remains relatively slow. RCP 4.5 is considered a medium-emission scenario in which CO2 emissions begin to decline only after the middle of the century, making net-zero emissions before 2100 unlikely. This scenario is considered relatively consistent with current global development trends.

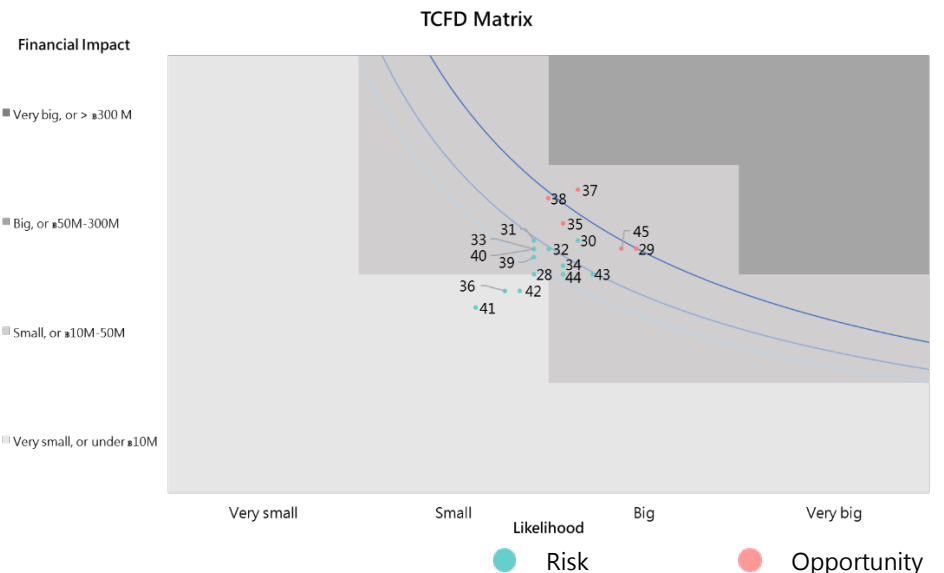
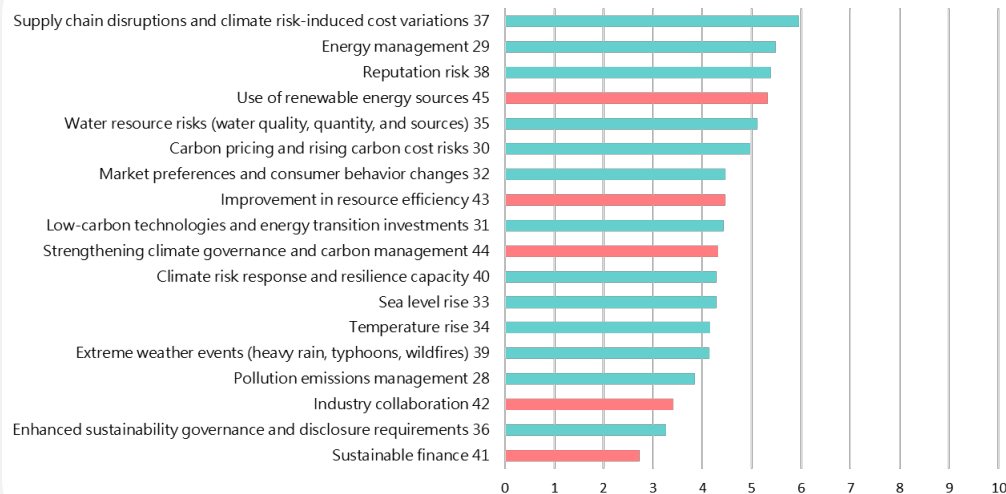
Climate change risks and opportunities may affect the Company's strategy and financial planning. Therefore, in accordance with the TCFD recommendations, the Company evaluates the resilience of its climate strategies by assessing transition risks, physical risks, and climate-related opportunities under a moderate scenario analysis.

Scenario setting: Moderate global warming scenario (SSP2-4.5) based on the IPCC Sixth Assessment Report.

Temperature	Estimation indicates a continuous rise in global temperatures in the future. Under the moderate scenario of global warming (SSP2-4.5), it is projected that the global temperature will exceed 2°C relative to the period from 1850 to 1900 during the 21st century and may even approach 3°C. The average temperature rise in Thailand is forecasted to be 1.6°C and 2.4°C by the middle and end of this century, respectively.
Extreme heat	Future temperature changes will be more significant and pronounced. In 1995, the median number of days with temperatures above 35°C across Thailand was 44. Under the SSP2-4.5, it is anticipated that by the end of this century, the median number of days with temperatures above 35°C in Thailand will reach 195 days.
Intense rainfall	Under the moderate global warming scenario (SSP2-4.5), Thailand's average daily maximum rainfall is expected to increase by approximately 4.99% and 11.01% by the middle and end of this century, respectively.
Rising sea levels	The global average sea level will continue to rise in the 21st century. Under the SSP2-4.5, the possible range of global average sea level rise by the end of this century is estimated to be 0.66–1.33 meters.

1.5°C scenario, Thailand's Climate Change Master Plan (2015-2050), etc.

Implementation of Thailand's V-ETS	Since 2013, Thailand has been promoting the voluntary carbon emission trading system (V-ETS), which sets upper limits on direct and energy-related indirect carbon emissions for high-carbon industries and plans to implement a nationwide mandatory ETS policy.
Enhanced regulatory standards	The Thailand Climate Change Master Plan (2015-2050) proposes comprehensive enhancements to green building standards, building energy efficiency standards, lighting and air conditioning standards, and promoting efficient transportation systems, aiming to restrict GHG emissions while achieving economic expansion simultaneously.
Energy shortages	The National Economic and Social Development Council (NESDB) of Thailand's analysis indicates that Thailand's regional energy resources can only provide reserves for 20 years.
Shifts in customer behavior	Customers demand carbon reduction strategies or evidence of carbon neutrality for mid to long-term periods.



Explanation and Response Strategies

Category	Topic	Risks and Opportunities	Risk Response Strategies	Level
Transition-Market	Supply chain disruptions and climate risk-induced cost variations	Please refer to "2.4 Impact Identification and Value Chain" for the same topic.	Please refer to "3.4 Industry Supply Chain"	A
Transition-Technology	Energy management	Please refer to "2.4 Impact Identification and Value Chain" for the same topic.	Please refer to "4.1 Climate Change Risks and Opportunities"	B
Transition-Reputation	Reputation risk	Please refer to "2.4 Impact Identification and Value Chain" for the same topic.	Please refer to "3.7 Ethics and Integrity"	B
Opportunity-Energy Sources	Use of renewable energy sources	Opp. : Reduce GHG emission risks; improve energy and resource performance; enhance corporate image and market value.	Participate in renewable energy procurement and investment, and gradually increase the proportion of renewable energy usage year by year.	B
Physical-Acute & Chronic	Water resource risks (water quality, quantity, and sources)	Please refer to "2.4 Impact Identification and Value Chain" for the same topic.	Please refer to "4.1 Climate Change Risks and Opportunities"	B
Transition-Policies and Regulations	Carbon pricing and rising carbon cost risks	Risk: Rising carbon fees and carbon taxes may increase costs, while insufficient carbon management may affect customer procurement decisions. Opp. : Establishing carbon management and internal carbon pricing mechanisms can improve cost predictability and competitive advantage.	Short-term: Complete GHG inventories, maintain ISO 14064-1 certification, promote energy-saving and carbon reduction projects, and implement an internal carbon pricing mechanism (THB 300 per ton). Mid-term: Develop carbon footprint inventories and product carbon management mechanisms, integrating them into investment and operational decisions. Long-term: Establish an integrated carbon management system to internalize carbon costs and optimize decarbonization strategies.	C

Category	Topic	Risks and Opportunities	Risk Response Strategies	Level
Opportunity-Resource Efficiency	Improvement in resource efficiency	<p>Risk: Initial efficiency improvements require investment in technology upgrades and equipment replacement, while monitoring and tracking systems increase fixed operating costs.</p> <p>Opp.: Energy-, water-, and waste-saving measures can reduce operating costs and enhance customer procurement willingness; improved efficiency can strengthen sustainability ratings, support access to incentives, and enhance operational resilience.</p>	<p>Short-term: Optimize production equipment and component configurations through internal and external improvement projects to enhance operational efficiency and reduce energy consumption; strengthen wastewater recycling systems to improve water recovery rates.</p> <p>Mid-term: Continue promoting equipment energy optimization and process improvements through systematic monitoring and management to improve energy and water efficiency while reducing operating costs and resource waste risks.</p> <p>Long-term: Establish an integrated resource management system to improve energy and water efficiency, strengthen operational resilience, and reduce climate- and resource-related risks.</p>	C
Transition-Market	Market preferences and consumer behavior changes	<p>Risk: Failure to meet customer ESG requirements may affect customer procurement decisions; ESG initiatives require additional costs and manpower; disputes or litigation may damage corporate reputation and sustainability ratings.</p> <p>Opp.: Early ESG adoption can support compliance with customer audit requirements, while sustainability disclosures can enhance transparency, sustainability ratings, and corporate image.</p>	<p>Short-term: Proactively communicate ESG requirements and audit schedules to monitor changes in market preferences.</p> <p>Mid-term: Continue strengthening stakeholder communication and integrating ESG requirements into operations to enhance market responsiveness and competitiveness.</p> <p>Long-term: Promote management innovation and operational transformation to respond to changing market preferences and consumer behavior, while developing products and services aligned with sustainability trends to enhance long-term market value and growth momentum.</p>	C
Transition-Technology	Low-carbon technologies and energy transition investments	<p>Risk: High initial investment and long payback periods may create financial pressure; unsuccessful technology implementation or unstable market demand may lead to losses; production adjustments and training costs may increase during the transition process.</p> <p>Opp.: Adoption of low-carbon processes and renewable energy can reduce long-term energy costs while enhancing sustainability ratings and market competitiveness.</p>	<p>Short-term: Introduce low-carbon products and collaborate with customers on development projects to enhance related technical capabilities.</p> <p>Mid-term: Plan and promote technology transformation initiatives incorporating decarbonization strategies, including evaluation of low-carbon processes and energy transition solutions to reduce carbon emissions and energy cost risks.</p> <p>Long-term: Establish low-carbon technology and energy transition roadmaps, continuously optimize investment allocation and technology deployment, and enhance low-carbon competitiveness to support long-term sustainable development.</p>	C
Opportunity-Resilience	Strengthening climate governance and carbon management	<p>Risk: Additional costs are required for consulting, implementation, and manpower.</p> <p>Opp.: Supports more comprehensive operational decision-making and reduces climate-related risks; strengthens investor confidence and sustainable finance opportunities; enhances customer recognition and business cooperation opportunities.</p>	<p>Short-term: Conduct climate and carbon management awareness programs to enhance employee understanding and engagement.</p> <p>Mid-term: Continue promoting training programs across all employee levels to strengthen execution capabilities and integrate them into daily management.</p> <p>Long-term: Establish systematic climate governance and carbon management mechanisms to enhance governance maturity and low-carbon transformation capabilities.</p>	C
Physical-Chronic	Sea level rise	<p>Risk: Natural disasters may cause production interruptions, shipment delays, and customer loss, while flooding, land loss, and salinization may result in asset impairment.</p> <p>Opp.: Early risk assessment and flood prevention planning can reduce future losses and maintain operational stability; evaluating alternative plant locations and connecting with emerging industrial clusters may create operational synergies.</p>	<p>Short-term: Establish facility management and maintenance mechanisms, regularly assess disaster risks, and continuously monitor external information.</p> <p>Mid-term: Strengthen sea level rise risk assessments and integrate them into operational and facility management planning.</p> <p>Long-term: Evaluate alternative plant locations and production capacity allocation to reduce geographic risks and enhance operational resilience.</p>	C
Physical-Chronic	Climate risk response and resilience capacity	<p>Risk: Lack of contingency plans may delay post-disaster recovery and affect customer trust, while repair and alternative solution costs may increase significantly.</p> <p>Opp.: Establishing contingency plans can enhance operational resilience and customer confidence.</p>	<p>Short-term: Establish BCP and emergency response SOPs, implement backup mechanisms, conduct regular drills and insurance planning, and continuously optimize response measures.</p> <p>Mid-term: Update climate scenarios and integrate them into decision-making while strengthening facility maintenance and risk early warning mechanisms.</p> <p>Long-term: Enhance climate risk and recovery mechanisms to strengthen operational resilience.</p>	D

Category	Topic	Risks and Opportunities	Risk Response Strategies	Level
Physical-Chronic	Temperature rise	Risk: High temperatures may accelerate equipment depreciation, increase maintenance and energy costs, and potentially affect production efficiency or cause operational shutdowns. Opp. : Proactive climate adaptation management can enhance sustainability ratings.	Short-term: Establish facility management and maintenance mechanisms to reduce the impact of high temperatures on equipment. Mid-term: Optimize facility and equipment management to improve operational stability under high temperatures and reduce maintenance risks. Long-term: Introduce heat-resistant facilities and innovative building materials to enhance high-temperature adaptability and operational resilience.	D
Physical-Acute	Extreme weather events (heavy rain, typhoons, wildfires)	Risk: Extreme weather events may accelerate equipment depreciation and increase maintenance and insurance costs. Opp. : Establish climate risk assessment and insurance mechanisms to reduce losses and recovery time, while strengthening facility protection to enhance operational continuity.	Short-term: Establish BCP and emergency response SOPs, implement backup mechanisms, conduct regular drills and insurance planning, and continuously optimize response measures. Mid-term: Update climate scenarios and integrate them into decision-making while strengthening facility maintenance and risk early warning mechanisms. Long-term: Enhance climate risk and recovery mechanisms to strengthen operational resilience.	D
Transition-Policies and Regulations	Pollution emissions management	Risk: Excessive emissions may result in fines, operational shutdowns, and reputational damage. Opp. : Obtaining relevant certifications can enhance customer trust, while compliant emissions can avoid shutdowns and penalties.	Short-term: Establish emission source management systems to ensure compliant emissions and maintain zero major violations. Mid-term: Continuously optimize emission management and integrate ESG practices into daily operations to improve efficiency and prevention capabilities. Long-term: Establish an integrated environmental management system and continuously strengthen pollution prevention and reduction measures.	D
Opportunity-Market Opportunities	Industry collaboration	Risk: Collaboration initiatives require additional coordination, training, consulting, and system investment costs for technology development and data integration. Opp. : Accelerate decarbonization initiatives to reduce costs and strengthen corporate resilience and reputation.	Short-term: Participate in industry association training programs and exchange activities to stay informed of sustainability trends and practices. Mid-term: Promote sustainable supply chain management mechanisms, strengthen supplier collaboration and management, and actively respond to customer requirements. Long-term: Deepen industry chain partnerships and establish long-term collaboration mechanisms to enhance overall supply chain resilience and sustainability competitiveness.	D
Transition-Policies and Regulations	Enhanced sustainability governance and disclosure requirements	Risk: Insufficient disclosure may weaken sustainability ratings and affect customer procurement decisions, while increasing compliance and reporting costs. Opp. : Adoption of international disclosure frameworks can enhance transparency and sustainability management effectiveness, improving sustainability ratings, social trust, operational development, and market value.	Short-term: Strengthen sustainability disclosure consistency and data quality, enhance internal data collection and verification capabilities, and reduce disclosure gap risks. Mid-term: Continuously optimize disclosure processes and internal management mechanisms in accordance with international disclosure standards. Long-term: Establish a systematic sustainability governance and disclosure framework by integrating internal management and external disclosure requirements to enhance sustainability management maturity and market trust.	D
Opportunity-Market Opportunities	Sustainable finance	Risk: Additional costs are required for consulting, implementation, verification, and reporting. Opp. : Strong ESG performance can enhance financing opportunities, support access to low-interest loans and green financing, and improve transparency and investor confidence, attracting sustainable funds and investors.	Short-term: Enhance transparency and market trust through sustainability disclosures and ratings Mid-term: Continuously improve sustainability management and disclosure quality while strengthening communication with financial institutions. Long-term: Establish a sustainable finance strategy by integrating ESG performance with financial decision-making to enhance access to low-interest funding and green financing.	D

Material Topic	Energy management	
Policy Commitment	<ul style="list-style-type: none"> Comply with customer requirements and local government regulations. Continuously implement energy-saving improvements for high-energy-consuming equipment and departments. Increase the proportion of renewable energy use. 	
Responsible Department	Sustainability and Nomination Committee , Financial & Accounting Department	
Management Approach	<ul style="list-style-type: none"> Energy-saving improvement plans for high-energy-consuming equipment and departments. Installation and expansion of solar energy facilities for self-generation. Implementation of ISO 50001 certification. 	
Risk Response Strategy	Short-term	Install solar power systems for self-generation and self-consumption, and implement the ISO 50001 Energy Management System to improve energy efficiency and management capabilities.
	Mid-term	Gradually expand solar power generation capacity to increase renewable energy usage and reduce dependence on external energy supply and price fluctuations.
	Long-term	Plan and promote the development of self-owned small-scale power plants by cultivating related technologies and talent, allocating resources, and establishing a stable and self-sufficient energy supply system.
Targets	Renewable energy usage ratio target	
	2025	5%
	2035	10%
	2045	30%
	2060	50%
Stakeholder Engagement	Customers: Compliance with customer audits and international regulations. Government: Regular disclosure of climate-related actions. Suppliers: Supplier audits.	
Performance	Self-generated solar power: 13,013 MWp RE Usage Rate 3.83%	

Material Topic	Water resource risks (water quality, quantity, and sources)	
Policy Commitment	<ul style="list-style-type: none"> Comply with water resource regulations to ensure water withdrawal and discharge meet applicable standards. Promote water conservation and water reuse to reduce water intensity. Strengthen water resource risk management to ensure operational stability and sustainable development. 	
Responsible Department	Sustainability and Nomination Committee , Manufacturing Department	
Management Approach	<ul style="list-style-type: none"> Establish water use and wastewater monitoring mechanisms to ensure stable water quality and supply. Promote wastewater recycling and reuse systems to improve recovery rates. Regularly review water efficiency and related risks to strengthen management measures. Optimize water treatment and storage to ensure stable water supply. 	
Risk Response Strategy	Short-term	Establish water resource management and review mechanisms to continuously monitor water quality, water volume, and regulatory compliance, while promoting wastewater recycling facilities.
	Mid-term	Complete wastewater recycling systems and improve operational efficiency, while evaluating the implementation of ISO 46001 to strengthen water efficiency management.
	Long-term	Continuously optimize water resource management systems to improve recycling rates and water efficiency, reduce dependence on water resources, and strengthen operational resilience.
Targets	Wastewater Recycling Rate	
	2025	30%
	2030	40%
	2035	50%
Stakeholder Engagement	Society: Compliance with relevant regulations Customers: Compliance with customer audits and international regulations Employees: Internal meetings; employee training and education Government: Compliance with relevant regulations Suppliers: Supplier audits	
Performance	Wastewater Recycling Rate 38.47%	

Material Topic	Carbon pricing and rising carbon cost risks	
Policy Commitment	<ul style="list-style-type: none"> Monitor carbon-related policy developments and incorporate them into operational risk management. Establish an internal carbon pricing mechanism to support investment and energy decisions. Promote energy-saving, carbon reduction, and renewable energy initiatives to reduce carbon intensity. Strengthen GHG inventory and data management to improve transparency. Assess supply chain carbon risks and promote low-carbon transformation and sustainable development. 	
Responsible Department	Sustainability and Nomination Committee , Financial & Accounting Department, Manufacturing Department	
Management Approach	<ul style="list-style-type: none"> Establish GHG inventory and management systems. Implement an internal carbon pricing mechanism and integrate it into operational and investment decisions. Promote energy-saving, carbon reduction, and energy transition projects to reduce emissions and cost risks. Regularly monitor carbon emissions and carbon cost changes and adjust management strategies accordingly. 	
Risk Response Strategy	Short-term	Completed GHG inventories, maintained ISO 14064-1 certification, promoted energy-saving projects, and implemented an internal carbon pricing mechanism.
	Mid-term	Promoted carbon footprint inventories and optimized the internal carbon pricing mechanism by integrating it into operational and investment decisions.
	Long-term	Continuously adjust carbon management strategies to strengthen carbon cost control and enhance low-carbon competitiveness.
Targets	Establish SBTi targets Reduce GHG emissions by 5% by 2027 (baseyear 2022)	
Stakeholder Engagement	Customers: Compliance with customer audits and international regulations Employees: Employee training and education Government: Regular disclosure of climate-related actions Suppliers: Supplier audits	
Performance	Continuously update and maintain ISO 14064-1 certification Complete the establishment of the internal carbon pricing mechanism and integrate it into management processes	

4.2 Management of Water Resources and Wastes

Apex adopts the Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI) to regularly assess water stress at its production sites. Assessment results indicate that all production sites in Thailand are located in high water stress areas. Therefore, the Company continues to strengthen water resource management measures, including improving wastewater recycling rates and optimizing water use efficiency. All water sources are supplied by local water utilities and industrial estate treatment facilities to reduce direct dependence on natural water bodies.

In manufacturing operations, wastewater generated from different processes is segregated into temporary storage tanks based on its characteristics and treated through physical, chemical, and biological technologies to improve recycling efficiency and resource utilization. Through wastewater segregation and recycling systems, Apex ensures discharged water complies with applicable regulations while enabling part of the treated water to be reused in production processes or converted into economically valuable resources.

Although historical experience indicates that water shortage risks in the operating regions remain manageable, Apex recognizes that extreme climate events and water scarcity could disrupt production and affect customer delivery schedules. To mitigate such risks, the Company has established diversified water supply contingency mechanisms, including external emergency water procurement arrangements, to ensure operational continuity and supply chain stability.

All water used by Apex is sourced from third parties, including local water supply companies and industrial estate treatment facilities. Wastewater is discharged through designated pipelines in accordance with industrial estate requirements and relevant Thai regulations. From water withdrawal to wastewater discharge, all operations comply with applicable environmental regulations. No significant violations of relevant regulations occurred in 2025.

In 2025, Apex recorded a total water withdrawal of 3,886 million liters, total water discharge of 3,108 million liters, and total water consumption of 778 million liters. Compared with 2024, when total water withdrawal was 4,148 million liters, water discharge was 3,318 million liters, and water consumption was 830 million liters, all water-related indicators showed a downward trend. This demonstrates the effectiveness of the Company's ongoing water conservation measures, water resource management practices, and wastewater recycling initiatives in improving water use efficiency and reducing overall water resource consumption.

Category	Unit	2023	2024	2025
Water Withdraw	Megaliter (ML)/1,000m ³	3,822	4,148	3,886
Water Discharge	Megaliter (ML)/1,000m ³	3,058	3,318	3,108
Water Consumption	Megaliter (ML)/1,000m ³	764	830	778
Water Intensity	Megaliter (ML)/Million TWD Revenue	0.30	0.33	0.33

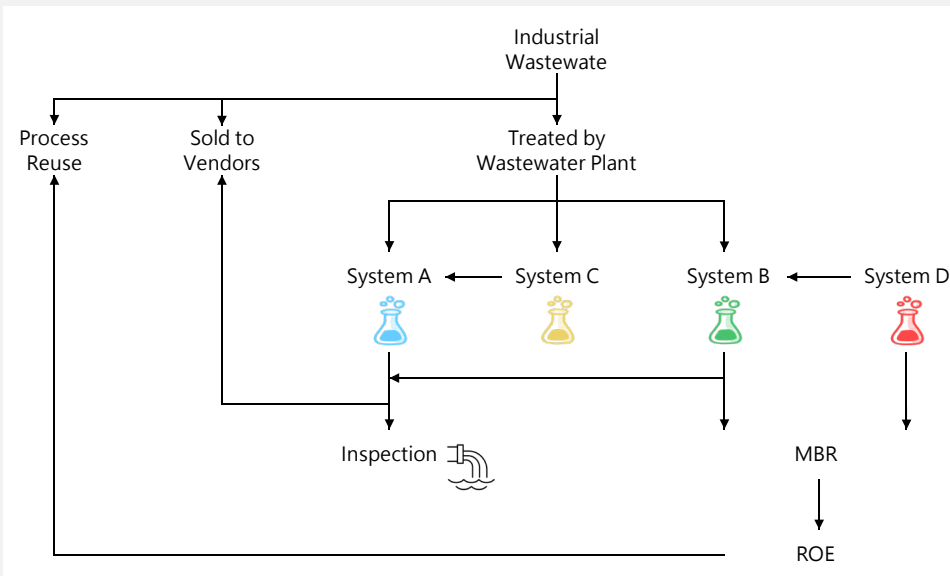
Aqua Project

PCB manufacturing processes rely heavily on stable water resources, electricity, and chemical substances. Due to the complexity of production processes, wastewater composition is diverse and more difficult to treat. To improve water resource efficiency and strengthen environmental management, Apex officially launched the AQUA Project in 2022 by establishing a dedicated water resource management task force and collaborating with professional suppliers to implement systematic water treatment and recycling mechanisms.

The system segregates wastewater streams generated from different production processes and applies multiple treatment technologies, including physical, chemical, and biological treatment, to purify wastewater and recover reusable resources. Treated water is recycled back into production processes, while certain recovered materials are converted into economically valuable by-products and sold to recycling vendors, enhancing resource circulation efficiency. For wastewater and residual discharges that cannot be recycled or reused, Apex strictly manages disposal in accordance with industrial estate regulations and applicable standards. All discharged water must meet regulatory requirements before being released into designated pipelines. The overall system not only ensures compliant wastewater discharge but also promotes the circular utilization of wastewater and waste, balancing environmental protection with improved resource efficiency.

Treatment Method		Recycled/Treatment Amount			Unit
		2023	2024	2025	
Micro Etching Waste Liquid	Use RecoCell equipment for electrolytic recycling and reuse	74.75 t	3,769	14,512	m ³
Acidic Etching Waste Liquid	Use equipment for electrolytic recycling and reuse	-	13,893	12,032	m ³
	Sale waste liquid	5,755	7,713	3,023	t
Non-hazardous	General Waste	7,910	5,075	6,370	t
	Food Scraps	641	800	564	t

Treatment Method		Recycled/Treatment Amount			Unit
		2023	2024	2025	
Non-hazardous	Copper Sheets, Copper Bars	641	694.9	927	t
	Pd waste liquid	93	1,403	-	g
	Resin Gold	29	547	3,719	g
	PCB Waste	165	636	414	t
	Sludge	4,323	4,647	9,915	t



4.3 Energy Efficiency and Policy

Since 2022, the Apex Solar Project has been progressively implemented, with part of the solar power facilities already in operation. In 2025, solar energy usage increased by 34.71% compared with the previous year, accounting for 3.83% of total energy consumption. In 2025, the installed solar facilities generated a total of 13,013.4 MWp of solar power.

Energy		Unit	2023	2024	2025	
Non-Renewable Energy	Outsourcing Energy	MWh	288,995	304,355	292,906	86.15%
		GJ	1,040,382	1,095,677	1,054,463	
	Diesel	L	486,022	481,879	475,652	1.50%
		GJ	18,760	18,601	18,360	
	Gasoline	L	50,568	62,206	42,049	0.12%
		GJ	1,729	2,127	1,438	
LPG	kg	2,217,774	2,210,524	2,236,692	8.41%	
	GJ	102,018	101,684	102,888		
Renewable Energy	Self-Generated Solar Power	MWh	5,990	9,660	13,013	3.83%
		GJ	21,562	34,777	46,848	
Total		GJ	1,200,810	1,253,128	1,223,997	
Energy intensity		GJ/Million NTD Revenue	95.09	100.58	105.44	



Lean Project

The project was implemented from 2022 to 2023 and introduced six improvement measures to enhance equipment operating efficiency. In 2025, average monthly energy consumption from equipment operations decreased by 13.76%, resulting in an annual reduction of approximately 85,348.4 GJ.



Solar Project

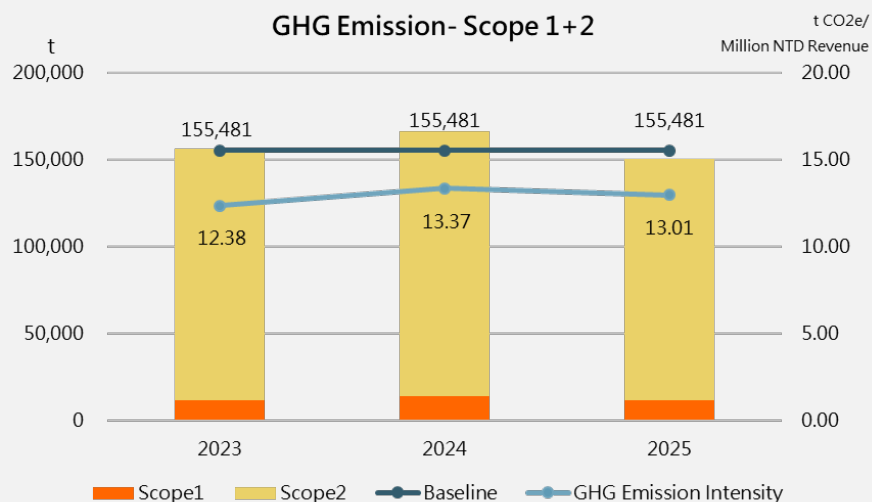
Solar Plant		2022	2023	2024	2027	2028
Phase 1	Completed	2,771	2,351	3,175		
	Apex 2 & 3-PPA				1,500	4,500
	Apex 1-PPA					17,000
Solar Capacity (kWp)		2,771	2,351	3,175	1,500	21,500
Accumulate Solar Capacity (kWp)		2,771	5,122	8,297	9,797	31,297
GHG Reduction (t)		2,022	3,739	6,055	7,053	22,842

PCB manufacturing at Apex requires substantial electricity consumption and relies heavily on power and utility systems. To reduce costs and carbon emissions, the Company implemented the Lean Project to optimize cooling, compressed air, and equipment efficiency through parameter adjustments and monitoring to lower unit energy consumption. Apex also introduced the Solar Project by installing solar power systems to increase renewable energy generation and usage. Together, these initiatives complement each other in reducing overall electricity demand and carbon emission intensity.

4.4 Mitigating Global Warming

To strengthen climate risk management and improve transparency of GHG emissions information, Apex has established a GHG inventory mechanism in accordance with ISO 14064-1 standards to systematically collect and disclose operational emission data. The inventory scope covers direct emissions and energy indirect emissions, and is gradually expanding to include other indirect emissions to comprehensively identify emission sources and structures.

In 2023, Apex established a phased target to reduce GHG emissions by 5% within five years using 2022 as the base year. The Company is also promoting ISO 14067 certification and the establishment of SBTi targets.



4.5 Environmental Regulatory Compliance

Apex is committed to complying with environmental regulations and continuously improving environmental management mechanisms to reduce environmental impacts and support sustainable development. All production sites comply with local environmental requirements, with systematic management and regular reviews implemented to reduce potential environmental risks. No significant environmental losses or regulatory penalties related to environmental pollution occurred in 2025.

The Company conducts third-party noise and air pollution inspections at least once annually to ensure regulatory compliance and promptly address abnormalities. Apex also continues investing in environmental protection equipment and technologies to reduce production-related environmental impacts and maintain surrounding environmental quality.

In product compliance, Apex follows EU RoHS and REACH requirements and requires suppliers to comply with relevant standards. The Company also values biodiversity protection by maintaining the surrounding ecological environment, avoiding impacts on natural habitats and wildlife, and continuously promoting green manufacturing and environmentally friendly practices.

GHG Emissions

Unit: t CO₂^e

Scope	2023	2024	2025	
Scope 1 (A)	11,937.01	14,395.79	11,894.98	
Scope 2 (B)	144,389.45	152,147.81	139,081.62	
Subtotal (A)+(B)	156,326.46	166,543.59	150,976.60	
GHG Emission Intensity (A+B)/Million NTD Revenue	12.38	13.75	13.01	
Scope 3 (C)	17,199.44	20,516.47	47,131.80	
GHG Protocol	Category 1	1,502.72	6,622.22	6,612.98
	Category 3	2.82	4.82	23,780.36
	Category 5	-	12.82	0.05
	Category 6	175.24	241.24	407.30
	Category 7	676.46	668.43	453.52
	Category 9	14,768.32	12,909.62	15,826.15
	Category 13	73.87	57.32	51.45
Others ⁶	5,720.36	7,526.70	6,042.51	
Total (A+B+C+D)	173,525.90	187,060.06	180,835.93	

Internal Carbon Pricing

Considering the Company' s major operating locations, international carbon pricing trends, regional carbon fee and carbon tax policy developments, as well as the marginal abatement costs of existing decarbonization projects, Apex initially established its internal carbon price at THB 300/ tCO₂^e .

⁶ Emissions containing R-22 and biogenic CO₂

5. Social Prosperity

Material Topic	Risks from external political and economic environment changes
Policy Commitment	<ul style="list-style-type: none"> Continuously monitor political, economic, and regulatory developments to strengthen risk identification and response capabilities. Enhance supply chain resilience and operational flexibility to reduce external risks. Strengthen climate- and policy-related risk management to support sustainable development.
Responsible Department	Sustainability and Nomination Committee , Financial & Accounting Department, Manufacturing Department
Management Approach	<ul style="list-style-type: none"> Establish monitoring mechanisms for political, economic, and regulatory developments. Conduct regular supply chain risk assessments and diversify supply sources. Strengthen workforce planning and recruitment strategies. Continuously optimize cost and operational management mechanisms.
Risk Response Strategy	Short-term Collect and analyze market information through procurement, sales, and finance functions to support management decision-making.
	Mid-term Establish political, economic, and market trend analysis mechanisms to strengthen decision support capabilities.
	Long-term Establish industry-academia collaboration and competency development systems to enhance workforce and organizational adaptability.
Targets	<p>Establish political and economic risk monitoring and reporting mechanisms.</p> <p>Increase supply diversification for key raw materials.</p> <p>Strengthen workforce stability and reduce labor shortage risks.</p> <p>Continuously optimize cost control and risk response capabilities.</p>
Stakeholder Engagement	<p>Customers: Business communication; compliance with customer audits and international regulations</p> <p>Employees: Internal meetings; employee training and education</p> <p>Government: Official correspondence; regulatory consultation</p> <p>Suppliers: Business communication</p>
Performance	<p>Annual employee turnover rate⁷ 36.22%</p> <p>The percentage of local suppliers in Thailand 38.57%</p>

5.1 Happy Workplace

Apex is committed to creating a safe, inclusive, and supportive workplace where employees are regarded as the Company's most valuable asset. Employee safety, career development, health, and well-being are prioritized, with "zero occupational accidents" as a core objective. Apex also values human rights, workplace hygiene, and harmonious labor relations to ensure employees can grow in a fair and secure environment.

The Company provides equal and diverse employment opportunities and strictly complies with applicable regulations and international initiatives to prevent discrimination based on gender, race, age, marital status, or other factors. Fair compensation and performance evaluation systems are implemented, with sustainability objectives incorporated into performance management.

To strengthen communication, Apex has established CEO BOX and BROTHER BOX channels, allowing employees to directly provide feedback and suggestions to management. No major labor disputes or significant complaints were reported in 2025, reflecting stable labor-management relations. An Employee Welfare Committee has also been established to protect employee rights and promote fair development opportunities.

Apex places strong emphasis on occupational safety and health. The Company has established a Safety and Occupational Committee, conducts regular workplace inspections, and maintains ISO 45001 certification. Annual health examinations, health promotion programs, and occupational safety training are provided to enhance employee health awareness and reduce workplace injuries.

In addition, Apex actively participates in charitable donations, fundraising activities, and community engagement programs to support vulnerable groups and contribute to social development. The Company believes that sustainable business success should go hand in hand with positive social impact. Progress together with society and strive to create a safe, supportive, and inclusive workplace that delivers positive social impact.

⁷ Employee turnover rate = (Number of resignations + Number of layoffs and retirements) / (End-of-period

headcount + Number of resignations + Number of layoffs and retirements).

Personnel Distribution

All employees of Apex have signed employment contracts with the Company, and there are no temporary, dispatched, or non-employee workers. The employee data presented below are based on the number of active employees as of December 31, 2025, including information on average years of service, average age, and educational background.

Year		2023	2024	2025
Number of Employees	Manager and above	142	158	171
	Production Departments	3,501	3,864	3,248
	General Employees	3,872	4,205	4,186
	Total	7,515	8,227	7,605
Position	Manager and above	142 ⁸	158 ⁹	171 ¹⁰
	General Employees	7,038	8,069	7,605
Gender	Male	3,247	3,507	3,278
	Female	4,268	4,720	4,327
Regional	Taiwan	10	10	11
	China	3	17	39
	Thailand	7,515	8,200	7,555
Employee Structure	Over 50 years old	114	141	197
	30-50 years old	3,203	3,483	3,473
	Under 30 years old	5,904	4,603	3,935
Average Age		30.10	30.12	30.77
Average Seniority		4.00	3.94	4.44
Education Level	Master and above	15	17	15
	University	1,687	1,957	1,900
	Senior High School	3,176	3,493	3,107
	Below Senior High School	2,637	2,760	2,583

⁸ 93 Thai, which is 65.49% of Manager and above. 41 females, which is 28.87% of Manager and above.

⁹ 99 Thai, which is 62.66% of Manager and above. 46 females, which is 29.11% of Manager and above.

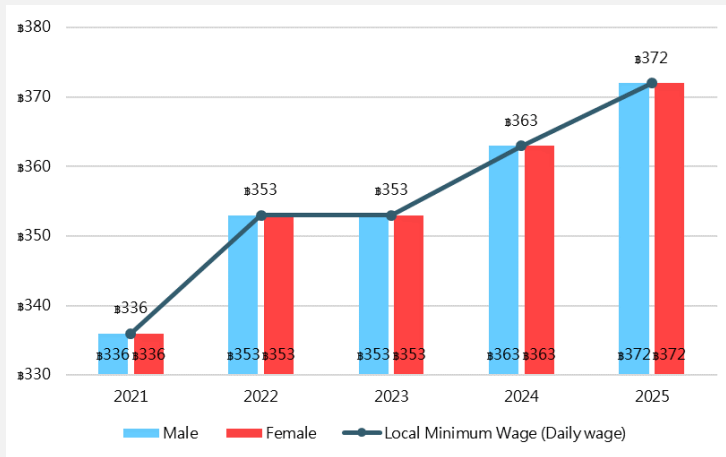
2025									
Gender/People (%)	Male				Female				SUM
	Thai	Chinese	Korean	Others	Thai	Chinese	Korean	Others	
Manager and above	0.79	0.59	0.14	0.09	0.51	0.08	0.01	-	2.22
Engineer	3.91	0.47	0.04	-	1.84	0.22	-	-	6.48
R&D	0.01	0.01	-	-	0.07	-	-	-	0.09
IT	0.22	-	-	0.00	0.17	-	-	-	0.39
Others	36.38	0.38	0.04	0.01	53.69	0.29	-	0.01	90.81
SUM	41.31	1.46	0.22	0.11	56.28	0.59	0.01	0.01	100.00

2024									
Gender/People (%)	Male				Female				SUM
	Thai	Chinese	Korean	Others	Thai	Chinese	Korean	Others	
Manager and above	0.73	0.47	0.10	0.10	0.47	0.09	-	-	1.96
Engineer	3.46	0.26	-	-	1.46	0.07	-	-	5.25
R&D	0.07	0.01	-	-	0.07	-	-	-	0.16
IT	0.23	-	-	-	0.19	-	-	-	0.43
Others	37.01	0.19	0.02	0.01	54.71	0.24	-	0.01	92.21
SUM	41.51	0.94	0.12	0.11	56.91	0.40	-	0.01	100

¹⁰ 99 Thai, which is 57.89% of Manager and above. 47 females, which is 27.49% of Manager and above.

Employee Compensation Policy

Based on business performance and employee evaluation results, Apex provides a fair and market-competitive compensation system to attract, retain, and motivate talented employees while rewarding performance and long-term contributions. The Company is committed to providing stable compensation and a supportive workplace environment to enhance employee engagement and operational stability. Apex also continues to promote sustainable development and corporate social responsibility by balancing environmental and social values to build a foundation for long-term sustainable operations.



Note: The ratio of the starting salary of grassroots personnel to the local minimum salary is 1.00, which is the same for both males and females.

Apex upholds a profit-sharing philosophy and allocates up to 2% of company profits as employee compensation. Annual performance evaluations are conducted, with salary adjustments and bonuses based on individual performance, responsibilities, and development potential. Compensation is determined based on education, experience, professional capability, seniority, and performance, without discrimination based on age, gender, race, religion, political affiliation, marital status, or union membership.

According to the Company's internal compensation statistics, the ratio of the annual total compensation of the highest-paid individual to the median annual total compensation of all other employees was 12.76. The ratio between the percentage change in the highest-paid individual's annual compensation and the median percentage change in average employee compensation was 18.20. These differences mainly reflect the Company's organizational structure, which includes a limited number of senior executives and a larger frontline workforce, as well as differences in responsibilities and performance-based compensation mechanisms. Apex will continue reviewing the fairness and reasonableness of its compensation structure.

New Hires and Employee Turnover

The Company's workforce is primarily composed of employees under the age of 30, many of whom are in the early stages of career exploration and therefore represent the group with the highest mobility, accounting for the majority of both new hires and employee turnover. Employees aged 30–50 demonstrate relatively stable turnover rates and serve as the core workforce of the Company. Apex continues to improve employee retention through enhanced training programs, strengthened career development planning, and optimized compensation and benefits systems. (Refer to [Employee Development Program](#) and [Employee Welfare Policy](#))



Retirement System and Implementation Status

The retirement system for employees complies with relevant local laws as follows:

- I. Thailand area: Section 118 of Chapter 11 of the Thai Labor Protection Act provides retirement benefits to local employees. This constitutes a defined benefit plan wherein employees meeting the retirement criteria are eligible for a retirement benefit equivalent to a certain number of days' salaries based on their tenure. The related liability has been recognized in the financial statements based on actuarial reports prepared by qualified actuaries in the local area.
- II. Taiwan area: Employees in Taiwan are subject to the Labor Pension Act, which allocates a portion equivalent to 6% of monthly wages as retirement benefits to individual retirement accounts managed by the Bureau of Labor Insurance.

(Please refer to [Quarterly Financial Report- \(n\) Employee benefits](#))

Employee Development Program

Apex values talent development and enhances employees' professional capabilities and workplace competitiveness through comprehensive training and education programs. The training system covers orientation programs, professional training, and continuing education for directors and managers, ensuring employees at all stages of employment and career advancement have access to appropriate learning resources.

Orientation training helps employees quickly adapt to the workplace environment, while professional training strengthens technical and management capabilities. Through mutual learning and development, Apex aims to foster employee engagement and a collaborative corporate culture. Continuing education for management also ensures that leadership remains aligned with evolving trends and is able to guide the Company toward stable development.

Project		2023	2024	2025	
New Employee Training	Male	Training Hours (Hours)	45,576	50,184	34,080
		Trainees (People)	17,091	18,819	12,780
	Female	Training Hours (Hours)	58,536	67,536	44,160
		Trainees (People)	21,951	25,326	16,560
Professional Training	Male	Training Hours (Hours)	156,861	102,593	100,659
		Trainees (People)	25,210	16,677	16,534
	Female	Training Hours (Hours)	196,602	116,778	118,453
		Trainees (People)	32,136	19,266	19,875
Director and Manager Training	Male	Training Hours (Hours)	75	78	90
		Trainees (People)	22	22	29
	Female	Training Hours (Hours)	39	45	18
		Trainees (People)	9	10	3
Total	Male	Training Hours (Hours)	174,027	152,855	134,829
		Trainees (People)	42,323	35,518	29,343
	Female	Training Hours (Hours)	255,177	184,359	162,631
		Trainees (People)	54,096	44,602	36,438
	Total Training Hours (Hours)		429,204	337,214	297,460
	Total Trainees (People)		96,419	80,120	65,781
Average Training Hours (Hours)		57.11	40.99	39.11	

Employee Welfare Policy

As the electronics components industry falls under labor-intensive sectors, labor relations are crucial, with stakeholders prioritizing this issue. Therefore, Apex has established labor-related regulations that adhere to international standards such as TLS and the Responsible Business Alliance (RBA) Code of Conduct, aiming for zero labor complaints.

Apex ensures fair and equal treatment for all employees and implements a voluntary overtime application system. The HR department collaborates with department heads to formulate annual education and training plans based on departmental objectives and competency requirements. Clear promotion assessment criteria for each job level are defined to promote talent development, retention, and utilization. Apex takes a comprehensive approach to employee compensation, benefits, and communication, fostering personal achievements and development and enriching employees' spiritual growth to achieve work-life balance.

Remuneration System	<ul style="list-style-type: none"> Employee compensation Seniority awards Employee retirement system in compliance with local regulations
Welfare Policy	<ul style="list-style-type: none"> Shuttle bus service for commuting Provision of employee uniforms The employee cafeteria provides three meals Perfect attendance bonus Medical and funeral assistance Annual sports events and employee parties Maternity leave and benefits during pregnancy Employee loans Provision of medical insurance for all employees
Employee Care and Communication	<ul style="list-style-type: none"> Employee Welfare Committee Official website CEO BOX BROTHER BOX, etc.

Employee Organization

Although Apex has not established a labor union, the Company protects employee rights through employee organizations and related policies. Apex maintains harmonious labor-management relations with no major labor disputes reported. The Company values employee welfare and has established an Employee Welfare Committee to support employee well-being, encourage feedback, and promote a fair and supportive working environment.

Member Distribution	Committee	Safety & Occupational Committee			ISO 45001 Committee			Welfare Committee		
		2023	2024	2025	2023	2024	2025	2023	2024	2025
APT	Assistant Manager Level or above	55	67	157	234	230	140	11	11	5
	Others	79	76	60	-	2	-	27	27	29
APS	Assistant Manager Level or above	3	5	3	-	-	-	-	-	-
	Others	16	13	3	-	-	-	7	7	7
Total		148	153	223	234	232	140	45	45	45
Meeting Frequency		Monthly			Annually			Quarterly		

Human Rights-Related Training

Apex actively promotes human rights-related training to enhance employee awareness of corporate social responsibility and labor rights. RBA training emphasizes ethical business conduct and environmental standards to ensure compliance with international requirements, while TLS training focuses on compliance with Thai labor regulations, protection of employee rights, and the promotion of a positive working environment. Through these initiatives, Apex demonstrates its commitment to employee well-being and responsible business practices in both production operations and employee treatment.

In 2025, Apex accumulated a total of 1,338 training hours related to human rights education.

Course	Course Hours	Male	Female	Person-Hours
Responsible Business Alliance (RBA) Version 8.0 (2024)	6	37	49	516
Internal Audit For Responsible Business Alliance (RBA) V8.0	6	17	36	318
TLS 8001:2020 Internal Audit and Requirements	6	22	62	504

Employee satisfaction survey

For employees, communication is conducted through employee satisfaction surveys covering four major categories: work and development, team and culture, human rights issues, and benefits and resources. The survey statistics were compiled as of July 31, 2025.

Survey Period	FY 2025		
Survey Target	All employees	Conducted By	Human Resources Department
Responses Collected	3,940	Frequency	Annually
Survey Coverage Rate	52.65% ¹¹	Satisfaction Rate	76.5%
Key Concerns	Quality of Life; Working Hours; Compensation and Benefits; Workplace Discrimination		
Improvement Measures	Continuously optimize working hours and workforce allocation, regularly review compensation and benefits, and strengthen training on anti-discrimination and grievance channels to enhance employee quality of life and improve the workplace environment.		

Actions on Human Rights Issues



100% completion rate of human rights-related training for new employees in the reporting year.



Conducted 298 awareness activities on human rights protection and grievance handling through multiple communication channels



Annual health examinations provided for employees.
100% employee health examination completion rate in 2025.

¹¹ As of July 31, 2025, the total number of employees was 7,484.

Human Rights Policy Commitment

To uphold and safeguard fundamental human rights, Apex recognizes and supports internationally recognized human rights standards, including the ILO Declaration on Fundamental Principles and Rights at Work, ILO Conventions, OECD Guidelines for Multinational Enterprises, the Universal Declaration of Human Rights, and the UN Global Compact Ten Principles. In compliance with local labor regulations, Apex has established the Human Rights Policy Management Measures as the basis for promoting human rights protection.

The Company continuously promotes awareness of workplace bullying prevention, mental health, anti-discrimination, sexual harassment prevention, and occupational safety and health. In 2025, Apex conducted 298 related awareness activities through training programs, internal announcements, and multiple communication channels to foster a respectful, diverse, and inclusive workplace culture. Apex has also established grievance and whistleblowing mechanisms to provide employees with secure and confidential reporting channels, ensuring human rights issues are properly addressed and continuously improved through systematic management processes.

Concerns	Goal and Practice	Measures	Appeal Channel
Providing a Safe and Healthy Environment	Implementing workplace safety and occupational disease prevention, providing employees with a safe, healthy, and hygienic work environment.	Conducting safety and health work, providing education and training, organizing employee health check-ups, or hosting various health promotion activities.	Employee Welfare Committee
Prohibiting Child Labor	Refusing to employ any child under the age of 18.	Following national hiring regulations, only applicants at least 18 years old are considered for any position, and thorough checks are conducted during recruitment to avoid oversight.	The business website " Irregular Business Conduct Reporting " allows external individuals to report or file complaints.
Prohibiting Forced Labor	Adhering to RBA regulations on freedom of employment choice, strictly complying with local government labor laws, and international standards to eliminate forced or involuntary labor.	According to local government labor laws, overtime work is voluntary and may not be enforced in any form. Employees are entitled to compensatory time off or overtime pay as required by law.	The business website " Irregular Business Conduct Reporting " allows external individuals to report or file complaints.
Eliminating Unlawful Discrimination	Ensuring no discrimination against employees based on race, class, language, ideology, religion, political affiliation, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, disabilities, astrological sign, blood type, or union membership, to effectively safeguard employees' workplace rights and provide a workplace environment that is dignified and equitable.	Establishing the "Procedures to Human Rights Policy and Management" to safeguard employees' human rights and eliminate unlawful discrimination.	The business website " Irregular Business Conduct Reporting " allows external individuals to report or file complaints.
Promoting Employee Well-being	Offering legitimate and diverse activities to enhance the balance between employees' work and life.	The Welfare Committee organizes recreational activities for all employees at least once a year and conducts monthly care activities for new colleagues, inviting department heads to participate. These activities enhance employee morale and a sense of belonging through interactive team-building games.	Employee Welfare Committee CEO BOX BROTHER BOX
Maintaining a Harassment-Free Workplace	Ensuring a work environment free from sexual harassment for all employees.	Through advocacy and public announcements, employees are made aware of their responsibility to help ensure a harassment-free workplace during their duties, and avenues for complaints, such as hotlines and email, are disclosed to foster a friendly work environment.	CEO BOX BROTHER BOX

5.2 Workplace Health and Safety

Apex places strong emphasis on workplace safety and health. Medical rooms and trained first-aid personnel are available at each site, with monthly inspections and updates of equipment and personal protective equipment (PPE). The Company also maintains close cooperation with local medical institutions to ensure timely emergency support. In 2025, a total of 37 occupational injury cases were reported across all sites, with no work-related fatalities. Most cases involved cuts, pinch injuries, foreign objects in the eyes, chemical splashes, collisions, and burns, primarily affecting hands and eyes. Related departments continue improving workplace safety through engineering improvements, hazard identification, training programs, PPE management, and operational procedure optimization.

To strengthen occupational safety management, Apex has established an ISO 45001 Committee and a Safety & Occupational Committee responsible for hazard identification, risk classification, and workplace safety supervision. The Company also operates an emergency response center, standardizes emergency procedures, and conducts annual emergency drills to enhance response capabilities.

In occupational health management, Apex provides annual health examinations and promotes employee wellness programs, including free massage services, smoking cessation campaigns, and sports activities. High-risk operations, contractor management, and workplace safety controls are also continuously monitored to reduce operational risks.

The Safety & Occupational Committee focuses on continuous improvement, with employee-elected representatives participating in monthly labor-management meetings to discuss occupational safety and health issues. Through these measures, Apex continues to strengthen workplace safety culture and provide employees with a safe and healthy working environment.

Safety and Health Indicators Statistics

Statistical Indicators	Gender	2023	2024	2025	Unit
Occupational injuries ¹²	Male	35	28	27	Case
	Female	10	14	10	Case
	Sum	45	42	37 ¹³	Case
Occupational Diseases ¹⁴	Male	0	0	0	Case
	Female	0	0	0	Case
Lost days ¹⁵	Male	393	352	626	Day
	Female	117	246	240	Day
Absenteeism Days ¹⁶	Male	38,908	27,374	24,841	Day
	Female	44,680	33,692	29,519	Day
Working Hours ¹⁷	Male	7,608,503	8,301,330	8,826,567	Hours
	Female	10,101,047	11,150,141	12,103,534	Hours
Death Toll	Male	0	0	0	People
	Female	0	0	0	People



¹² Occupational injuries: All occupational injuries, including traffic accidents, are included.

¹³ All occupational injuries occurred at APT, with no occupational injuries at API, AET, APC, or APSS.

¹⁴ Occupational disease: Occupational diseases caused by work-related activities.

¹⁵ Lost days: Total number of days of occupational injury leave applied for by employees.

¹⁶ Total absentee days: Total working days lost due to sick leave, personal leave, and occupational injury leave, excluding annual leave, official leave, marriage leave, bereavement leave, maternity leave, and paternity leave.

¹⁷ Total working hours: Total hours worked during the reporting year. For daily-paid employees, this refers to the sum of monthly working hours; for monthly-paid employees, it is calculated based on monthly working days × 8 hours × number of employees at month-end.

Statistical Indicators	Gender	200,000 hours ¹⁸		
		2023	2024	2025
Injury Rate (IR) ¹⁹	Male	0.92	0.67	0.61
	Female	0.20	0.25	0.17
Occupational Disease Rate (ODR) ²⁰	Male	-	-	-
	Female	-	-	-
Lost Day Rate (LDR) ²¹	Male	10.33	8.48	14.18
	Female	3.72	4.41	3.97
Absentee Rate (AR) ²²	Male	0.04	0.03	0.02
	Female	0.04	0.02	0.02

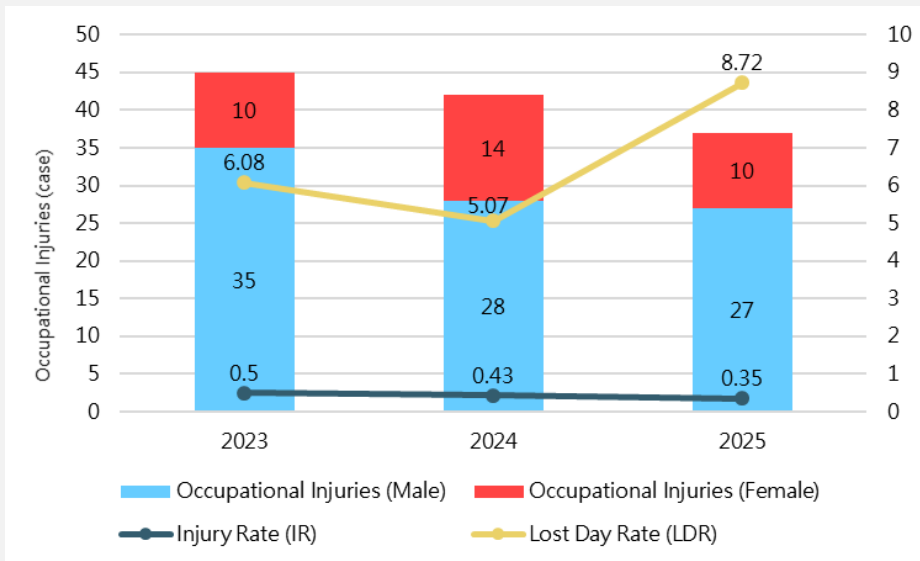
5.3 Social Participation

Apex upholds the core values of being “people-oriented” and “giving back to society,” viewing emotional connection and responsibility as important foundations for corporate development. These values are integrated into daily operations and management practices, gradually becoming part of the Company’s long-term corporate culture and driving positive impacts both internally and externally. Through both institutional practices and corporate culture, Apex is committed to creating a caring and trustworthy workplace where employees can experience support and a sense of belonging beyond professional development. By providing comprehensive employee benefits and diversified communication mechanisms, the Company enhances employee satisfaction, engagement, organizational resilience, and competitiveness.

Externally, Apex fulfills its corporate citizenship responsibilities by continuously supporting education, healthcare, charity, and social welfare initiatives. The Company contributes to educational improvement through scholarships, campus environment enhancement, and educational resource support. Apex also participates in healthcare and public health initiatives by providing medical equipment and related support to improve community health conditions. In addition, the Company continues to assist vulnerable groups through various charitable programs to reduce social inequality and promote inclusive development.

Apex also maintains close cooperation with local communities and actively participates in environmental protection, public infrastructure development, and volunteer activities, demonstrating its long-term commitment to local development and sustainability. Employees are encouraged to participate in social and charitable activities, extending the Company’s values to the individual level while strengthening teamwork and community connections.

Apex believes that corporate value lies not only in economic performance but also in growing together with society and sharing achievements. Going forward, the Company will continue promoting people-centered values and sustainable development while deepening social engagement and corporate responsibility practices to achieve long-term shared prosperity for the Company, employees, and society.



¹⁸ 200,000 is derived from each group of 100 employees working 50 weeks per year, with 40 hours weekly.

¹⁹ Injury Rate (IR) : The cases of work-related injuries / the total working hours *200,000 hours.

²⁰ Occupational Disease Rate (ODR) : The cases of occupational disease / the total working hours *200,000 hours.

²¹ Lost Day Rate (LDR): The total lost workdays / the total working hours *200,000 hours.

²² Absentee Rate (AR): The total absenteeism days / the total working hours *200,000 hours.

Community Circular Economy and Waste Management

Apex participated in local waste management committee meetings and supported the government’s “Clean Province” initiative by engaging in discussions on waste classification, reduction, and resource recycling. The Company also explored innovative reuse solutions, such as converting recycled plastic bottles into brooms, to enhance resource circulation value. Through collaboration with local governments and communities, Apex promotes environmental awareness, community participation, and sustainable resource utilization, supporting the spirit of the SDGs related to responsible consumption and sustainable cities.



Eco-Green Network Exchange

Apex participated in the 2025 Eco-Green Network event organized by the Sinsakhon Industrial Estate Office to promote sustainability knowledge sharing and cross-industry collaboration. The event included site visits, committee meetings, and experience-sharing sessions focused on environmental management, energy conservation, carbon reduction, and green production technologies. Through these activities, Apex strengthened its sustainability capabilities while supporting low-carbon and environmentally friendly industrial development, reflecting the spirit of the SDGs related to industry innovation, climate action, and partnerships.



Blood Donation

Apex is committed to promoting charitable activities and social care, with blood donation programs being one of its long-term community initiatives. In 2025, Apex collaborated with Sirirak Hospital and the industrial estate to organize multiple blood donation activities across its Thailand sites and external industrial estate events, with a total of 315 employees participating.



Community Support for Local Education and Green Energy Development

Through the DOSE-A2 Project, Apex carried out community support initiatives at local schools in Samut Sakhon, where APT operates. The project focused on improving educational resources and promoting environmental sustainability by installing solar panels to provide clean renewable energy, reduce energy costs, and strengthen school infrastructure. Apex also renovated library spaces to improve learning environments and supported student lunch programs to enhance children’s well-being and nutrition.

By integrating internal resources with local community needs, Apex strengthened community connections through on-site participation and cross-department collaboration. The project supports the spirit of the SDGs related to quality education, affordable and clean energy, and reduced inequalities while reinforcing the Company’s commitment to local social responsibility.



6. Appendix

6.1 GRI Standards Table

Statement of Use	Apex International Co., Ltd. has reported the content covering the period from January 1 to December 31, 2025, in accordance with the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	N/A

GRI Standards	Disclosure Item	Chapter	Page	
GRI 2: General Disclosure 2021	2-1	Organizational detail	1.1 About this Report 1.4 Company Overview	4 7
	2-2	Entities included in the organization' s sustainability reporting	1.4 Company Overview	7
	2-3	Reporting period, frequency and contact point	1.1 About this Report	4
	2-4	Restatements of information	There were no restatements of information in this report.	
	2-5	External assurance	6.5 Verification Statement	60
	2-6	Activities, value chain and other business relationships	3.3 Products and Services 3.4 Industry Supply Chain	21 24
	2-7	Employees	5.1 Happy Workplace	43
	2-8	Workers who are not employees	5.1 Happy Workplace	43
	2-9	Governance structure and composition	3.1 Board Governance	17
	2-10	Nomination and selection of the highest governance body	3.1 Board Governance	17
	2-11	Chair of the highest governance body	3.1 Board Governance	17
	2-12	Role of the highest governance body in overseeing the management of impacts	3.1 Board Governance	17
	2-13	Delegation of responsibility for managing impacts	1.3 Promoting and Managing Sustainability	6
	2-14	Role of the highest governance body in sustainability reporting	1.3 Promoting and Managing Sustainability	6
	2-15	Conflicts of interest	3.7 Ethics and Integrity	28
	2-16	Communication of critical concerns	2.5 Stakeholder Communication	14
	2-17	The collective knowledge of the highest governance body	3.1 Board Governance	17
	2-18	Evaluation of the performance of the highest governance body	3.1 Board Governance	17
	2-19	Remuneration policies	3.1 Board Governance	17

GRI Standards	Disclosure Item		Chapter	Page
GRI 2: General Disclosure 2021	2-20	Process to determine remuneration	3.1 Board Governance	17
	2-21	Annual total compensation ratio	5.1 Happy Workplace	43
	2-22	Statement on sustainable development strategy	1.2 Letter from the Chairman	5
	2-23	Policy commitments	3.7 Ethics and Integrity	28
			5.1 Happy Workplace	43
	2-24	Embedding policy commitments	3.7 Ethics and Integrity	28
			5.1 Happy Workplace	43
	2-25	Processes to remediate negative impacts	2. Materiality Analysis and Stakeholder Engagement	8
	2-26	Mechanisms for seeking advice and raising concerns	3.7 Ethics and Integrity	28
	2-27	Compliance with laws and regulations	3.7 Ethics and Integrity	28
			4.5 Environmental Regulatory Compliance	42
			5.1 Happy Workplace	43
2-28	Membership associations	Member of the Taiwan Printed Circuit Association (TPCA)		
2-29	Approach to stakeholder engagement	2.5 Stakeholder Communication	14	
2-30	Collective bargaining agreements	5.1 Happy Workplace	43	
GRI 3: Material Topics 2021	3-1	Process to determine material topics	2.1 Materiality Analysis Process	8
	3-2	List of material topics	2.4 Impact Identification and Value Chain	12
	3-3	Process to determine material topics	2.4 Impact Identification and Value Chain	12
	2-18	Board governance and corporate governance effectiveness	3. Corporate Governance	16
	302	Energy management	4.1 Climate Change Risks and Opportunities	33
	303	Water resource risks (water quality, quantity, and sources)	4.1 Climate Change Risks and Opportunities	33
	305	Carbon pricing and rising carbon cost risks	4.1 Climate Change Risks and Opportunities	33
	308	Supply chain disruptions and climate risk-induced cost	3.4 Industry Supply Chain	24
	414	variations		
	418	Information security management	3.8 Information Security and Privacy Protection	29
	Custom Topic	Financial risk management	3.2 Financial Performance	20
Custom Topic	Product responsibility management	3.3 Products and Services	21	

GRI Standards	Disclosure Item		Chapter	Page
GRI 3: Material Topics 2021	Custom Topic	Research and innovation	3.3 Products and Services	21
	Custom Topic	Market and demand fluctuation risks	3.4 Industry Supply Chain	24
	Custom Topic	Customer relationship management	3.6 Customer Service	27
	Custom Topic	Customer relationship management	3.7 Ethics and Integrity	28
	Custom Topic	Risks from external political and economic environment changes	5. Social Prosperity	43
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	3.2 Financial Performance	20
	201-2	Financial implications and other risks and opportunities due to climate change	4.1 Climate Change Risks and Opportunities	33
	201-3	Defined benefit plan obligations and other retirement plans	5.1 Happy Workplace	43
	201-4	Financial assistance received from government	3.2 Financial Performance	20
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	5.1 Happy Workplace	43
	202-2	Proportion of senior management hired from the local community	5.1 Happy Workplace	43
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	3.5 Supplier Management Policy	26
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	3.7 Ethics and Integrity	28
GRI 206: Anti-competitive behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	3.7 Ethics and Integrity	28
GRI 302: Energy 2016	302-1	Energy consumption within the organization	4.3 Energy Efficiency and Policy	41
	302-2	Energy consumption outside of the organization	Information unavailable or incomplete.	
	302-3	Energy intensity	4.3 Energy Efficiency and Policy	41
	302-4	Reduction of energy consumption	4.3 Energy Efficiency and Policy	41
	302-5	Reductions in energy requirements of products and services	Not applicable: The Company operates under a B2B business model; therefore, this item is not applicable.	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	4.2 Management of Water Resources and Wastes	39
	303-2	Management of water discharge-related impacts	4.2 Management of Water Resources and Wastes	39
	303-3	Water withdrawal	4.2 Management of Water Resources and Wastes	39

GRI Standards	Disclosure Item		Chapter	Page
GRI 303: Water and Effluents 2018	303-4	Water discharge	<u>4.2 Management of Water Resources and Wastes</u>	39
	303-5	Water consumption	<u>4.2 Management of Water Resources and Wastes</u>	39
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	<u>4.4 Mitigating Global Warming</u>	42
	305-2	Energy indirect (Scope 2) GHG emissions	<u>4.4 Mitigating Global Warming</u>	42
	305-3	Other indirect (Scope 3) GHG emissions	<u>4.4 Mitigating Global Warming</u>	42
	305-4	GHG emissions intensity	<u>4.4 Mitigating Global Warming</u>	42
	305-5	Reduction of GHG emissions	<u>4.4 Mitigating Global Warming</u>	42
GRI 306: Waste 2021	306-1	Waste generation and significant waste-related impacts	<u>4.2 Management of Water Resources and Wastes</u>	39
	306-2	Management of significant waste-related impacts	<u>4.2 Management of Water Resources and Wastes</u>	39
	306-3	Waste generated	<u>4.2 Management of Water Resources and Wastes</u>	39
	306-4	Waste diverted from disposal	<u>4.2 Management of Water Resources and Wastes</u>	39
	306-5	Waste directed to disposal	<u>4.2 Management of Water Resources and Wastes</u>	39
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	<u>5.1 Happy Workplace</u>	43
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<u>5.1 Happy Workplace</u>	43
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	<u>5.1 Happy Workplace</u>	43
	403-2	Hazard identification, risk assessment, and incident investigation	<u>5.2 Workplace Health and Safety</u>	49
	403-3	Occupational health services	<u>5.2 Workplace Health and Safety</u>	49
	403-4	Worker participation, consultation, and communication on occupational health and safety	<u>5.1 Happy Workplace</u>	43
	403-5	Worker training on occupational health and safety	<u>5.1 Happy Workplace</u>	43
	403-6	Promotion of worker health	<u>5.2 Workplace Health and Safety</u>	49
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<u>5.2 Workplace Health and Safety</u>	49
	403-9	Work-related injuries	<u>5.2 Workplace Health and Safety</u>	49
	403-10	Work-related ill health	<u>5.2 Workplace Health and Safety</u>	49
	GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	<u>5.1 Happy Workplace</u>

GRI Standards	Disclosure Item		Chapter	Page
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	<u>5.1 Happy Workplace</u>	43
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	<u>5.1 Happy Workplace</u> <u>3.1 Board Governance</u>	43 17
	405-2	Ratio of basic salary and remuneration of women to men	<u>5.1 Happy Workplace</u>	43
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	<u>3.7 Ethics and Integrity</u>	28
			<u>5.1 Happy Workplace</u>	43
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	<u>3.7 Ethics and Integrity</u>	28
			<u>5.1 Happy Workplace</u>	43
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<u>3.7 Ethics and Integrity</u>	28
			<u>5.1 Happy Workplace</u>	43
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	<u>5.3 Social Participation</u>	50
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	<u>5.1 Happy Workplace</u>	43
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<u>3.3 Products and Services</u>	21
			<u>3.7 Ethics and Integrity</u>	28
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	<u>3.3 Products and Services</u>	21
			<u>3.7 Ethics and Integrity</u>	28
	417-2	Incidents of non-compliance concerning product and service information and labeling	<u>3.3 Products and Services</u>	21
			<u>3.7 Ethics and Integrity</u>	28
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<u>3.7 Ethics and Integrity</u>	28

6.2 Climate-related Disclosure for TWSE Listed Companies/ TCFD indicator

Item	Chapter	Page
1. Description of the monitoring and governance of climate-related risks and opportunities by the Board of Directors and management.	1.3 Promoting and Managing Sustainability	6
2. Description of how the identified climate risks and opportunities affect the operations, strategies, and finances of companies (short term, medium term, and long term).	4.1 Climate Change Risks and Opportunities	33
3. Description of the financial impacts of extreme climate events and transitional actions.	4.1 Climate Change Risks and Opportunities	33
4. Description of how the identification, evaluation, and management of climate risks are integrated in the overall risk management system.	2.1 Materiality Analysis Process	8
5. If scenario analysis is used to assess resilience against climate change risks, the scenario, parameters, assumptions, analysis factors, and major financial impacts should be described.	4.1 Climate Change Risks and Opportunities	33
6. If there is a transitional plan for responding to climate-related risks, the content of the plan and the indicators and targets for identifying and managing physical risks and transition risks should be described.	4.1 Climate Change Risks and Opportunities	33
7. If the internal carbon pricing is used as a planning tool, the basis of the pricing should be stated.	4.4 Mitigating Global Warming	42
8. If climate-related goals are set, information on the covered activities, scope of GHG emissions, planning timeline, and progress achieved annually should be stated. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve the goals, the source and quantity of carbon offsets or the number of RECs used for carbon reduction should be stated.	4. Sustainable Environment	32
9. GHG inventory and assurance.	4.4 Mitigating Global Warming	42

6.3 Sustainability Disclosure Indicator - Electronics Components

Indicators	Category	Unit	Chapter	Page
1. Total energy consumption, percentage of externally purchased electricity, and usage rate of renewable energy	Quantitative	Billion joules (GJ) Percentage (%)	4.3 Energy Efficiency and Policy	41
2. Total water intake and total water consumption	Quantitative	1,000 m ³	4.2 Management of Water Resources and Wastes	39
3. Weight and recycling percentage of generated hazardous waste	Quantitative	Tonne %	4.2 Management of Water Resources and Wastes	39
4. Describe the types, number of affected people, and percentage of occupational disasters	Quantitative	Quantity Percentage (%)	5.2 Workplace Health and Safety	49
5. Disclosure of product lifecycle management: Including the weight of end-of-life products and electronic waste and the percentage of recycling ^{Note}	Quantitative	t Percentage (%)	Our company operates under a B-to-B business model and does not have a related product waste recycling process. For handling other types of waste, please refer to “4.2 Management of Water Resources and Wastes”	
6. Description of the risk management related to using key materials	Discussion and Analysis	N/A	Risks and Mitigation Measures for Purchasing Centralization: Our company specializes in manufacturing single-sided, double-sided and multi-layer PCBs, with critical raw materials including copper foil substrate, film, and copper foil. We have maintained long-standing relationships with our primary raw material suppliers. In addition to fostering good cooperation, we ensure the procurement of critical raw materials from at least two suppliers. Therefore, our supply sources remain stable, and we have not encountered any shortages or disruptions in supply that could affect production.	
7. Total amount of monetary loss resulting from legal actions related to anti-competitive behaviors	Quantitative	Report Currency	No monetary losses resulting from related legal proceedings. 3.7 Ethics and Integrity	28
8. Production capacities of main products according to product type	Quantitative	m ²	3.2 Financial Performance	20

Note: This includes the sale of scraps and other recycling processes. Related information should be provided

6.4 SASB Content Index

Indicators	No.	Descriptions of Indicators	Chapter	Page
Industry activities	TC-HW-000.A	Production capacities of different product types	<u>3.2 Financial Performance</u>	20
	TC-HW-000.B	Plant area	APT Samutsakhon industrial zone is about 680 thousand sq. ft. Sinsakhon industrial zone is about 1,150 thousand sq. ft. APS, a single-side PCB is about 90 thousand sq. ft.	
	TC-HW-000.C	Production percentage of self owned facilities	100%	
Product safety	TC-HW-230a.1	Description of approach to identifying and addressing product data security risks	<u>3.3 Products and Services</u>	21
Employee diversity and inclusion	TC-HW-330a.1	Gender and racial/ethnic group ratios of management, technical staff, and all other employees	<u>5.1 Happy Workplace</u>	43
Product life cycle	TC-HW-410a.1	Percentage of revenue from products comply with IEC 62474, RoHS and other applicable regulation and laws	Currently, customers consider RoHS a management standard for controlled and prohibited materials. The percentage of revenues that meet this standard was 100%.	
	TC-HW-410a.2	Percentage of revenue from products that comply with EPEAT registration or equivalent standards	0%, our product does not fit the specifications of EPEAT.	
	TC-HW-410a.3	Percentage of revenue from products that comply with ENERGY STAR® criteria	0%, our product does not fit the specifications of ENERGY STAR® criteria.	
	TC-HW-410a.4	Weight and percentage of recycled end-of-life products and e-waste	0%, our Company operates under a B-to-B business model. For handling other types of waste, please refer to <u>"4.2 Management of Water Resources and Wastes"</u>	
Supply chain management and sources of raw materials	TC-HW-430a.1	The percentage of first-tier supplier facilities that have undergone the RBA Verification Assessment Process (VAP) or equivalent process for (a) all facilities and (b) high-risk facilities	0%, RBA VAP has not yet been implemented; however, sustainability-related assessments and management have been conducted for key suppliers.	
	TC-HW-430a.2	(1) The non-compliance rate of first-tier suppliers with the RBA Verification Assessment Process (VAP) or equivalent procedure, and (2) the rate of corrective measures taken for (a) priority non-compliances and (b) other non-compliances.	0%, RBA VAP has not yet been implemented; however, sustainability-related assessments and management have been conducted for key suppliers.	
Material procurement	TC-HW-440a.1	Description of the risk management for key materials	We have policies and procedures for managing conflict minerals and hazardous materials to eliminate relative hazardous risks from purchase sources. At present, we use questionnaires to suppliers for confirmation.	

Note: Using the SASB Indicators for the Hardware Standard of the Technology and Communication Industry, version 2018-10.

6.5 Verification Statement



Independent Assurance Statement

APEX INTERNATIONAL CO., LTD. 2025 SUSTAINABILITY REPORT

The AFNOR GROUP was established in 1926. We are the National Standardization Body of France, a permanent council member in ISO and one of the leading certification bodies in the world. This assurance work was carried out by AFNOR ASIA LTD., a subsidiary of AFNOR GROUP. All the members of the verification team have professional backgrounds and have accepted AA1000 AS, AFAQ 26000, ISO 9001, ISO 14001, ISO 14064, ISO 45001, ISO 50001, and other sustainability-related international standard trainings. All assigned verifiers have been approved as the lead auditors or verifiers. AFNOR ASIA LTD. (hereinafter referred to as AFNOR ASIA) and APEX INTERNATIONAL CO., LTD. (hereinafter referred to as APEX) are independent entities. Except for the contents described in this independent assurance statement, AFNOR ASIA LTD. is not involved in the preparation process of the sustainability report of APEX.

RESPONSIBILITIES

APEX is responsible for reporting its economic, environmental, and social operating activities and performance in Taiwan and overseas operating locations in its sustainability report (hereinafter referred to as "the Report") in accordance with the declared sustainability reporting standards.

AFNOR ASIA is responsible for providing an independent assurance statement to APEX and its stakeholders in accordance with the described scope and method. This statement is for APEX use only and is not responsible for any other purpose.

SCOPE AND CRITERIA

The assurance scope of the agreement between APEX and AFNOR ASIA includes:

1. The scope of assurance operation is consistent with the scope disclosed in the "APEX INTERNATIONAL CO., LTD. 2025 SUSTAINABILITY REPORT".
2. AFNOR ASIA performs assurance operation according to the Type 2 assurance of the AA1000 assurance standard (v3), reviewing and evaluating APEX's compliance with the AA1000 AccountAbility Principles (2018), and presenting findings and conclusions on the reliability and quality of specific performance information.
3. The assurance operation includes reviewing and evaluating APEX's relevant processes, systems and controls and available performance information, as well as compliance with the following reporting criteria:
 - GRI Standards.

METHODOLOGY

- The Report is reported in accordance with the GRI Standards, and the content of the Report is reviewed for compliance with the GRI Standards for general disclosure and specific topic disclosure.



- The verification team interviewed relevant personnel to confirm the communication and response mechanism for stakeholders and the decision-making process for material topics, but did not directly contact external stakeholders.
- All documents, data and information related to the preparation of the Report were verified by the verification team through interviews with relevant personnel.
- The process of reviewing organizational outputs, collecting and managing qualitative and quantitative data disclosed in reports based on a sampling plan.
- By interviewing the responsible personnel of each group, examining and reviewing the relevant documents, materials and information, the verification team evaluated the reasonableness of the sources of supporting materials and evidence for the contents of the Report.

CONCLUSION

◆ AA1000 Accountability Principles

Inclusivity

APEX has been continuously seeking stakeholder participation and establishing major sustainability themes to develop and achieve responsible and strategic responses to sustainability. The Report fairly reports and discloses environmental, social and governance information, covers its inclusion issues, assessing that the organization's operations have met the principles of inclusivity.

Materiality

APEX has established effective processes to identify issues that are critical to its operations and stakeholders. By formally reviewing and prioritizing each material topics, the organization's response to and prioritization of material topics are reflected, and the assessment is made that the organization's operations have met the principle of materiality.

Responsiveness

APEX has demonstrated its commitment to responding to stakeholder expectations and feedback. The Report provides ample channels for stakeholder participation and offers reasonable and timely responses to the concerns of various stakeholders. Furthermore, the organization regularly and irregularly updates its operations, corporate governance, and other relevant information on its official website and other public information channels, assessing that its operations comply with the principle of responsiveness.

Impact

APEX has presented in the Report the measurement and assessment of the overall impact of its operations, and the effective management through qualitative and quantitative objectives, assessing that the organization's operations have met the principle of impact.



Findings and conclusions concerning the reliability and quality of specified performance information

Based on the results of the review, it was confirmed that APEX regularly collects and compiles specific performance information through internal management systems and processes. The economic, environmental, and social indicators of the organization disclosed in the Report have been fully verified in terms of their source, information collection process, and statistical results during the verification process, and no significant errors have been found.

◆ Global Reporting Initiative Sustainability Reporting Standards

Based on the results of the review, it is confirmed that the general disclosures, specific topic disclosures, and material topics management disclosures in the Report have complied with the requirements of the GRI Standards. In the future, the organization can continue to disclose sustainability information to stakeholders by compiling operational performance data from each operating location in accordance with domestic and international disclosure standards.

ASSURANCE OPINION

AFNOR ASIA has developed a complete sustainability reporting assurance standard based on the verification guidelines of the AA1000 Assurance Standard (v3) and the GRI Standards. Based on the sufficient evidence provided by APEX and the facts seen during on-site verification, we adhere to the principle of fairness and issue a statement on the global sustainability reporting standards followed by the organization. In our opinion, the information and data presented in the Report by APEX provides a fair and balanced representation. We believe the focuses on economic, social, and environmental indicators in APEX in 2025 are well represented.

ASSURANCE LEVEL

In accordance with the AA1000 Assurance Standard (v3), we verified this assurance statement corresponding to a moderate level. The scope and methods are as described in this statement.

For and on behalf of AFNOR :

Dr. August Tsai
The Director for Certification and Assessment
Jun.05.2026

Verification team: Wen Yi Yen (Lead Verifier), Chung Pen Chen (Verifier), Jheng-Hao Jhan (Verifier).

AFNOR Asia Ltd.—20E, No. 102, Chung Ping Rd., Taoyuan, Taiwan
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<https://international.afnor.com/en/>



AA1000
Licensed Report
000-84/V3-19HME



6.6 ISO14064-1 Verification Statement

2025

2024

Statement TH24/00000312GG

Greenhouse Gas Verification Statement

The inventory of Greenhouse Gas emissions on 01 January 2025 – 31 December 2025

Apex Circuit (Thailand) Co., Ltd.

39/234-236 Moo 2, Rama 2 Road, Bangkrachao, Amphur Muang Samutsakhon, Samutsakhon, 74000, Thailand has been verified in accordance with ISO 14064-3:2019 as meeting the requirements of

ISO 14064-1:2018

- Direct Emissions [Category 1] 11,894.98 tonnes of CO₂e
- Indirect Emissions from Imported Energy [Category 2] 139,081.62 tonnes of CO₂e
- Indirect Emissions from Transportation [Category 3] 16,686.96 tonnes of CO₂e
- Indirect Emissions from Products Used by an Organization [Category 4] 30,393.39 tonnes of CO₂e
- Indirect Emissions Associated with The Use of Products from an organization [Category 5] 51.45 tonnes of CO₂e
- Total Emissions Quantified 198,108.39 tonnes of CO₂e

Authorized by

Montree Tangtermsirikul
General Manager
Date: 23 June 2026

SGS 14064-1
SGS (Thailand) Limited
238 TRR Tower, 19th-21st Floor, Naradhiwas Rajanagarindra Road, Chong Nonsi, Yannawa, Bangkok 10120, Thailand
t (02) 6781813 f (02) 6780620 www.sgs.com

This statement is not valid without the full verification scope, objectives, criteria, and findings provided on pages 2 to 7.

Page 1 of 7



Statement TH24/00000312

Greenhouse Gas Verification Statement

The inventory of Greenhouse Gas emissions in year 2024 of APEX CIRCUIT (THAILAND) CO., LTD.

39/234-236 Moo 2, RAMA 2 Road, Bangkrachao, Amphur Muang, Samutsakhon 74000, Thailand

has been verified in accordance with ISO 14064-3:2019 as meeting the requirements of

ISO 14064-1:2018

- Direct emissions (Category 1) 14,395.79 tonnes of CO₂e
- Energy indirect emissions (Category 2) 152,147.81 tonnes of CO₂e
- Indirect emissions (Category 3,4,5,6) 20,516.47 tonnes of CO₂e
- Total direct emissions and indirect emissions 187,060.07 tonnes of CO₂e

Authorized by

Montree Tangtermsirikul
General Manager
Date: 07 May 2025

SGS 14064-1
SGS (Thailand) Ltd.
238 TRR Tower, 19th-21st Floor, Naradhiwas Rajanagarindra Road, Chong Nonsi, Yannawa, Bangkok 10120 Thailand
t (02) 6781813 f (02) 6780620 www.sgs.com

This Statement is not valid without the full verification scope, objectives, criteria and findings available on pages 2 to 7 this Statement.

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