



Coplus Inc.

2024 Sustainability Report

February 25, 2025

Table of Contents

Table of Contents.....	i
List of Figures	iii
List of Tables.....	v
1. About This Report	1
1.1 Report Information	1
1.2 About Coplus Inc.	3
2. Business Philosophy and Sustainable Governance	22
2.1 Message from the Chairperson	22
2.2 Promoting a Sustainable Development Mechanism	23
2.3 Scope of Governance	25
3. Materiality Identification.....	45
3.1 Stakeholder Engagement	45
3.2 Process for Determining Material Topics	47
3.3 List of Material Topics	50
3.4 Material Topic Management Policies	52
4. Corporate Sustainability and Economic Value	55
4.1 Economic Performance	55
4.2 Integrity in Business Operations	57
4.3 Risk Management	58
4.4 Information Security	60
4.5 Products and Innovation	63
4.6 Supply Chain Management	73
5. Human Resource Development and Inclusion.....	79
5.1 Human Rights Management	79
5.2 Staff Profile	80

5.3 Remuneration and Benefits	89
5.4 Employee Training	94
5.5 Occupational Safety and Health	98
5.6 Social Responsibility and Participation	105
6. Eco-Friendly Sustainable Management	110
6.1 Climate Change Risks and Opportunities	110
6.2 Greenhouse Gas Management	111
6.3 Energy Management	114
6.4 Water Resource Management	115
6.5 Waste Management	116
7. Appendix	117
7.1 Appendix 1: GRI Content Index	117
7.2 Appendix 2: Climate-Related Information	122

List of Figures

Figure 1: Organizational Structure of Coplus Inc.	5
Figure 2: Map of the Sales Market Regions for the Company's Advanced Products.	8
Figure 3: ISO 9001:2015 Quality Management System Certificate.	10
Figure 4: ISO 14001:2015 Environmental Management System Certificate.	11
Figure 5: ISO 27001:2022 Information Security Management System Certificate.	12
Figure 6: ISO 14064-1:2018 Organizational Greenhouse Gas Inventory Verification Statement.	13
Figure 7: ISO 14067:2018 Product Carbon Footprint Verification Statement.	14
Figure 8: SAE International Society of Automotive Engineers Certificate.	16
Figure 9: ECE Economic Commission for Europe Certificate.	17
Figure 10: CCC China National Quality Supervision, Inspection and Quarantine Certificate.	18
Figure 11: VSTD Vehicle Safety Certification Center Certificate.	19
Figure 12: Coplus products have been awarded the Taiwan Excellence Award.	21
Figure 13: Organization and Structure of the Company's Sustainable Development Executive Team.	24
Figure 14: Materiality Matrix Analysis – Stakeholder Concern and Actual Impact on Operations.	49
Figure 15: Materiality Matrix Analysis – Positive and Negative Impacts and Actual Impact on Operations.	50
Figure 16: Information Security Incident Handling and Reporting Process.	62
Figure 17: Trend on Patent Applications.	70
Figure 18: Patent Statistics(A) Patent Status(B) Patent Type(C) Patent Region.	72
Figure 19: Patent Achievement Statistics.	73
Figure 20: Supplier Evaluation Process.	74
Figure 21: Classification of Suppliers.	75

Figure 22: Supplier Region.	76
Figure 23: Total Annual Procurement (2022-2024).	77
Figure 24: Departmental Events Organized by Each Department.	92
Figure 25: Supervisor Training and Professional Training.	98
Figure 26: Health Promotion Activities and On-site Health Services.	102
Figure 27: Occupational Safety Education and Drills.	103
Figure 28: "Together in the Fight Against Fraud: Chairperson Receives Commemorative Plaque from the National Police Agency".	107
Figure 29: Participation in Public Welfare Services.	108
Figure 30: Engagement in Professional Communities and Educational Support.	109
Figure 31: Product Carbon Footprint B2B and B2C Diagram.	113

List of Tables

Table 1: Milestones in the Development of Coplus Inc.	4
Table 2: Overview of Departments.	6
Table 3: Company's Main Representative Products.	8
Table 4: Main Testing Equipment in the Reliability Environmental Testing Laboratory.	20
Table 5: 2024 Board Self-Assessment.	29
Table 6: 2024 Overview of Board Members and Their Training.	30
Table 7: Educational and Professional Backgrounds of the 2024 Board Members.	33
Table 8: Diversity Composition and Capabilities of the 2024 Board Members.	36
Table 9: Board of Directors Attendance Statistics in 2024.	38
Table 10: 2024 Board Meeting Resolutions.	39
Table 11: Conflict of Interest Situations in 2024 Board Resolutions.	42
Table 12: 2024 Attendance Statistics of Independent Directors at the Audit Committee Meetings.	44
Table 13: 2024 Attendance Statistics of Independent Directors at the Remuneration Committee Meetings.	44
Table 14: 2024 Stakeholder Engagement Statistics.	45
Table 15: Five-Step Process for Systematic Identification and Confirmation of Material Topics.	47
Table 16: List of Material Topics.	51
Table 17: Material Topic Management Policies.	52
Table 18: Financial Information for 2022-2024.	55
Table 19: Generated and Distributed Economic Value for 2022-2024.	55
Table 20: Sales Revenue Distribution for 2022-2024.	56
Table 21: Regulatory Compliance.	58
Table 22: Risk Categories and Mitigation Strategies.	58

Table 23: Information and Communication Security Management Control Measures.	63
Table 24: Automotive Lighting New Product Development Management Procedures.	64
Table 25: Spotlight R&D Projects.	65
Table 26: Green Environmental Product Development Achievements.	66
Table 27: R&D Personnel Educational and Professional Background (2022-2024).	67
Table 28: R&D Expenditure for 2019-2024.	67
Table 29: Historical Product Development Achievements.	68
Table 30: Domestic and International Patent Management.	70
Table 31: Trend on Patent Applications in 2012-2024.	70
Table 32: Statistics on Procurement in Supply Chain Management.	75
Table 33: Annual Overall Procurement (2022-2024).	76
Table 34: Upstream, Midstream, and Downstream Product Supply Chain System.	78
Table 35: Employee Overview Statistics (2022-2024).	81
Table 36: Analysis on the New Hires (2022-2024).	82
Table 37: Employee Turnover Statistics (2022-2024).	84
Table 38: Localization Ratio of Senior Executives in 2024.	85
Table 39: Statistics on Minority Group (2022-2024).	86
Table 40: Statistics on Performance Evaluation in 2024.	87
Table 41: Promotion Statistics for Employees in 2024.	87
Table 42: 2024 Entry-level Employee Standard Salary and Local Minimum Wage Ratio.	90
Table 43: 2024 Manager and Non-manager Basic Salary and Remuneration Ratio.	90
Table 44: Statistics of Employees Eligible for Parental Leave and Applicants (2022-2024).	93
Table 45: Employee Education and Training Categories and Participant Statistics.	95
Table 46: Health Promotion Education Training.	101
Table 47: Occupational Safety Education and Training.	103
Table 48: Risks and Opportunities in Response to Extreme Climate.	110

Table 49: 2023 Greenhouse Gas Emissions.	112
Table 50: 2024 Greenhouse Gas Emissions.	112
Table 51: Greenhouse Gas Emissions at Each Stage of the Product Carbon Footprint for 2016 HONDA CIVIC Headlamp (Japan-spec Right-hand Drive).	114
Table 52: Energy Consumption and Heating Value (2023-2024).	114
Table 53: Water Consumption and Greenhouse Gas Emissions (2023-2024).	116

1. About This Report

1.1 Report Information

General Guidelines

Welcome to the Corporate Sustainability Report of Coplus Inc.

We are delighted to present the Corporate Sustainability Report issued by Coplus Inc., a testament to our unwavering dedication to sustainability. This report transparently discloses our commitments, actions, and performance in Environmental, Social, and Governance (ESG) areas. Prepared following the 2021 Global Reporting Initiative (GRI) Standards, it provides a comprehensive overview of our policies, management approaches, and key outcomes for material and general topics. This report underscores our continuous efforts to enhance corporate value and reaffirm our commitment to sustainable development.

Reporting Period and Scopes

This report marks the first Sustainability Report published by Coplus Inc., a proactive step towards enhancing ongoing transparency and accountability. The data collection period for this report with validity from January 1, 2024 to December 31, 2024, covering the Company's overall operational performance in economic, social, and environmental aspects. The reporting scopes primarily include the operational boundaries of Coplus Inc.'s headquarter office building in Anping, Tainan, Taiwan.

The period of the data disclosed includes records for the past three years for the comparison purpose. However, due to lack of historical data collected or data in full, only one or two years of data may be partially presented. This approach ensures the accuracy and reliability of the information we disclose, reinforcing our commitment to transparency.

External Assurance Policies and Measures

This Sustainability Report has been compiled and reviewed by the **Sustainability Development Task Force**, responsible for drafting, proofreading, and finalizing the content. Upon completion, the report is submitted to the **highest governance body** for review and approval. The **Internal Audit Department** also conducts an internal verification process before the report is presented to the **Board of Directors** for final approval and publication. Moving

forward, Coplus Inc. will align with regulatory requirements and obtain **third-party assurance or certification** based on the implementation timeline set by regulatory authorities.

All **financial data** disclosed in this report are sourced from the **audited annual financial statements** signed and certified by independent accountants from **KPMG Taiwan (KPMG Advisory Services Ltd.)**.

Regarding **greenhouse gas (GHG) emissions** at the Taiwan headquarters, Coplus Inc. commissioned **ARES International Certification Co., Ltd.**, an **accredited verification body recognized by the Ministry of Environment (MOENV)**, to verify **2023 GHG emissions data** under **ISO 14064-3:2006** and the **Environmental Protection Administration (EPA) regulations**. The verification process confirmed that the disclosed data complies with **reasonable assurance levels** recognized by the **Ministry of Environment** and does not violate any material regulatory restrictions.

Reporting Standards and Data Revision

Starting in **2025**, this Sustainability Report will be prepared following the **GRI 2021 Standards**. No revisions or corrections to information disclosed for **2024 and prior years** have been made.

Contact Information

We welcome any suggestions or feedback regarding this Sustainability Report or Coplus Inc.'s sustainability initiatives. Please feel free to contact us through the following channels:

Responsible party: Head of Corporate Governance

Email: IR@coplus.com.tw

Phone: +886-965-386657

Address: No. 50, Keji 2nd Rd., Annan Dist., Tainan City 709, Taiwan

Company Website: www.coplus.com.tw

1.2 About Coplus Inc.

Overview of Business & Operation

Coplus Inc. (Stock Code: 2254)

Coplus Inc., through more than a decade of dedicated effort, has become a well-established leading automotive aftermarket manufacturer in Taiwan. The Company is proud of itself as a global leader in the automotive lighting aftermarket by continuously investing in product innovation and enhancing service quality. Furthermore, in response to the government's 'Six Core Strategic Industries Initiative', a national economic development plan that prioritizes key industries for growth, and the blueprint on capital market is set. Also, Coplus Inc. has successfully applied for public listing and is honorable for being listed on the Taiwan Stock Exchange Innovation Board.

Ever since, Coplus Inc. has established its headquarters in the 'Industrial Park of the Ministry of Economic Affairs' in Annan District, Tainan in 2023. The Company has dedicated itself to the research, development, production, and sales of aftermarket vehicle parts, including automotive and truck lighting. Its major products include LED headlights and taillights, grilles, wheels, electronic rearview mirrors, radiator caps, fuel caps, and various modification parts for automobiles, pickup trucks, and commercial trucks. Enthusiastic customer of aftermarket modification in Europe, the United States, and Japan are highly fascinated by these products.

Also, Coplus Inc. is committed to further investments in environmental protection, materials innovation, and energy efficiency, transforming traditional manufacturing into a new business model. This initiative aims to enhance profitability in collaboration with investors while contributing to the growth of the national economy.

History on Company Development

The milestones in the development of Coplus Inc. over the years are shown in Table 1.

Table 1:Milestones in the Development of Coplus Inc.

Year	Development History
2013	Coplus Inc. Established ISO 9001 Certification Obtained Launched Full LED Headlights and Taillights for Toyota AE86
2014	Products Certified by DOT and ECE Applied Light Guide Technology to BMW M5 Modified Taillights and Grille
2015	Unveiled Full LED Headlights and Taillights for Honda Fit & Toyota HIACE at Tokyo Auto Salon Introduced DRL/Fog Light 2-in-1 Products to the European Market
2016	Major U.S. Retail Channels Began Distributing Shallang Headlights Established COPLUS Japan
2017	Products Certified by CCC (China Compulsory Certificate)
2018	Major U.S. Aftermarket Channels Began Distributing Pickup Truck and Sports Car Series Headlights
2022	Relocated Manufacturing Facility to Tainan Technology Industrial Park
2023	Coplus Inc. IPO Listed on the Taiwan Stock Exchange Obtained ISO 14001 Certification Awarded the Taiwan Excellence Award
2024	Exclusive Taiwan Distributor for German Tuning Brand Mansory Obtained ISO 14064-1 Third-Party Certification for Greenhouse Gas Inventory Certified for ISO 27001 Information Security Management System

Corporate Culture

Vision & Mission

Passion: Driven by passion, we achieve every step of growth with our customers and the Company.

Excellence: We strive for excellence and continuously enhance product and service quality to set industry benchmarks.

Innovation: At the core of innovation, we create unique solutions to lead market trends.

Coplus Inc.'s Beliefs ; *"Passion and Excellence in Everything We Create!"* Infusing passion, excellence, and innovation into every creation, empowering drivers to embrace their individuality and dreams.

Organizational Structure

The organizational structure for Coplus Inc. in 2024 is depicted in Figure 1.

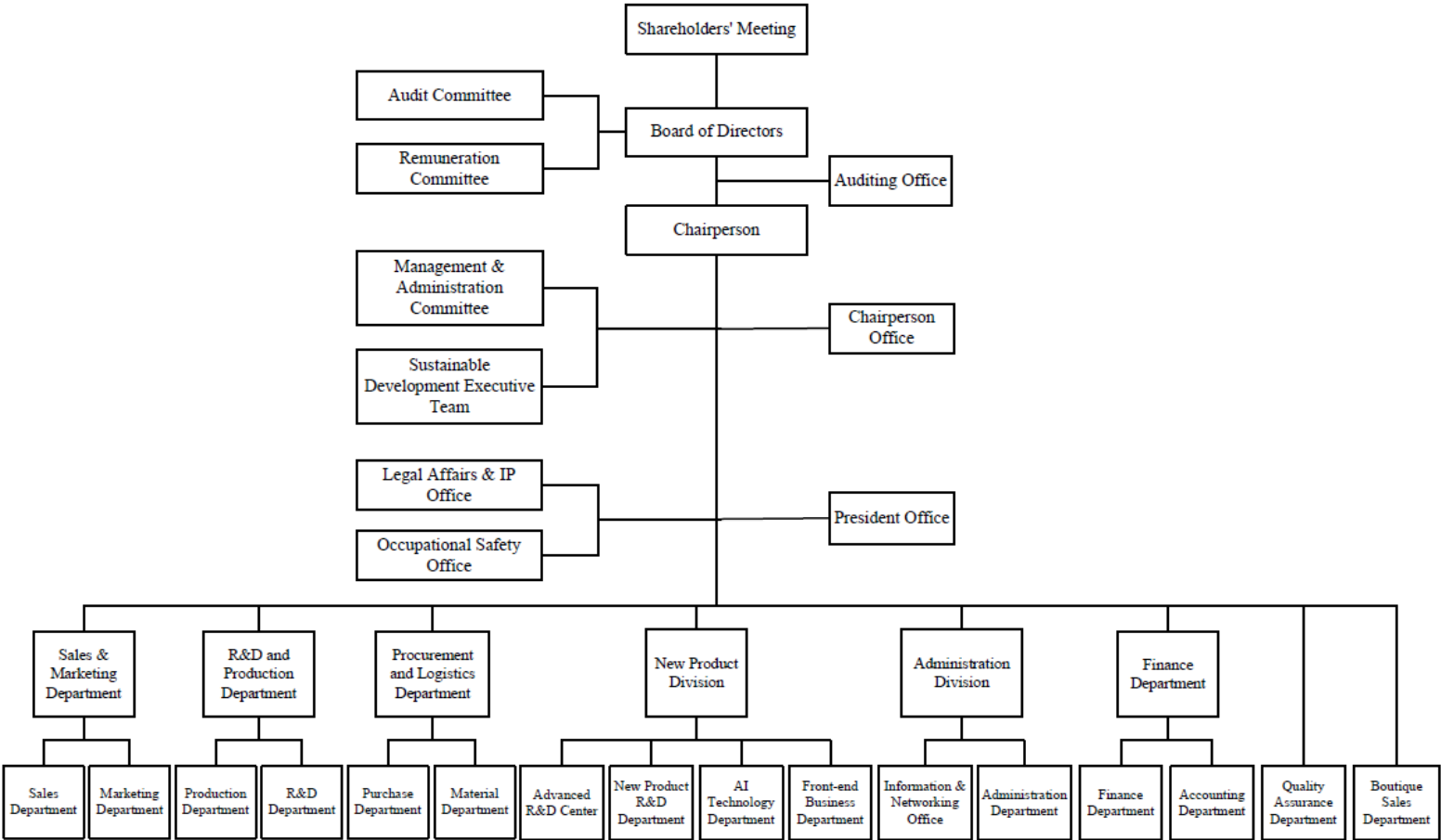


Figure 1: Organizational Structure of Coplus Inc.

Description on Departments & Tasks

A detailed overview of the core departments within the Company is provided in Table 2.

Table 2: Overview of Departments.

Department	Responsibilities & Tasks
Auditing Office	1.Establish, implement, revise, and review the internal audit system to ensure the effective execution of the internal control system. 2.Formulate and execute the Company's annual audit plan to enhance compliance and operational efficiency.
Chairperson Office	Deliberating and reviewing major corporate resolutions of the Board of Directors, as well as overseeing the planning of the Company's future development, business operations, marketing, and the direction, supervision, and promotion of various affairs.
Legal & Intellectual Property Office	1.Intellectual Property Strategy, including IP management, patent strategy, patent and trademark applications, responses, FTO (Freedom to Operate) reports, and more. 2.Contract Review, including the review, drafting, and amendment of contracts in both Chinese and English, as well as legal conflict analysis, evaluation, and execution. 3.Regulatory Compliance, collaborating with the finance department to develop and implement relevant regulatory compliance measures.
President Office	1.Intellectual Property Strategy – Including IP management, patent strategy, patent and trademark applications, responses, FTO (Freedom to Operate) reports, and more. 2.Contract Review – Covering the review, drafting, and amendment of contracts in both Chinese and English, as well as legal conflict analysis, evaluation, and execution. 3.Regulatory Compliance – Collaborating with the finance department to develop and implement relevant regulatory compliance measures.
Occupational Safety Office	1.Formulating, planning, supervising, and promoting occupational safety and health management matters. 2.Reviewing and providing recommendations on safety and health policies; guiding relevant departments and personnel in the implementation of safety and health policies. 3.Planning and promoting safety and health education and training.
Sales & Marketing Department	1.Establishment of the Sales Department and the Marketing Department 2.Responsible for formulating and implementing business and marketing strategies, developing markets, collecting market intelligence, processing customer orders, managing accounts receivable collection, providing customer service and handling complaints, as well as promoting coordination between production and sales.
R&D and Manufacturing Department	1.Establishing a Research & Development Department and a Manufacturing Department. 2.Overseeing the achievement of the Company's annual production and business plans. 3.Managing the mid-to-long-term development planning of new and existing products.
Procurement & Logistics Division	1.Establishing a Procurement Department and a Materials Department. 2.Responsible for the procurement of raw materials, non-production supplies, and fixed assets for the entire company, as well as supplier management and the integration of procurement resources. Additionally, executing strategic procurement initiatives. 3.Managing production scheduling, shipment scheduling, inventory control, raw material/semi-finished product/finished product management, packaging and logistics management, and periodic warehouse inventory checks.
New Product Division	1.Establishing an Advanced R&D Center, New Product Development Department, Forward-Looking Business Department, and AI Technology Department.

	2.Overseeing new product planning, executing new product operation strategies, and formulating and implementing strategic blueprints for new products. 3.Conducting analysis, evaluation, and recommendations for project collaborations (including cross-industry partnerships) while expanding and developing new technologies, products, or business opportunities.
Administration Division	1.Establishing a Management Department and an Information Office. 2.Responsible for policies and execution related to recruitment, employment, promotion, and resignation, as well as human resource and organizational development, along with the management and execution of general affairs. 3.Establishing and maintaining an information management system and framework to ensure real-time, accurate, and secure information, enabling resource sharing. Additionally, leveraging information technology to enhance organizational efficiency while ensuring information security.
Finance Department	1.Establishing a Finance Department and an Accounting Department. 2.Responsible for formulating and managing policies related to corporate finance, accounting, taxation, capital management, business analysis, investment planning, shareholder affairs, financial risk and process management, and internal control.
Quality Assurance Department	Executing quality control objectives and plans, handling after-sales customer complaints, overseeing the operation of the quality system, managing quality-related matters, and providing customer service.
Boutique Sales Department	Handling sales-related matters for premium projects and providing customer service.

Main Products/Services

Coplus Inc. specializes in manufacturing a range of automotive modification products, including lights for both automotive and commercial truck applications, modified radiator grills, modified fuel tank caps, radiator caps, black oil caps, carbon modification parts, shock absorbers, electronic rearview mirrors, and smart wheel rims. The representative products are detailed in Table 3 below and have received high praise from consumers

Table 3: Company's Main Representative Products.

Automotive lights	Commercial truck lights.	Automotive caps.
		

Sales Market

Coplus Inc.'s advanced products are sold worldwide with a visible market presence including regions such as North America, South America, Europe, China, Taiwan, Japan, Australia, and others, as shown in Figure 2.



Figure 2: Map of the sales market regions for the Company's advanced products.

Quality Certifications

Coplus Inc. has always devoted product safety, customer satisfaction, quality improvement, environmental friendliness, and information security in its business development priorities. The Company's commitment to quality is evident in its alignment with international standards and successful passing of a series of ISO international standards verified by third-party audits, as described.

ISO 9001 Quality Policy: Safe and reliable, customer satisfaction. The certificate is shown in Figure 3.

ISO 14001 Environmental Policy: Full participation, pollution prevention, compliance with regulations, and continuous improvement. The certificate is shown in Figure 4.

ISO 27001 Information Policy: Information development is based on security, ensuring the confidentiality, integrity, and availability of information. The certificate is shown in Figure 5.

ISO 14064-1 Organizational Greenhouse Gas Inventory: Greenhouse gases emitted from the production of products within the organizational boundary. The certificate is shown in Figure 6.

ISO 14067 Product Carbon Footprint: 2016 HONDA CIVIC headlights (Japan version, right-hand drive). The certificate is shown in Figure 7.



Certificate of Registration

This certificate has been awarded to

COPLUS INC.

No. 50, Keji 2nd Rd., Annan Dist., Tainan City, 709031, Taiwan (R.O.C.)

in recognition of the organization's Quality Management System which complies with

ISO 9001:2015

The scope of activities covered by this certificate is defined below

Design and Manufacture of Automobile and Motorcycle Parts (such as Fuel Caps, Radiator Caps, Oil Filler Caps, Auto Lamps and Grilles).

Certificate Number 102303/A/0001/UK/En			
A certificate number of 1001, confirms the Client has a single site Certified & the UK's only Head Office at Macclesfield is related to the Certified scope with URS. As certificate number of 1001, or greater (e.g. 1001/2001/UK/En) refers to a client that has more than one site certified with URS, in each, the following statement shall apply: "The validity of this certificate depends on the validity of the main certificate."			
Date of Issue of Certification Cycle	Issue Number	Certificate Expiry Date	Certification Cycle
04 August 2024	3	03 August 2027	3
Revision Date	Revision Number	Original Certificate Issue Date	Scheme Number
10 July 2024	0	04 August 2018	n/a

For detailed explanation for the data fields above, refer to <http://www.urs-holdings.com/logos-and-regulations>

Issued by

Mukesh Singhal - On behalf of the Schemes Manager



If there is any doubt as to the authenticity of this certificate, please do not hesitate to contact the Head Office of the Group on info@urs-certification.com. URS is a member of United Registrar of Systems (Holdings) Ltd, United House, 20 Place Hill, Bournemouth, BH1 1PS, UK. Company Registration no. 5158466

1/1

Figure 3: ISO 9001:2015 Quality Management System Certificate.

CERTIFICATE



The Governing Board of
ARES International Certification Co., Ltd.
Hereby Grants To:

COPLUS INC.

No. 50, Keji 2nd Rd., Annan Dist., Tainan City 709031, Taiwan (R.O.C.)

Has been assessed and found to be in accordance with the requirements of
standard detailed below

ISO 14001:2015

Scope

**Design and manufacturing of automotive and motorcycle
related components.**

Certificate No.: ARES/TW/I2311075E
Certificate Issue Date: 2023-11-14
Registration Expiration Date: 2026-11-13



The time interval between each surveillance audit and the last on-site audit shall not exceed 12 months,
and the organization must obtain "surveillance audit approval notification" issued by ARES to ensure the
validity of the certificate.



Authorized by :



ARES International Certification Co., Ltd.
No.12-2, Ln. 187, Wenping Rd., Anping Dist., Tainan City 708, Taiwan
TEL / 06-295 9696 (Rep. Line) FAX / 06-295 9667
www.ares-registration.com

Figure 4: ISO 14001:2015 Environmental Management System Certificate.

CERTIFICATE



The Governing Board of
ARES International Certification Co., Ltd.
Hereby Grants To:

COPLUS INC.

No. 50, Keji 2nd Rd., Annan Dist., Tainan City, 709031, Taiwan (R.O.C)

Has been assessed and found to be in accordance with the requirements of
standard detailed below

ISO/IEC 27001:2022

Scope

**Maintenance Management and Operation of Information
Department, Information Computer Rooms, and ERP Systems**

SOA Version- V2

Issue Date-2024.05.23

Certificate No.: ARES/TW/I2410045I

Certificate Issue Date: 2024-10-08

Registration Expiration Date: 2027-10-07

The time interval between each surveillance audit and the last on-site audit shall not exceed 12 months,
and the organization must obtain "surveillance audit approval notification" issued by ARES to ensure the
validity of the certificate.



Authorized by :



ARES International Certification Co., Ltd.
No.12-2, Ln. 187, Wenping Rd., Anping Dist., Tainan City 708, Taiwan
TEL / 06-295 9696 (Rep. Line) FAX / 06-295 9667
www.ares-registration.com

Figure 5: ISO 27001:2022 Information Security Management System Certificate.

OPINION STATEMENT



Greenhouse Gas Verification Opinion 2023 Greenhouse Gas Emissions Information

COPLUS INC.

No. 50, Keji 2nd Rd., Annan Dist., Tainan City 709031, Taiwan (R.O.C.)

Has completed the verification according to ISO 14064-3:2019 and meets the following standard requirements

ISO 14064-1 : 2018

Direct emissions

62.7983 tonnes of CO₂e

Indirect emissions

663.9340 tonnes of CO₂e

Direct emissions and indirect emissions

726.732 tonnes of CO₂e

Opinion No.: ARES/TW/I2407057G

Date: 2024-07-09

Version: 01

The opinion must contain the complete scope of verification, objectives, criteria and findings, otherwise the opinion is invalid.

Authorized by :



ARES International Certification Co., Ltd.

No.12-2, Ln. 187, Wenping Rd., Anping Dist., Tainan City 708, Taiwan

TEL / 06-295 9696 (Rep. Line) FAX / 06-295 9667

www.ares-registration.com

Figure 6: ISO 14064-1:2018 Organizational Greenhouse Gas Inventory Verification Statement.

OPINION STATEMENT



Product Carbon Footprint Verification Opinion

The Inventory of Product Carbon Footprint of
2016 HONDA CIVIC Headlights

which is calculated by

COPLUS INC.

No. 50, Keji 2nd Rd., Annan Dist., Tainan City 709031, Taiwan (R.O.C.)

Based on life cycle assessment verified in accordance with
ISO 14064-3:2019 as meeting the requirement of

ISO 14067 : 2018

Basis of Assessment
Cradle-to- Gate

Opinion No.: ARES/TW/2501003P
Issue Date: 2025-01-23
Expiry Date: 2027-01-22
Version: 01

The complete verification scope, objectives, standards and findings
must be included in the opinion, otherwise the opinion is invalid.



批准:



ARES International Certification Co., Ltd.
No.12-2, Ln. 187, Wenping Rd., Anping Dist., Tainan City 708, Taiwan
TEL / 06-295 9696 (Rep. Line) FAX / 06-295 9667
www.ares-registration.com

Figure 7: ISO 14067:2018 Product Carbon Footprint Verification Statement.

Product Certifications.

Coplus Inc. manufactures products with safety as its top priority together with integration of artificial intelligence technology in the road towards green and sustainable development. Over the years, the Company has focused on technological innovation, passing international organization certifications and obtaining certificates, as described below:

SAE: Society of Automotive Engineers Society of Automotive Engineers (SAE), as shown in Figure 8.

ECE: Economic Commission for Europe Economic Commission for Europe (ECE), as shown in Figure 9.

CCC: China Compulsory Certification General Administration of Quality Supervision, Inspection and Quarantine of China (AQSIQ), as shown in Figure 10.

VSTD: Vehicle Safety Testing Direction The certificate from the Vehicle Safety Certification Center, as shown in Figure 11.



AUTOMOTIVE MANUFACTURERS EQUIPMENT
COMPLIANCE AGENCY, INC.

AMECA NOTICE OF EQUIPMENT COMPLIANCE™

This notice verifies that the item described below has been tested by an accredited laboratory and has been found to be in compliance with the jurisdictional standard(s) listed below where applicable. The issuance of this AMECA Notice of Equipment Compliance™ does not denote or imply any endorsement or recommendation of the item described below. AMECA does not warranty or guaranty parts. Parts warranties/guaranties are between the buyer and seller and can vary by state and jurisdictions involved.

Notification Number: 240397

Test Report Date: March 27, 2024

Expiration Date: July 1, 2027

Applicant: Coplus Inc.
No. 7, Xinying Road
South Dist., Tainan, 70266
Taiwan, R.O.C.

Item: "520-FD033" - Combination Turn Signal, Parking, Headlamp, Daytime Running
And Side Marker Lamp With Reflex Reflector - White And Yellow In Color

Use: On 2021+ Model Years Ford F-150 Motor Vehicles

Jurisdictional Compliance Standard(S)

Identical To: United States FMVSS 571.108

Markings	
Lens	Housing
DOT SAE HL 15 A P2 DRL P 24 VOL 520-FD033 (Coplus/Morimoto Logo)	
	12V

Light Source: Turn Signal Lamp: 21 LED's, 12.8V
Parking Lamp: 48 LED's, 12.8V
Lower Beam Headlamp: 1 LED's, 12.8V
Upper Beam Headlamp: 2 LED's, 12.8V
Daytime Running Lamp: 48 LED's, 12.8V
Side Marker Lamp: 3 LED's, 12.8V

Test Lab: ISOQA Technical Service Co., Ltd.

Report Number: 108-ISOQA-24-0141


Executive Director



AMECA, "AMECA Edge Code" (for automotive brake friction material); and the AMECA Logo are trademarks registered with the US Patent & Trademark Office and with the US Department of Homeland Security - Customs and Border Patrol. These trademarks are solely owned by Automotive Manufacturers Equipment Compliance Agency, Inc. and may not be used without the express written permission of AMECA.

Figure 8: SAE International Society of Automotive Engineers Certificate.



ECE TYPE-APPROVAL CERTIFICATE

E24

Communication concerning:² ~~Approval granted~~
~~Approval extended~~
~~Approval refused~~
~~Approval withdrawn~~
~~Production definitely discontinued~~

of a type of device or system pursuant to UN Regulation No. 149

Class of the device: ***B*** Change index: ***0***

Approval No: ***E24*149R00/07*1017*00***

Unique Identifier (UI) (If applicable) ***N/A***

Reason(s) for extension (if applicable): ***N/A***

1. Trade name or mark of the device or system: ***COPLUS/ NIGHTSTAR***
2. Manufacturer's name for the type of device or system: ***520-FS001 & 520-FS002***
3. Manufacturer's name and address: ***Coplus Inc.***
No. 50, Keji 2nd Rd.,
709031 Annan Dist., Tainan City,
Taiwan (R.O.C.)
4. If applicable, name and address of manufacturer's representative: ***N/A***
5. Submitted for approval on: ***01.03.2024***
6. Technical Service responsible for conducting approval tests: ***ISOQA Technical Service Co., Ltd.***
60 Yong Long Rd., Da-Li, Taichung,
412 Taiwan
7. Date of report issued by that service: ***27.02.2024***
8. Number of report issued by that service: ***ISOQA-23-0971-R149-HCR-00***

Figure 9: ECE Economic Commission for Europe Certificate.



中国国家强制性产品认证证书

证书编号：2018091109008776

版本：00

认证委托人名称、地址：

巨鎧精密工業股份有限公司
台灣台南市南區新平路7號 邮编: 70266

商标：——

生产者（制造商）名称、地址：

巨鎧精密工業股份有限公司
台灣台南市南區新平路7號 邮编: 70266

生产企业名称、地址：

巨鎧精密工業股份有限公司(1090291)
台灣台南市南區新平路7號 邮编: 70266

产品名称和系列、型号、规格

20-HD009/10 汽车前组合灯(近光灯、远光灯、转向灯、前位灯、昼行灯)

产品标准和技术要求

GB25991-2010, GB17509-2008, GB5920-2008, GB23255-2009, CNCA-C11-07: 2014

认证模式：型式试验+初始工厂检查+获证后监督

上述产品符合《强制性产品认证实施规则-机动车外部照明及光信号装置》要求

发证日期：2018年5月30日

有效期至：2023年5月29日

证书有效期内本《证书》的有效性依据 CCAP 定期的跟踪检查获得保持

本证书的相关信息可通过国家认监委网站 www.cnca.gov.cn 查询



付志里
主任



中国·北京·海淀区首体南路2号11层 100044 <http://www.cccap.org.cn>
电话: 010-66412673

A 0119316

Figure 10: CCC China National Quality Supervision, Inspection and Quarantine Certificate.

車輛安全檢測基準審查報告

Examination Report for Vehicle Safety Testing Directions

報告編號 : A111CCDJU-522P
Report No.

製作日期 : 2022/08/08
Date of Issue

報告類別 : 延伸審查/變更審查
Category of Report : Examination of Extension/Modification

申請者 : 巨鎧精密工業股份有限公司
Name of Applicant

申請者地址 : 臺南市安南區科技二路50號
Address of Applicant

法規項目名稱 : 三十一、方向燈；三十四、車寬燈(前位置燈)；五十二之二、非
Regulation Item : 氣體放電式頭燈；七十三、晝行燈
31 Direction indicator, 34 Front position lamps, 52-2 Headlamps (headlamps of gas-discharge type excluded), 73 Daytime running lamps

廠牌 : COPLUS
Trade Name

型式系列 : 520-FD012
Type (Series)

型式名稱 : 參照附頁第1~4頁
Variation : See the attachment(Page 1-4)

檢測機構 : ---
Technical Service

檢測報告編號 : ---
Test Report No.

審查結果 :
Examination Result

符合「車輛型式安全審驗管理辦法」第十五條
規定及「車輛安全檢測基準」三十一、三十四
、五十二之二、七十三規定
Complies with article 15 of "Vehicle Safety Type
Approval Management Regulations" and 31, 34, 52-2
, 73 of "Vehicle Safety Testing Directions"

周維果

依照分層負責規定 授權單位主管決行

本報告含附頁共8頁。不得摘錄複製。
Examination report and the attachments: 8 pages.
Copy and distribution are prohibited.

補充說明 :
Additional Information :

1. 本審查報告如經交通部宣告失效、有效期限屆滿或申請者主動宣告停用即失其效力。
The examination report will be invalid instantly once Ministry of Transportation and Communications declares the lapse of it, or terminates upon the expiration of term, or if the applicant claims a cessation of the report.
2. 本案為第1次延伸，原車輛安全檢測基準審查報告之報告編號：A111CCBKG-522P。
This application case is first extension, the original examination report no. : A111CCBKG-522P.
3. 變更差異說明：如附頁。
Summary of Modification : See the attachment.

財團法人車輛安全審驗中心 執行長
Vehicle Safety Certification Center CEO

Figure 11: VSTD Vehicle Safety Certification Center Certificate.

Environmental Reliability Testing Laboratory

An environmental reliability testing laboratory has been established to enhance product reliability, with the continuous acquisition of testing equipment including salt spray tester, rain test chamber, dust resistance chamber, and temperature and humidity chamber, as shown in Table 4.

Table 4: Main Testing Equipment in the Reliability Environmental Testing Laboratory.

 A salt spray tester machine with a stainless steel body, a blue funnel on top, and a control panel on the right side. It has two vertical test ports at the bottom.	 A large, industrial-grade rain test chamber with a stainless steel exterior and a blue viewing window on the front door.
Salt spray tester.	Rain test chamber.
 A dust resistance test machine with a light-colored metal cabinet and a large, circular viewing window on the left side.	 A temperature and humidity test chamber with a light-colored metal cabinet, a large viewing window, and a control panel on the right side.
Dust resistance test machine.	Temperature and humidity test chamber.

Awards

Three of our developed products — the Porsche 997 LED Headlamp, Ford F-150 2021+ LED Headlamp, and Toyota Tacoma 2016–2022 LED Taillamp — have been awarded the Taiwan Excellence Award, as shown in Figure 12.



Figure 12: Coplus products have been awarded the Taiwan Excellence Award.

Sharing with the Public

Coplus Inc. actively participates in meetings, seminars, and forums periodically organized by the Tainan Technology Industrial Park Manufacturers' Association. These events serve as platforms for us to contribute to industrial development, share insights and recommendations, and stay abreast of future policies and trends in the vehicle industry. Our continued involvement demonstrates our commitment to fostering communication and collaborative relationships within the industry.

2. Business Philosophy and Sustainable Governance

2.1 Message from the Chairperson



Chairperson: Jacob Wu

Over the past year, we, Coplus Inc., have committed ourselves in innovation and sustainability in the company operations and business. We know that a company's growth does not merely rely on technological innovation but on adamant insistence to "safety", which we deeply believe to be a cornerstone of success. Throughout every single innovation process and product development, "safety" has always been our top priority. We are dedicated to various safety protections such as those for drivers in vehicles, pedestrians crossing on the roads, and overall safety including environmental and social responsibility issues. We believe that our efforts in the field of "artificial intelligence", "green energy and sustainability", and "optical communication" will help us achieve a leap forward of 3 to 5 years in product development, and propelling Coplus Inc. to a promising future.

One of the important steps we took involves "green energy and sustainability". We expect to optimize our product designs by mitigating carbon emissions and the carbon footprints. These changes include the shift from conventional halogen lights to LEDs for various vehicle lighting devices, incorporating recyclable plastic materials in the production of oil caps and radiator caps, and other constructive measures we carry out to consistently demonstrate our commitment to sustainability and environmental responsibility.

Another step for making a better world is the use of “artificial intelligence”. We have actively and audaciously developed AICO+ products, which involve the Internet of Vehicles, parts and accessories for exterior automotive modification, and small green energy electric vehicle areas. By leveraging these intelligent technologies, we aim to improve driving safety and convenience while establishing a disruptive foundation for future sustainable mobility.

Lastly, the deployment of “optical communication” makes our products smarter and safer. By innovating with the micro-lens array technology module, we aim to effectively eliminate blind spots in vehicles, widening the field of view for pedestrians and drivers, and further lowering the possibility for vehicle accidents. Meanwhile, we continue to develop our AI WHEELS technology by integrating light guide rods into the wheel design. This innovation not only provides real-time alerts to the driver, but also transmits warning signals to adjacent vehicles, enhancing the effectiveness of preventive safety measures.

At Coplus Inc., safety is at the heart of everything we do. We are committed to ensuring safety throughout the development of artificial intelligence, green energy and sustainable technologies, and optical communication applications. This commitment reflects our responsibility not only to drivers and pedestrians but also to society and the environment as a whole. It is not just about trust, but about unwavering faith. Looking ahead, we remain steadfast in fostering innovation and advancing sustainable development. We will continue to shape a future that is safe, green, and intelligent, ensuring that our progress benefits not only our stakeholders but also the wider community and the environment.

2.2 Promoting a Sustainable Development Mechanism

Promoting a Sustainable Development Governance Framework

Coplus Inc. has established a governance framework for promoting sustainability to ensure effective management of sustainable development. A dedicated (or part-time) unit is set up to be responsible for proposing and implementing sustainability policies, systems, management guidelines, and special plans.

A “sustainable development executive team” is set up under the management team to promote sustainable development governance and execute the strategy. The “Sustainable Development Executive Team” is led by the Chairperson as the chief convener and is divided into four sub-teams: Corporate Governance Group, Labor Relations and Social Participation Group, Product Service Group, and Environmental Safety and Health Group. Each group is

headed by a deputy general manager or a senior manager responsible for corporate governance. The organization and structure of the “sustainable development executive team” are shown in Figure 13.

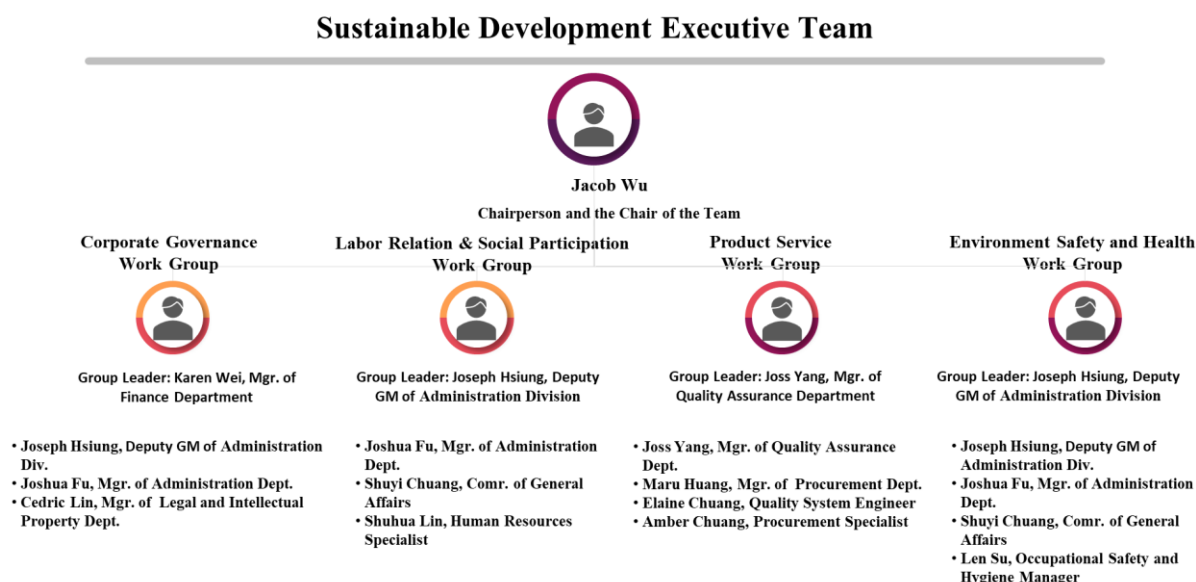


Figure 13: Organization and Structure of the Company's Sustainable Development Executive Team.

Operation and Implementation Status

Coplus Inc. has established the "Sustainable Development Practical Code" to manage the Company's risks and impacts on the economy, environment, and society. In order to fulfill its corporate social responsibility and promote economic, environmental, and social progress toward sustainable development goals. The scope includes the overall operational activities of the Company and its subsidiary. While engaging in business operations, Coplus Inc. actively practices sustainable development to align with international trends, enhancing national economic contributions through corporate citizenship, improving the quality of life for employees, communities, and society, and fostering corporate responsibility as a competitive advantage for Coplus Inc.

When promoting sustainable development, Coplus Inc. pays attention to the interests of stakeholders. While pursuing sustainable operations and profitability, the Company emphasizes environmental, social, and corporate governance (ESG) factors and integrates them into its management policies and operational activities. Based on materiality, the Company conducts risk assessments related to environmental, social, and corporate governance topics and establishes relevant risk management policies or strategies. Coplus Inc.'s practices of sustainable development are as follows:

- A. Implementing corporate governance.
- B. Developing a sustainable environment.
- C. Maintaining social welfare.
- D. Enhancing sustainability information disclosure.

Coplus Inc. has established sustainability policies, management systems, and implementation plans that reflect both national and international trends in sustainability initiatives pertinent to the Company's major business. These initiatives are also considered as the impact of the Company and its subsidiary on stakeholders. Following approval by the Board of Directors, these plans are presented to the Shareholders' Meeting.

2.3 Scope of Governance

The Board's Role and Achievements in Sustainable Governance

In accordance with Article 7 of our company's "Sustainable Development Practices Code," the Board of Directors is obligated to follow guidelines for the duty of a prudent manager to monitor the enterprise's implementation of sustainable development. This involves continuously reviewing its performance and making ongoing improvements to achieve the effective execution of sustainability policies. When the Company advocates on sustainable development objectives, the Board of Directors would fully consider the interests of stakeholders and include the following matters:

- A. Proposing a sustainability mission or vision, and develop sustainability policies, systems, or related management guidelines.
- B. Integrating sustainable development into the Company's operational activities and strategic direction, and approve concrete implementation plans for corporate social responsibility.
- C. Ensuring the timeliness and accuracy of sustainability-related information disclosure.

Coplus Inc. authorizes its senior management to address economic, environmental, and social issues arising from its operational activities. Management is responsible for handling these matters and shall report the status of their efforts to the Board of Directors. In addition, the operational procedures and the roles of all relevant personnel should be clearly defined.

The Role of Sustainability Management and its Oversight

Under Articles 11 to 16 of our company's "Sustainable Development Practices Code" regarding the development of a sustainable environment, internal controls require that the Company complies with environmental regulations and relevant international standards, adequately protects the natural environment, and commits to achieving environmental sustainability objectives in its operations and institutional management. At the same time, it is dedicated to enhancing energy efficiency and utilizing renewable materials with low environmental impact, ensuring that national resources would be used sustainably. Coplus Inc., based on its industry characteristics, has established an appropriate environmental management system that includes the following items:

- A. Collect and evaluate sufficient and timely information regarding the impact of operational activities on the natural environment.
- B. Establish measurable environmental sustainability targets and periodically review their ongoing viability and relevance.
- C. Formulate specific plans or action measures and periodically review the effectiveness of their implementation.

Coplus Inc. has established a dedicated environmental management unit or personnel to propose, promote, and maintain relevant environmental management systems and specific action plans and to conduct environmental education courses for both management and employees regularly. Additionally, taking into account the impact of its operations on ecological benefits, the Company promotes and advocates the concept of sustainable consumption and, in accordance with the following principles, engages in research and development, procurement, production, operations, and service activities to reduce the impact of its operations on the natural environment and human beings:

- A. Reducing the consumption of resources and energy in products and services.
- B. Reducing the emissions of pollutants, toxic substances, and waste, and ensuring proper disposal of waste.
- C. Enhancing the recyclability and reuse of raw materials or products.
- D. Maximizing the sustainable utilization of renewable resources.
- E. Extending the durability of products.
- F. Enhancing the performance of products and services.

To enhance the efficiency of water resource utilization, the Company appropriately and sustainably use water resources and establish corresponding management measures. The Company should construct and improve environmental protection and treatment facilities to prevent pollution of water, air, and land and make efforts to minimize adverse impacts on human health and the environment by adopting the best practicable pollution prevention and control technologies.

Coplus Inc. values the rights and interests of its stakeholders by identifying them and creating a dedicated stakeholder section on the Company website. Through effective communication channels, the Company aims to understand the outlooks and needs of its stakeholders and to address important sustainability issues that concern them.

The Role of Sustainability Reporting

Coplus Inc., in accordance with the "Corporate Governance Practices Code for Listed and OTC Companies" and relevant regulations, conducts information disclosure and fully reveals sustainability-related information that is both material and reliable to enhance transparency. The sustainability-related information disclosed is as follows, and the Company continuously monitors the evolution of national and international sustainability guidelines as well as changes in the investment opportunities, thereby reviewing and improving its established sustainability system to enhance the effectiveness of its sustainability practices.

- A. Sustainability policies, systems, or related management guidelines and concrete implementation plans approved by the Board of Directors.
- B. Address the risks and impacts on the Company's operations and financial condition arising from the implementation of corporate governance, the development of a sustainable environment, and the safeguarding of social welfare.
- C. The Company's formulated sustainability objectives, measures, and implementation performance.
- D. Key stakeholders and their topics of concern.
- E. Disclosure of management and performance information on significant environmental and social issues by major suppliers.
- F. Other sustainability-related information.

Oversight of Sustainability Management Performance Evaluation.

Board Self-assessment (the "Rules for Performance Evaluation of Board of Directors")

By Article 37 of the Company's "Corporate Governance Practices Code," members of the Board of Directors shall faithfully perform their duties and exercise the duty of a prudent manager. They are expected to exercise their authority with a high degree of self-discipline and prudence. Concerning the execution of the Company's business, except for matters that, as required by law or the Articles of Association, shall be decided by the shareholders' meeting, all actions shall be carried out in strict accordance with the resolutions of the Board of Directors.

Coplus Inc. has established methods and procedures for Board performance evaluation. In addition to conducting annual self-assessments or peer evaluations for the Board and individual directors, the Company may also appoint external professional institutions or use other appropriate methods for performance assessment. The review of the Board's performance should encompass the following dimensions, and suitable evaluation indicators should be formulated in accordance with the Company's needs:

- A. The degree of involvement in company operations.
- B. Enhancing board decision-making quality.
- C. Board Composition and Structure.
- D. Appointment of Directors and Ongoing Professional Development.
- E. Internal Control.

The performance evaluation of board members (self or peer evaluations) includes the following dimensions, with appropriate adjustments made based on the Company's overall operational needs:

- A. Grasp of the Company's objectives and missions.
- B. Understanding of Directors' Responsibilities.
- C. The degree of involvement in company operations.
- D. Internal Relationship Management and Communication.
- E. Directors' Expertise and Continuous Professional Development.
- F. Internal Control.

Coplus Inc. presents the performance evaluation results to the Board of Directors and uses them as a reference for determining individual directors' Remuneration and for renomination.

The 2024 Board self-assessment ("Rules for Performance Evaluation of Board of Directors") is detailed in Table 5.

Table 5: 2024 Board Self-Assessment.

Evaluation Period.	Assessment Period.	Evaluation Method.	Evaluation Method.	Evaluation Content.
Conducted annually	2024.01.01 to 2024.12.31	Board of Directors	Internal Self-Assessment of the Board	Five major aspects are considered: degree of involvement in company operations, enhancing the quality of board decision-making, board composition and structure, the selection and ongoing training of directors, and internal control—comprising a total of 11 evaluation metrics.
Conducted annually	2024.01.01 to 2024.12.31	Individual Board Members	Self-assessment by Board members	Six key aspects: understanding of the company's goals and missions, awareness of directors' responsibilities, degree of involvement in company operations, internal relationship management and communication, directors' expertise and ongoing professional development, and internal control—comprising a total of 18 evaluation metrics.
Conducted annually	2024.01.01 to 2024.12.31	Remuneration Committee.	Self-assessment by committee members	Five key aspects: degree of involvement in company operations, awareness of functional committee responsibilities, improving the quality of functional committee decision-making, composition and member selection of functional committees, and internal control—comprising a total of 10 evaluation metrics.
Conducted annually	2024.01.01 to 2024.12.31	Audit Committee	Self-assessment by committee members	Five main aspects: involvement in company operations, awareness of functional committee responsibilities, enhancing the decision-making quality of functional committees, composition and member selection of functional committees, and internal control—comprising a total of 10 evaluation indicators

The Company conducts performance evaluations of functional committees, covering the following dimensions and making appropriate adjustments based on the overall operational needs:

- A. The degree of involvement in company operations.
- B. Awareness of the responsibilities of functional committees.
- C. Enhancing the decision-making quality of functional committees.
- D. Composition and member selection of functional committees.
- E. Internal control.

Continuing Professional Development Courses in Sustainability

Coplus Inc. ensures that all Board members participate in external training courses each year as government regulations require, thereby staying informed about business and technological developments. The 2024 training details for Board members are provided in Table 6.

Table 6: 2024 Overview of Board Members and Their Training.

Job Title.	Name.	Course Name.	Organizer.	Hours
Chairperson.	Tesra Investment Co., Ltd. Rep.: Jacob Wu	How enterprises strengthen strategy execution.	Taiwan Corporate Governance Association	3.0
Chairperson.	Tesra Investment Co., Ltd. Rep.: Jacob Wu	AI Artificial Intelligence and Corporate Governance AI	Taiwan Corporate Governance Association	3.0
Director	Tesra Investment Co., Ltd. Rep.: Hui-Ya Lin	How Enterprises Strengthen Strategy Execution	Taiwan Corporate Governance Association	3.0
Director	Tesra Investment Co., Ltd. Rep.: Hui-Ya Lin	Board of Directors and Supervisors Corporate Governance Seminar	Taiwan Academy of Banking and Finance	3.0
Director	Tesra Investment Co., Ltd. Rep.: Hui-Ya Lin	The 2024 Insider Trading Prevention Advocacy Seminar	Taiwan Securities and Futures Institute	3.0
Director	Tesra Investment Co., Ltd. Rep.: Hui-Ya Lin	AI Artificial Intelligence and Corporate Governance	Taiwan Corporate Governance Association	3.0
Director	Yisheng Investment Co., Ltd. Rep.: Hsuan-Ting Hsu	How Enterprises Strengthen Strategy Execution	Taiwan Corporate Governance Association	3.0
Director	Yisheng Investment Co., Ltd.	The 2024 Insider Trading Prevention Advocacy Seminar	Taiwan Securities and Futures Institute	3.0

Job Title.	Name.	Course Name.	Organizer.	Hours
	Rep.: Hsuan-Ting Hsu			
Director	Yisheng Investment Co., Ltd. Rep.: Hsuan-Ting Hsu	AI Artificial Intelligence and Corporate Governance AI	Taiwan Corporate Governance Association	3.0
Director	Chi-Bin Wu	"How Enterprises Strengthen Strategy Execution	Taiwan Corporate Governance Association	3.0
Director	Chi-Bin Wu	2024 Insider Trading Prevention Advocacy Seminar	Taiwan Securities and Futures Institute	3.0
Director	Chi-Bin Wu	AI Artificial Intelligence and Corporate Governance	Taiwan Corporate Governance Association	3.0
Director	Hsi-Yao Chen	How Enterprises Strengthen Strategy Execution	Taiwan Corporate Governance Association	3.0
Director	Hsi-Yao Chen	AI Artificial Intelligence and Corporate Governance	Chinese Corporate Governance Association	3.0
Director	Chi-Chie Liang	How Enterprises Strengthen Strategy Execution	Taiwan Corporate Governance Association	3.0
Director	Chi-Chie Liang	AI Artificial Intelligence and Corporate Governance	Taiwan Corporate Governance Association	3.0
Ind. Director	Chao-Peng Chou	How to Strengthen Strategy Execution	Taiwan Corporate Governance Association	3.0
Ind. Director	Chao-Peng Chou	2024 Cathay Sustainable Finance and Climate Change Summit2024	Taiwan Stock Exchange Corporation	6.0
Ind. Director	Chao-Peng Chou	An AI Artificial Intelligence and Corporate Governance	Taiwan Corporate Governance Association	3.0
Ind. Director	Hong-Chang Lin	How Enterprises Can Strengthen Strategic Execution	Taiwan Corporate Governance Association	3.0
Ind. Director	Hong-Chang Lin	Integrating Strategic Development and ESG: New Perspectives on Corporate Risk Management	Taiwan Corporate Governance Association	3.0
Ind. Director	Hong-Chang Lin	Trends and Risk Management in Digital Technology and Artificial Intelligence	Taiwan Corporate Governance Association	3.0
Ind. Director	Hong-Chang Lin	Group Governance and Performance Management Practices - From a Financial Perspective	Taiwan Stock Exchange Corporation	3.0
Ind. Director	Chen-Fu Chiang	Key Considerations for Anti-Money Laundering Inspections	Accounting Research and Development Foundation	3.0
Ind. Director	Chen-Fu Chiang	Greenhouse Gas Inventory Practices (Part 1)	Accounting Research and Development Foundation	6.0
Ind. Director	Chen-Fu Chiang	Greenhouse Gas Inventory Practices (Part 2)	Accounting Research and Development Foundation	6.0
Ind. Director	Chen-Fu Chiang	How Enterprises Can Strengthen Strategic Execution	Taiwan Corporate Governance Association	3.0
Ind. Director	Chen-Fu Chiang	Communication Skills and Collaboration for Creating High-Performance Boards and Management Teams	National Changhua University of Education	3.0

Job Title.	Name.	Course Name.	Organizer.	Hours
Ind. Director	Chen-Fu Chiang	Communication Skills and Collaboration for Creating High-Performance Boards and Management Teams	National Changhua University of Education	3.0
Ind. Director	Chen-Fu Chiang	AI Artificial Intelligence and Corporate Governance	Taiwan Corporate Governance Association	3.0

Structure and Operation of the Board of Directors

Members and Diversity

Under Article 20 of the Company's "Corporate Governance Practices Code," the composition of the Board of Directors should consider diversity. The Company should formulate an appropriate diversity policy based on its operations, business model, and development needs, which should include, but is not limited to, the following two major aspects:

- A. Basic Criteria and Values: Gender, age, nationality, and culture.
- B. Professional Knowledge and Skills: Professional background (e.g., law, accounting, industry, finance, marketing, or technology), professional expertise, and industry experience.

Members of the Board of Directors should generally possess the knowledge, skills, and competencies necessary to perform their duties. To achieve the ideal corporate governance objectives, the Board as a whole should have the following capabilities:

- A. Operational judgment ability.
- B. Accounting and financial analysis ability.
- C. Business management ability.
- D. Crisis management ability.
- E. Industry knowledge.
- F. Global market perspective.
- G. Leadership ability.
- H. Decision-making ability.

The nomination and selection of the Company's board members are conducted in accordance with the provisions of the Company's Articles of Association, following a candidate nomination system. In addition to evaluating each candidate's academic qualifications,

consideration is also given to their reputation for integrity and honesty, their commitment to dedicating sufficient time to overseeing company operations, and their ability to assist in business management.

The Company's Board of Directors is composed of nine members, including six directors and three independent directors, with independent directors constituting 33.33%. The Board maintains its independence and does not fall under the situations outlined in Article 26-3, Paragraphs 3 and 4 of "the Securities and Exchange Act." There are no spousal or second-degree familial relationships among the independent directors.

All current board members are distinguished individuals from the industry, bringing diverse and complementary experience in fields such as manufacturing, brand distribution, technical research, finance and financial management, as well as information and technology.

The Company has consistently emphasized gender equality among its board members. Currently, two of nine directors are women, resulting in a female board member ratio of 22.22%, meeting the Company's diversity management objectives.

For further details on the 2024 board members' educational and professional backgrounds, please refer to Table 7.

Table 7: Educational and Professional Backgrounds of the 2024 Board Members.

Job title	Name	Gender	Age range	Education level	Currently holding positions at COPLUS or other companies.
Chairperson	Rep. of Tesra Investment Co., Ltd.: Jacob Wu	Male	61~70	Department of Electrical Engineering, Southern Taiwan University of Science and Technology.	Chairperson of the Company Director of NJStar Holding Ltd. Director of GALAXY INVESTMENT VENTURE INC. (British Virgin Islands) Director of TRIUMPHAL INC. Director of Tesra Investment Co., Ltd. Chairperson of Moso View Inc.. Chairperson of JBT Inc.. Chairperson of Inetwork Inc. Chairperson of Takomore Inc. Director of Shengying Investment Co., Ltd.
Director	Rep. of Tesra Investment Co., Ltd.: Hui-Ya Lin	Female	40~50	Department of Applied Foreign Languages, Tainan Women's Technical College.	Director of He Yao Enterprises Co., Ltd.
Director	Rep. of Yisheng Investment Co.,	Female	51-60	Taichung Home Economics and	Yisheng Investment Co., Ltd. Director

Job title	Name	Gender	Age range	Education level	Currently holding positions at COPLUS or other companies.
	Ltd.: Hsuan-Ting Hsu			Fashion Design Department	
Director	Chi-Bin Wu	Male	61-70	Master's in Electrical Engineering, University of Southern California Department of Computer Science and Engineering, Feng Chia University	Executive Assistant to the Chairperson of the Company Director of Yesun Investment Limited
Director	Hsi-Yao Chen	Male	71~80	Master's Degree in Business Management, Da-Yeh University	Director of OKAY Enterprise Co., Ltd.
Director	Chi-Chie Liang	Male	61-70	Master's Degree in Business Management, Da-Yeh University	Chairperson of 3S System Technology Inc. Chairperson of Hongtai Investment Co., Ltd. Chairperson of Hongding Enterprise Co., Ltd. Chairperson of Changhua Printing Business Co., Ltd. General Manager of Hongchuang Construction Business Co., Ltd.
Independent Director	Chao-Peng Chou	Male	61-70	Master's in Management, National Taiwan University of Science and Technology (Formerly the Industrial Management Program of the Graduate Institute of Engineering Technology at Taiwan Institute of Technology) Master's in Law, College of Law, National Chengchi University (Executive Program)	None

Job title	Name	Gender	Age range	Education level	Currently holding positions at COPLUS or other companies.
				Department of Accounting, Fu Jen Catholic University	
Independent Director	Hong-Chang Lin	Male	51-60	EMBA in National Taiwan University, International Business Group Financial and Banking Institute, The George Washington University Department of Mechanical Engineering, National Cheng Kung University	Chief Strategy Officer of Pharmigene, Inc. Director of Greenyn Biotechnology Co., Ltd. Independent Director of Nishoku Technology Co., Ltd. Independent Director of Toplus Global Co., Ltd.
Independent Director	Chen-Fu Chiang	Male	41-50	Master's in Accounting, National Taipei University Department of Accounting, National Taiwan University	Partner and Certified Public Accountant at Lichuan & Co. CPAs Independent Director of Long Time Technology Co., Ltd. Independent Director of Zhongyang Technology Co., Ltd.

According to the Company's "Corporate Governance Practices Code," the members of the Board of Directors should possess the knowledge, skills, and expertise necessary to carry out their duties. To achieve the ideal corporate governance objectives, the diversity implementation of the Company's board members in 2024 is outlined in Table 8.

Table 8: Diversity Composition and Capabilities of the 2024 Board Members.

Member	Basic Composition				Capabilities							
Director	Nat ion alit y	Ge nde r	Conc urrent Empl oyee of the Comp any	Age	Opera tional Judg ment	Acco untin g and Finan cial Analy sis	Busine ss Manag ement	Crisis Manag ement	Indust ry Know ledge	Globa l Mark et Persp ective	Lead ershi p	Deci sion- maki ng
Tesra Investme nt Co., Ltd. Rep.: Jacob Wu	Tai wa n	Ma le	V	61- 70	V	V	V	V	V	V	V	V
Tesra Investme nt Co., Ltd. Rep.: Lin Hui-Ya	Tai wa n	Fe mal e		51- 60	V		V		V	V		V
Yisheng Investme nt Co., Ltd.: Rep.: Hsuan- Ting Hsu	Tai wa n	Fe mal e		51- 60	V		V	V	V	V	V	V
Chi-Bin Wu	Tai wa n	Ma le	V	61- 70	V	V	V	V	V	V	V	V
Hsi-Yao Chen	Tai wa n	Ma le		71- 80	V	V	V	V	V	V	V	V
Chi-Chie Liang	Tai wa n	Ma le		61- 70	V		V	V	V	V	V	V
Chao- Peng Chou	Tai wa n	Ma le		61- 70	V	V	V	V		V	V	V
Hong- Chang Lin	Tai wa n	Ma le		51- 60	V	V	V	V		V	V	V
Chen-Fu Chiang	Tai wa n	Ma le		51- 60	V	V	V	V		V	V	V

Board Operations: Policies and Practices

According to Article 13 of “Chapter 4 of the Company's Articles of Association regarding the Board of Directors and the Audit Committee”, the Company is required to have between seven and nine seats directors chosen through a candidate nomination system. Directors serve a three-year term and may be re-elected. Among the total number of directors, at least three shall be independent directors, and their seats shall account for no less than one-fifth of all board seats. The professional qualifications, shareholding, restrictions on concurrent positions, nomination and selection procedures, and other requirements for independent directors shall comply with the provisions of the Company Act and the Securities and Exchange Act.

In accordance with Article 14-4 of the “Securities and Exchange Act,” the Company has established an Audit Committee composed entirely of independent directors. This committee shall have at least three members and is responsible for performing the statutory functions of supervisors.

Additionally, the Company has set up a Remuneration Committee based on its operational needs. More than half of the committee members are independent directors, and an independent director serves as the chairperson.

According to Article 31 of the Company’s “Corporate Governance Practices Code,” the Board of Directors shall convene at least once every quarter, and may call additional meetings as needed for urgent matters. When calling a board meeting, the agenda shall be clearly stated, and each director shall be notified at least seven days in advance. Sufficient meeting materials shall be provided and included in the notice of meeting. If the materials are insufficient, the directors have the right to request supplementary information or, if resolved by the board, postpone the discussion.

The Company shall establish board meeting rules. These rules should outline the main meeting topics, operational procedures, required items for minutes, public disclosure requirements, and other matters to be followed. All meeting procedures shall comply with the Regulations Governing Procedure for Board of Directors Meetings of Public Companies.

The Board of Directors held eight meetings in 2024. Directors' attendance is detailed in Table 9, and the Board's resolutions are listed in Table 10.

Table 9: Board of Directors Attendance Statistics in 2024.

Title	Name	Actual Attendance	Proxy Attendance	Actual Attendance Rate (%)
Chairperson	Rep. of Tesra Investment Co., Ltd.: Jacob Wu	8	0	100%
Director	Rep. of Tesra Investment Co., Ltd.: Hui-Ya Lin	8	0	100%
Director	Rep. of Yisheng Investment Co., Ltd.: Xu Xanting	8	0	100%
Director	Chih-Bin Wu	8	0	100%
Director	Hsi-Yao Chen	8	0	100%
Director	Chih-Chieh Liang	8	0	100%
Independent Director	Chao-Peng Chou	8	0	100%
Independent Director	Hong-Chang Lin	7	1	88%
Independent Director	Chen-Fu Chiang	8	0	100%

Table 10: 2024 Board Meeting Resolutions.

Board Meeting Date	Agenda Content	Opinion of All Independent Directors	Company's Handling of Independent Directors' Opinions
2024.03.12	1. The financial statements and business report for 2023. 2. The proposal for the allocation of the loss for 2023. 3. The proposal for the "Internal Control System Effectiveness Assessment" and "Internal Control System Statement" for 2023. 4. The proposal to amend the Company's authority approval management procedures. 5. The proposal to appoint the auditors from Deloitte & Touche, Taiwan, namely, accountants Su Yan-da and Guan Chun-xiu, for the audit of the Company's 2023 financial statements, ensuring they comply with the relevant regulations of the Accountant Law, and meet suitability requirements. 6. The proposal for the reappointment of Su Yan-da and Guan Chun-xiu from Deloitte & Touche, Taiwan, as auditors for the Company's 2024 financial report. 7. The proposal for the election of directors and the nomination review of director candidates. 8. The proposal to lift the non-compete restrictions for the Company's newly appointed directors. 9. The proposal to convene the 2024 annual shareholders meeting. 10. The proposal for organizational changes within the Company. 11. The proposal for changes to the Company's corporate governance officer. 12. The proposal for manager salary adjustments. 13. The proposal for year-end bonuses authorization. 14. The proposal for the planning of a special project bonus system.	No opinion	Not applicable
2024.04.12	1. The proposal to reclassify the Hsinping factory as investment property. 2. The proposal for manager salary adjustments.	No opinion	Not applicable
2024.05.09	1. The proposal for the Company's Q1 2024 financial statements. 2. The proposal for the Company's "Internal Control System Statement" for internal control special review.	No opinion	Not applicable

Board Meeting Date	Agenda Content	Opinion of All Independent Directors	Company's Handling of Independent Directors' Opinions
	3. The proposal for leasing the Hsinping factory. 4. The proposal for amendments to certain provisions of the "Performance Evaluation Management Measures." 5. The proposal for updating the Company's 2024 budget.		
2024.05.30	1. The proposal for the appointment of the Chairperson of the Board. 2. The proposal for the appointment of members of the Remuneration Committee. 3. The proposal for the appointment of members of the Audit Committee.	No opinion	Not applicable
2024.08.05	1. The proposal for the replacement of the certifying accountant due to internal adjustments at the Deloitte & Touche Certified Public Accountants Firm. 2. The proposal for the establishment of the Company's "Accounting Policy" regarding the accounting treatment for employees receiving gifts. 3. The proposal for the change in the Company's accounting supervisor. 4. The proposal for the Company's organizational changes. 5. The proposal for the establishment of the salary management regulations. 6. The proposal for the establishment of the promotion management regulations. 7. The proposal for the appointment of senior managers. 8. The proposal for the remuneration of senior managers. 9. The proposal for lifting the non-compete restrictions for senior managers of the Company.	No opinion	Not applicable
2024.08.13	1. The proposal for the Company's Q2 2024 financial statements. 2. The proposal for applying for credit facilities and renewing the credit limit with financial institutions.	No opinion	Not applicable
2024.11.12	1. The proposal for the Company's Q3 2024 financial statements. 2. The proposal for updating the 2024 operational plan. 3. The proposal for the 2025 operational plan. 4. The proposal to revise the general principles of the Company's pre-approval policy for non-assurance services.	No opinion	Not applicable

Board Meeting Date	Agenda Content	Opinion of All Independent Directors	Company's Handling of Independent Directors' Opinions
	5. The proposal to establish the reward and punishment management procedures.		
2024.12.20	1. Proposal for the establishment and revision of the Company's internal control system. 2. Proposal for the 2025 internal audit plan. 3. Proposal for the mold management and disposal agreement. 4. Proposal to request an additional credit limit with Chailease Finance Co., Ltd. 5. Proposal for the basic wage increase in 2025. 6. Proposal for the appointment and Remuneration of senior managers. 7. Proposal for personnel changes of managers and spokesperson.	No opinion	Not applicable

Nomination and Election

Under Article 21 of the Company's "Corporate Governance Practices Code," the Company should establish a fair, impartial, and transparent procedure for electing directors. This procedure is established to protect shareholders' rights and ensure equal rights for all shareholders, and to encourage their participation in the meeting. The cumulative voting system, as mandated by the Company Act, shall be adopted to reflect shareholder opinions adequately.

Unless approved by the relevant authorities, more than half of the director seats shall not be held by individuals who are a spouse or within the second degree of kinship. If a director is removed and the number of directors falls below five, the Company shall hold a by-election at the next shareholder meeting. However, if vacancies reach one-third of the board seats stipulated in the Articles of Association, an extraordinary shareholder meeting shall be convened within sixty days to hold a by-election.

The total shareholding of all directors shall comply with statutory requirements. Any changes in directors' share transfers, the establishment or release of pledge rights, and other relevant situations shall be handled in accordance with applicable regulations. All information shall be fully disclosed.

The Board of Directors is composed of directors, who elect a chairperson from among themselves by a vote requiring the presence of at least two-thirds of the directors and the approval of more than half of those present. The chairperson represents the Company externally.

Conflict of interest

In accordance with Article 21 of the Company's Corporate Governance Practices Code, the Company should establish a fair, impartial, and transparent procedure for selecting directors, while adhering to principles of protecting shareholders' rights and fair treatment of all shareholders. Unless approved by the relevant authorities, more than half of the directors shall not be related as spouses or within the second degree of kinship.

The reasons for conflicts of interest and the voting results on 2024 board resolutions are shown in Table 11.

Table 11: Conflict of Interest Situations in 2024 Board Resolutions.

Board Meeting Date	Director Name	Proposal Content	Reason for Recusal of Interest	Participation in Voting Status
2024.05.30	Chao-Peng Chou, Hong-Chang Lin, Chen-Fu Chiang	The proposal to appoint members to the Remuneration Committee	Involved in personal interests, should abstain from participation in discussions and voting according to the law	This proposal, except for independent directors Chao-Peng Chou, Hong-Chang Lin, Chen-Fu Chiang, and all other attendees who abstained from discussion due to conflicts of interest, was passed without objection after consultation with the remaining attending directors
2024.05.30	Chao-Peng Chou, Hong-Chang Lin, Chen-Fu Chiang	Appointment of Members to the Audit Committee.	Involved in personal interest, should abstain according to the law, did not participate in discussion or voting.	This proposal, except for independent directors Chao-Peng Chou, Hong-Chang Lin, Chen-Fu Chiang, and all other attendees who abstained from discussion due to conflicts of interest, was passed without objection after consultation with the

Board Meeting Date	Director Name	Proposal Content	Reason for Recusal of Interest	Participation in Voting Status
				remaining attending directors.
2024.12.20	Jacob Wu, Hui-Ya Lin, Hsuan-Ting Hsu, Chi-Bin Wu	Mold Delegation Management and Disposal Contract Proposal	Involved in personal interest, should abstain according to the law, did not participate in discussion or voting.	In this case, directors Jacob Wu, Hui-Ya Lin, Hsuan-Ting Hsu, and Chi-bin Wu abstained from the discussion and voting according to the law. The remaining attending directors had no objections and the proposal was passed as presented.

Structure and Operation of Functional Committees

Under Articles 27 and 28 of the Company's Corporate Governance Practices Code, the Board of Directors may establish various functional committees, considering the Company's size, business nature, and board composition, to enhance supervisory functions and strengthen management capabilities. These may include an Audit Committee, Remuneration Committee, Nomination Committee, Risk Management Committee, or other specialized committees.

In addition, the Company may establish environmental, corporate social responsibility (CSR), or other sustainability-related committees, with their roles explicitly defined in the corporate charter to be amidst with CSR principles and sustainable development.

Functional committees shall be held accountable to the Board of Directors, and their proposals shall be submitted for board resolutions. However, the Audit Committee is exempt from this requirement when exercising independent directors' powers as stipulated in Article 14-4, Paragraph 4 of the “Securities and Exchange Act”.

Functional committees shall establish organizational regulations, which shall be approved by the Board of Directors. The content of the organizational regulations shall include the number of committee members, term of office, scope of duties, meeting procedures, and resources. And the Company shall provide support to the committee in exercising its functions.

The Company has established an Audit Committee, which is composed entirely of independent directors, with one independent director serving as the chairperson. The committee shall have at least three members, one of whom acts as the convener, and at least one member

shall have expertise in accounting or finance. The exercise of powers by the Audit Committee and its independent director members and related matters are conducted under the Securities and Exchange Act, the Regulations Governing the Exercise of Powers by Audit Committees of Public Companies, or relevant Over-the-Counter (OTC) trading center regulations.

In the most recent fiscal year (2024), the Audit Committee held eight meetings, with independent directors' attendance statistics detailed in Table 12.

Table 12: 2024 Attendance Statistics of Independent Directors at the Audit Committee Meetings.

Title	Name	Actual Attendance Count	Proxy Attendance Count	Attendance Rate	Remarks
Independent Director	Chao-Peng Chou	8	0	100%	Convener
Independent Director	Hong-Chang Lin	7	1	88%	
Independent Director	Chen-Fu Chiang	8	0	100%	

The Company has established a Remuneration Committee, composed entirely of independent directors, with an independent director serving as the chairperson. The professional qualifications of its members, the exercise of their duties, the establishment of organizational regulations, and other related matters are conducted in accordance with the "Regulations Governing the Establishment and Exercise of Powers of Remuneration Committees of Companies Listed on the Stock Exchange or Traded on Over-the-Counter Markets."

The Company's Remuneration Committee consists of three independent directors, with one member as the convener. The current term of the committee is from October 13, 2021 to October 12, 2024. In the most recent fiscal year (2024), the Remuneration Committee held six meetings, with members' attendance detailed in Table 13.

Table 13: 2024 Attendance Statistics of Independent Directors at the Remuneration Committee Meetings.

Title	Name	Actual Attendance Count	Proxy Attendance Count	Attendance Rate	Remarks
Independent Director	Chao-Peng Chou	6	0	100%	Convener
Independent Director	Hong-Chang Lin	5	1	83%	
Independent Director	Chen-Fu Chiang	6	0	100%	

3. Materiality Identification

Coplus Inc. upholds the principle of respecting stakeholder rights and interests by utilizing diverse and appropriate communication channels to gain a profound understanding of stakeholders' reasonable expectations and needs. These concerns are incorporated into the Company's decision-making process.

Furthermore, Coplus Inc. assesses the economic, environmental, and social impacts of its business activities by integrating global sustainability trends with corporate business strategies. Through various communication channels, the Company continuously gathers stakeholder feedback and regularly evaluates engagement outcomes and execution performance. By consistently addressing stakeholder expectations, Coplus Inc. reaffirms its commitment to sustainable development.

3.1 Stakeholder Engagement

Following the GRI Standards and the AA1000 Stakeholder Engagement Standard (SES), Coplus Inc. has identified four key stakeholder groups through an analysis based on five key principles: Dependency, Responsibility, Tension, Influence, and Diverse Perspectives. The 2024 Stakeholder Engagement Statistics for Coplus Inc. are detailed in Table 14.

Table 14: 2024 Stakeholder Engagement Statistics.

Stakeholders	Material topics of interest	Communication channels	2024 Communication performance	Communication frequency
Shareholders / Investors	Economic performance, Product innovation and R&D, Corporate governance, Government subsidies	Board of Directors	The board meeting is held once per quarter, with a notice sent to all directors and the audit committee seven days prior to the meeting	At least 4 times per year
		Shareholders' Meeting	The board meetings are used to explain the Company's business objectives and outcomes, listen to shareholders' opinions, and publish the annual report	At least once per year.
		Annual Report	The announcement and declaration shall be completed by April 1	At least once per year.
		Public Information Observation Station	Disclosure of Company Information and Significant Events	Regularly: Monthly/Quarterly/Annually; Ad-hoc as needed
		Investor Conference	Explanation of Business Overview and Communication with Investors.	At least once every six months
		Email.	IR@coplus.com.tw	Permanent
Employees	Remuneration and benefits, Labor-	Regular company meetings.	Executive Leadership Meeting: Held once a week. Management Meeting: Held once a month.	Ad-hoc as needed

Stakeholders	Material topics of interest	Communication channels	2024 Communication performance	Communication frequency
	management relations, Talent development, Occupational safety and health		R&D Meeting: Held once a month.	
		Official documents / Announcements	Email / Restaurant bulletin board announcements.	Ad-hoc as needed
		Suggestion mail	Currently, no topics have been raised.	Permanent
		Employee Welfare Committee Meeting	Every three months, birthday gifts will be distributed	At least 4 times per year
		Labor-Management Meeting	Once every three months	At least 4 times per year
		Occupational Safety and Health Committee	Starting from the third quarter of 2024, as required by regulations, four sessions will be held annually.	At least 4 times per year
		Performance evaluation	Once a year; eliminate 5%.	At least once every six months
		Education and training	New employee training: 1-2 times per month; Intellectual property training: 5 times per year; Production process training: 6 times per year.	Ad-hoc as needed
Customers	Remuneration and benefits, Talent development, Labor relations, Procurement management	Exhibition	Twice a year: Domestic AMPA exhibition and international SEMA exhibition.	At least once every six months
		Business visit	B2C customers receive a satisfaction survey with each order; B2B customers are surveyed at least once. Foreign suppliers: 5-10 times per year (export only).	Ad-hoc as needed
		Daily phone communication and correspondence	100%.	Daily.
		Customer satisfaction survey	B2C customers receive a satisfaction survey with each order; B2B customers are surveyed at least once.	Annually.
Suppliers	Economic performance, Product quality and safety, Compliance with laws and regulations, Product innovation and R & D	Written	Urgent matters to be addressed are handled through official document issuance.	Ad-hoc as needed
		Audit	The audit team includes personnel from development, quality control, and procurement. New suppliers are audited on-site once, while existing suppliers are audited twice a year.	Ad-hoc as needed
		Supplier visits	Visits are scheduled based on the required items such as molds, substrates, injection, and other related needs.	Ad-hoc as needed
		Email	Daily communication via email, Line messages, and phone calls.	Permanent or standing.

3.2 Process for Determining Material Topics

Coplus Inc. places emphasis on ensuring that its operations meet the expectations and concerns of its stakeholders, particularly in terms of the sustainable development topics. The Company follows a systematic five-step process to identify and confirm material topics, as described in Table 15.

Table 15: Five-Step Process for Systematic Identification and Confirmation of Material Topics.

Step 1: Stakeholder Identification and Communication	According to the AA1000 SES Stakeholder Engagement Standard, an analysis was conducted based on five dimensions: Responsibility, Influence, Tension, Diverse Perspectives, and Dependency. Through this analysis, four key stakeholder groups closely related to the Company's sustainability development were identified: 1. Customers 2. Employees 3. Shareholders/Investors 4. Suppliers At the same time, the Company has established a regular communication mechanism to ensure that stakeholders' perspectives are effectively incorporated into corporate decision-making.	Sustainable Development Executive Team + Sustainability Advisory Experts
Step 2: Sustainability Topics Collection	The Sustainability Development Promotion Team, referencing GRI Standards, material topics within the same industry, recommendations from sustainability advisory experts, and development trends, initially identified 27 sustainability topics, including: •Economic Aspects: 7 Items •Environmental Aspects: 8 Items •Social Aspects: 12 Items Through questionnaire distribution, further collect stakeholder feedback on the level of concern regarding the above-mentioned topics.	Sustainable Development Executive Team + Sustainability Advisory Experts
Step 3: Conduct Stakeholder Questionnaire Survey	External Questionnaire Survey: The responsible departments distributed the Sustainability Development Focus Topics Questionnaire to external stakeholders, collecting 87 valid responses. Based on the survey results, each sustainability topic was rated for its level of stakeholder concern. Topics with an average score of 4 or above (on a 1 to 5 scale) were identified as 11 material topics. Internal Questionnaire Survey:	Sustainable Development Executive Team + Sustainability Advisory Experts

	The Sustainability Development Promotion Team, along with ten senior executives from various departments, evaluated 27 topics based on their positive and negative impacts on the Company in the areas of environment, society, human rights, and governance. Using an internal impact assessment questionnaire, they rated each topic on a scale of 1 to 5 based on likelihood and impact severity. Topics with an average score of 4 or above were identified as the nine material topics with higher impact levels—five positive and four negatives.	
Step 4: Significant Impacts Converged into Material Topics	Based on the combined results of internal and external questionnaires, the total scores were ranked from highest to lowest. Finally, after confirmation and resolution by the Sustainability Development Promotion Team and senior executives from various departments, the following nine material topics were identified as significant impacts. The ranking is determined based on the assessment scores as follows: 1. Climate Change Adaptation 2. Greenhouse Gas Management 3. Economic Performance 4. Information Security and Customer Privacy Management 5. Remuneration and Benefits 6. Product Quality and Safety 7. Human Rights Protection 8. Labor-Employer Relations 9. Occupational Health and Safety	Sustainable Development Executive Team + Sustainability Advisory Experts
Step 5: Material Topics Management Guidelines	The identified material topics are aligned with the GRI Sustainability Reporting Standards, with each department verifying the relevant disclosure indicators, policies, commitments, management mechanisms, and performance outcomes. The preparation of this report is overseen by the General Manager and senior executives, ensuring the effectiveness and transparency of the material topics alignment, considerations, and management approaches.	Sustainable Development Executive Team

Materiality Matrix Analysis

Based on the results of the external stakeholder sustainability concern questionnaire, we used the level of concern as the vertical axis. Additionally, ten senior executives from internal departments assessed the Company's positive and negative impacts across environmental, social, human rights, and governance dimensions by evaluating the likelihood and severity of these impacts through an internal impact assessment questionnaire. The total scores were then ranked and plotted on the horizontal axis, resulting in the materiality matrix as shown in Figure 14.

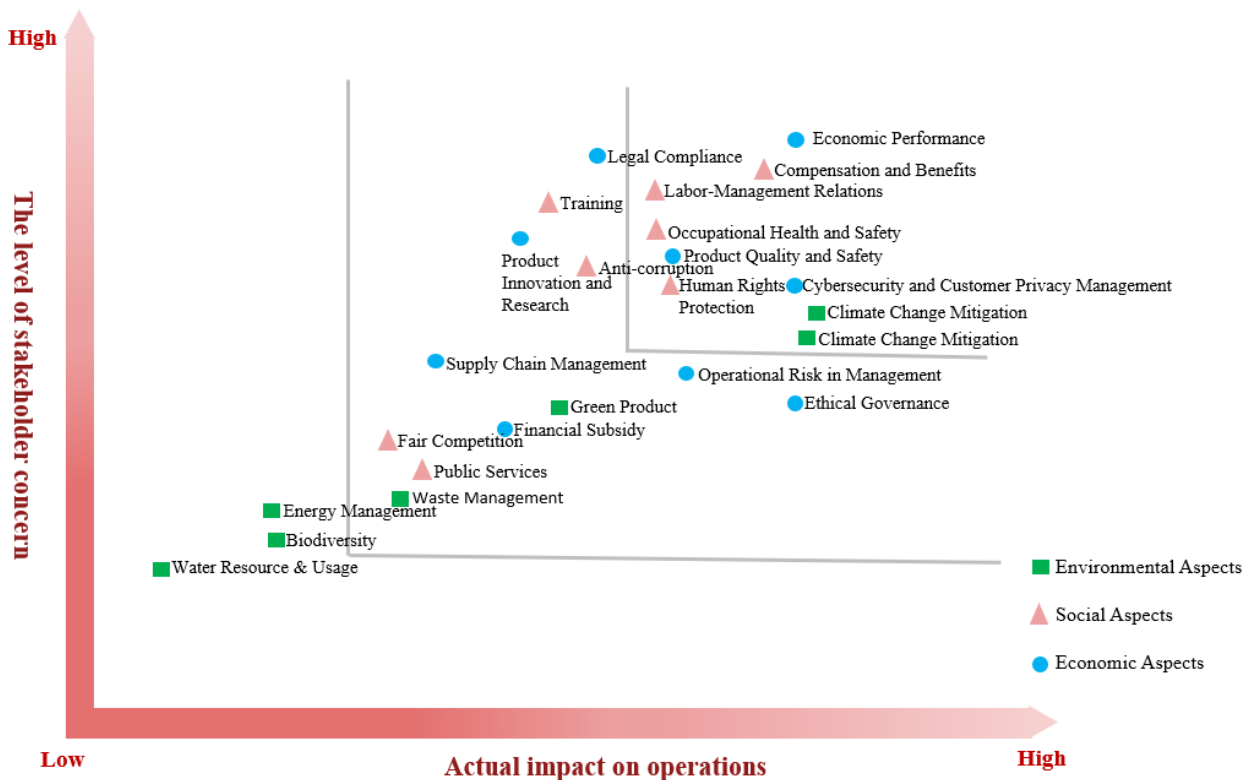


Figure 14: Materiality Matrix Analysis – Stakeholder Concern and Actual Impact on Operations.

As shown in Figure 14, the vertical axis represents the level of stakeholder concern, with higher values indicating greater attention. The horizontal axis represents the actual impact on operations, with higher values indicating a greater effect. The most significant operational impact in corporate governance is "Economic Performance," in the social aspect is "Remuneration and Benefits," and in the environmental aspect is "Climate Change Adaptation."

Materiality Matrix and Corresponding Impact on Operation

Through discussions with internal and external expert advisors, Coplus Inc. assessed the external impacts of its operations on the economy, environment, and society (with a focus on people). Based on an evaluation of actual operational impacts, nine material topics were identified. These were further categorized into five areas of positive impact—economic performance, information security and customer privacy management, product quality and safety, human rights protection, and occupational health and safety—and four areas of negative impact—climate change adaptation, greenhouse gas management, Remuneration and benefits, and labor relations. The resulting materiality matrix is illustrated in Figure 15.

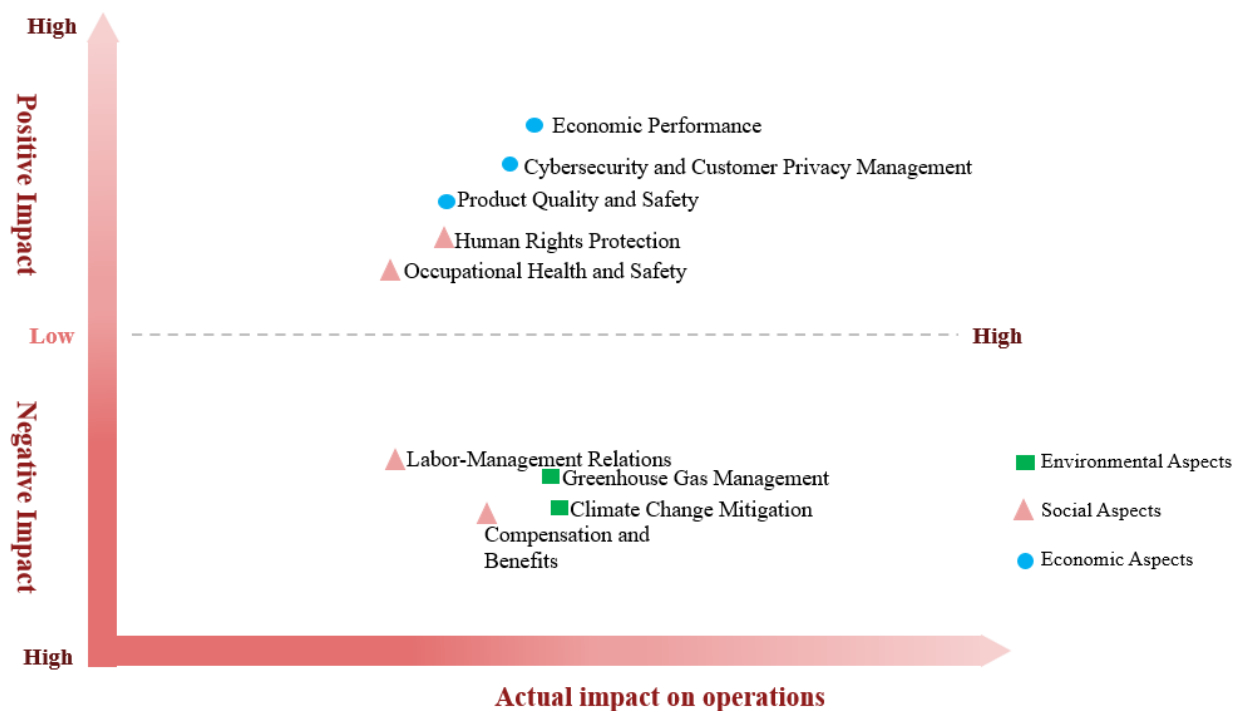


Figure 15: Materiality Matrix Analysis – Positive and Negative Impacts and Actual Impact on Operations.

As shown in Figure 15, the vertical axis represents impact: positive impacts increase as points move higher, while negative impacts worsen as points move lower. The horizontal axis reflects the actual influence on operations, with greater impact to the right. Therefore, "Economic Performance" ranks as the most significant positive impact on operations, while "Climate Change Adaptation" represents the most severe negative impact on operations.

3.3 List of Material Topics

Materiality List and Value Chain Management

Nine material topics were identified through a quantitative survey of stakeholders and qualitative interviews with senior executives. Five of these had negative impacts, while four had positive impacts, as detailed in Table 16.

Table 16: List of Material Topics.

Aspect	Material Topic	Significance to the Organization	Impact Consideration	Ranking	Internal	External			GRI Material Topics Correspondence >Corresponding Sections
						Customer	Supplier	Governments	
Environment	Climate Change Mitigation	Proactively respond to the impacts of climate change by adopting innovative technologies to reduce environmental risks and ensure supply chain stability.	Negative Impact	1		●		●	201-2 > 6.1
Environment	Greenhouse Gas Management	Commit to improving energy efficiency, reducing greenhouse gas emissions, and achieving low-carbon production.	Negative Impact	2	●	●		●	305 > 6.1, 6.2
Governance	Economic Performance	Enhancing profitability is the foundation of business operations and can create long-term stable sustainable performance, meeting shareholders' and stakeholders' expectations for corporate growth.	Positive Impact	3	●	●	●		201-1 > 4.1
Governance	Cybersecurity and Customer Privacy Management	Strengthen data security management, protect customer privacy, and build trust and brand loyalty.	Positive Impact	4	●				418-1 > 4.4
Social	Remuneration and Benefits	A fair and attractive Remuneration and benefits system can attract top talent, promote employee satisfaction and loyalty, and lay a solid foundation for the Company's innovation and growth.	Negative Impact	5	●	●			401-2 > 5.3
Governance	Product Quality and Safety	Focus on the quality and safety of automotive lighting products, ensuring compliance with international standards, meeting	Positive Impact	6			●		Custom Topic

Aspect	Material Topic	Significance to the Organization	Impact Consideration	Ranking	Internal	External			GRI Material Topics Correspondence >Corresponding Sections
						Cus to mer	S up pl ie r	G ov er n m en t	
		customer needs, and ensuring driving safety, thereby consolidating market leadership.							
Social	Human Rights Protection	Commit to upholding human rights, protecting labor rights, and ensuring corporate social responsibility and compliance with global standards.	Positive Impact	7					412 > 5.1
Social	Labor-Management Relations	Committed to creating transparent and harmonious labor-management relations, enhancing employee satisfaction and engagement, and fostering a stable and efficient working environment.	Negative Impact	8					402-1 > 5.2
Social	Occupational Health and Safety	Prioritizing employee safety, implementing comprehensive health and safety management, reducing occupational risks, and ensuring a safe working environment.	Positive Impact	9					403 > 5.4, 5.5

3.4 Material Topic Management Policies

Coplus Inc.'s top management, in collaboration with the sustainability executive team, develops management guidelines based on the identified significant topics, as outlined in Table 17.

Table 17: Material Topic Management Policies.

Material Topic	Management Objectives and Importance
Climate Change Response Greenhouse Gas Management	■ Reduce carbon emissions and energy consumption in the manufacturing process by adopting more efficient and environmentally friendly technologies and materials. ■ Promote green design and circular economy for products (e.g., using recyclable materials and improving energy efficiency).

Material Topic	Management Objectives and Importance
	■ Align with global sustainable development goals and market demand for low-carbon products, enhancing brand competitiveness.
Economic Performance	■ Ensure the financial stability and profitability of the Company, create value for shareholders, and support the company's global expansion plans. ■ Comply with international data protection regulations to safeguard sensitive information. ■ Enhance the Company's reputation by providing secure and transparent handling of customer data.
Customer Privacy and Information Security Management	■ Protect the security of customer data and product technology information, preventing data breaches or misuse. ■ Strengthen the cybersecurity of information systems to reduce operational interruptions or information risks. ■ Enhance customer trust and loyalty towards the brand, maintaining market competitiveness.
Remuneration and Benefits Labor-Employer Relations	■ Provide competitive Remuneration and benefits, professional growth opportunities, and a human-centered work environment to attract and retain top talent. ■ Foster work skills, build a long-term collaborative team culture, and support the Company's innovation and globalization goals. ■ Reduce employee turnover, lowering recruitment and training costs.
Product Quality and Safety Innovation R&D and Intellectual Property Management	■ Follow the Company's "Automotive Lighting Product Development Management Procedure," which is divided into five stages: initial planning stage, design stage, development stage, prototype stage, and trial production stage. ■ Actively move towards higher-level IATF 16949 automotive industry quality management system standards, to be implemented in 2025. ■ Continuously invest funds and resources in product and technology innovation to maintain a leading position in the automotive modification market. ■ Ensure that R&D results are fully protected by intellectual property rights to avoid infringement disputes. ■ Increase the quantity and quality of patents to establish the Company's technological barrier in the international market.
Human Rights Protection	■ Ensure that the basic rights of all employees and supply chain partners are respected, and eliminate discrimination or exploitation. ■ Comply with international labor laws and human rights standards, promoting a fair and respectful corporate culture. ■ Enhance the Company's brand image and reputation for social responsibility in international markets.
Occupational Health and Safety	■ Provide a healthy and safe working environment to reduce the risk of occupational injuries.

Material Topic	Management Objectives and Importance
	■ Cultivate employees' safety awareness and knowledge by providing regular training and education to improve workplace safety standards. ■ Enhance employee satisfaction and loyalty, reducing operational disruptions due to health issues. ■ Establish a comprehensive fire safety system to ensure the safety of production facilities, employees, and products. ■ Regularly conduct fire drills and equipment inspections to reduce fire risks and potential losses. ■ Comply with regulatory requirements and enhance the Company's safety image, protecting the interests of shareholders and other stakeholders.

4. Corporate Sustainability and Economic Value

4.1 Economic Performance

Financial Performance

The financial information of Coplus Inc. for the past three fiscal years is summarized in Table 18, while the direct economic value is presented in Table 19. For detailed financial data, please refer to the Coplus Inc. 2024 Annual Report at the following link: (Coplus Inc. Investor Relations)

Table 18: Financial Information for 2022-2024.

Unit: NT\$ Thousand			
Item	2022	2023	2024
Operating revenue	928,668	549,661	632,839
Gross profit from sales	594,787	156,465	166,117
Operating expenses	161,454	196,750	242,637
Operating income (loss)	172,427	(40,285)	(76,520)
Non-operating income and expenses	13,631	(18,872)	(8,349)
Pre-tax income (loss)	186,058	(59,157)	(84,869)
Net income (loss) after tax	148,709	(47,558)	(67,491)
Earnings per share (NTD)	2.46	(0.78)	(1.06)
GRI specific disclosure expenditure items			
Employee salaries and benefits	70,611	94,277	104,185
Interest and dividend expenses	53,262	46,956	26,068
Government subsidies	45	11,785	104
Community investment expenditures	390	90	90

Distributed Direct Economic Value

Table 19: Generated and Distributed Economic Value for 2022-2024.

Unit: NT\$ Thousand				
	Item	2022	2023	2024
Direct economic value generated	Operating revenue	928,668	549,661	632,839
Distributed economic value	Operating costs	663,848	507,357	605,820
	Employee salaries and benefits	70,611	94,277	104,185
	Payments to providers of capital	36,082	20,521	0

	Payments to governments by country (subsidy)	45,500	(4,415)	(9,675)
Retained economic value		112,627	(68,079)	(67,491)

Weighting on Revenue and Sales

Our company specializes in the aftermarket customization industry, focusing on the research, development, production, and sales of custom automotive lighting, components, and plastic decorative parts. Our product portfolio covers a wide range of specifications, ensuring that we meet customers' unique and personalized design requirements for automotive accessories.

Market Distribution

The sales market distribution of Coplus Inc. over the past three years, including sales revenue and revenue share by region and product category, is detailed in Table 20.

Table 20: Sales Revenue Distribution for 2022-2024.

Unit: NT\$ Thousand						
Revenue classification	2022		2023		2024	
	Sales amount	Revenue share	Sales amount	Revenue share	Sales amount	Revenue share
By Region						
United States	871,497	90%	505,283	90%	588,770	92%
Japan	21,371	2%	28,094	5%	16,478	3%
Others	35,800	7%	16,284	5%	27,591	5%
Total	928,668	100%	549,661	100%	632,839	100%
By Product Type						
Automotive Lamps	793,345	85%	493,878	90%	554,751	88%
Automotive Components	101,326	11%	48,998	9%	75,964	12%
Radiator Grilles	33,997	4%	6,785	1%	2,124	0%
Total	928,668	100%	549,661	100%	632,839	100%

4.2 Integrity in Business Operations

Integrity Management Policy and Implementation Mechanism

Coplus Inc. has established the "Code of Integrity Management," "Procedures for Integrity Management and Behavioral Guidelines," and "Code of Ethical Conduct" as the foundation for implementing integrity in business operations. These policies are publicly available on the Company's website, clearly demonstrating the Board of Directors' and management's commitment to ethical business philosophy.

The Company reinforces preventive measures through internal regulations and external documentation to mitigate risks associated with unethical conduct in high-risk business activities. Employees are required to adhere to strict behavioral standards when conducting business operations.

In addition, Coplus Inc. has implemented a whistleblowing mechanism and a violation penalty system. Any violations of laws or company policies are addressed immediately, with regular reviews and continuous improvements to minimize unethical behavior risks. These measures ensure transparency, trust, and the long-term sustainability of the Company.

Education, Awareness, and Integrity Contract Regulations

The Company promotes integrity in business operations through education and awareness programs, ensuring that all employees fully understand the Company's commitment to ethical practices and the consequences of violating integrity policies.

For new employees, the Company provides onboarding training covering internal regulations and relevant legal requirements to ensure they are fully aware of the ethical standards and compliance obligations they shall adhere to.

Additionally, integrity clauses are included in all contracts signed with external parties. These clauses explicitly state that if either party engages in unethical behavior during business activities, the other party has the right to terminate the contract unconditionally.

The Finance Department is responsible for formulating and managing integrity policies, handling cases of unethical behavior, and reporting them to the Board of Directors. This ensures the effective implementation and continuous improvement of the Company's integrity management system.

Regulatory Compliance

Coplus Inc. had experienced an occupational safety incident involving dysfunctionality contractor's engineer in 2024. As a result, the Tainan City Government imposed a fine of NT\$200,000. Details of the incident are provided in Table 21.

Table 21: Regulatory Compliance.

Penalty Item	Improvement / Prevention / Remedial Measures
Violation of Occupational Safety and Health Act – An occupational safety incident occurred involving a contractor's engineer during the machine room expansion project. As a result, the Company was fined NT\$200,000 by the Tainan City Government.	The follow-up improvements and actions taken include strengthening training for engineering contractors and actively ensuring the proper functioning of safety facilities. A work resumption improvement plan was submitted to the Tainan City Occupational Safety and Health Office. Subsequently, on November 6, 2023, the Tainan City Government Labor Bureau dispatched personnel for verification and approved the resumption of work. After resumption, management responsibilities were duly fulfilled, and no further occupational safety incidents occurred during the work resumption period.

4.3 Risk Management

Risk Identification and Mitigation Strategies

Coplus Inc. has identified key risk types associated with business operations, including operational risks, financial risks, information security risks, integrity risks, environmental risks, and human resource risks. Corresponding risk items and mitigation strategies have been formulated for each category. Details are provided in Table 22

Table 22: Risk Categories and Mitigation Strategies.

Risk Type	Risk Item	Mitigation Strategies
Operational Risk	Sales concentration, domestic and international policy changes, legal amendments	1.Maintain a strong partnership with A1 Group, reducing the risk of customer switching suppliers. 2.Develop other automotive products, establish a proprietary brand, and expand into diverse distribution channels. 3.Ensure daily operations comply with domestic and international regulations, while continuously monitoring policy trends and legal changes to proactively adapt to market conditions. 4.Stay updated on automotive safety regulations and policies, strategically allocating resources to capture potential market opportunities.

Risk Type	Risk Item	Mitigation Strategies
Financial Risk	Major investments, interest rates, exchange rates, inflation	1. Based on sustainable business growth and diversification strategies, the Company follows the "Regulations Governing the Acquisition and Disposal of Assets by Public Companies" set by regulatory authorities. The "Procedures for Acquisition and Disposal of Assets" serve as the foundation for investment decisions, ensuring proper oversight of related business and financial conditions. 2. To enhance supervision and management of subsidiary investments, the Company has established internal control procedures for monitoring subsidiaries. These procedures ensure that the financial and operational status of investments is continuously tracked, enabling the management team and decision-makers to conduct thorough assessments and evaluations. 3. The Company closely monitors financial market developments and interest rate fluctuations, maintaining strong relationships with financial institutions to secure favorable interest rates. Flexible financial measures are implemented as needed to mitigate the impact of interest rate changes on the Company's profitability. 4. The Finance Department actively tracks exchange rate fluctuations and utilizes bank-provided exchange rate analysis and advisory services to stay informed of market trends. In addition to strategically retaining foreign currency assets to meet foreign currency needs, the Company adjusts currency positions in line with financial requirements to optimize exchange rate risk management. 5. By focusing on diverse product development and high-quality rapid response strategies, the Company meets market demands, enhances competitiveness, and mitigates risks associated with economic cycles and inflation.
Information Risk	Information Security	1. Establish computerized information system operations related to information security, with the Information Office responsible for implementing security protocols, conducting risk assessments, and maintaining and managing the system. 2. The audit unit will conduct regular or irregular audits of the computerized information system operations and report findings to the Board of Directors. 3. The key focus of information security control operation audits includes: Ensuring that servers are equipped with firewalls and antivirus software to prevent external attacks. Verifying whether information security checks are appropriately planned. Ensuring that related documentation and evidence from information security checks are properly stored. Confirming whether access rights and authorizations are set according to different business areas.
Integrity Risk	Transparency, Business Ethics	1. Establish transparent business operations to ensure that internal management and external collaborations adhere to the highest ethical standards. 2. Prevent corruption, fraud, or other unethical behaviors to protect the

Risk Type	Risk Item	Mitigation Strategies
		Company's reputation from harm. 3. Build long-term, stable partnerships through an integrity-based business model, increasing market trust.
Environmental Risk	Climate Change, Carbon Costs	1. Obtain ISO 14001 Environmental Management System certification, establishing an environmental management framework that complies with international standards. 2. Implement ISO 14064-1 and ISO 14067 systematic carbon emission inventories and performance improvements, utilizing high-efficiency technologies and materials to reduce environmental risks and enhance global market competitiveness. 3. Promote green design and the circular economy, using recyclable materials and improving energy efficiency to meet low-carbon product demands, align with global sustainability goals, and increase brand value.
Human Resource Risk	Rising Labor Costs, Labor Shortages, and Employee Turnover	1. Optimize human resource allocation, improve production efficiency, and adopt a performance-based Remuneration strategy to ensure cost control while maintaining employee satisfaction and competitiveness. 2. Expand recruitment channels and collaborate with campus programs to attract talented individuals, establishing a flexible human resources strategy to respond to market demands. 3. Offer attractive Remuneration and benefits, clear career development plans, and employee care initiatives to enhance employee loyalty and reduce the impact of staff turnover.

4.4 Information Security

Coplus Inc. has implemented comprehensive information security management to ensure proper protection of corporate data and IT infrastructure. The Information Office is responsible for managing information security policies, planning, incident response, and reporting.

Coplus Inc. successfully obtained ISO 27001 Information Security Management System (ISMS) certification in October 2024 to strengthen corporate cybersecurity, further enhancing its information protection and security management framework.

Information Security Policy

Coplus Inc. developed the concept of "information development based on security" to ensure the confidentiality, integrity, and availability of processing customer and employee data. Formulate information security management regulations to safeguard the confidentiality and

security of the Company's information assets while ensuring legal compliance. Additionally, implement incident response procedures to minimize potential risks and impacts.

Information Security Risk Management Framework

1. The Information Office is accountable for managing and planning information security policies, as well as handling and reporting information security-related incidents.
2. Mechanisms for anti-virus protection, disaster prevention, hacking defense, and data leakage prevention are regularly reviewed and consolidated into reports submitted to the General Manager.

Information and Communication Security Emergency Response Plan

The incident response personnel shall, based on the identification of the information security incident, coordinate with the Information Office to implement emergency response measures for any abnormal situations. The response methods and key considerations shall be recorded in the "Information Security Incident Report."

Emergency response measures should primarily focus on isolating or shutting down the affected equipment, systems, environments, access permissions, or network connections to prevent further escalation of the incident.

Information security incident handling and reporting

Information security incidents are classified into three levels, ranked from most severe to least severe as follows: Level 3, Level 2, and Level 1.

When an abnormal case anomaly occurs, the case shall be reported in accordance with the "Incident Classification and Reporting Requirements."

If a third-party support is required for incident resolution, the issue should be reported based on the "Information Security Outsourced Service Provider Roster."

In cases where an information security incident concerns employee safety or is resulted in damaging equipment, potential civil or criminal liability, the matter of incident shall be reported to law enforcement agencies for further investigation and assistance.

The process for handling a reported incident is illustrated in Figure 16.

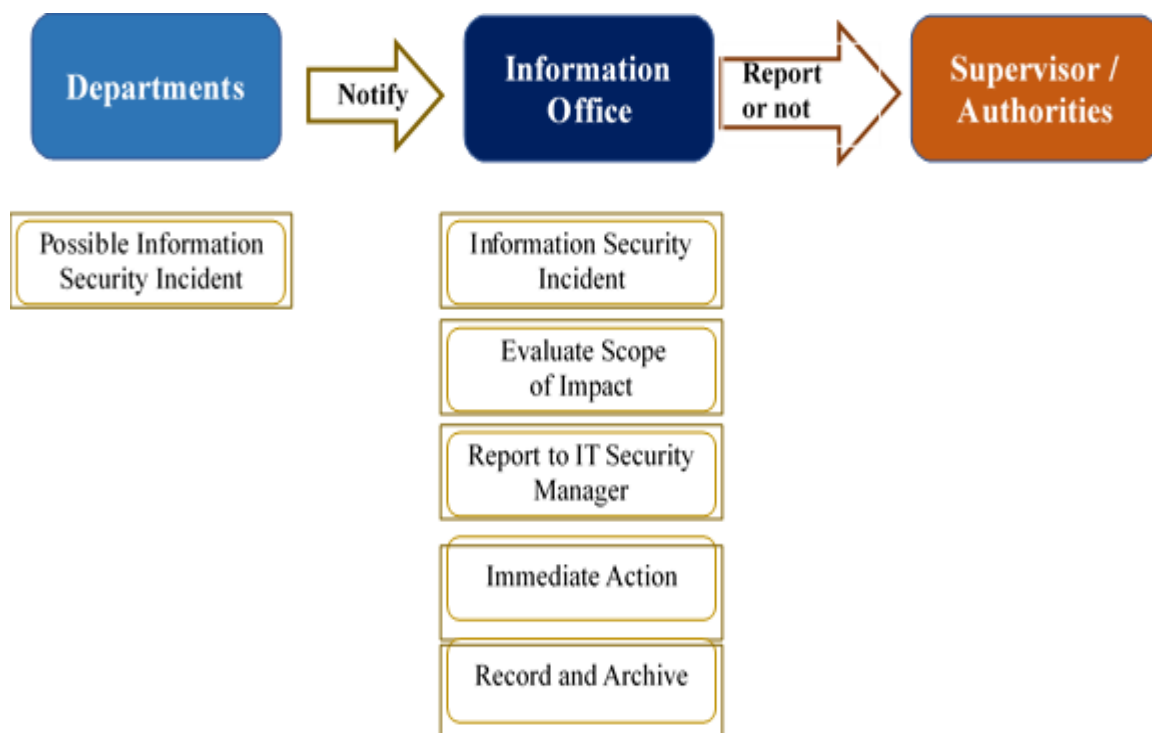


Figure 16: Information Security Incident Handling and Reporting Process.

Customer Data Management

According to ISO 27001 IP-I-10 Access Control Management Procedures, the ERP customer data is controlled based on the access permission application results, ensuring role-based access restrictions.

In 2024, the number of customer privacy breach incidents recorded:

- 0 verified complaints from external sources.
- 0 complaints from regulatory authorities.

Information and communication security management plan

Coplus Inc. regularly reviews information security policies and conducts risk assessments based on asset value, potential threats, and impact levels. Based on these evaluations, the Company formulates enhancement measures and improvement plans to strengthen overall information security management capabilities.

The Company implements multiple information security management measures, including data protection, system monitoring, and employee security awareness training, to build a robust information security environment that ensures business stability and customer trust.

The information and communication security management controls are provided in details and as shown in Table 23.

Table 23: Information and Communication Security Management Control Measures.

Information and Communication Security Management Control Measures	
Information Security Management System Requirements	Implementation Items
Endpoint Device Protection and Control	Install antivirus software, keep the operating system updated, and ensure that all facilities connected to the internet or maintained by information service providers undergo technical security assessment procedures and receive approval from the responsible management personnel before being put into use.
Centralized External Control	Establish network security planning operations and network service management, and implement security protection platforms such as the next-generation firewall (Firewall), mail gateway (Mail Gateway), and other security solutions.
Data Protection	Important data is backed up through a backup system for remote and heterogeneous platform multiple storages, and confidential and sensitive data or documents shall not be stored in publicly accessible information systems.
Use of New Information Technology	The introduction and activation of new information technologies (such as software, hardware, communications, and management measures) should undergo a security assessment beforehand to understand the security protection measures and standards of the new technology. It shall be approved by the responsible management personnel according to administrative procedures before being implemented.
Employee Security Awareness Training	The Company regularly conducts information security awareness programs for employees to enhance cybersecurity awareness and strengthen information security protection.

4.5 Products and Innovation

Product Quality Certification and Management

Coplus Inc.'s various automotive lights have all obtained national product certifications such as EU ECE, US DOT, Taiwan VSTD, and China CCC certifications, among others. Each new automotive lighting product from Coplus Inc. follows the Company's "Automotive Lighting Product Development Management Procedures". The development process is divided into five stages: Initial Planning Stage, Design Stage, Development Stage, Prototype Stage, and Mass Production Trial Stage, as shown in Table 24.

Before mass production of new products, Coplus Inc. ensures that products meet production and market demand standards through cross-departmental reviews and customer testing. In 2024, two of the Company's headlight designs and one taillight design were awarded the Taiwan Excellence Award, demonstrating exceptional innovation capabilities.

The mass production process strictly follows the quality control plan, including incoming material inspections, first article inspections, and full participation in quality management to ensure that every shipment meets the highest quality standards. Notably, the waterproof lighting components undergo 100% inspection to uphold the Company's quality commitment.

Table 24: Automotive Lighting New Product Development Management Procedures.

Initial Planning Stage	The marketing and sales unit will submit development project proposals based on customer demands and market trends. The R&D and sales teams will collaborate to assess the market trends, international standards and regulations, technical evaluations, and product appearance and functionality assessments. Based on these evaluations, a feasibility report covering quality considerations for the new product will be created. After an internal review and decision-making process, the project will be approved, and a cross-functional project team will be established to officially enter the product design and development validation process.
Design Stage	In addition to the design input and output validation for each component, all Rapid Prototyping (RP) parts are assembled into a prototype automotive lighting system. This prototype undergoes real vehicle assembly testing to ensure that the designs for aftermarket automotive lighting, once installed on the vehicle, not only match the required dimensions but also provide stable functionality and enhanced performance. Once the prototype is validated and performs effectively, the product can proceed to the development and prototype production stages.
Development and Prototype Production Stage	Establish the technical specifications, including drawings and other related documents, for all components. Complete the development and validation of mold design and prototype parts parameters, and create the relevant inspection standards for the product. During the prototype production process, establish standard operating procedures (SOPs), control plans, and plan and produce process-related inspection tools and fixtures. Before completing the prototype production stage, optical parameter testing of the prototype automotive lights shall be conducted using a photometer to validate the light distribution. Once all parameters meet the design specifications and regulatory standards, the product can proceed to the mass production trial stage.
Mass Production Trial Stage	The focus of this stage is to validate whether the standard operating procedures, control plans, and inspection standards established during the prototype production phase are applicable to small-scale trial production and meet the requirements for future mass production. The core lens module of the product, including the high/low beam switching function, shall undergo 2 million cycles of operational lifetime testing. Additionally, each mass-produced lens unit shall pass 1200 cycles of operational testing to ensure performance reliability. During this phase, the final products will undergo environmental reliability testing, including: Thermal and humidity cycling tests, Salt spray testing, Dust resistance testing, Lighting durability tests, Fogging tests, Impact resistance testing, Drop testing, Rain and high-pressure water jet testing All tests are conducted according to the relevant SAE or ECE standards to ensure that the product meets both performance and environmental durability requirements.

Copplus Inc. is committed to aftermarket service, forming strategic partnerships with the majority of customers. The Company gains insights into issues and optimizes new product designs through an instant feedback platform. In addition, Copplus Inc. provides technical support and troubleshooting guidelines to enhance customer satisfaction with zero-lag service.

The Company has implemented the ISO 9001 Quality Management System, which covers the entire process from order receipt to customer satisfaction surveys. Copplus Inc. is also actively working towards the IATF 16949 Automotive Quality Management System standard, with plans to fully upgrade its quality management by 2025 to meet the demands of the high-end market.

In internal management, Copplus Inc. focuses on continuous improvement and efficiency enhancement. The Company regularly holds quality and technical improvement meetings and strengthens collaboration with core suppliers to jointly improve the supply chain quality.

Through a performance management system based on KPIs, Copplus Inc. continuously optimizes operational metrics. This approach has led to significant progress in product quality, organizational performance, and employee skill development, thereby enhancing the Company's competitive advantage and aligning with sustainability goals.

Spotlight R&D Projects

In light of the rapid advancements in artificial intelligence (AI) and breakthroughs in smart driving technology, Copplus Inc. is actively developing products that meet safety standards and customer demands. The major R&D highlights for the year are described in Table 25.

Table 25: Spotlight R&D Projects.

Project	Technology	Highlights
Smart Care Assistant	AI Behavior, Objects, Health, Safety Monitoring, and IoT Integration	Comprehensive Smart Home Monitoring Products
Smart Driving Assistant	AI Driver Status, Health Monitoring, Emergency Assistance, and V2X Integration	Comprehensive Vehicle Safety Monitoring Products

Green product development

Copplus Inc. has always put their emphasis of the environment standard in priority when producing their products. Green products have been a key focus in research, development, and manufacturing over the years. Products such as the Crystal Diamond Taillights, De-housing Lights, and automotive caps are detailed in Table 26.

Table 26: Green Environmental Product Development Achievements.

Crystal Diamond Taillights	De-housing Headlight
The traditional electroplated reflectors, which contain pollutants, have been removed in the Crystal Diamond Taillights. Instead, the taillight housing is made using thick plastic injection molding, taking advantage of the wide light emission angle of LED technology. The design incorporates both the light collection and diffusion optical surfaces into the thick plastic housing. This integration combines what were previously two separate components—the housing and  the reflector—into a single part, achieving the benefits of reducing plastic use, lowering costs, minimizing pollution, and reducing carbon emissions.	By removing the large-area housing typically required for traditional lighting, the design combines the housing and inner frame into a single part. This reduces the need for secondary processes such as hardening and anti-fog coating applications, leading to benefits such as reducing plastic use, lowering costs, minimizing pollution, and cutting carbon emissions. 
Automotive Cap Category	
 Coplus Inc. is one of the top two suppliers in the North American automotive aftermarket for automotive caps. We have redesigned the product structure and significantly increased the use of recyclable plastics to replace materials such as copper and iron, aiming to reduce carbon emissions and protect the environment. The redesigned products have also received U.S. patent certification. Iron, Copper Materials → Recyclable Plastics	

2022-2024 R&D Personnel Education and Professional Background

Table 27 lists the educational background and number of R&D personnel from 2022 to 2024. It is evident that Coplus Inc. has been actively recruiting highly educated talent, including bachelor's, master's, and doctoral degrees, with a notable increase in the number of doctoral degree holders each year.

Table 27: R&D Personnel Educational and Professional Background (2022-2024).

Educational Background \ Year	2022		2023		2024	
	Number of People	Proportion (%)	Number of People	Proportion (%)	Number of People	Proportion (%)
Doctoral and Master's Degrees	1	4.16	4	14.29	9	22.50
Bachelor's Degree (including Associate's Degree)	19	79.17	21	75.00	28	70.00
High School	4	16.67	3	10.71	3	7.50
Total	24	100.00	28	100.00	40	100.00

R&D Expenditure Growth

Table 28 provides a sustained growth of the R&D expenditure for the past six years (2019-2024). The ratio of R&D expenses to net operating revenue reached as high as 15.92%.

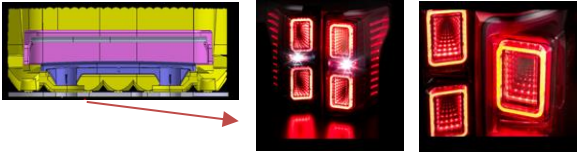
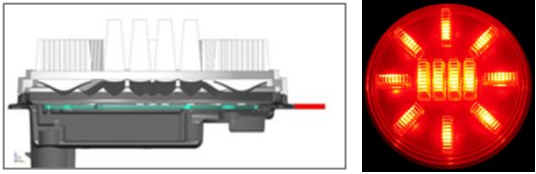
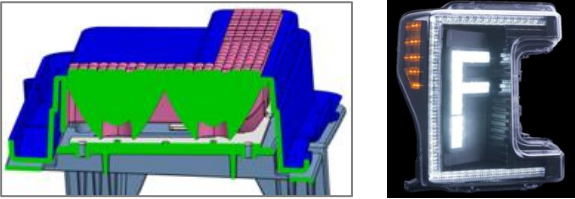
Table 28: R&D Expenditure for 2019-2024.

Unit: NT\$ Thousand						
Item \ Year	2019	2020	2021	2022	2023	2024
R&D Expenses	52,131	75,474	73,874	68,180	87,507	99,202
Net Operating Revenue	480,025	712,995	1,159,550	928,668	549,661	632,839
R&D Expenses as a Percentage of Net Operating Revenue	10.86%	10.59%	6.37%	7.34%	15.92%	15.68%

Historical Product Development Achievements

Table 29 lists the recent product development achievements, including the application of LED technology in various automotive lighting products, tunnel lights, 3D de-shelling lamp design - Crystal Diamond Lights, letter-shaped headlights, integrated headlamp and grille with welcome function, and dual-beam modules.

Table 29: Historical Product Development Achievements.

Application of LED Technology in Various Automotive Lighting Product Designs	Tunnel Lights
Headlights and Taillights 	Features: Unique Shape, Innovative Design, New Optical Technology Through circuit-controlled projection and reflection, a portion of the light is directly transmitted through the special coated light-transmitting plate. The remaining light is reflected by the coated light-transmitting plate onto the reflector surface, which then reflects the light back to the coated light-transmitting plate to create a gradual light variation. 
3D De-shelling Lamp Design - Crystal Diamond Lights	Letter-Shaped Headlights
Features: Unique 3D Shape, Cost Reduction, New Optical Technology This technology eliminates the need for traditional lamp housing and individual optical components for LEDs, replacing them with a single large optical component. The design simplifies the lamp structure by allowing light to pass through just one medium, without needing to go through the lamp housing. This results in a significant reduction in light intensity decay, enhanced LED lifespan, lower heat dissipation issues, and a reduction in manufacturing costs. 	Features: Breaking Traditional Shapes, Simplified Assembly Steps, Wider Lighting Coverage, Iconic Design The invention introduces the first light unit, which can be controlled to emit light and project a first light shape. This first light unit includes a first lens module and a first light module positioned behind the first lens module. The first lens module consists of several lenses arranged in a predetermined shape, enhancing both the design aesthetics and the functional lighting performance. This innovation provides broader illumination and contributes to the iconic visual identity of the vehicle. 
Integrated Headlamp and Grille with Welcome Function	Dual-Beam Module

Features: Unique Shape, Innovative Design, Enhanced Recognition The grille light section is integrated with the Company's headlamp optics, using a light unit that projects light through a reflector bowl onto the inner unit, creating a softened and evenly distributed light effect. The overall optical effect is consistent, avoiding fluctuating brightness, which improves driving safety and enhances vehicle recognition. 	This invention presents a multi-source lighting module, where the first light source is used to generate white light, and the second light source generates yellow light. Both the white light and yellow light are projected through a reflector bowl to a lens unit. The lens unit then projects the white and yellow light forward from the multi-source lighting module, causing the white and yellow light to partially or fully overlap  White High Brightness Color Temperature 5700K Yellow High Penetration Color Temperature 2500K  
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Patent Portfolio

Coplus Inc. values its patent strategies and is consistently devoted to the accumulation and protection of intellectual property to maintain its leadership in the industry. There are numerous patents and trademarks owned by Coplus Inc. in Taiwan, the United States, the European Union, Japan, China, and other countries. The number of innovations ensures our innovations and R&D achievements are comprehensively protected, and to increase our product competitiveness and distinctness in company brands. In 2024, Coplus Inc. allocated NT\$99,202,000 for R&D development costs, which accounts for 15.68% of our net operating revenue of NT\$632,839,000. This ratio remained above 6% both before and after the pandemic, demonstrating our outstanding R&D capabilities and core technologies.

From 2012 to 2024, Coplus Inc. has filed a total of 1,863 patent applications, of which 1,150 patents have been granted and successfully maintained, with 206 applications still pending examination. In 2024, we are the 68th in the national ranking for patent applications and the 54th in patent granted nation-wide.

Coplus Inc. is expected to leverage and continue its innovative R&D capabilities, by increasing its optical and mechanical patents and enhancing its competitiveness. Coplus Inc. has always maintain a leading position in the advanced smart lighting market.

Table 30 shows the statistics on the patent portfolio (invention, utility model, design), in which number of applications and granted patents are long collected. Table 31 shows trend in patent applications over time.

Table 30: Domestic and International Patent Management.

Country	Design		Invention		Utility Model		Total		
	Valid	Pending	Valid	Pending	Valid	Pending	Valid	Pending	Total number of items
Taiwan	388	15	26	14	16	1	430	30	460
United States	277	78	18	12	0	0	295	90	385
China	268	28	3	22	7	0	278	50	328
Japan	35	6	1	13	7	2	43	21	64
Canada	0	4	0	0	0	0	0	4	4
Europe	102	0	2	11	0	0	104	11	115
Total	1070	131	50	72	30	3	1150	206	
	1201		122		33		1356		

Table 31: Trend on Patent Applications in 2012-2024.

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Number of Applications	126	110	113	73	86	81	91	106	181	289	213	171	223

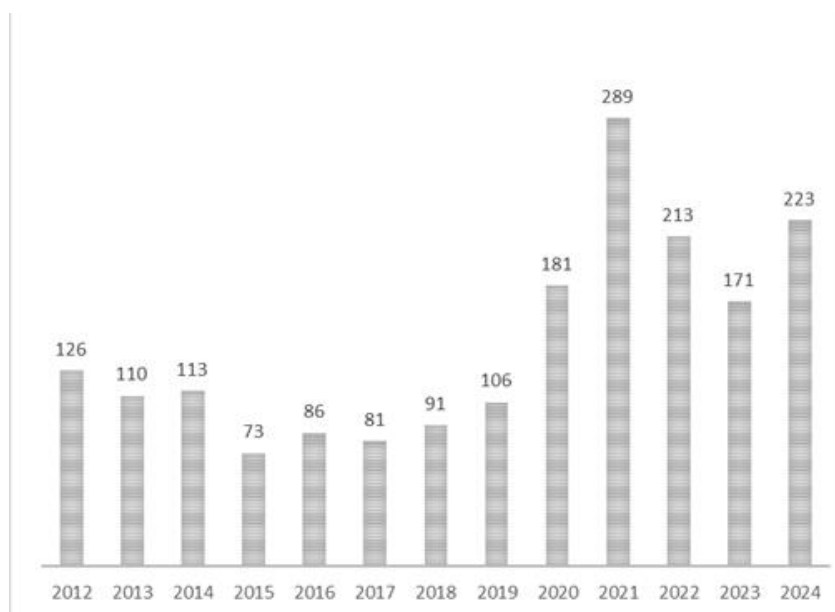


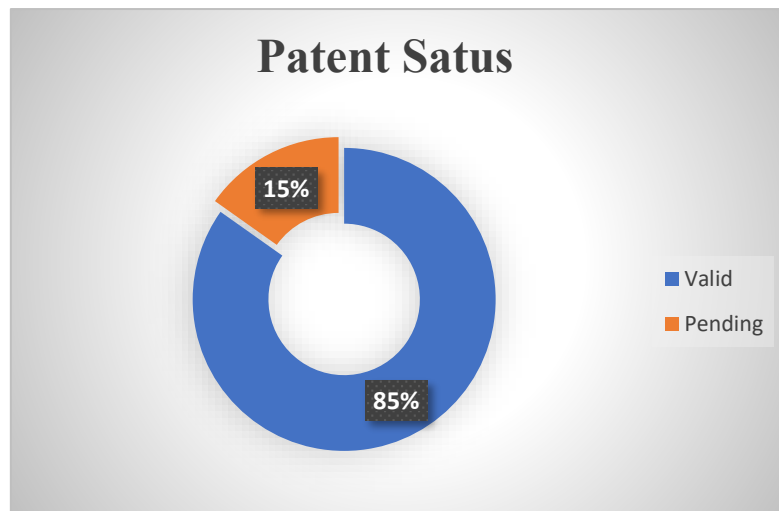
Figure 17: Trend on Patent Applications.

Figure 17 illustrates the statistics on patent applications, which shows approximately 200 patent applications every year. The patent statistics are categorized and described by status, type, and region in Figure 18. Among the total number of applications, 85% are valid patents, with

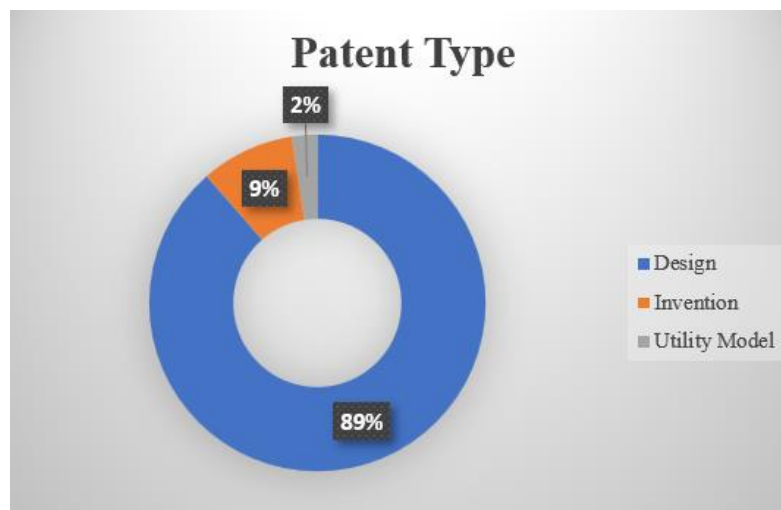
design patents representing the largest share at 89%. Geographically, the highest number of patents is in Taiwan (34%), followed by the United States (28%) and China (24%).

In 2021 and 2022, the company ranked first and second among Taiwanese companies in terms of the number of design patent applications, with 109 and 66 applications, respectively. As of the date of the annual report's publication, the company holds 430 valid domestic patents and 720 valid international patents. Additionally, the company has 30 pending patent applications domestically and 176 pending patent applications internationally. Furthermore, the company regularly or intermittently engages patent law firms to assess whether newly launched products in the market raise concerns of potential infringement, and issues warning letters to competitors early to protect the company's product patents.

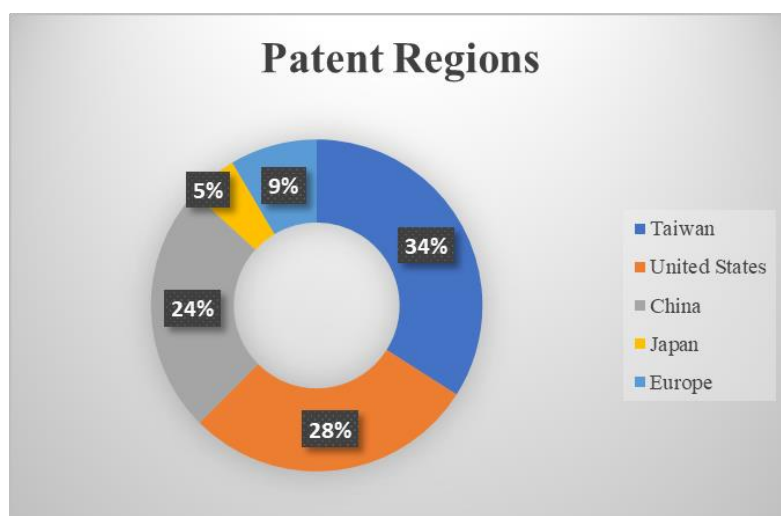
The overall patent portfolio is depicted in Figure 19, which proves Coplus Inc.'s strong presence in Taiwan and its ambition with a strategy to global expansion.



(A) Patent Status



(B) Patent Type



(C) Patent Regions

Figure 18: Patent Statistics(A) Patent Status(B) Patent Type(C) Patent Region.

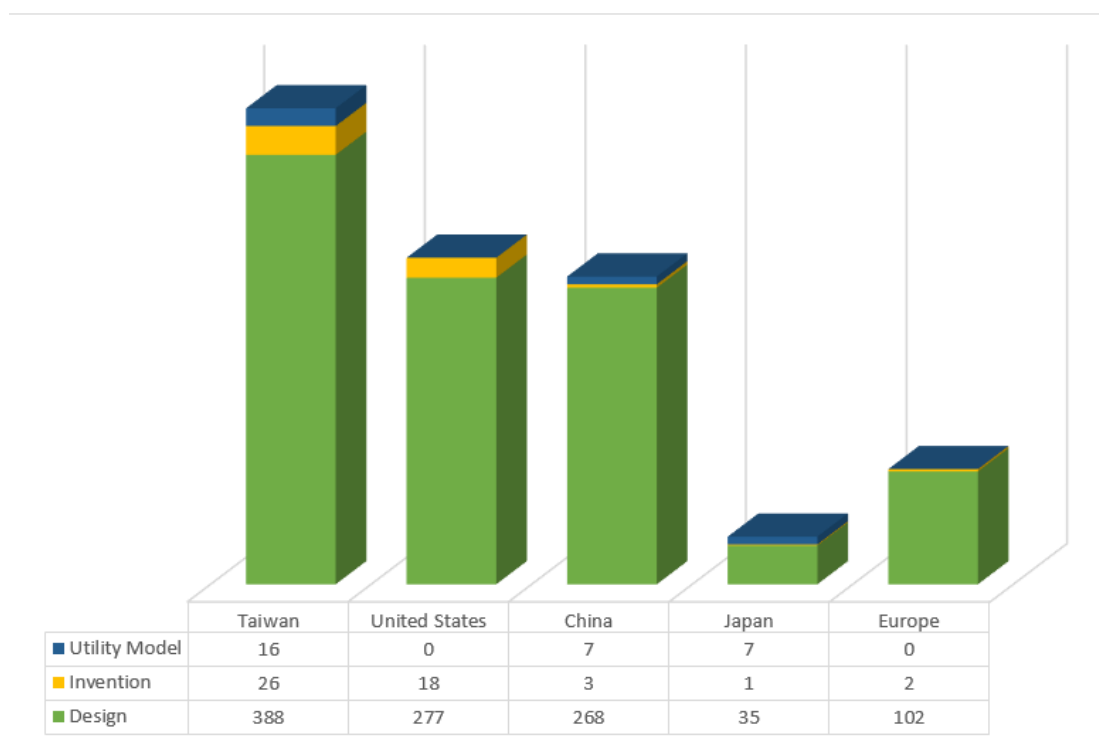


Figure 19: Patent Achievement Statistics.

4.6 Supply Chain Management

Supply Chain Management Policy

Coplus Inc. imposes a grading system when evaluating and select qualified suppliers by using a Supplier Evaluation Form based on their quality, cost of service, and delivery times. A qualified supplier list is organized, and strategic suppliers are selected to ensure a stable supply chain to Coplus Inc. Strategic suppliers are granted the right to omit proposing, price comparing and bargaining, but they shall adhere to the Company's management policies and terms of collaboration.

For key suppliers, the procurement unit conducts an annual evaluation, and contrives to gather a list for alternative suppliers to reduce supply risks, strengthen relation of partnerships, and enhance the overall competitiveness and stability of the supply chain management.

Supplier Evaluation and Auditing

Coplus Inc.'s audit team consists of representatives from the procurement, R&D, and quality assurance departments. The team conducts supplier quality system audits based on site visits and document reviews. The audit data are documented in the Supplier Evaluation Form, categorizing suppliers into levels A, B, C, and D to evaluate their qualifications effectively.

- Level-D suppliers shall level up to level-B or higher level to maintain their qualification doing business with Coplus Inc., or they will be handled separately as approved by senior management with approval.
- All evaluation results are logged into the ERP system, and suppliers are evaluated every six months based on their delivery and quality performance. The supplier evaluation process ensures suppliers meet the Company's standards for quality, delivery times, cost, and service, while continually improving.

The supplier evaluation process is shown in Figure 20.

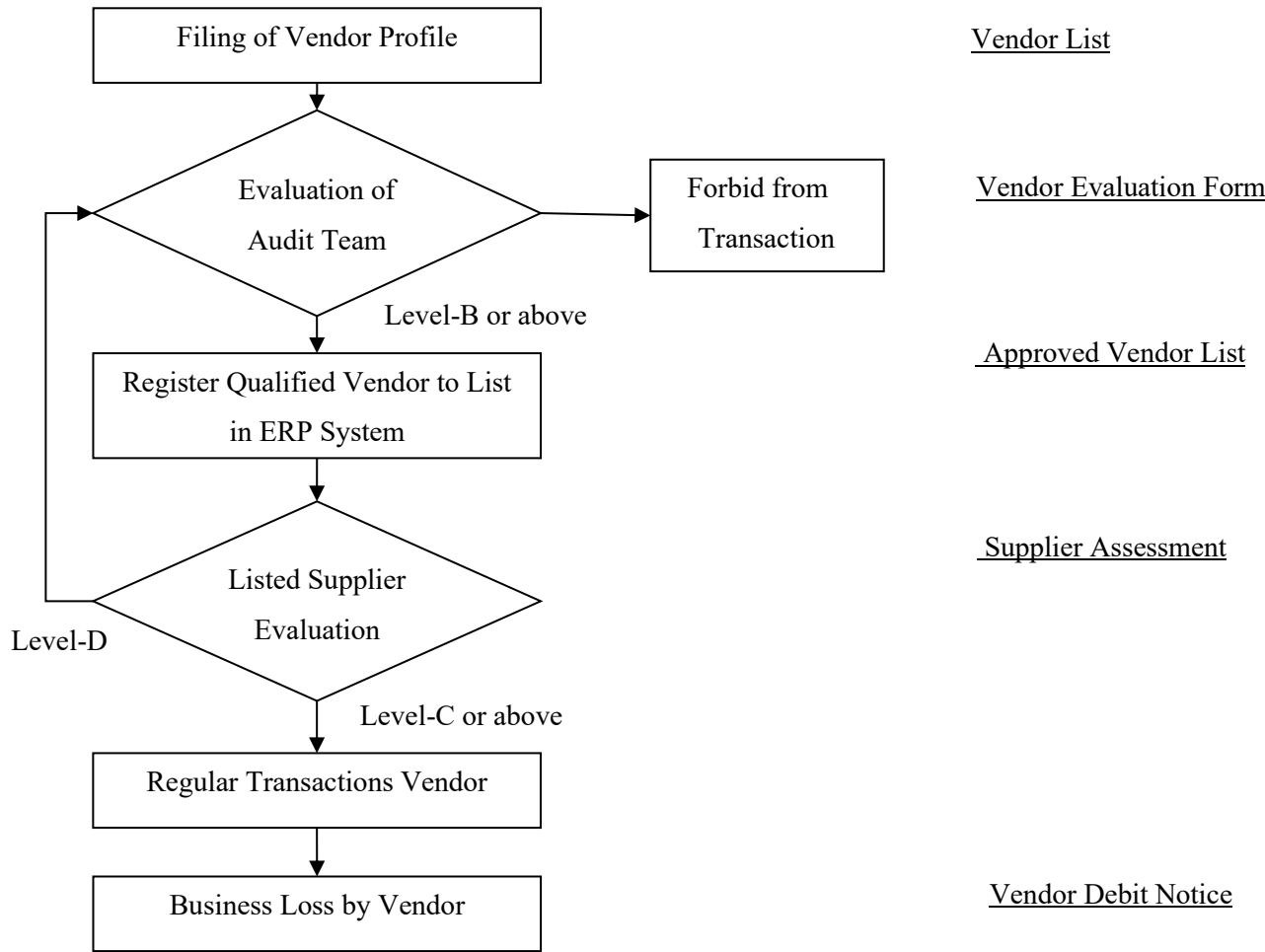


Figure 20: Supplier Evaluation Process.

Supply Chain Procurement Overview

Coplus Inc. has approximately 231 suppliers in total for 2024, with around 208 raw material suppliers. The non-raw material suppliers are categorized as labor (contracting and services),

general affairs (general procurement), and engineering (construction and equipment), totaling about 23 suppliers. The percentage of local suppliers is 96%. The supply chain procurement statistics are in detail as shown in Table 32.

Table 32: Statistics on Procurement in Supply Chain Management.

Raw Materials		
Region	Category	Number of Transaction
National	Injection parts	32
	Substrates	8
	Modules	3
	Caps	65
	Outsourced assembly processing	15
	Molds	28
International	Wiring assembly	5
	Module	5
Total		208
Non-material		
Region	Supplier Type	Number of Transaction
National	Labor (Contracting and Services) ¹	5
	General Affairs (Administration) ²	2
	Engineering (Construction)	10
	Engineering (Equipment)	6
International		0
Total		23

Note:

1. It refers to personnel such as security guards from security companies, cleaning staff from cleaning companies, etc.
2. General and consumable items: printing, office supplies, small hardware, plumbing and electrical consumables, maintenance, and other miscellaneous assets.

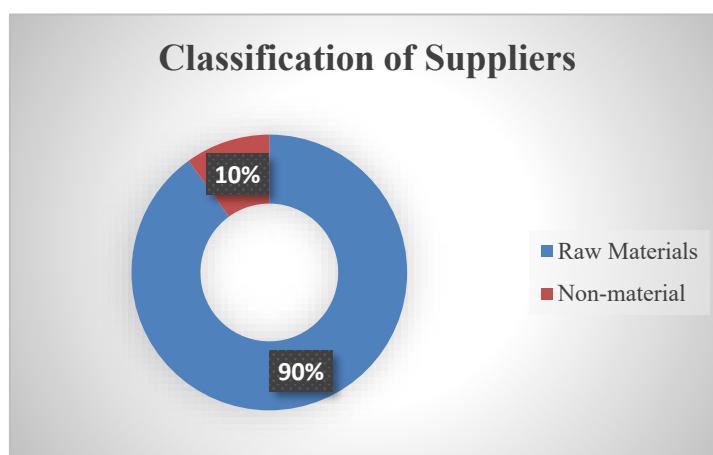


Figure 21: Classification of Suppliers.

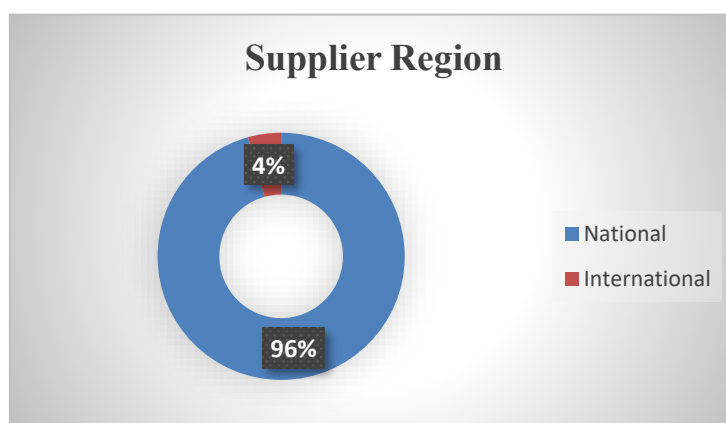


Figure 22: Supplier Region.

Coplus Inc. had significantly reduced molding costs in 2024 by adopting RP (Rapid Prototyping) technology. This approach allows the management to make a quick marketing evaluation before investing in full-scale molding development. The use of RP technology shortens the new product development cycles and reduces the mold development costs.

Table 33 shows the procurement amount for key suppliers over the past three years, and Figure 23 illustrates the procurement on different categories of items.

Table 33: Annual Overall Procurement (2022-2024).

Unit: NT\$ Thousand

Year Item	2022		2023		2024	
	Total	Percentage of Annual Procurement	Total	Percentage of Annual Procurement	Total	Percentage of Annual Procurement
Injection Molding	75,342	10%	44,172	11%	62,266	19%
Substrate	29,780	4%	14,876	4%	22,686	7%
Caps	18,793	2%	15,390	4%	19,338	6%
Molds	139,069	18%	134,157	34%	22,034	7%
Wiring & Connectors	23,527	3%	8,181	2%	16,064	5%

Unit: NT\$ Thousand

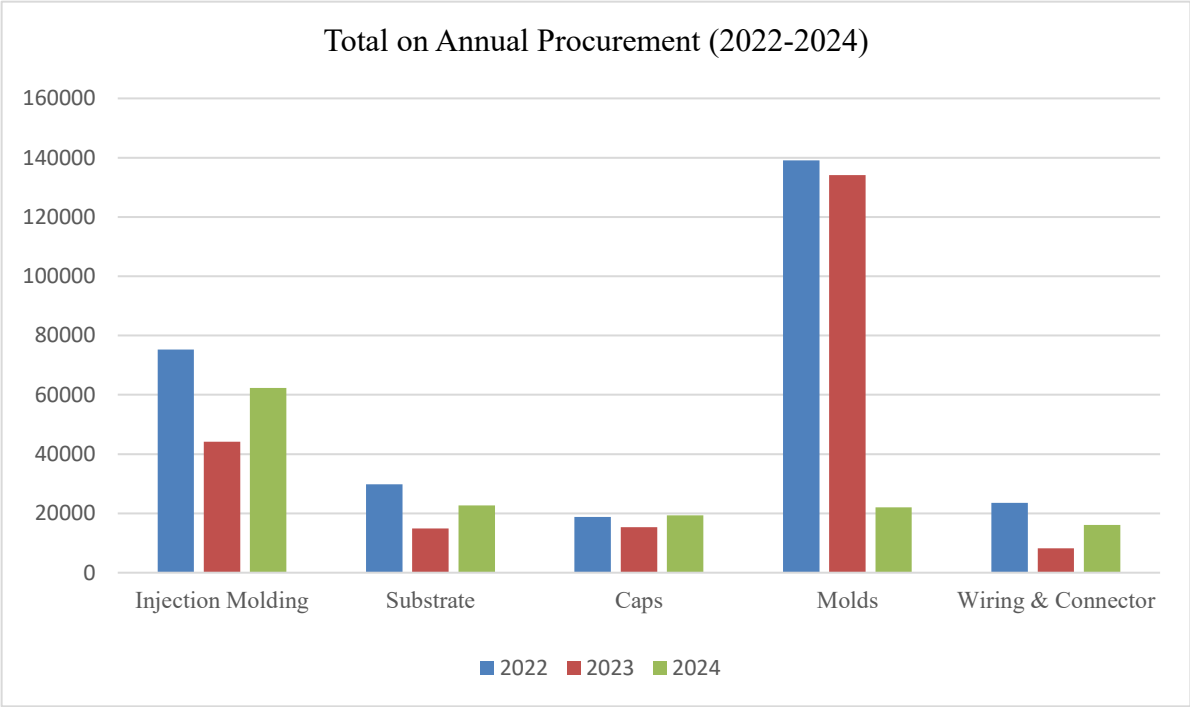


Figure 23: Total Annual Procurement (2022-2024).

Upstream and Downstream Supply Chain

The automotive industry supply chain can be categorized into upstream, midstream and downstream as shown in Table 34. The upstream includes industries such as plastics, rubber, molds, electrical components, electronics, and hardware, while the downstream covers sales and trading operations. Coplus Inc. is positioned in the midstream of the automotive industry supply chain.

The Company is committed to enhancing the overall competitiveness of its suppliers in terms of quality, delivery times, cost, and service capabilities. This is achieved through the development of comprehensive supplier management procedures, which encourage supply chain partners to operate according to efficient standards, ensuring stable supply and strengthening partnerships. Coplus Inc. works closely with its suppliers to promote mutual growth and jointly achieve a positive impact on market globalization, and demonstrates the commitment to driving the sustainable development of the automotive industry.

Table 34: Upstream, Midstream, and Downstream Product Supply Chain System.

Upstream		Midstream	Downstream
Automotive Lighting Components Production		Semi-finished Products, Full Light Assembly	Sales, Import and Export Business
Plastic Injection Molding	Middle Frame		
	Base		
	Lamp Shell		
	Decorative Frame		
	Reflector		
Substrate	Substrate Assembly		
Module	Lens Module		
Wiring & Connectors	Control Wiring Assembly		

5. Human Resource Development and Inclusion

5.1 Human Rights Management

Coplus Inc. recognizes and voluntarily adheres to international human rights standards, including the United Nations Universal Declaration of Human Rights, the Ten Principles of the United Nations Global Compact, the UN Guiding Principles on Business and Human Rights, and the Fundamental Conventions of the International Labor Organization. The Company also complies with local labor regulations by establishing workplace rules, employee handbooks, and other personnel guidelines to ensure the legal rights of its employees.

In addition, Coplus Inc. complies with international labor and human rights standards, including, but not limited to the following principles:

- Caring for vulnerable groups and providing fair employment opportunities.
- Prohibiting child labor and complying with minimum age employment regulations.
- Ending all forms of forced labor.
- Ending discrimination in recruitment and employment processes, ensuring equal treatment in human resource policies regardless of gender, race, socioeconomic status, age, marital status, or family background.

Coplus Inc. arranges the middle and senior management to participate in training courses offered by the Financial Supervisory Commission in order to raise the awareness on business ethics, human rights, and insider trading among peer workers. In addition, the Company regularly echoes with government of propaganda on promoting gender equality and labor rights on the bulletin boards and Line groups to enhance awareness and practices among employees, incubating a positive corporate culture.

Coplus Inc. firmly believes that respects and protection on human rights is not only a critical part of corporate social responsibility but a cornerstone for achieving sustainable development. Moreover, the Company will continue invest to strengthen human rights protection measures by collaborating with relevant national and international entities to promote social equality and justice.

5.2 Staff Profile

Coplus Inc. is devoted to a diversified and reconciliated culture in the workplace, by recruiting top talented potentials, and implementing policies to ensure the diversity and harmony in its workplace. The trend in employee analysis from year 2022 to 2024 is described as follows:

Growth in Total Employees and Full-time Employees

The total number of employees at Coplus Inc. has increased from 134 in 2022 to 152 in 2024, indicating the Company's steady growth and the creation of new job opportunities. This growth reflects the organization's stability and its ability to attract talent for work.

Regarding full-time employment, the number of male employees rose from 72 in 2022 to 89 in 2024, while the number of female employees grew slightly from 62 in 2022 to 63 in 2024. These figures demonstrate the organization’s increasing stability and appeal, particularly in the availability of full-time positions.

In addition to indefinite employment, Coplus Inc. hires a few contracted workers to provide essential support and services. Although these individuals are not directly hired by the Company, they play critical roles in ensuring the smooth operation of the organization. Their roles include:

- Security Personnel: 2 individuals who perform patrol duties, manage entrance and exit security, and handle emergency situations.
- Cleaning Personnel: 2 individuals responsible for maintaining the cleanliness and hygiene of the workplace.
- Gardening Personnel: 1 individual focused on upkeeping the beautification and functionality of the outdoor spaces.

Table 35: Employee Statistics by Gender, Region, Age, and Employment Contract Type (2022-2024)

Table 35: Employee Overview Statistics (2022-2024).

Year		2022		2023		2024	
Total Number of Employees		134		143		152	
Employment Contract Type		Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Gender	Male	72	0	83	0	89	0
	Female	62	0	60	0	63	0
Region	Taiwan	120	0	127	0	144	0
	Foreign	14	0	16	0	8	0
Age	<30	34	0	35	0	24	0
	30-50	83	0	84	0	101	0
	>50	17	0	24	0	27	0
Employment Contract Type		Permanent	Non-permanent	Permanent	Non-permanent	Permanent	Non-permanent
Gender	Male	0	72	0	83	0	89
	Female	0	62	0	60	0	63

Employees

The number of employees in Taiwan increased from 120 in 2022 to 144 in 2024. Although the number of foreign employees decreased from 16 in 2023 to 8 in 2024, this change in number may reflect the Company's greater focus on developing local talent, emphasizing its support for and contribution to the local labor market.

Age

The number of employees in the 30-50 age group grew from 83 in 2022 to 101 in 2024, representing a 21.69% increase. This demonstrates the stable contributions and ongoing development of this group. The proportion of employees aged 50 and above rose from 12.69% to 17.76%, indicating the Company's emphasis on experienced staff, which provides stability for business operations and facilitates knowledge transfer. Meanwhile, the proportion of employees under 30 slightly decreased from 25.37% to 15.79%. However, this younger demographic continues to bring fresh, innovative energy to the Company. Future efforts will include more youth development programs to support this group.

Stability of Employment

The number of employees on non-permanent contracts has steadily increased each year, reaching 152 in 2024. The growth in non-permanent contracts enhances job stability for employees and demonstrates the Company's commitment to their well-being.

Trend and Analysis on New Hires

From 2022 to 2024, through the 104 Job Bank platform and participation in campus recruitment events at various universities, Coplus Inc. hired a total of 274 new employees. The number of hires each year was 102 in 2022, 71 in 2023, and 101 in 2024. The decline in hires in 2023 was due to a shift in recruitment strategy, but the number of hires rebounded in 2024, approaching the 2022 level. This indicates the Company's ability to adapt its human resource needs and its competitiveness in attracting talent. New Employee Statistics for 2022-2024 is listed in Table 36.

Table 36: Analysis on the New Hires (2022-2024).

Year Category		2022		2023		2024	
		No. of Employees	Percentage	No. of Employees	Percentage	No. of Employees	Percentage
Gender	Male	49	48.04%	48	67.61%	64	63.37%
	Female	53	51.96%	23	32.39%	37	36.63%
Region	Taiwan	93	91.18%	60	84.51%	97	96.04%
	Foreign	9	8.82%	11	15.49%	4	3.96%
Age	<30	24	23.53%	17	23.94%	23	22.77%
	30-50	69	67.65%	46	64.79%	68	67.33%
	>50	9	8.82%	8	11.27%	10	9.90%
Education	Graduates	14	13.73%	10	14.08%	23	22.77%
	Undergraduates	61	59.80%	43	60.56%	69	68.32%
	High School and below	27	26.47%	18	25.35%	9	8.91%
Total		102		71		101	

Gender

Among the new hires, the proportion of male employees rose from 48.04% in 2022 to 63.37% in 2024. Conversely, the proportion of female employees decreased from 51.96% to 36.63%. Despite this shift, the Company maintained a consistent recruitment volume, suggesting it has become more appealing for attracting technical and managerial talent. Additionally, the Company continues to uphold a crucial balance in gender diversity.

Geography

The percentage of new employees based in Taiwan has steadily increased, rising from 91.18% in 2022 to 96.04% in 2024. This trend demonstrates the Company's ongoing commitment to local talent recruitment. Simultaneously, the percentage of foreign new hires decreased from 8.82% to 3.96%, indicating a stronger focus on leveraging local talent resources and optimizing the human resource structure.

Age

The proportion of new employees under the age of 30 has remained stable at over 20%, reaching 22.77% in 2024. This stability reflects the Company's continued strategy to attract younger generations, which brings fresh and innovative energy to the organization. Employees aged 30 to 50 comprise the majority of new hires, accounting for 67.33%, highlighting the Company's preference for individuals in this age range due to their experience and professional skills.

Education

The percentage of new employees with graduate degrees increased significantly from 13.73% in 2022 to 22.77% in 2024. Meanwhile, the percentage of employees with undergraduate degrees has remained stable at over 60%, indicating the Company's notable progress in attracting highly educated talent.

Employee Turnover Analysis and Trends

From 2022 to 2024, Coplus Inc. recorded a total of 243 employee departures, with annual departures totaling 89 in 2022, 63 in 2023, and 91 in 2024. Although the number of departures increased in 2024, this aligns with the overall trend of company-wide workforce expansion. Notably, the proportion of departures has consistently remained lower than the number of new

hires, indicating overall stability in the Company's human resources. The statistics on employee departures over the past three years (2022-2024) are presented in Table 37.

Table 37: Employee Turnover Statistics (2022-2024).

		2022		2023		2024	
		No. of Employees	Percentage	No. of Employees	Percentage	No. of Employees	Percentage
Gender	Male	38	42.70%	38	60.32%	57	62.64%
	Female	51	57.30%	25	39.68%	34	37.36%
Region	Taiwan	80	89.89%	54	85.71%	79	86.81%
	Foreign	9	10.11%	9	14.29%	12	13.19%
Age	<30	21	23.60%	14	22.22%	28	30.77%
	30-50	57	64.04%	43	68.25%	54	59.34%
	>50	11	12.36%	6	9.52%	9	9.89%
Education	Graduates	9	10.11%	7	11.11%	17	18.68%
	Undergraduates	54	60.67%	35	55.56%	62	68.13%
	High School and below	26	29.21%	21	33.33%	17	18.68%
Total		89		63		91	

Gender

The percentage of male departures increased from 42.70% in 2022 to 62.64% in 2024, while the number of female departures remained stable, with their proportion decreasing each year from 57.30% in 2022 to 37.36% in 2024. This trend indicates that the Company has successfully supported and retained its female employees.

Geography

The proportion of local Taiwanese employees among those who departed has remained stable, reaching 86.81% in 2024, consistent with the overall proportion of local employees. The number of foreign employee departures has also remained relatively stable, indicating that the Company continues to maintain diversity within its workforce structure while making necessary adjustments.

Age

The turnover rate for employees under 30 years old has steadily increased, reaching 30.77% in 2024, which reflects a higher turnover rate among younger employees. While the 30-50 age group still represents the largest portion of resigned employees, their share decreased from 64.04% in 2022 to 59.34% in 2024, suggesting improved stability within this age group.

Education

The percentage of departing employees with graduate education steadily increased from 2022 to 2024, reaching 18.68% in 2024. This trend may indicate that higher-educated employees are more likely to find opportunities outside the Company. In contrast, the percentage of employees with a college degree has also grown, reaching 68.13% in 2024. This suggests that Coplus Inc. continues to maintain a competitiveness edge in attracting employees with this level of education to serve in the Company.

The Executives and Localization

In 2024, Coplus Inc. had 17 senior executives, with 76.47% being local residents, as shown in Table 38. This data underscores the Company's emphasis on local experience and culture within its leadership. Such a focus aids in enhancing the adaptability of organizational decision-making and strengthens connections with the community, thereby supporting the Company's localization strategy.

Table 38: Localization Ratio of Senior Executives in 2024.

Year	2024
Number of Senior Executives	17
Number of Local Residents	13
Proportion of Senior Executives with Local residence	76.47%

Inclusion of Minority Groups

Coplus Inc. values the participation and support of minority groups. The number of employees with disabilities increased from zero in 2022 to a stable count of one each year starting in 2023, demonstrating the Company's commitment to fostering a diverse workplace culture. Additionally, the number of new immigrant female employees has remained steady at three to four, reflecting the Company's openness to talent from diverse cultural backgrounds. Although

adjustments were made to the number of foreign nationals and migrant workers, this aligns with the Company's localization strategy, helping to enhance team stability and cohesion. The integration of minority groups over the past three years is illustrated in Table 39.

Table 39: Statistics on Minority Groups (2022-2024).

Year		2022	2023	2024
People with Disabilities	Male	0	1	1
	Female	0	0	0
Immigrants	Male	0	0	0
	Female	4	4	3
Migrant workers	Male	13	14	8
	Female	0	0	0
Foreigners	Male	1	2	0
	Female	0	0	0

Evaluation on Employee Performance

Coplus Inc. has established a Performance Evaluation Method to assess the annual job performance and achievements of employees who have been with the Company for three months or more. The performance evaluation, conducted at the end of each year, consists of two main aspects:

1. Behavioral Aspect: This includes indicators such as work attitude, attendance, and focuses on work discipline and workplace performance.
2. Work Achievement Aspect: This covers work quality, efficiency, and goal attainment, emphasizing actual work output.

The performance evaluation process follows these steps:

1. Self-Assessment: Employees conduct an initial evaluation based on their work performance.
2. Supervisor Assessment: Department managers perform an objective evaluation based on company criterion.

3. **Advanced Evaluation (Applicable for Promotions):** An in-depth review is conducted by the Personnel Review Committee to ensure employee with fairness and accuracy on promotion.

By the end of 2024, except for employees who have been with the Company for less than three months, migrant workers, and those who have left, the number of employees undergoing the performance evaluation is shown in Table 40.

Table 40: Statistics on Performance Evaluation for 2024.

	Ought-to-be Evaluated			Evaluation Token		
	Managerial	Non-managerial	Subtotal	Managerial	Non-managerial	Subtotal
Male	24	65	89	21	54	75
Female	9	54	63	9	51	60
Total	33	119	152	30	105	135

Employee Career Development

Coplus Inc. has long prioritized employee career development and is committed to creating a work environment that supports individual growth and collective success. The Company believes that the success of its employees is closely linked to the organization's development. Through active career development initiatives, Coplus Inc. aims to help employees continually improve and prepare for future challenges.

When creating career development opportunities, the Company emphasizes not only the enhancement of professional skills for employees but a suitable career path within the organization. Regardless of gender, the Company provides equal promotion opportunities and emphasizes transparency and diversity, enabling every employee to maximize their potential in their respective roles. Statistics on promotion for employees in 2024 are shown in Table 41.

Table 41: Promotion statistics for employees in 2024.

Item	Male	Female	Total
Overall Employees	89	63	152
Promoted to Managerial Position	13	6	19

Item	Male	Female	Total
Promoted to Non-Managerial Position	0	0	0
Number of Promotions in the Year	13	6	19
Promotion Rate in the Year	14.61%	9.5%	12.5%

Coplus Inc. strongly supports employee career development through its annual promotion process. In total, 19 employees were promoted, demonstrating the Company's commitment to employee growth and the provision of opportunities for top-performing individuals. The promotion rate for male employees was 14.61%, reflecting the Company's strong support for their career advancement. This rate signifies an active and fair approach to promoting employees to higher-level positions.

The promotion rate for female employees was 9.5%. Although this figure is slightly lower than that for males, it still indicates the Company's ongoing support for the career advancement and growth of female employees. A significant proportion of supervisory roles is held by female employees, which underscores the Company's commitment to promoting gender diversity and equal opportunities.

In 2024, Coplus Inc. did not experience any significant operational changes that would affect employee rights. However, should such changes occur, the Company would comply with Article 16, Paragraph 1 of the Labor Standards Act, which mandates advance notice to employees and the payment of severance Remuneration. The notice period for potential changes would be based on years of service as follows:

1. Employees with more than 3 months but less than 1 year of service: 10 days advance notice.
2. Employees with more than 1 year but less than 3 years of service: 20 days advance notice.
3. Employees with more than 3 years of service: 30 days advance notice.

Employee Diversity and Outlook

Coplus Inc. has demonstrated outstanding human resource management over the past three years, with the total number of new hires consistently exceeding the number of departures,

indicating a trend of stable growth. The Company has excelled in enhancing education, implementing localization strategies, and optimizing age structure, showcasing strong adaptability and innovation.

The Company will continue to drive its diversity policy, actively attract highly educated talent, promote professional skill enhancement, and draw in high-quality, young talent to foster innovation and vitality in the future. Coplus Inc. is taking a further step to strengthen gender equality, support for interest group, and cultural diversity in its priorities.

Also, Coplus Inc. aims to create an inclusive, diverse, and competitive work environment, laying a solid foundation for the Company's sustainable development.

5.3 Remuneration and Benefits

Coplus Inc. is committed to creating a caring, motivating, and supportive work environment through a comprehensive Remuneration and benefits policy. We believe that when employees feel valued and supported by the Company, they are more motivated and passionate, collectively working to create exceptional value for the organization.

Remuneration System

Coplus Inc.'s Remuneration policy is founded on principles of fairness and transparency, ensuring that employees' efforts and contributions are appropriately rewarded. Our salary structure consists of a fixed salary complemented by variable Remuneration, which includes:

- **Basic Salary:** Determined by government policies, market standards, and the employee's position/job role to ensure competitiveness.
- **Managerial Allowance and Professional Subsidy:** Professional bonus is provided based on the employee's professional skills and the scope of responsibilities, incentivizing their professional growth and continuous development.
- **Performance Bonus:** Awarded based on individual and departmental performance results, rewarding employees for meeting company goals.

At the same time, Coplus Inc. emphasizes gender equality in its Remuneration policy, ensuring that all employees are not subjected to differential treatment based on gender during the salary determination and promotion processes. The standard salary ratio for entry-level employees to the local minimum wage in 2024 is shown in Table 42, and the basic salary and Remuneration ratio for managers and non-managers is shown in Table 43.

Table 42: 2024 Entry-level Employee Standard Salary and Local Minimum Wage Ratio.

Entry-level Employees	Male	Male
Multiplier	1.02	1.02

Table 43: 2024 Manager and Non-manager Basic Salary and Remuneration Ratio.

	Basic salary		Remuneration	
Gender / Job title	Supervisor	Non-supervisor	Supervisor	Non-supervisor
Male	1	1	1	1
Female	0.83	1.03	0.84	1.06

Employee Welfare Committee and Employer-Employee Meetings

Although Coplus Inc. does not yet have a labor union, we prioritize efficient communication channels with employees are still available. Coplus Inc. is willing to listen to employee feedback, and to create a positive working environment. Since the establishment of the Employee Welfare Committee was in 2020, Coplus Inc. has improved the planning and execution of employee welfare initiatives. The committee consists of seven members, including company-designated members and employee-elected representatives. The formation ensures that employees' voices would be heard effectively. The primary responsibilities of the Employee Welfare Committee include:

1. Planning and promoting employee welfare programs.
2. Reviewing and overseeing the use of welfare funds.
3. Managing other essential matters related to employee welfare.

Additionally, Coplus Inc. holds quarterly labor-management meetings, inviting both senior management and frontline employees to participate in discussions. These meetings provide employees with insights into the Company's business direction and serve as a transparent platform for them to offer suggestions and participate in decision-making processes.

Benefits

Coplus Inc. is committed to its core value of caring for employees and strives to create a positive work environment and benefits system to improve employees' quality of life and job satisfaction. Our welfare plans are adjusted dynamically based on employee needs and company resources, aiming to meet diverse requirements and demonstrate the Company's appreciation for its workforce.

- **Birthday Vouchers:** Every month, employees celebrating their birthdays receive a gift voucher worth NT\$2,000 as a birthday blessing, allowing them to feel the Company's care and support on their special day.
- **Holiday Vouchers and Gifts:** To celebrate important holidays such as Labor Day, the Dragon Boat Festival, and the Mid-Autumn Festival, the Company distributes vouchers ranging from NT\$500 to NT\$3,000, depending on the welfare committee's annual funding situation. In addition, a unique high-quality moon cake gift box is given during the Mid-Autumn Festival, reflecting the Company's respect for traditional culture and its desire to celebrate with employees.
- **Year-end Banquet:** A year-end banquet is organized for all employees, with a subsidy of NT\$1,000 per person, aimed at promoting team cohesion and strengthening communication and collaboration among employees.
- **Marriage and Funeral Subsidies:** A marriage subsidy of NT\$3,600 is provided to newlywed employees to congratulate them on entering this new life stage. Additionally, a funeral subsidy of NT\$2,100 is available to assist employees with expenses related to the funerals of family members, helping to alleviate financial burden during difficult times.
- **Bonus and Stock Distribution:** Coplus Inc. implements a bonus and stock distribution system, regularly providing bonuses and stocks to employees based on the Company's operational results. This system serves to reward and incentivize employees for their hard work, allowing them to share in the Company's growth and strengthening their sense of ownership, while also boosting work motivation and team cohesion.

Photos of the 2024 Coplus Inc. Departmental Events are listed in Figure 24.



Figure 24: Departmental Events Organized by Each Department.

Leave and Parental Leave

Coplus Inc., as per Article 38, Paragraph 1 of the Labor Standards Act, provides special leave to employees who have worked continuously at the Company for a specified time:

Special Leave:

- For employees with more than 6 months but less than 1 year of service, 3 days.
- For employees with more than 1 year but less than 2 years of service, 7 days.
- For employees with more than 2 years but less than 3 years of service, 10 days.
- For employees with more than 3 years but less than 5 years of service, 14 days per year.
- For employees with more than 5 years but less than 10 years of service, 15 days per year.
- For employees with more than 10 years of service, 1 additional day per year, up to a maximum of 30 days.

- **Female Employee Exclusive Leave:** Including menstrual leave, maternity leave, miscarriage leave, and prenatal checkup leave.
- **Parental Leave:** Provides paternity leave, family care leave, and parental leave for both male and female employees, supporting a balance between family and work.

In 2024, there were three employees eligible for parental leave, with one employee applying for leave, demonstrating the Company's commitment to supporting parental needs. Statistics regarding employees eligible for parental leave and the number of applicants from 2022 to 2024 are shown in Table 44.

Table 44: Statistics of Employees Eligible for Parental Leave and Applicants (2022-2024).

	2022			2023			2024		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of Employees Eligible for Parental Leave	0	0	0	0	0	0	1	2	3
Number of Employees Applying for Parental Leave	0	0	0	0	0	0	1	0	1
Number of Employees Required to Return to Work after Parental Leave (A)	0	0	0	0	0	0	0	0	0
Number of Employees Who Actually Returned to Work after Parental Leave (B)	0	0	0	0	0	0	0	0	0
Number of Employees Who Returned to Work after Parental Leave in the Previous Year (C)	0	0	0	0	0	0	0	0	0
Number of Employees Who Returned to Work after Parental Leave and Stayed for One Year (D)	0	0	0	0	0	0	0	0	0
Return-to-Work Rate % (B / A)	0	0	0	0	0	0	0	0	0
Retention Rate % (D / C)	0	0	0	0	0	0	0	0	0
Explanation							This case is still on parental leave, with a planned return to work in 2026.		

Maternity Health and Parental Support Measures

Maternity Health Protection Plan: Under the Occupational Safety and Health Act and the Regulations on the Implementation of Maternity Health Protection for Female Workers, the Company implements a series of maternity health protection measures for female employees during their childbearing years, pregnancy, within one year after childbirth, or during breastfeeding. These measures include hazard assessment and control, medical consultations, risk classification management, and job suitability arrangements to ensure the physical and mental health and work safety of female employees.

Exclusive Childcare Services: Since April 2023, Coplus Inc. has partnered with Dashun Technology Kindergarten to provide childcare services for employees' children. The service hours are from 8:00 AM to 7:00 PM, Monday to Friday, and offers special discounts for employees' children, helping to ease the parenting pressure for employees with children.

Comfortable Breastfeeding Room: The Company has specially set up a breastfeeding room to provide female employees with a private space for breastfeeding or expressing milk during work hours.

Retirement Plan

Coplus Inc. actively plans for its employees' future by offering a comprehensive retirement security system. Under the Labor Pension Act, the Company contributes 6% of employees' monthly salaries to their pension accounts and allows for voluntary additional contributions, which come with tax benefits. To express gratitude for the long-term contributions of employees reaching retirement age, the Company provides a special retirement bonus as a gesture of appreciation.

Coplus Inc. also supports the government's initiative to encourage older workers to remain in the workforce. In 2024, the Company rehired a retired employee after negotiations, setting an example of legacy and innovation.

5.4 Employee Training

Overview of Training

According to this year's training statistics, Coplus Inc. has conducted multi-tiered training sessions that include both in-house training and external training, targeting various employee categories such as new hires, management, professional skills development, and safety. The total

training hours amounted to 27,670 hours for in-house training and 193 hours for external training. On average, each employee received 182 hours of in-house training, while participants in external training received an average of 12 hours, as detailed in Table 45. This data indicates that the Company places a strong emphasis on diverse educational training, catering to individuals from new employees to senior executives, while focusing on the development of professional skills across different functions.

Table 45: Employee Education and Training Categories and Participant Statistics.

Training Categories	In-House Training		External Training	
	Male	Female	Male	Female
A. Number of New Hire Training Participants	64	36	0	0
B. In-Service Training - Management Function Participants	106	41	0	0
C. In-Service Training - Professional Training Participants	260	201	8	8
D. In-Service Training - Safety Training Participants	118	97	0	0
E. Total Hours of In-Service Training	27670		193	
F. Average Training Hours per Participant for In-Service Training	182		12	

Notes:

1. The total hours of in-service training (E) = (Management function hours * B) + (Professional function hours * C) + (Safety training hours * D).
2. The average in-service training hours per participant for in-house training = In-house training E / Total number of employees as of December 31, 2024 (152 employees).
3. The average in-service training hours per participant for external training = External training E / Total number of participants in external training.

Training Types and Content

New Employee Orientation

This program helps new employees quickly familiarize themselves with the Company's systems and operational processes, enhancing their adaptability and ensuring workplace safety and efficiency. The training content includes performance evaluation management methods, ISO document management, information security, occupational safety and health, and other related topics.

Executive Training

This training program aims to strengthen managers' leadership skills and compliance awareness, enhance organizational decision-making capabilities, and ensure transparency in corporate governance. The curriculum covers advanced management topics such as promotion and Remuneration management, performance evaluation, prevention of insider trading, and legal compliance responsibilities.

Professional Training

Professional training is divided into two parts: certification training and departmental professional training. The objective is to enhance employee skills and the Company's core competitiveness comprehensively. Certification training includes ISO 27001 (Information Security Management System), ISO 14064-1 (Greenhouse Gas Inventory), and sustainability report writing and application. Through certification training, the Company ensures compliance with international standards, enhances its reputation and management effectiveness regarding environmental protection and information security, and further strengthens its market competitiveness.

The departmental professional training is detailed as follows:

Legal and Intellectual Property Office: The training content includes: trademark usage and application, current status of COPLUS trademark rights, explanation of trademark litigation cases, patent proposal applications, introduction to intellectual property rights, and key points of contract signing. This training strengthens employees' understanding of intellectual property rights and commercial contracts, reduces legal risks, and protects the Company's innovative achievements.

Quality Assurance Department: The training content includes: introduction to quality, failure mode and effects analysis (FMEA), and basic Excel skills. This training aims to improve employees' abilities in quality management and risk control, ensuring product stability and reliability, and helping the Company consistently deliver high-quality products.

Manufacturing Department: The training content includes: production management, semi-automatic punch press assembly machines, manual stamping machines, finished product pressure testing machines, mold assembly education and training, ultrasonic welding machines, lamp shell semi-finished product assembly and testing, etc. This training helps employees become proficient in equipment operation and maintenance, optimizes production processes, ensures production efficiency and equipment stability, and reduces the risk of equipment failure.

R&D Department: The training content includes: sample shipping, automotive lighting measurement tools, power supply usage, multimeters and oscilloscopes, and basic electronics concepts. This training enhances the experimental skills and equipment application abilities of R&D personnel, ensuring the accuracy and efficiency of new product development while driving innovation and progress.

Mold Department: The training content includes: how to extend mold life (series 1, 2, 3). This training helps employees acquire skills in mold maintenance and life extension techniques, effectively reducing mold wear and costs, and improving overall production efficiency.

Information and Networking Office: The training content includes: network management practices, DBA MS-SQL database management practices, generative AI industry applications, fixed assets ERP system operation, and Sales Department ERP training. This training enhances employees' professional capabilities in information security, data management, and system applications, supporting the Company's digital transformation while ensuring the security of data and system operations.

Figure 25 demonstrates photos of supervisor training and departmental professional training activities in 2024



Figure 25: Supervisor Training and Professional Training.

Safety Training

To minimize operational risks, protect employee health, and comply with relevant regulatory requirements, Coplus Inc. provides safety training for all employees. The training covers occupational health and safety operational standards and emergency response protocols.

5.5 Occupational Safety and Health

Coplus Inc. adheres to the principle of "Respect for Life, Care for Health" and recognizes the importance of hazard prevention and disaster elimination. The Company is committed to promoting an occupational safety and health management system that complies with government regulations and international standards, ensuring the safety and health of all employees and achieving the goal of zero accidents.

In accordance with Article 12-1 of the Occupational Safety and Health Management Regulations, the Company has developed the Occupational Safety Management Plan. This plan aims to implement occupational safety and health management, safeguard the health and well-being of all employees, and ensure compliance with all relevant regulations by personnel.

Occupational Safety and Health Committee

Under Article 87 of the Occupational Safety and Health Management Regulations, Coplus Inc. has established an Occupational Safety and Health Committee consisting of nine members, chaired by the General Manager. The committee includes occupational safety and health personnel, supervisors, and employee representatives, with at least one-third of the members being elected employee representatives to ensure active employee participation in the management system.

The committee is responsible for:

- Supervising the implementation of safety and health measures.
- Reviewing and recommending improvements to safety protocols.
- Regularly evaluating the status of implementation.

The Company has implemented a hazard identification and risk assessment system through its occupational safety and health management system to identify potential hazards in various operational activities. This system is reviewed annually, with input from each department to assess risks and develop control measures, ensuring a safe and healthy work environment for employees.

To respond quickly to emergencies, the Company has developed a straightforward incident reporting process, which is supervised by the Occupational Safety Committee. The process includes the following steps:

1. **Incident Confirmation and Initial Report:** When security or on-site personnel observe unusual circumstances, they immediately report to the safety officer or administrative supervisor while simultaneously notify the General Affairs Department.
2. **Internal Coordination and Handling:** The relevant department (such as the General Affairs Department or the operating unit) initiates initial response procedures and determines whether other departments need to assist. If the incident exceeds internal handling capacity, the external assistance mechanism is activated.

3. **External Assistance and Aftercare:** If necessary, the Company contacts relevant government agencies or professional rescue organizations for help. The entire process is recorded for transparency and effective follow-up management.

Employee Health Checkups

To protect employee health, Coplus Inc. has contracted Huichuan Hospital to provide regular health checkups every three years, with multiple health checkup options designed to meet varying needs.

General Health Checkup: This includes 12 basic health assessments, such as evaluations of blood pressure, blood sugar, vision, and hearing.

Advanced Checkup: This includes an additional cervical spine X-ray to detect potential cervical spine issues that could affect workplace performance. After the checkup, employees receive a detailed health report. If significant health abnormalities are identified, they will be reported within seven days along with detailed data to facilitate rapid health management and follow-up measures. In 2024, the Company reported a 0% occupational disease rate due to work-related causes.

Coplus Inc. also provides regular on-site health services in accordance with Labor Health Protection Regulations to enhance employee health management and care:

Nurse Services: Scheduled four times per month, each session lasting two hours, where a nurse provides health consultations and basic health assessments.

Doctor Services: Scheduled four times a year, with each session lasting two hours, during which trained doctors visit the Company site to provide professional health consultations, identify potential health risks, and offer preventive advice.

Health Care Education

Coplus Inc. places significant importance on the physical and mental health of its employees. The Company promotes a healthy culture through various activities and seminars designed to help employees develop good lifestyle habits. In 2024, Coplus Inc. continued to enhance its health management system in collaboration with Hales Management Consulting Co., Ltd. and organized multiple health promotion events.

For example, during the December "Healthy Weight Loss" seminar, experts explained scientific diet and exercise strategies to employees, helping participants improve their physical health and enhance their health awareness. Additionally, the "Daily Simple Wound Care" event in October provided correct treatment techniques for minor accidents encountered in daily work, helping to reduce the risk of infection and receiving positive feedback from employees.

Moreover, to strengthen legal and safety awareness, the Company held a "Prevention of Workplace Infringement" seminar in March. This seminar focused on identifying and responding to illegal behaviors in the workplace, enhancing employees' self-protection capabilities. These safety promotion activities reflect the Company's strong commitment to occupational safety, which helps reduce potential workplace accident risks and effectively increases employees' safety sensitivity and overall well-being in the workplace.

Coplus Inc. places a strong emphasis on mental health and stress management, actively promoting healthy lifestyles and providing various resources and support for employees. Through these initiatives, employees can better understand their health status and take proactive steps, thereby fostering a healthy workplace culture.

In 2024, the Company Health Promotion Education Training Statistics is listed in Table 46. Figure 26 shows Photos of Health Promotion Activities and On-site Health Services

Table 46: Health Promotion Education Training.

Activity Theme	Event Date	Duration	Attendance
"Prevention of Workplace Infringement" Seminar	2024.03.21	1	10
"Daily Simple Wound Care" Activity	2024.10.24	1	8
"Healthy Weight Loss" Seminar	2024.12.20	1	9



Figure 26: Health Promotion Activities and On-site Health Services.

Occupational Safety Education

Coplus Inc. adheres to the core philosophy that "prevention is better than cure." The Company actively promotes relevant education, training, and drills to enhance employees' safety awareness and response capabilities. In June 2024, the Company conducted earthquake and fire disaster prevention drills, simulating various emergency scenarios, with participation from 154 employees. Through hands-on exercises, employees learned emergency escape techniques and became familiar with operating emergency equipment, which significantly improved their ability to respond to disasters. Additionally, to address risks in specific work environments, the Company organized training sessions focused on heat hazard prevention for employees in high-temperature operations, as well as courses on understanding and preventing noise hazards. These sessions were held in June and July, respectively, and provided practical protective knowledge and skills tailored to these environments. Detailed information on the occupational safety

education and training can be found in Table 47, and images of the activities are shown in Figure 27.

Table 47: Occupational Safety Education and Training.

Training Topics	Event Time	Hours	Number of Participants
Earthquake and Disaster Prevention Drill	2024.06.25	4	154
High Temperature Work Hazard Prevention Education Training	2024.06.28	1	4
Noise Hazard Awareness and Prevention	2024.07.01	1	26

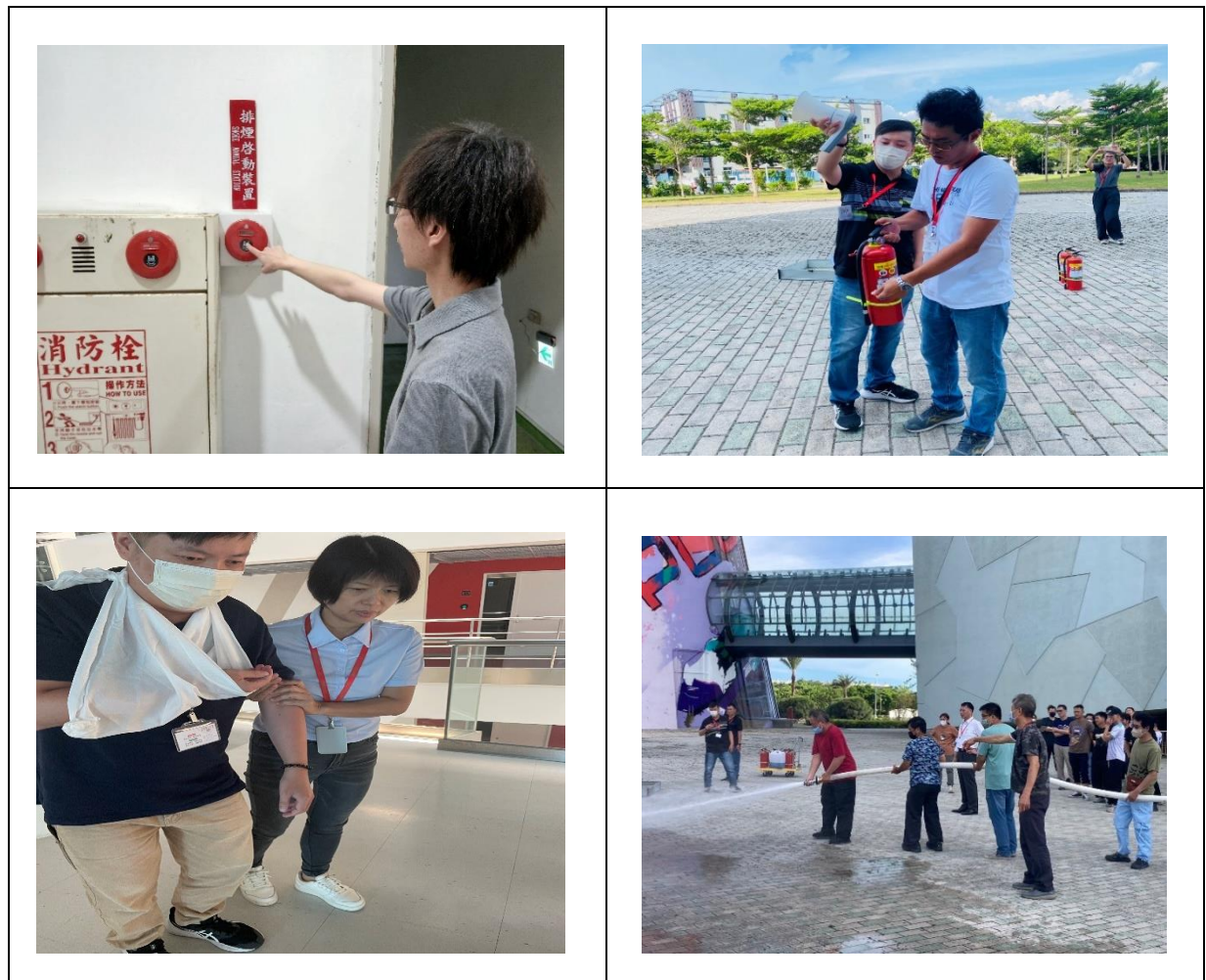


Figure 27: Occupational Safety Education and Drills.

Disaster Prevention and Emergency Plan

Coplus Inc. has established a comprehensive hazard identification and risk assessment system through its occupational safety and health management framework to identify potential hazards in various operational activities. The Company is committed to providing a safe working environment, minimizing the likelihood of accidents, and ensuring a swift response to emergencies.

In terms of disaster prevention, Coplus Inc. employs systematic measures to identify, assess, and control hazards in the work environment and operational activities. Specific approaches include:

Factory Safety Observations and Reporting: The Company conducts regular and irregular safety observations of the factory environment. Potential hazards are identified in real-time through on-site inspections and an employee reporting mechanism.

Outsourced Project Inspections and Supervision: To ensure the safety of outsourced projects, the Company rigorously inspects and supervises all external projects, insisting that contractors adhere to the Company's safety regulations.

Safety Inspections and Improvements: Both regular and intermittent comprehensive safety inspections are conducted at the factory. Any problems identified are addressed with corrective action plans to ensure workplace safety.

Maternity Health Hazard Assessment: In collaboration with occupational nurses and specialists in occupational medicine, the Company conducts hazard assessments for tasks that may impact maternal health and implements tiered management measures.

Emergency Plan: Detailed response measures are developed for various potential emergency scenarios, including disaster simulation drills and emergency equipment operation training. For example, seismic and disaster drills allow employees to practice emergency escape routes and equipment usage techniques, effectively enhancing their response skills during emergencies.

Moreover, the Company reviews and updates its emergency plan annually to ensure compliance with current environmental and legal regulations.

Through the above comprehensive measures, Coplus Inc. has not only reduced the likelihood of workplace accidents but also further enhanced employees' sense of safety and crisis response capabilities, laying a solid foundation for creating a safe work environment.

The Goal of Zero Accident and the Commitment

Coplus Inc. is dedicated to providing a safe working environment and promoting a zero-accident culture. The Company is committed to continuously improving its occupational safety and health management system to ensure employee safety. Regular workplace inspections are conducted, warning signs are placed in areas with potential safety risks, and appropriate protective equipment is provided.

However, on September 8, 2023, a significant safety incident occurred during the expansion project of a five-story server room. An engineering worker from a contractor fell while on the Company's premises. Although this individual was not a direct employee, the incident resulted in a fine of NT\$200,000 imposed by the Tainan City Government's Occupational Safety and Health Department. In response, the Company implemented several corrective actions, including enhancing contractor training, ensuring proper functioning of safety equipment, and submitting a work resumption improvement plan. On November 6, 2023, personnel from the Tainan City Labor Bureau verified the improvements, allowing work to resume. During this resumption period, no further safety incidents occurred.

These above corrective measures demonstrate Coplus Inc.'s swift response and capability for improvement in occupational safety management. Since the implementation of these efforts, there have been no significant safety incidents, and the Company successfully achieved its goal of zero major workplace accidents for the year in 2024.

5.6 Social Responsibility and Participation

Coplus Inc. has consistently adhered to the core principle of "giving back to society and creating value." The Company actively participates in various social welfare activities and is committed to educational support, caring for disadvantaged groups, promoting sustainable development, and fostering industry innovation. Through concrete actions, the Company demonstrates its corporate social responsibility, covering a wide range of participation that not only enhance its brand image but also create more positive impact in collaboration with the broader society. Below are some of the social welfare activities that Coplus Inc. has engaged in over recent years.

Public Service Promotion

1. Happy Down Syndrome Art Creation Charity Sale (2022.08.15): We assisted individuals with Down syndrome through an art creation charity sale to support the operations of the association. This initiative aimed to improve educational, training, and employment conditions for the members.

2. Christmas Gift Delivery to Remote Areas (2023.12.20 ~ 2023.12.25): In collaboration with the Tainan City Asahi Charity Association, the Company purchased 300 Christmas gifts to be delivered to schools in the remote areas of Taitung. This effort brought holiday joy to students and directly improved the lives of vulnerable groups, including special populations and children in remote areas, showcasing our commitment to social responsibility. The activities provided both educational and material support, highlighting our multi-dimensional care.

3. Donation to the Children Are Us Foundation (2024.09.06): A donation was made in the name of the Employee Welfare Committee to support the operations of the Children Are Us Foundation. This contribution aids disadvantaged groups in improving their living conditions and gaining access to necessary resources.

4. Fraud Awareness Promotion and Advocacy: Jacob Wu, the Chairperson of Coplus Inc., took action to support the National Police Agency's "Anti-Fraud Dashboard" initiative. He joined the "Anti-Fraud Tainan Team" and made donations to promote nationwide anti-fraud efforts. He emphasized that addressing fraud relies not only on law enforcement but also on raising public awareness to prevent fraudulent activities, thereby reducing victim risks and effectively curbing fraud. As a responsible company, Coplus Inc. actively supports the government's anti-fraud initiatives, considering it an integral part of our social responsibility. This action received significant media coverage and positive reports, culminating in a personal thank-you plaque and figurine awarded by Rong-Xing Zhang, the Director-General of the National Police Agency, in recognition of our contributions to fraud prevention. Coplus Inc. will continue to engage in anti-fraud initiatives and collaborate with the public to eliminate fraud in Taiwan, ensuring the safety of citizens' property. A series of photos acknowledging the Company's contribution were shown in Figure 28.

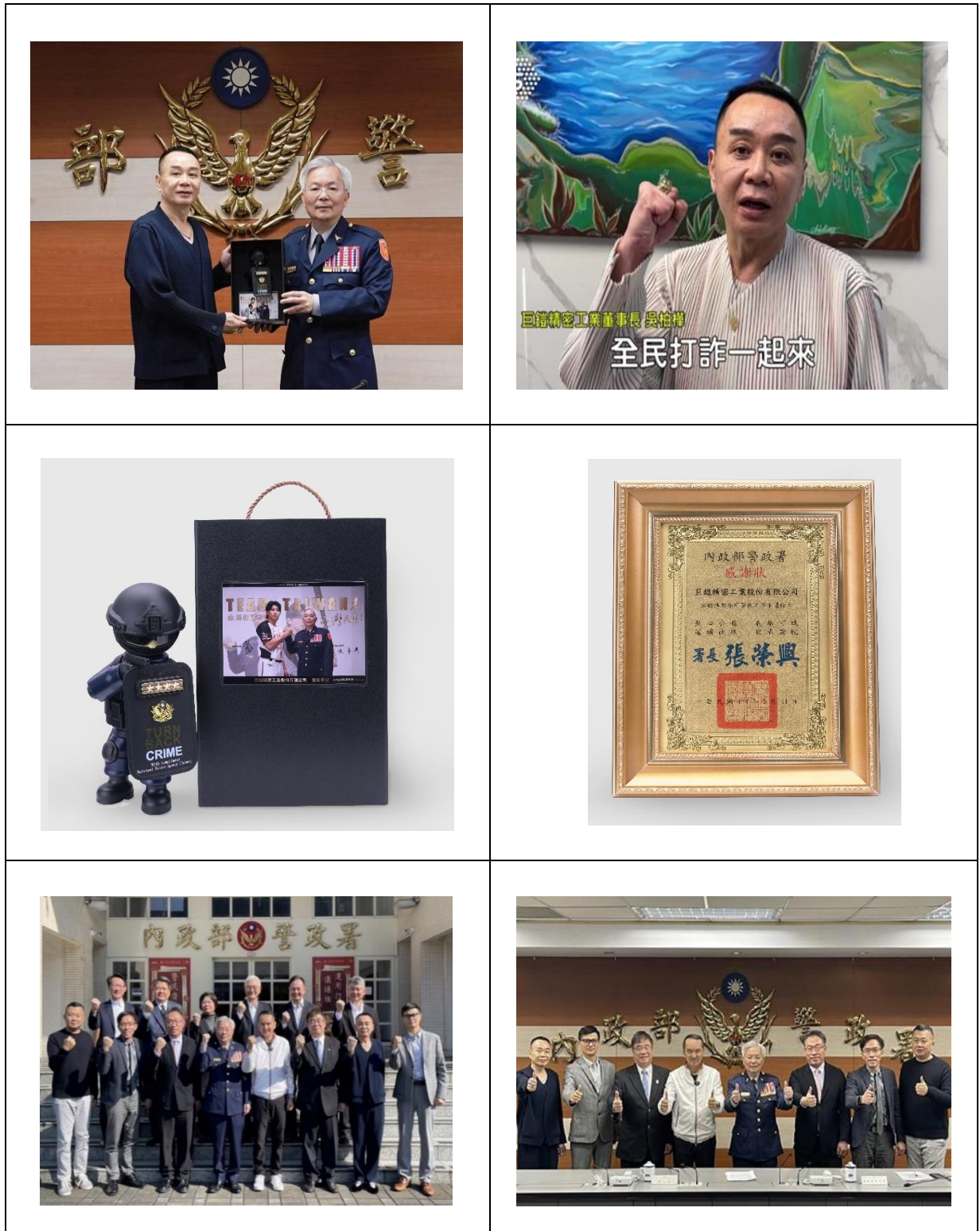


Figure 28: "Together in the Fight Against Fraud: Chairperson Receives Commemorative Plaque from the National Police Agency".

5. Supporting Local Cultural Beliefs: Chairperson Jacob Wu made a personal donation to support the Luerhmen Mazu Temple, contributing to the preservation of religious culture. He also participated in a blessing ceremony, praying for social stability, national prosperity, and

favorable weather for Taiwan. This act demonstrates his respect for cultural beliefs and a deep concern for the overall well-being of society. Details of Chairperson Wu's involvement in public welfare activities are illustrated in Figure 29.



Figure 29: Participation in Public Welfare Services.

Participation in Professional Communities and Educational Support

1. On November 30, 2023, the Company participated in the Meet Taipei Innovation and Entrepreneurship Festival, collaborating with the National Development Council, the Small and Medium Enterprise Administration of the Ministry of Economic Affairs, the Ministry of Digital Affairs, the Taiwan Stock Exchange, the Taiwan Creative Content Agency, and various city and county governments. The event showcased the Company's innovative technologies and products, facilitated exchanges within the entrepreneurial ecosystem, and enhanced the brand's visibility on an international scale.

2. We also conducted a series of industry expert lectures at universities across northern, central, and southern Taiwan, including a lecture at the NCKU International EMBA on April 2, 2024, a speech at the Department of Business Administration of YunTech on October 4, 2024, and a lecture at the Institute of Technology Management of NYCU on the same day. These lectures and innovation-focused activities demonstrate the deep collaboration between the Company and academic institutions, providing students and young entrepreneurs with practical experience and inspiration. The diverse formats of these events, from innovative technology showcases to practical sharing sessions, strengthen the connection between education and industry.

A collection of Coplus Inc.'s activities in professional community engagement and educational support is detailed in Figure 30.



Figure 30: Engagement in Professional Communities and Educational Support.

Corporate Innovation and Sustainable Development

On December 22, 2024, Coplus Inc. sponsored and supported a concert titled "Peter and Grandpa's Clock," which integrated environmental protection with cultural innovation to promote the concept of sustainable development. This event combined elements of the environment, culture, and technology, showcasing the Company's innovative approach to sustainable development and serving as a benchmark for future creativity and social impact. It not only bolstered the corporate image but also helped the public understand the Company's values. The concert blended education, technology, and culture, broadening the scope of corporate social engagement.

Overall, it is evident that Coplus Inc. demonstrates its social influence across various fields through an array of activities, including public welfare, educational promotion, innovation showcases, and sustainable development. Notably, initiatives focused on anti-fraud advocacy and cultural support underscore the Company's commitment to promoting social safety and preserving humanistic values. These efforts highlight Coplus Inc.'s comprehensive and diverse participation, enhancing its brand image and sense of social responsibility.

6. Eco-Friendly Sustainable Management

Coplus Inc. adheres to the core philosophy of sustainable development and actively responds to global concerns and challenges regarding environmental protection. In the automotive modification industry, we integrate innovative technologies with green design, striving to reduce the environmental impact of our products and promote manufacturing processes that balance high performance with environmental responsibility. To address the challenges of climate change and resource scarcity, the Company has adopted diversified strategies, ranging from reducing carbon footprints and improving energy efficiency to effective waste management, fully implementing our environmental commitments. At the same time, through continuous innovation, we aim to become a leader in sustainable development, driving the automotive aftermarket industry toward an eco-friendlier future.

6.1 Climate Change Risks and Opportunities

To address the risks and impacts of extreme weather on Coplus Inc., the Company follows the principle of materiality and, based on the Task Force on Climate-related Financial Disclosures (TCFD) framework, identifies significant climate risky themes relevant to the Company. Based on that framework, the Company conducts an in-depth analysis of the impact levels and potential opportunities of each risk, with a particular focus on identifying physical risks (such as extreme weather events) and transition risks (such as policy changes). For the identified significant risks, Coplus Inc. has formulated corresponding climate strategies as risk response measures to enhance the Company's adaptability to extreme weather and mitigate risks. The Company's response to the risks and impacts on extreme weather are as described in Table 48 in detail.

Table 48: Risks and Opportunities in Response to Extreme Climate.

Type	Content	Financial Impact	Response Strategy
Physical Risks	Extreme weather causing supply chain disruptions	Reduce production, decrease revenue	■ Establish a secondary source of supply. ■ Develop suppliers from other regions.
	Rising average temperatures	Increased electricity consumption at the factory, increased operating costs	■ Track electricity consumption through an energy management system. ■ Purchase energy-efficient equipment.
Transition Risks	Carbon tax imposition	Paying carbon fees increases operating costs.	■ Continuously implement greenhouse gas reduction actions.

	Raw material cost increase	Declining price competitiveness and increased financial pressure lead to higher operating costs.	■ Seek sustainable material suppliers to reduce reliance on high-cost resources.
	Customer behavior change	Customer preference for low-carbon, sustainable products, reduced product demand, impacting revenue	■ Promote corporate sustainable transformation by developing low-carbon green products to meet market demand.
Opportunities	Improve energy efficiency	Reduced energy consumption lowers operating costs, improving profit margins	■ Strengthen energy-saving operation education and promote company-wide participation in energy conservation actions.
	Enhance company reputation	Good reputation attracts more customers and partners, increasing revenue	■ Actively promote ESG (Environmental, Social, and Governance) sustainable development plans and establish a responsible corporate image.

In addition, Coplus Inc. regularly reviews the effectiveness of mitigation measures, aiming to establish standardized processes to shorten response times for future risk management and ensure the Company possesses sufficient resilience and adaptability in the face of climate change challenges. Through these measures, Coplus Inc. is committed to sustainable development and reducing negative environmental impacts in the context of climate change.

6.2 Greenhouse Gas Management

Organizational Greenhouse Gas Inventory

In 2023, Coplus Inc. introduced the ISO 14064-1 Greenhouse Gas Management System for the first time, demonstrating its commitment to environmental sustainability. The Company completed a comprehensive verification through an independent third-party verification body to ensure the accuracy of greenhouse gas emissions data and establish a standardized greenhouse gas inventory mechanism. This inventory covers Scope 1 (direct greenhouse gas emissions), Scope 2 (indirect emissions from energy consumption), and Scope 3 (other indirect emissions), providing a comprehensive understanding of the Company's emission profile.

The inventory includes seven types of greenhouse gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃). Among these, the activity data for PFCs, SF₆, and NF₃ show zero emissions.

According to the 2023 inventory results, as detailed in Table 49, Coplus Inc.'s total annual emissions amounted to 726.732 metric tons of CO₂e, with Scope 2 (purchased electricity) being the primary source of emissions, highlighting the critical impact of electricity usage on carbon

emissions. The 2024 inventory results, as shown in Table 50, indicate a total emission of 772.419 metric tons of CO₂e, with Scope 2 (purchased electricity) remaining the main source of emissions. Although the total greenhouse gas emissions in 2024 slightly increased compared to 2023, primarily due to operational growth, the emission intensity (total greenhouse gas emissions/annual revenue) decreased significantly. Specifically, the emission intensity was 1.322 metric tons of CO₂e per million yuan in 2023 and 1.221 metric tons of CO₂e per million yuan in 2024, demonstrating the Company's effective performance in energy conservation and emission reduction.

Table 49: 2023 Greenhouse Gas Emissions.

(GHG) Emissions Scope	(GHG) Emissions (Metric Tons CO ₂ e)	2023 Annual Total (Metric Tons CO ₂ e) A	2023 Annual Revenue (Million dollars) B	Emission Intensity (Metric Tons CO ₂ e / Million dollars) A/B
Scope 1	62.798	726.732	549.661	1.322
Scope 2	471.276			
Scope 3	192.658			

Table 50: 2024 Greenhouse Gas Emissions.

(GHG) Emissions Scope	(GHG) Emissions (Metric Tons CO ₂ e)	2024 Annual Total (Metric Tons CO ₂ e)	2024 Annual Revenue (Million dollars)	Emission Intensity (Metric Tons CO ₂ e / Million dollars)
Scope 1	56.055	772.419	632.839	1.221
Scope 2	508.781			
Scope 3	207.584			

In the future, the Company will continue to optimize energy usage efficiency, actively implement various energy-saving and carbon-reduction programs, including purchasing green energy, improving equipment energy efficiency, and educating employees to participate in carbon reduction actions. These efforts aim to gradually reduce the impact of climate change on the Company's operations, further achieving the goal of sustainable business operations. The Company will track carbon reduction effectiveness to ensure compliance with international standards and contribute to net-zero carbon emissions.

Product Carbon Footprint Inventory

Coplus Inc., as a pioneer in automotive headlamp manufacturing, is committed to working closely with suppliers and customers to jointly design and produce environmentally friendly low-carbon products. This is the core direction of the Company's green manufacturing efforts. Therefore, Coplus Inc. not only promotes greenhouse gas inventory and emission reduction measures within the organization but has also initiated a carbon footprint (CFP) inventory program for automotive headlamp products. This program aims to promote carbon reduction throughout the value chain, explore the potential for carbon reductions across various stages of the product's life cycle, and ultimately achieve the goal of reducing the product's carbon footprint.

Automotive headlamp modules are Coplus Inc.'s core products, supplied to downstream customers through the B2B (Business-to-Business) model. The scope of the product's carbon footprint inventory is set from cradle to factory gate (Cradle-to-Gate), as shown in Figure 30 (indicated by the boxed area). Therefore, only the raw material and manufacturing stages of the carbon emissions are accounted for, and the responsibility for the end-of-life product recycling is not included in this scope. However, the Company remains proactive in collaborating with downstream customers to evaluate the feasibility of promoting end-of-life product recycling to further support the realization of a green circular economy.

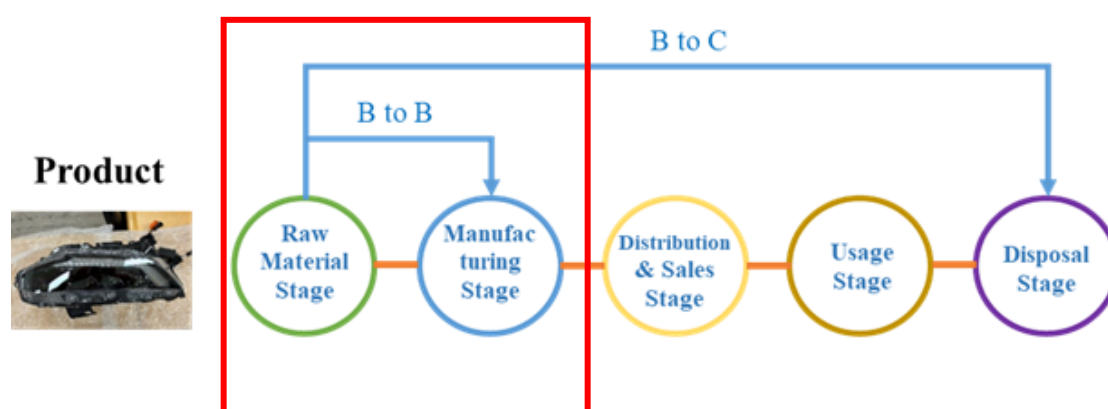


Figure 31: Product Carbon Footprint B2B and B2C Diagram.

This product, the 2016 HONDA CIVIC headlamp (Japan-spec right-hand drive), uses SimaPro v9.6.0.1 for the calculation of the product carbon footprint. The life cycle impact assessment methodology is based on quantified results from scientific methods. The carbon emissions from the raw material and manufacturing stages, along with their proportions, are detailed in Table 51 as follows:

Table 51: Greenhouse Gas Emissions at Each Stage of the Product Carbon Footprint for 2016
HONDA CIVIC Headlamp (Japan-spec Right-hand Drive).

Stage	Emission	Declaration Unit	Percentage (%)
Raw Material Stage	44.6078	kgCO ₂ e/Per pair of headlights	95.50%
Manufacturing Stage	2.1006	kgCO ₂ e/Per pair of headlights	4.50%
Total	46.7084	kgCO ₂ e/Per pair of headlights	100.00%

6.3 Energy Management

Coplus Inc. is classified as a non-high energy consumption industry, with energy usage primarily consisting of purchased electricity and non-renewable fuels (including gasoline and diesel). Electricity is mainly purchased from Taiwan Power Company, while gasoline and diesel are used for company vehicles. In 2023, the electricity usage was 954,000 kWh, gasoline usage was 13,397.8 liters, and diesel usage was 1,960.1 liters. After conversion, the total energy consumption was 3,940.129 GJ, with an energy intensity of 7.187 GJ/million revenue. In 2024, the electricity usage increased to 1,029.920 kWh, gasoline usage decreased to 12,404.3 liters, and diesel usage increased to 2,562.2 liters. The total energy consumption for 2024 was 4,202.579 GJ, with an energy intensity of 6.648 GJ/million revenue.

The 2023-2024 energy usage and heating value are detailed in Table 52, showing a decrease in energy intensity from 7.187 GJ/million revenue in 2023 to 6.648 GJ/million revenue in 2024, reflecting the Company's effective implementation of energy-saving improvements.

Table 52: Energy Consumption and Heating Value (2023-2024).

Category	Unit	2023		2024	
		Consumption	Calorific value (GJ)	Consumption	Calorific value (GJ)
Electricity consumption	kwh	954,000.0	3,434.000	1,029,920	3,707.712
Gasoline consumption	Liter(L)	13,397.8	437.240	12,404.3	404.817
Diesel consumption	Liter(L)	1,960.1	68.889	2,562.2	90.050
Annual revenue (Million dollars)	Revenue	549.661		632.839	
Energy Intensity GJ / Revenue (Million dollars)	GJ / Revenue	7.187		6.648	

Note:

1. Information Source: The electricity usage is based on the data listed in the monthly electricity bills, and the gasoline and diesel are primarily based on actual usage amounts.
2. Energy Conversion Coefficients:
 - Electricity: 1 kWh = 3,600 kJ

- Gasoline: 1 L = 32,635.2 kJ (7,800 kcal)
 - Diesel: 1 L = 35,145.6 kJ (8,400 kcal)
3. 1 Gigajoule (GJ) = 10^6 Kilojoules (KJ)

6.4 Water Resource Management

The water source for the Company's factory is 100% supplied by Tainan City Government's tap water (a third-party organization). The production process mainly involves assembly and does not require significant water-intensive procedures. Water usage is primarily for domestic purposes, grassland irrigation, and the cooling systems for factory air conditioning, with no industrial wastewater generated. Water discharge follows Tainan Industrial Park regulations and is collected and treated at the local wastewater treatment plant before being released.

Since there is only one water meter on site, it is not possible to determine the specific amount of water used for each end purpose. The total annual water usage is equal to the intake amount, with discharge estimated to be 80% of the intake volume. Water consumption for air conditioning and domestic drinking purposes is calculated as the intake amount minus the discharge volume.

- In 2023, the total water usage for the factory was 12.4384 cubic meters/year, resulting in a carbon emission of 2.898 tons CO₂e / year.
- In 2024, the total water usage was 8.1798 cubic meters/year, resulting in a carbon emission of 1.906 tons CO₂e / year.

This represents a decrease of 4.2586 cubic meters in water usage, demonstrating the Company's effective implementation of water-saving measures that are integrated into daily work and life.

To enhance water resource utilization efficiency, the Company continues to optimize production processes and introduce water-saving technologies to reduce the water usage per unit of product. Additionally, the Company regularly reviews the water system to ensure proper equipment operation and strengthens employees' awareness of the importance of water conservation, promoting a water-saving culture with full participation.

In the future, the Company will explore water resource recovery and reuse technologies to achieve water resource recycling and collaborate with the industrial park to promote sustainable water resource management.

The water intake and usage data for 2023-2024 are detailed in Table 53.

Table 53: Water Consumption and Greenhouse Gas Emissions (2023-2024).

Category	2023 (Thousand cubic meters)	2023 Total (Metric Tons CO ₂ e)	2024 (Thousand cubic meters)	2024 Total (Metric Tons CO ₂ e)
Water Intake	12.4384	2.898	8.1798	1.906
Water Discharge	9.95072	2.3184	6.54384	1.5248
Water Consumption	2.48768	0.5796	1.63596	0.3812

Note:

1. Water Intake Data Source: Based on the Company's tap water bill.
2. Water Consumption = Water Intake - Water Discharge

6.5 Waste Management

Coplus Inc.'s main waste consists of domestic waste and packaging waste such as cardboard boxes, and the Company handles waste disposal in accordance with government waste management regulations. In line with the circular economy, the Company emphasizes waste reduction at the source and resource recycling. Waste generation is minimized at each operational stage, and the Company strives to increase the recycling rate of waste, working to extend the life cycle of resources.

Coplus Inc. entrusts qualified waste disposal companies to handle recycling, and uses forms for auditing to ensure that the waste disposal process complies with regulations and does not harm the environment. In the future, Coplus Inc. will continue to promote waste reuse programs, optimize the recycling efficiency of cardboard boxes and packaging materials, further implement sustainable business philosophy, and regularly review waste management effectiveness to ensure proper waste handling.

7. Appendix

7.1 Appendix 1: GRI Content Index

Statement of Use	Coplus Inc. has reported in accordance with GRI standards for the period from January 1, 2024, to December 31, 2024.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	No applicable GRI Sector Standards

GRI Standards/topics	Items	Disclosure	Corresponding Chapter	Page
GRI 2: General Disclosures 2021				
The Organization and Its Reporting Practices	2-1	Organizational details	1.2 About Coplus Inc.	3
	2-2	Entities Included in the organization's sustainability reporting	1.1 Report Information	1
	2-3	Reporting period, frequency and contact point	1.1 Report Information	1
	2-4	Restatements of information	No data restatement for the current year.	
	2-5	External assurance	1.1 Report Information	1
Activities and Workers	2-6	Activities, value chain and other business relationships	1.2 About Coplus Inc. 4.6 Supply Chain Management	3 73
	2-7	Employees	5.2 Staff Profile	80
	2-8	Workers who are not employees	5.2 Staff Profile	80
Governance	2-9	Governance structure and composition	2.3 Scope of Governance	32
	2-10	Nomination and selection of the highest governance body	2.3 Scope of Governance	41
	2-11	Chair of the highest governance body	2.3 Scope of Governance	33
	2-12	Role of the highest governance body in overseeing the management of impacts	2.3 Scope of Governance	25
	2-13	Delegation of responsibility for managing impacts	2.2 Promoting a Sustainable Development Mechanism	23
	2-14	Role of the highest governance body in sustainability reporting	2.3 Scope of Governance	27
	2-15	Conflict of interest	2.3 Scope of Governance	42
	2-16	Communication of critical concerns	2.2 Promoting a Sustainable Development Mechanism	23
	2-17	Collective knowledge of the highest governance body	2.3 Scope of Governance	33

	2-18	Evaluation of the performance of the highest governance body	2.3 Scope of Governance	29
	2-19	Remuneration policies	2.3 Scope of Governance	44
	2-20	Process to determine remuneration	2.3 Scope of Governance 5.3 Remuneration and Benefits	44 89
	2-21	Annual total Remuneration ratio	5.3 Remuneration and Benefits	89
Strategy, Policies and Practices	2-22	Statement on sustainable development strategy	2.1 Message from the Chairperson	22
	2-23	Policy commitments	4.3 Risk Management	58
			4.6 Supplier Chain Management	73
			5.1 Human Rights Management	79
			5.6 Social Responsibility and Participation	105
	2-24	Embedding policy commitments	4.3 Risk Management 4.6 Supplier Chain Management 5.1 Human Rights Management 5.6 Social Responsibility and Participation	58 73 79 105
	2-25	Processes to remediate negative impacts	5.1 Human Rights Management 4.6 Supplier Chain Management 3.4 Material Topics Management Policies	79 73 52
	2-26	Mechanisms for seeking advice and raising concerns	4.2 Integrity in Business Operations 3.4 Material Topics Management Policies	57 52
	2-27	Compliance	4.2 Integrity in Business Operations	57
	2-28	Membership of associations	1.2 About Coplus Inc.	21
Stakeholder Engagement	2-29	Approach to stakeholder engagement	3.1 Stakeholder Engagement	45
	2-30	Collective bargaining agreements	5.2 Staff Profile	90
GRI 3: Material Topics 2021				
Material Topics	3-1	Process to determine material topics	3.2 Process for Determining Material Topics	47
	3-2	List of material topics	3.3 List of Material Topics	50
	3-3	Management of material topics	3.4 Material Topics Management Policies	52
GRI 200: Economic Series				
Economic Performance	201-1	Direct economic value generated and distributed	4.1 Economic Performance	55
	201-2	Financial implications and other risks due to climate change	6.1 Climate Change Risks and Opportunities	110
	201-3	Defined benefit plan obligations and other retirement plans	5.3 Remuneration and Benefits	89
	201-4	Financial assistance received from government	4.1 Economic Performance	55

Market Presence	202-1	Ratio of standard entry level wage by gender compared to local minimum wage	5.3 Remuneration and Benefits	89
	202-2	Proportion of senior management hired from the local community	5.2 Staff Profile	85
Indirect Economic Impacts	203-1	Infrastructure investments and services supported	5.2 Staff Profile	80
Procurement Practices	204-1	Proportion of spending on local suppliers	4.6 Supply Chain Management	75
GRI 300: Environmental Series				
Energy	302-1	Energy consumption within the organization	6.3 Energy Management	114
	302-3	Energy intensity	6.3 Energy Management	114
	302-4	Reduction of energy consumption	6.3 Energy Management	114
	302-5	Reductions in energy requirements of products and services	6.3 Energy Management	114
Water and Effluents	303-1	Interactions with water as a shared resource	6.4 Water Resource Management	115
	303-3	Water withdrawal	6.4 Water Resource Management	115
	303-4	Water discharge	6.4 Water Resource Management	115
	303-5	Water consumption	6.4 Water Resource Management	115
Emissions	305-1	Direct (Scope 1) GHG emissions	6.2 Greenhouse Gas Management	111
	305-2	Energy indirect (Scope 2) GHG emissions	6.2 Greenhouse Gas Management	111
	305-3	Other indirect (Scope 3) GHG emissions	6.2 Greenhouse Gas Management	111
	305-4	GHG emission intensity	6.2 Greenhouse Gas Management	111
	305-5	Reduction of GHG emission	6.1 Climate Change Risks and Opportunities	110
	305-6	Emissions of ozone-depleting substances	6.2 Greenhouse Gas Management	111
	305-7	Nitrogen oxides (NOx), Sulfur oxides (SOx), and other significant air emissions	6.2 Greenhouse Gas Management	111
Waste	306-1	Waste generation and significant waste-related impacts	6.5 Waste Management	116
	306-2	Management of significant waste-related impacts	6.5 Waste Management	116
	306-3	Waste generation	6.5 Waste Management	116
	306-4	Waste diverted from disposal	6.5 Waste Management	116
	306-5	Waste directed to disposal	6.5 Waste Management	116
GRI 400: Social Series				

Employment	401-1	New employee hires and employee turnover	5.2 Staff Profile	80
	401-2	Benefits provided to full-time employees that are not provided temporary or part-time employees	5.3 Remuneration and Benefits	89
	401-3	Parental leave	5.3 Remuneration and Benefits	92
Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	5.2 Staff Profile	88
Occupational Health and Safety	403-1	Occupational health and safety management system	5.5 Occupational Health and Safety	98
	403-2	Hazard identification, risk assessment, and incident investigation	5.5 Occupational Health and Safety	98
	403-3	Occupational health services	5.5 Occupational Health and Safety	100
	403-4	Worker participation, consultation, and communication on occupational health and safety	5.5 Occupational Health and Safety	99
	403-5	Worker training on occupational health and safety	5.5 Occupational Health and Safety	102
	403-6	Promotion of worker health	5.5 Occupational Health and Safety	100
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.5 Occupational Health and Safety	98
	403-8	Workers covered by an occupational health and safety management system	5.5 Occupational Health and Safety	98
	403-9	Work-related injuries	5.5 Occupational Health and Safety	105
	403-10	Work-related ill health	5.5 Occupational Health and Safety	100
Training and Education	404-1	Average hours of training per year per employee	5.4 Employee Training	94
	404-2	Programs for upgrading employee skills and transition assistance programs	5.2 Staff Profile 5.3 Remuneration and Benefits 5.4 Employee Training	80 89 96
	404-3	Percentage of employees receiving regular performance and career development reviews	5.2 Staff Profile	86
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	2.3 Scope of Governance 5.2 Staff Profile	32 80
	405-2	Ratio of basic salary and remuneration of women to men	5.3 Remuneration and Benefits	89
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	5.1 Human Rights Management	79

Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	5.1 Human Rights Management	79
Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.1 Human Rights Management	79
Human Rights Assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	5.1 Human Rights Management	79
	412-2	Employee training on human rights policies or procedures	5.1 Human Rights Management	79
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	5.1 Human Rights Management	79
Local Communities	413-1	Operational with local community engagement, impact assessments, and development programs	5.6 Social Responsibility and Participation	105
Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	4.5 Products and Innovation	63
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2024, Coplus Inc. had no incidents of violating health and safety regulations related to products and services.	
Marketing and Labeling	417-1	Requirements for product and service information and labeling	1.2 About Coplus Inc. 4.5 Products and Innovation	18 63
	417-2	Incidents of non-compliance concerning product and service information and labeling	4.2 Integrity in Business Operations	57
	417-3	Incidents of non-compliance concerning marketing communications	4.2 Integrity in Business Operations	57
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.2 Integrity in Business Operations	57
Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	5.5 Occupational Safety and Health	98

7.2 Appendix 2: Climate-Related Information

7.2.1 Climate-Related Information Index

Evaluation Items	Implementation Status				
1. Describe the Board and Management's Oversight and Governance of Climate-Related Risks and Opportunities.	The Board of Directors serves as the highest governing body for climate change management, responsible for guiding the Company's response to and decision-making regarding climate change. The Chairperson has established a "Sustainable Development Promotion Team," which reports annually to the Board on the implementation results of the sustainable development initiatives, including those related to climate change, to ensure the advancement and implementation of the Company's sustainability efforts.				
2. Describe how the identified climate-related risks and opportunities affect the Company's business, strategy, and financials (short-term, medium-term, and long-term).	Following the four core elements of the Task Force on Climate-related Financial Disclosures (TCFD) framework - governance, strategy, risk management, and metrics and targets - we disclose our assessment and management of climate-related risks and opportunities. In evaluating strategies and financial planning, our assessment criteria include three impact dimensions: operational, financial, and social. Related risks and opportunities are categorized into short, medium, and long-term timeframes, with corresponding response strategies developed for each category.				
	Risk assessment	Description of risk impacts	Potential financial impact	Responsive measures	Timeframe
	Physical risks	Extreme climate causing supply chain disruption	Reduced production, decreased revenue	- Establish secondary sources - Develop suppliers in other regions	Short-term
		Rising average temperatures	Increased electricity usage in facilities, increased operating costs	- Track electricity consumption through energy management systems - Procurement of energy-efficient equipment	Long-term
	Transition Risks	Carbon Fees	Payment of carbon fees, increased operating costs	Continue implementing greenhouse gas reduction actions	Short-term
		Rising raw material costs	Decreased price competitiveness, increased financial pressure, resulting in increased operating costs	Seek sustainable material supplies, reduce dependency on high-cost resources	Short-term

		Changes in customer behavior	Customer preference for low-carbon, sustainable products, reduced product demand, affecting revenue	Promote corporate sustainability transformation, develop low-carbon green products to meet market demand	Medium-term
	Opportunities	Improved energy efficiency	Reduced energy consumption lowers operating costs, increasing profit margins	Strengthen energy-saving operational education, promote company-wide participation in energy conservation activities	Medium-term
		Enhanced corporate reputation	Good reputation attracts more customers and partners, increasing revenue	Actively promote ESG activities and sustainable development plans, establish a responsible corporate image	Long-term
3. Describe the financial impacts of extreme climate events and transition actions.	The financial impacts of disasters caused by extreme weather events and extreme climate are detailed in the explanation in section 2 above.				
4. Describe how the identification, assessment, and management of climate-related risks are integrated into the overall risk management system.	Climate-related risks are coordinated and planned by the Sustainability Development Task Force, which raises awareness of climate change issues across departments. Through cross-departmental mechanisms, relevant policies are implemented, gradually incorporating climate change into corporate sustainability policies and risk management policies.				
5.If scenario analysis is used to assess the resilience to climate-related risks, describe the scenarios, parameters, assumptions, analysis factors, and key financial impacts used.	The Company has not yet used scenario analysis to assess resilience to climate-related risks.				
6.If there is a transformation plan to address climate-related risks, describe the contents of the plan, and the indicators and targets used to identify and manage physical and transition risks.	Our company, in response to the global trend toward net-zero emissions by 2050 and corporate sustainability, as well as to comply with relevant carbon emission regulations, implements carbon emission inventory and reduction operations in accordance with the government's greenhouse gas management policies. We plan to gradually reduce total carbon emissions and ultimately achieve net-zero emissions through various energy-saving and carbon-reduction measures, including: Continuous development of low-carbon products, improving equipment energy efficiency, increasing the proportion of renewable energy use, and implementation of supply chain carbon reduction target management. Starting from 2023, the Company has implemented ISO 14064-1 to conduct greenhouse gas emissions inventory operations for the Company and its subsidiaries. This includes Category 1, Category 2, and Category 3 inventory items, such as employee commuting and fuel and energy-related activities. Through standardized and systematic management, the Company aims to inventory direct and indirect greenhouse				

	gas emissions within the enterprise and gradually achieve the goal of becoming a low-carbon enterprise.
7. If internal carbon pricing is used as a planning tool, describe the basis for setting the price.	The Company has not yet established an internal carbon pricing mechanism.
8. If climate-related targets have been set, describe the activities covered, greenhouse gas emission scopes, planned timelines, and annual progress. If carbon offsets or renewable energy certificates (RECs) are used to achieve the related targets, explain the source and quantity of the offset emissions or the number of RECs used.	The Company effectively manages its energy usage, prevents waste of resources, and improves energy efficiency in a timely manner, while conducting annual greenhouse gas inventories.
9. The Company has not yet established a greenhouse gas inventory assurance situation, reduction targets, strategies, or specific action plans.	The Company's primary source of greenhouse gas emissions is purchased electricity, which accounts for over 65% of total emissions across Scope 1, Scope 2, and Scope 3 categories. Therefore, the core strategic focus lies in reducing indirect emissions through energy conservation (such as improving energy efficiency and replacing equipment and components with energy-saving alternatives) and increasing the use of renewable energy. Through the Sustainability Development Task Force, the Company integrates energy-saving and carbon reduction strategies and initiatives across departments to implement various emission reduction plans. In 2024 (Year 113), the Company's greenhouse gas emissions intensity was 1.222 metric tons of CO₂e per NT\$1 million, a notable decrease from 1.322 metric tons of CO₂e per NT\$1 million in 2023 (Year 112), clearly demonstrating the effectiveness of our energy-saving and carbon-reduction efforts. The greenhouse gas inventory and assurance situation are described in the table below.

7.2.2 The Greenhouse Gas Inventory Status and Assurance Information

The total greenhouse gas emissions in 2024 increased compared to 2023, due to increased operations. However, when calculated by emission intensity, the emissions in Scope 1 to Scope 3 in 2024 significantly decreased compared to 2023, demonstrating the Company's effective performance in energy-saving and emissions reduction. The details are as follows in the table:

The Company has not yet established the assurance situation for the last two years, including the assurance scope, assurance bodies, assurance standards, and assurance opinions.
The 2023 carbon emissions data was verified based on the ISO 14064-1:2018 standard for inventory and external verification. The verification concluded that Scope 1 and Scope 2 were assigned a reasonable assurance level, while Scope 3 was assigned a limited assurance level, in accordance with the verification agreement, Assurance Scope: Taiwan Company Headquarters. Assurance Entity: External verification was conducted by Ares International Verification Co., Ltd. The verification was completed in June 2024, and the full verification statement will be disclosed in the 2024 Sustainability Report.

Greenhouse Gas Emissions Volume			
Item	Unit	2023	2024
Scope 1: Direct Greenhouse Gas Emissions	Metric Tons CO ₂ e	62.798	56.055
Scope 2: Energy Indirect Greenhouse Gas Emissions	Metric Tons CO ₂ e	471.276	508.781
Scope 3: Other Indirect Greenhouse Gas Emissions	Metric Tons CO ₂ e	192.658	207.524
Revenue	Million Revenue	549.661	632.839
Scope 1 Greenhouse Gas Emission Intensity (Total Emissions / Revenue)	Metric tons CO ₂ e per million revenue	0.114	0.089
Scope 2 Greenhouse Gas Emission Intensity (Total Emissions / Revenue)	Metric tons CO ₂ e per million revenue	0.857	0.804
Scope 3 Greenhouse Gas Emission Intensity (Total Emissions / Revenue)	Metric tons CO ₂ e per million revenue	0.351	0.328



Coplus Inc.

50, Keji 2nd Road, Annan District, Tainan City, Taiwan

TEL : +886-6-3840179

FAX : +886-6-3840576