NYTEX

HIGH-PERFORMANCE COMPOSITE MATERIALS

2025

SUSTAINABILITY REPORT

Reporting period: 1 January - 31 December 2025

Materials that advance industry.

Sustainability that guides progress.

NYTEX develops engineering plastics and high-performance composite material solutions for semiconductor, AI, electronics and other advanced applications.

FOUNDED	REPORTING YEAR	PUBLICATION
1988	**2025**	**AUG 2026**

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1.1 About This Report

1.1.1 Reporting Period

This is the first publicly issued sustainability report of Nytex Composites Co., Ltd. (collectively referred to as the Company, NYTEX, we or us). It discloses the Company's management policies, strategies, targets and sustainability performance across economic, environmental and social dimensions for 2025, from 1 January through 31 December 2025. NYTEX will publish a sustainability report annually and make it available on the corporate website.

- Publication date of this report: August 2026.
- Scheduled publication date of the next report: August 2027.

The reporting period is aligned with the consolidated financial statements. For completeness and comparability, certain sections may include information from before 1 January 2025 or after 31 December 2025; any such information is identified in the relevant section.

1.1.2 Reporting Frameworks

This report has been prepared with reference to the following standards, principles and requirements:

- GRI Sustainability Reporting Standards 2021 issued by the Global Sustainability Standards Board (GSSB) of the Global Reporting Initiative (GRI).
- AA1000 Stakeholder Engagement Standard (SES) issued by AccountAbility.
- Sustainability disclosure topics and metrics for the Chemicals industry issued by the Sustainability Accounting Standards Board (SASB).
- The four core elements of the Task Force on Climate-related Financial Disclosures (TCFD): governance, strategy, risk management, and metrics and targets.
- The Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies, to provide readers with reliable public disclosures.

The indices at the end of this report help investors and decision-makers locate the corresponding content, sections and notes applicable to these standards and principles. The purpose of this report is to communicate NYTEX's operating policies, sustainability objectives, strategies and vision to stakeholders. Unless otherwise indicated, financial statement figures are presented in NT$ thousands and are sourced from publicly released financial statements audited by independent accountants.

1.1.3 Reporting Boundary

The principal reporting scope covers NYTEX's material operating locations in Taiwan: Nytex Composites Co., Ltd. in Changhua (the Changhua Plant) and Nytex Composites Co., Ltd. in Xizhi (the Xizhi headquarters). It includes related business projects and financial performance. Any disclosure whose scope differs from the above is identified in the relevant passage.

1.1 About This Report - Scope and Governance

Certain entities included in the consolidated financial statements are not included in this report's sustainability performance data because some subsidiaries have not yet begun compiling sustainability information. For all entities included in the consolidated financial statements, please refer to Taiwan's Market Observation Post System. Any section whose reporting scope differs from the principal boundary is accompanied by an explanatory note.

Basis of Data Compilation

Data category	Basis
Financial data	The economic value generated and distributed table uses figures from the audited consolidated financial statements. Unless otherwise stated, financial data are denominated in New Taiwan dollars.
Environmental data	Greenhouse gas emissions are inventoried in accordance with ISO 14064-1:2018 and verified by an independent third party. Water and waste statistics are based on information reported by each operating location to the relevant local authority.
Other data	Data are aggregated from records compiled independently by each operating location.

1.1.4 Restatements of Information

This is NYTEX's first sustainability report; therefore, there are no restatements of previously reported information.

1.1.5 Internal Control

NYTEX has adopted Sustainable Development Best Practice Principles. The General Manager's Office and Quality Assurance Department are responsible for the overall planning, communication and integration of the annual sustainability report. Each year, the General Manager's Office collects the required information and prepares the report. The General Affairs Section and Quality Assurance Department conduct the initial review, the General Manager's Office performs an internal audit, and the Chairman gives final approval.

1.1.6 External Assurance

After final internal approval, management appoints an independent external assurance provider to examine the report's conformity with the GRI Standards. For this report, ARES International Certification Co., Ltd. performed a Type 1, moderate-level assurance engagement in accordance with AA1000 Assurance Standard v3. The assurance methodology and conclusions are provided in the appendices.

1.1.7 Contact Information

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1.2 Sustainability Strategy and Performance

NYTEX Sustainability Strategy

1. Strengthen Corporate Governance

NYTEX upholds integrity, sound governance, transparent communication and sustainable development. We continue to strengthen Board effectiveness, internal control, risk management and the quality of information disclosure. In response to industrial transformation, capital-market requirements and stakeholder expectations, the Company regards corporate governance as the foundation of sustainable operations. Institutionalized management, cross-functional collaboration and digital operating systems improve both decision-making efficiency and operational transparency.

NYTEX believes that a robust governance structure, compliance and a culture of integrity are essential to maintaining long-term competitiveness in the rapidly changing materials industry and semiconductor supply chain, and to creating reliable value for customers, employees, shareholders, suppliers and society.

2. Advance Sustainable Innovation

NYTEX has long focused on the research, development and manufacture of engineering plastics and high-performance composites. Through customized formulations, material-modification technologies and co-development with customers, we help customers achieve the best balance among performance, processability and cost. As markets such as semiconductors, AI servers, battery backup units, IC trays, drones and other advanced applications expand, material-performance requirements continue to rise.

The Company will continue investing in R&D innovation, testing capability, process optimization and smart-manufacturing management. We develop functional material solutions featuring high cleanliness, antistatic performance, high-temperature resistance, flame retardancy, low weight and high strength. As a material solutions provider, NYTEX helps customers shorten development lead times, enhance product reliability and upgrade the industrial value chain.

3. Protect the Environment

NYTEX values environmental protection and sustainable resource use. We continue to conserve energy, reduce carbon emissions, circulate resources, minimize waste and optimize environmental management. As a material manufacturer, we recognize that raw-material selection, process management and energy use are closely connected to environmental impacts. We therefore reduce the impacts of operations through process improvements, energy management, greenhouse gas inventories, solar-power installations and the development of recycled materials.

Going forward, NYTEX will reinforce green manufacturing and circular-economy practices across raw-material management, in-process recovery, product design and supply-chain cooperation. We will progressively increase the application of low-carbon and sustainable materials and pursue the low-carbon transition with customers and supply-chain partners.

4. Build a Friendly Workplace

NYTEX regards employees as essential assets for sustained growth and accumulated technical expertise. We are committed to a safe, healthy, respectful, diverse and inclusive workplace. Training, internal management systems, occupational health and safety management and cross-functional collaboration help employees build professional capabilities and grow with the Company. In response to advanced-material applications and industry upgrading, NYTEX will continue strengthening the capabilities of its R&D, manufacturing, quality, sales and management teams and developing people with material knowledge, process experience and customer-service expertise.

5. Invest in Society

As a responsible corporate citizen, NYTEX supports local communities, disadvantaged groups, culture and community well-being. Long-term support for the Taiwan Fund for Children and Families and OneSong Orchestra directs corporate resources to social needs through stable, enduring participation. NYTEX will continue aligning its activities with the UN Sustainable Development Goals, combining local presence, employee participation and corporate resources to develop more systematic public-interest initiatives that give back to society and advance local inclusion and sustainable development.

1.2.1 Sustainability Guardian - Message from the Chairman

Dear stakeholders who care about NYTEX,

In 2025, industries worldwide continued to face climate change, supply-chain restructuring, the rapid growth of AI applications and upgrades in semiconductor technology. For the materials industry, these forces are changing the external environment and redefining corporate value. The plastics sector was traditionally viewed as an industry driven by scale, cost and manufacturing efficiency. With the rapid evolution of semiconductors, AI servers, backup power systems, advanced electronics and smart manufacturing, materials have become critical determinants of performance, safety, cleanliness, reliability and low-carbon competitiveness.

NYTEX has cultivated deep expertise in engineering plastics and high-performance composites over many years, steadily transforming from a conventional plastics manufacturer into a material solutions provider. We believe genuine transformation requires stronger capabilities across R&D, manufacturing, quality, customer co-development and sustainability management. To meet advanced demand driven by semiconductors and AI, NYTEX continues to develop highly clean, antistatic, flame-retardant, heat-resistant, lightweight and highly reliable materials. Formulation design, process control and quality traceability help customers build more stable and resilient supply chains in rapidly changing markets.

CHEN HSUN-SEN | CHAIRMAN

"Materials that advance industry. Sustainability that guides progress."

We see the circular economy as a responsibility of the materials industry and an important future source of competitiveness. NYTEX promotes efficient resource use, in-process recovery and reuse, recycled-material development and green-product management so that materials can be used again and regain value. From product design and raw-material selection to process management, we are progressively incorporating carbon reduction, waste reduction, restricted-substance management and customers' green-supply-chain requirements into operating decisions. Sustainability is part of daily management.

NYTEX values employee safety, talent development and a friendly workplace, and has long paid attention to local social needs. We continue to support public-interest and cultural programs organized by the Taiwan Fund for Children and Families and OneSong Orchestra, with the hope that corporate growth will advance together with employees, families, communities and the next generation. A company's purpose includes the positive and lasting impact it creates for society.

Looking ahead, integrity, sound governance and transparent information will remain the foundation of NYTEX's development. As the Company progresses to a higher level of the capital market, we will further strengthen Board functions, risk management, internal control and sustainability governance so every operating decision considers industrial development, environmental responsibility and stakeholder expectations.

Sustainability is a long-term journey and a process of strengthening the enterprise. NYTEX will continue to create value in semiconductors, AI and other advanced markets through materials expertise. We will responsibly advance the transformation of the plastics and composites industry and work with all partners toward a lower-carbon, more resilient and sustainably competitive future.

1.2.2 Sustainability Highlights

Feature 1 - Returning Materials to Materials: NYTEX's Circular-economy Practice

Responding to the Materials Industry's Sustainability Challenges

As the global net-zero transition, resource-efficiency expectations and green-supply-chain requirements intensify, the circular economy has become a route for materials companies to improve competitiveness, reduce resource consumption and strengthen supply-chain resilience. As a manufacturer of engineering plastics and high-performance composites, NYTEX recognizes the close connection among material selection, process management, product quality and environmental impact. The Company embeds circular-economy principles in daily operations through raw-material management, in-process recovery, product reuse, third-party verification and green-product management, progressively building a materials-management model that combines consistent quality, resource efficiency and sustainability value.

From Process Recovery to Product Verification

NYTEX has long managed the recovery and reuse of nylon and engineering-plastic materials. Based on product characteristics, quality requirements and customer specifications, the Company evaluates suitable ways to introduce recycled feedstock. We promote internal material circulation through externally purchased recycled material and by grinding and reusing our own products, returning recoverable resources to production and reducing virgin-material use and waste generation.

For a material manufacturer, the significance of circularity lies in whether recovered material can be applied consistently in products while satisfying customer requirements for quality, performance and compliance. In 2025, NYTEX reused 2,974,599 kg of nylon internally and ground and reused 34,907 kg of its own products. Production of certified recycled products increased from 4,182 kg in 2024 to 6,103 kg in 2025, while the number of certified recycled products rose from 11 to 15. These results show the Company's progression from internal process recovery toward traceable, verifiable green-product management that can be adopted throughout the supply chain.

Recognition for Green Management

At SGS Taiwan's Third Green Sustainability Achievement Conference in 2025, NYTEX received recognition under the SGS Green Mark - Carbon Management category and the SGS Green Mark - Restricted Substances category. This was NYTEX's second consecutive year of recognition in restricted-substance management, demonstrating continuing progress in supply-chain substance controls. The event centered on the circular economy, carbon management, hazardous-substance controls and environmental labels, and highlighted how third-party verification improves transparency and credibility in international supply chains.

Carbon management and restricted-substance management are core foundations of NYTEX's circular-economy practice. To enter advanced-application supply chains, circular materials must provide reuse value and satisfy requirements for carbon management, chemical compliance, product safety and customer quality. Third-party verification and labeling enhance product transparency and external credibility, enabling NYTEX to respond more effectively to customer requirements for low-carbon products, environmental performance and hazardous-substance controls in semiconductor, electrical and electronic, AI-server and other advanced markets.

NYTEX at the 3rd SGS Green Sustainability Achievement Conference, 2025

1.2.2 Sustainability Highlights

Feature 2 - Governance-driven Growth: NYTEX Enters a New Capital-market Stage

The year 2025 was a milestone in NYTEX's corporate development. On 15 July 2025, the Company registered on Taiwan's Emerging Stock Market, entering a new stage in the capital market, and planned to apply for a Taiwan Stock Exchange listing in the second half of 2026. This process places NYTEX's operating scale and business fundamentals under progressively greater capital-market scrutiny. It also reflects the Company's ongoing transformation from a conventional materials manufacturer into a material solutions provider with R&D capability, customer co-development expertise and a presence in advanced applications.

NYTEX Emerging Stock Market performance presentation | 15 July 2025

NYTEX bases its economic performance on sound management while balancing growth momentum, earnings quality and risk management. In 2025, consolidated revenue reached NT$2.468 billion, net income was NT$134 million and earnings per share were NT$1.95. The Company resolved to distribute a cash dividend of NT$1.30 per share, demonstrating its ability to maintain stable operations, profitability and shareholder returns while investing in transformation. As NYTEX advances from the Emerging Stock Market toward a formal listing, it continues to strengthen corporate governance, information disclosure and internal management systems as the foundation for the next capital-market stage.

NYTEX understands that a listed company's value comes from financial performance, governance transparency, ethical management and accountability to stakeholders. Guided by compliance, anti-corruption, ethical transactions, fair competition and information transparency, the Company continues improving Board effectiveness, internal control, risk management and the quality of sustainability disclosures. ESG is a governance foundation supporting NYTEX's evolution from a conventional materials manufacturer to a provider of high-value material solutions. Going forward, NYTEX will use integrity-based governance as the framework for corporate sustainability and material innovation as the core capability for industrial upgrading, creating long-term, dependable value for customers, employees, shareholders, suppliers and society.

1.3 Stakeholder Engagement

1.3.1 Stakeholder Identification

In accordance with the principles of the AA1000 Stakeholder Engagement Standard, NYTEX uses dependency, responsibility, influence, diverse perspectives and tension as the basis for identifying and reviewing stakeholders. The Company first conducted a formal stakeholder-identification exercise in 2024 and identified six principal stakeholder groups: customers, employees, shareholders, suppliers, investors and non-governmental organizations (NGOs).

In 2025, NYTEX carried forward the prior-year results. The ESG Sustainable Development Task Force performed an annual review and deliberation based on current operations, routine communication records, customer requirements, investor concerns, supplier interactions and regulatory requirements. The review confirmed that these six groups remained highly relevant to the Company's operations and sustainable development. They therefore served as the primary audiences for collecting sustainability issues, reviewing material topics and developing communication responses for the year.

Stakeholder-identification Process and Results

Step	Identification focus	Implementation
1. Confirm the review baseline	Carry forward the prior-year stakeholder-identification results as the basis for the current review.	NYTEX first conducted stakeholder identification in 2024. The scope included 11 commonly recognized groups: employees, investors, customers, communities, suppliers, the media, government agencies, NGOs, labor unions, shareholders and contractors. Because there were no material changes in the Company's business model, principal activities or stakeholder interactions during 2025, the 2024 results remained the review baseline.
2. Conduct the annual review	The ESG Sustainable Development Task Force reviews the appropriateness of the stakeholder list.	Applying the engagement principles of AA1000 SES and considering dependency, responsibility, influence, diverse perspectives and tension, the Task Force assessed whether the prior-year results remained appropriate for the Company's 2025 operating environment, industry development, regulatory requirements and sustainability-management needs.
3. Review the ranking basis	Consider the prior-year survey and routine operating interactions.	For the first identification exercise in 2024, questionnaires were distributed to employees and labor-union members from 24 January to 3 February 2024; 35 valid responses were received. Respondents scored stakeholder groups for influence and relevance. The average score of 7.32 across the 11 groups was used as the threshold, identifying customers, employees, shareholders, suppliers, investors and NGOs as the six principal groups. In 2025, the Task Force additionally reviewed routine communications, customer requirements, investor concerns, supplier dealings, employee interactions and regulatory requirements and confirmed that the ranking remained applicable.
4. Task-force deliberation and confirmation	Confirm the year's principal stakeholders through discussion by the ESG Sustainable Development Task Force.	The Task Force confirmed the same six principal groups for 2025. These groups are closely connected to operations, financial performance, product quality, compliance, supply-chain management and sustainable development and therefore remained the principal audiences for issue collection, material-topic review and communication responses.
5. Ongoing review and dynamic adjustment	Maintain a mechanism for rolling adjustment in response to operational changes.	NYTEX will continually review the completeness and appropriateness of the stakeholder list through business interactions, customer audits, employee communication, investor engagement, supplier management, regulatory requirements and external sustainability trends. Material changes in operating scope, the industry environment, regulations or stakeholder concerns will trigger renewed identification and prioritization as needed.

1.3.2 Stakeholder Communication

To understand and respond to stakeholder concerns, NYTEX provides multiple engagement channels and communicates regularly with each stakeholder group. These channels allow stakeholders to raise views at any time and help the Company understand ESG concerns, respond to them and formulate appropriate measures. Communication mechanisms and principal concerns in 2025 are summarized below.

Stakeholder	Channels	Frequency	Principal concerns	Responsible unit	2025 implementation
Shareholders	Shareholders' meetings; financial reports; csr@nytex.com.tw	Annual / as needed	Corporate governance; operating performance; information disclosure; risk management	Corporate governance unit; Finance Department	Two shareholders' meetings. All telephone and email inquiries from shareholders were answered.
Investors	Investor conferences; email; corporate website; Market Observation Post System	As needed / ongoing	Corporate governance; operating performance; information disclosure; risk management	General Manager's Office	One investor conference. All telephone and email inquiries from investors were answered.
Employees	Labor-management meetings; Employee Welfare Committee; performance appraisals and interviews; departmental meetings	Quarterly / annual / as needed	Operating performance; welfare activities; competency and performance; learning and development	Human Resources Department; departmental managers	Four labor-management meetings; four welfare-committee meetings; two performance-appraisal cycles; interviews and departmental meetings as needed.

Stakeholder Communication Channels

Stakeholder	Channels	Frequency	Principal concerns	Responsible unit	2025 implementation
Customers	Customer-satisfaction surveys; customer visits; customer meetings	Annual / as needed / ongoing	Sustainable operations; product quality and product risks; customer service; protection of customer privacy	Sales and Marketing Division	Routine monthly meetings with domestic customers; visits to domestic customers as needed; telephone, email and video-conference contact with overseas customers.
Suppliers	Supplier evaluations	Quarterly / as needed	Supplier management; product quality and product risks	Purchasing Department	Quarterly evaluation of quality, delivery performance and cooperation.
NGOs	Community activities; forums; contact information for service locations on the corporate website	As needed	Public-interest programs aligned with the SDGs, expanding from individuals and families to society and mobilizing employees and the public to broaden impact	Corporate governance unit	In 2025, social-welfare participation involved 12 partner organizations, eight participant instances and 32 hours.

1.4 Material Topic Management

1.4.1 Material Topic Assessment Process

NYTEX considers prior-year material topics, stakeholder-communication outcomes, regulatory requirements, industry trends, customer requirements, peer disclosure practices and impacts on operations. Following deliberation by the ESG Sustainable Development Task Force, the material topics for the year were confirmed through the following process.

Step	Process	Implementation
1	Confirm process and scope	Define the boundary for material-topic disclosure and report preparation and plan the identification process in accordance with the AA1000 Stakeholder Engagement Standard and GRI 3 reporting principles.
2	Identify stakeholders	With reference to prior-year identification results, routine interactions, customer audits and questionnaires, employee communications, supplier dealings, shareholder and investor concerns, regulatory requirements and external-adviser recommendations, the Task Force confirmed six stakeholder groups closely connected to operations and sustainability impacts: customers, employees, shareholders, investors, suppliers and NGOs. These groups served as the principal audiences for communication and topic assessment.
3	Compile sustainability topics	In accordance with the GRI Standards, NYTEX reviewed prior-year material topics, regulatory-disclosure requirements, upstream and downstream value-chain matters, domestic and international peer reports, global ESG trends, customer sustainability requirements and corporate strategy. The Task Force combined and classified closely related topics to improve management effectiveness and disclosure focus.
4	Assess impact severity and likelihood	The Task Force convened responsible departments to discuss and assess each topic's actual and potential positive and negative impacts on the economy, environment and people. The assessment considered severity, scope, likelihood, degree of control, stakeholder concern and relevance to operating strategy, together with existing communication records and external sustainability trends, to form a preliminary ranking.

Material Topic Assessment Process - Confirmation and Disclosure

Step	Process	Implementation
5	Confirm and review	After preliminary ranking, the ESG Sustainable Development Task Force convened a material-topic review meeting. It considered impact significance, relevance to operations, data availability and management maturity. Because the prior-year list was extensive and several topics could be disclosed under a common management approach, the Task Force consolidated them into the year's priority material topics. These topics form the basis for the disclosures and management approaches in the 2025 report.
6	Management approach and disclosure	For each confirmed material topic, NYTEX applies GRI 3-3 to disclose impacts, policies or commitments, management actions, tracking indicators, implementation results and future improvements. Responsible units provide supporting performance data and evidence so the report remains complete, traceable and verifiable. GRI 3-3 requires disclosure of impacts, policies, management actions and how effectiveness is tracked.

Material-topic Identification Results

The identification exercise was based on NYTEX's core business activities, operating model and value-chain scope and included an annual review of the prior-year results. The Task Force considered the earlier stakeholder survey, existing communication records, industry standards, sustainability standards, regulatory-disclosure requirements, peer sustainability reports, external professional-adviser recommendations, customer requirements, industry trends and corporate strategy.

The Company found that the prior-year list contained numerous topics and that some could be consolidated under a common management approach. Related sustainability issues were therefore grouped, consolidated and focused. The confirmed material topics for 2025 were:

Dimension	Material topic
Governance	Ethical management
Environment	Energy management
Social	Social welfare

1.4.2 Impact Management for Material Topics

2025 Impact Boundaries, Targets and Performance

Based on the materiality assessment, NYTEX further analyzed the operating risks and opportunities associated with energy management, ethical management and social welfare. The Company established key performance indicators, annual results and medium- and long-term management targets. Through regular tracking and cross-functional collaboration, NYTEX integrates material-topic management into daily operating decisions and improves the effectiveness and traceability of sustainability management.

Energy Management

Item	Disclosure
Operating significance - risks	Fluctuating energy prices, more stringent carbon-management requirements and increasing customer demands for supply-chain decarbonization may raise operating costs and supply-chain management pressure.
Operating significance - opportunities	Lower energy costs and stronger low-carbon manufacturing capability can enhance NYTEX's competitiveness in semiconductor, advanced-material and international-customer supply chains.
Key performance indicators	GHG emissions; renewable-energy use; maintenance of the ISO 50001 energy-management system.
2025 performance	Energy-saving measures reduced energy use by 1,539.67 GJ and avoided 204.5406 tCO_2e of emissions.
2026 short-term targets	Maintain effective operation of ISO 50001 energy management and the ISO 14064-1 organizational GHG inventory; establish a plant energy-use trend-tracking mechanism; review energy-intensive equipment and processes and propose conservation measures.
2027-2030 medium- and long-term targets	Continually reduce energy intensity per unit of product; expand energy-efficient equipment and processes; progressively increase the share of renewable energy; strengthen carbon-management and product-carbon-footprint data capabilities in line with customer and regulatory requirements; become a low-carbon manufacturing and green-material supply-chain partner.

Impact Management for Material Topics

Ethical Management

Item	Disclosure
Operating significance - risks	Failure to implement ethical management, compliance, internal control and information transparency could damage reputation, customer trust, investor confidence and corporate-governance assessments in the capital market.
Operating significance - opportunities	Strong governance systems, internal control, anti-corruption awareness, Board oversight and transparent disclosure can improve governance quality, strengthen capital-market trust and support future listing and long-term development.
Key performance indicators	Number of material regulatory violations; number of corruption or unethical-conduct incidents; handling of grievance and whistleblowing cases.
2025 performance	NYTEX continued implementing ethical management, compliance, internal control and corporate-governance systems. Material violations, corruption, unethical conduct and whistleblowing incidents: zero.
2026 short-term targets	Improve internal-control, risk-management and audit follow-up mechanisms; enhance material-information disclosure and stakeholder communications; strengthen Board governance, functional-committee operation and preparation for corporate-governance evaluation; implement management of grievance and reporting channels.
2027-2030 medium- and long-term targets	Maintain zero material violations and material corruption incidents; build a more comprehensive culture of governance, compliance and risk management; embed ethical management as a foundation of long-term operations and brand trust.

Social Welfare

Item	Disclosure
Operating significance - risks	Failure to respond consistently to social expectations could reduce local recognition, employee cohesion and corporate image.
Operating significance - opportunities	Continued participation in social-welfare programs can strengthen corporate responsibility, increase employee engagement and build lasting connections for shared well-being.
Key performance indicators	Number of public-interest activities; number of long-term partner organizations.
2025 performance	NYTEX participated in 15 social-welfare activities, supported the Taiwan Fund for Children and Families for the 24th consecutive year and supported OneSong Orchestra performances for the fifth consecutive year.
2026 short-term targets	Continue existing partnerships and maintain stable investment; improve program-data compilation, including contributions, participation and beneficiaries; encourage employee participation and increase the number of participants.
2027-2030 medium- and long-term targets	Establish a long-term, continuous social-participation strategy; broaden employee volunteering and local-community connections.

Actual Positive Impacts and Management Responses

MATERIAL TOPICS	IMPACT TYPE	RESPONSE
3	Actual Positive	Management measures

Ethical management

2.4 Ethical Management

ACTUAL POSITIVE IMPACT

Stable operations, revenue growth and transparent financial disclosure increase the trust of investors, shareholders, employees, customers and suppliers and strengthen long-term business resilience.

MANAGEMENT RESPONSE

Strengthen financial management, operating-performance tracking and information-disclosure mechanisms to keep financial information transparent, accurate and compliant with regulatory requirements.

Energy management

4.1 Energy Governance

ACTUAL POSITIVE IMPACT

Monitoring energy use, implementing conservation measures and introducing renewable energy improve energy efficiency, reduce the environmental burden of operations and respond to customer and stakeholder expectations for low-carbon operations.

MANAGEMENT RESPONSE

Set energy-management targets, implement an energy-management system, and continually track electricity consumption, energy intensity and the results of conservation initiatives.

Social welfare

6.1 Social Investment and 6.2 Indirect Impacts

ACTUAL POSITIVE IMPACT

Charitable contributions, local care and support for arts and culture strengthen community ties and increase the Company's positive image and social impact.

MANAGEMENT RESPONSE

Regularly plan contributions, co-organized public-interest activities and social-participation projects to broaden NYTEX's positive contribution to local communities.

Actual Negative Impacts and Management Responses

MATERIAL TOPICS	IMPACT TYPE	RESPONSE
3	Actual Negative	Management measures

Ethical management

2.4 Ethical Management

ACTUAL NEGATIVE IMPACT
Fluctuating operating performance, inadequate liquidity management or insufficient financial disclosure could undermine investor and shareholder trust and affect financing capacity, supplier cooperation and employee confidence.

MANAGEMENT RESPONSE
Maintain sound financial-management systems, regularly track operating performance and liquidity, and perform financial disclosure and internal control as required.

Energy management

4.1 Energy Governance

ACTUAL NEGATIVE IMPACT
Production processes consume energy. If efficiency is not improved effectively, operating costs and GHG emissions may rise, weakening the Company's ability to respond to climate change and customers' decarbonization requirements.

MANAGEMENT RESPONSE
Continually review energy use, implement conservation and equipment-efficiency improvements, and use renewable energy such as solar photovoltaic power to reduce energy consumption and carbon impacts.

Social welfare

6.1 Social Investment and 6.2 Indirect Impacts

ACTUAL NEGATIVE IMPACT
Inadequate response to community expectations or insufficient participation may reduce local recognition and affect corporate image and social trust.

MANAGEMENT RESPONSE
Maintain positive relationships with communities and NGOs through charitable contributions, community interaction and long-term social-participation programs.

Potential Positive Impacts and Management Responses

MATERIAL TOPICS	IMPACT TYPE	RESPONSE
3	Potential Positive	Management measures

Ethical management

2.4 Ethical Management

POTENTIAL POSITIVE IMPACT
Continued development of higher-value materials, semiconductor applications and sustainability transformation can strengthen growth momentum and market competitiveness and create shared value for shareholders, employees and supply-chain partners.

MANAGEMENT RESPONSE
Optimize the product portfolio and operating management, strengthen financial soundness and information transparency, and support long-term development.

Energy management

4.1 Energy Governance

POTENTIAL POSITIVE IMPACT
Continued improvement in energy efficiency and expanded renewable-energy use can lower future energy costs and carbon emissions and increase resilience to price volatility and low-carbon supply-chain requirements.

MANAGEMENT RESPONSE
Continue energy management, conservation improvements and renewable-energy use, and incorporate energy performance into sustainability-management tracking.

Social welfare

6.1 Social Investment and 6.2 Indirect Impacts

POTENTIAL POSITIVE IMPACT
Long-term investment in public welfare and local connections can build corporate reputation, deepen employee identification and social trust, and enhance the Company's positive local impact.

MANAGEMENT RESPONSE
Use structured program planning, local care and social-participation activities to increase the effectiveness of public-interest resources.

Potential Negative Impacts and Management Responses

MATERIAL TOPICS	IMPACT TYPE	RESPONSE
3	**Potential Negative**	**Management measures**

Ethical management

2.4 Ethical Management

POTENTIAL NEGATIVE IMPACT

Material changes in the macroeconomy, industry conditions, exchange rates, raw-material prices or customer demand could affect revenue, earnings and the flexibility of capital allocation.

MANAGEMENT RESPONSE

Continually monitor operating risks, conduct financial planning and assess market changes to reinforce business resilience and financial soundness.

Energy management

4.1 Energy Governance

POTENTIAL NEGATIVE IMPACT

Higher energy prices, tighter carbon-management requirements or more stringent customer decarbonization standards could increase costs, carbon-reduction pressure and supply-chain assessment requirements.

MANAGEMENT RESPONSE

Improve energy efficiency, implement conservation measures, manage energy data and introduce renewable energy to reduce future environmental and regulatory risks.

Social welfare

6.1 Social Investment and 6.2 Indirect Impacts

POTENTIAL NEGATIVE IMPACT

Public-interest investment that lacks continuity or fails to address local needs could weaken mutual trust among the Company, communities, NGOs and other stakeholders.

MANAGEMENT RESPONSE

Regularly review the direction of social participation and use contributions, public-interest partnerships and local engagement to ensure continuity and substantive impact.

02

CORPORATE GOVERNANCE

2.1 Company Profile

Founded in 1988, Nytex Composites Co., Ltd. is a Taiwan-based manufacturer specializing in engineering plastics and polymer composites. The Company has long focused on material modification, formulation design, process technology and customized material solutions. Its core capability is the integration of material R&D and applications: combining polymer science, functional additives, processing expertise and industry experience to develop functional, processable and cost-effective solutions for customers' operating environments, performance requirements and mass-production conditions.

NYTEX serves diversified markets including semiconductor carriers, IC trays, battery backup units (BBUs), electrical and electronic products, automotive components, industrial applications and consumer products. As semiconductor, AI-server, advanced-electronics and energy applications develop, customers increasingly require high cleanliness, antistatic performance, high-temperature resistance, flame retardancy, dimensional stability, wear resistance, light weight and high strength. NYTEX's accumulated materials database, R&D capability and mass-production experience support the development of high-value materials, customized formulations and rapid customer co-development.

For semiconductor applications, NYTEX continues to advance highly clean and antistatic materials for wafer transport, photomask protection, advanced packaging and high-end chip-handling carriers and components. These applications demand strict cleanliness, electrostatic control, dimensional stability and process consistency. Rigorous quality management, process control and inspection help satisfy customer requirements for advanced processes and stable supply. NYTEX is also expanding production lines and process capability for IC trays and advanced electronic components to improve localized supply and customer-service efficiency.

For BBUs and power applications, NYTEX develops materials with flame retardancy, heat resistance, insulation and structural strength. As demand grows for data centers, AI servers and high-power systems, material safety, thermal stability and reliability become increasingly important. Early-stage co-development, material-specification discussions and mass-production experience strengthen the Company's position in high-power application materials.

NYTEX treats customer needs as the starting point for product development and seeks to be a technical partner throughout product design and mass production. Early technical exchange allows the Company to propose solutions for functional requirements, processing methods, verification standards and cost targets, then refine formulations and process conditions during testing and introduction to improve application success and production stability.

Digital management and smart manufacturing systematically connect formulation data, process parameters, inspection results and product histories. Full-process traceability from raw materials through production, inspection and shipment improves quality consistency, exception tracking and production decisions and strengthens supply flexibility and operational resilience. Procurement management, product-mix optimization, cross-region production allocation and customer communication mitigate risks from market change, raw-material price volatility and supply-chain uncertainty.

NYTEX advances sustainability through governance, environmental management, employee care, customer service and social participation. Integrity, quality, occupational health and safety, energy management and stakeholder communication are supported by compliance, internal control and institutionalized management. The Company monitors energy use, inventories GHG emissions and improves resource efficiency while strengthening employee safety, talent development, a friendly workplace and local social participation.

Looking ahead, NYTEX will use innovative material technologies, R&D investment, process upgrading and digital management to deepen its position in semiconductors, advanced electronics, energy and other high-value markets. Guided by sound management, quality first and sustainable development, the Company will fulfill its responsibilities to customers, employees, shareholders, suppliers, the environment and society and remain a trusted material-solutions partner.

2.1.1 Corporate Information

NYTEX was founded in 1988 and provides high-performance composite material solutions for semiconductor applications. Its principal base is in Changhua, Taiwan, with factories in Changhua and Jiading, Shanghai, and sales locations in California, Greater China and Vietnam.

Item	Information
Company name	Nytex Composites Co., Ltd.
Company type	Emerging Stock Market public company limited by shares
Date established	3 May 1988
Principal office	No. 6, Ln. 468, Sec. 4, Zhangshui Rd., Xingnong Vil., Pitou Township, Changhua County, Taiwan
Industry	Electronic components and product manufacturing
Paid-in capital	NT$688,000,000
Net sales	NT$2,468,388,000
Employees in Taiwan	167

Organization

- Shareholders' Meeting.
- Board of Directors, supported by the Audit Committee, Remuneration Committee and Internal Audit Office.
- General Manager's Office and the Sustainability Promotion Task Force.
- Sales and Marketing Division: Business Development Department, Taiwan Sales Department and Southeast Asia Sales Department.
- Technical Division: R&D Department, Quality Assurance Department, Production Department and Environmental, Health and Safety Department.
- Administration Division: Finance and Accounting Department, Purchasing Department, Administration Department, Human Resources Department and Information Technology Department.

Principal Responsibilities of Governance and Operating Units

Unit	Principal responsibilities
Board of Directors	Oversees and decides overall operating strategy, major investments, risk management, internal control and sustainable-development direction; supervises management's implementation of governance and sustainability goals.
Audit Committee	Assists the Board in overseeing the quality of financial reporting, the effectiveness of internal control, compliance, internal auditing and auditor independence to reinforce financial transparency and governance quality.
Remuneration Committee	Reviews policies and systems for director and executive compensation and their links to performance, ensuring reasonableness, competitiveness and alignment with long-term development.
Sustainability Promotion Task Force	Advances sustainable-development matters, including ESG-topic management, material-topic identification, target tracking, environmental management, social participation and report preparation, and coordinates implementation across departments.
Internal Audit Office	Conducts internal audits, regularly examines implementation of the internal-control system, proposes improvements and helps the Board and management understand operating risks and system effectiveness.
General Manager's Office	Manages daily operations, integrates resources across departments, executes strategy and tracks performance, and implements operating plans approved by the Board.
Sales and Marketing Division	Develops markets, manages customer relationships, promotes products, plans sales strategy and achieves targets; monitors customer demand and industry trends to inform product development and operating plans.
Business Development Department	Develops new customers, markets and applications and conducts opportunity assessments, customer interviews and preliminary commercial engagement.
Taiwan Sales Department	Provides customer service, order management, business development and relationship maintenance in Taiwan and responds promptly to local needs.
Southeast Asia Sales Department	Develops customers, promotes business and collects regional market intelligence in Southeast Asia to expand the overseas footprint.
Technical Division	Manages product R&D, quality and production processes so technology, quality consistency and manufacturing efficiency meet customer and regulatory requirements.

Principal Responsibilities of Operating Units

Unit	Principal responsibilities
R&D Department	Develops new materials, formulations and customized products and provides application-oriented material design, testing, validation and technical support.
Quality Assurance Department	Manages product quality, establishes inspection standards, handles quality exceptions and maintains the quality system to meet customer specifications and internal requirements.
Environmental, Health and Safety Department	Manages environmental protection, occupational health and safety, site safety and related management systems to reduce risks to the environment and people.
Production Department	Manages production schedules, process execution, capacity allocation, equipment operation and productivity to ensure stable supply and on-time delivery.
Finance and Accounting Department	Performs financial planning, accounting, treasury management, financial reporting, tax and budget control to maintain accurate and transparent financial information.
Purchasing Department	Procures and manages raw materials, evaluates suppliers, controls cost and coordinates delivery to maintain supply-chain stability.
Administration Department	Provides general affairs, facility support, administrative services and internal-process coordination required for daily operations.
Human Resources Department	Manages recruitment, training, compensation and benefits, performance, employee relations and HR systems to build stable organizational capability with development opportunities.
Information Technology Department	Builds and maintains information systems, manages information security, supports digital tools and administers data systems to improve efficiency and security.

Industry-association Memberships

NYTEX participates in business-related industry and professional associations to exchange knowledge, information and practical experience with peers and specialists, jointly respond to changes in the international environment and help raise industry standards. The Company belonged to eight associations in 2025.

Association	Membership status
Taiwan Net Zero Emissions and Carbon Neutrality Association	General member
Institute of Internal Auditors-Chinese Taiwan	General member
National Innovation and Entrepreneurship Association - Youth Chapter	General member
Changhua County Industrial Association	General member
Beidou Office, Changhua County Police Friends Association	General member
National Innovation and Entrepreneurship Association	General member
National Innovation and Entrepreneurship Association - Model Entrepreneur Fellowship	General member
National Association of Small and Medium Enterprises, R.O.C.	General member

2.1.2 Operating Locations

Founded in 1988, NYTEX provides high-performance composite material solutions for semiconductor applications. The Company operates factories in Changhua, Taiwan and Jiading, Shanghai and sales locations in California, Greater China and Vietnam.

2.2 Governance Structure

2.2.1 Governance Framework

The Shareholders' Meeting is the Company's highest authority and elects the Board of Directors, which is the highest governance body and is responsible for major operating decisions. The Remuneration Committee, Audit Committee and Sustainability Promotion Task Force supervise director remuneration, financial statements, ESG key-performance objectives and other assigned matters. The Internal Audit Office oversees the effectiveness of internal control. Each committee reports its implementation results and resolutions to the Board regularly to protect the rights and interests of the Company and its stakeholders.

Board Operation and Composition

The Board balances and supervises the interests of owners and management. It exercises the rights and obligations entrusted by shareholders and sets operating policies with reference to stakeholder interests. It appoints and oversees executive management, monitors operations, approves sustainable-development strategies and tracks their implementation.

Directors are elected under a candidate-nomination system. The Shareholders' Meeting elected seven directors - Chen Hsun-Sen, Chen Yu-han, Chen Pao-hsun, Lin Hsiu-lien, Chou Hou-chieh, Cheng Ming-sung and Chang Hsin-hung - for three-year terms, with re-election permitted. Selection considers independence, the relevance of professional backgrounds to corporate development and Board diversity. The current Board consists of seven directors, including four independent directors, with a gender ratio of six men to one woman.

The Board generally meets once each quarter. During 2025, it held six regular meetings and two extraordinary meetings, with average attendance of 96%. Details of director attendance and agenda items are provided on page 14 of the NYTEX 2025 Annual Report.

Independent Directors

Name	Gender / age	Concurrent NYTEX role	Other significant position	Audit Committee	Remuneration Committee
Chang Hsin-hung	Male / 30-50	Remuneration Committee member; Audit Committee convener	CPA, Crowe (Taiwan)	Member	Member
Lin Hsiu-lien	Female / 51 or older	Remuneration Committee convener; Audit Committee member	None	Member	Member
Chou Hou-chieh	Male / 51 or older	Remuneration Committee and Audit Committee member	Independent director, Taiwan Tobacco and Liquor Corporation	Member	Member

Board Composition

Position / name	Gender / age	Concurrent NYTEX role	Other significant position	Audit Committee	Remuneration Committee
Chairman - Chen Hsun-Sen	Male / 51 or older	Chairman, Nytex Composites Co., Ltd.	None	-	-
Director - Chen Yu-han	Male / 30-50	General Manager, Nytex Composites Co., Ltd.	None	-	-
Director - Chen Pao-hsun	Male / 51 or older	Special assistant, Shanghai Nytex Composites Co., Ltd.	None	-	-
Independent director - Cheng Ming-sung	Male / 51 or older	Remuneration Committee and Audit Committee member	Chairman, Hua Yu Investment Co., Ltd.; independent director, Chung Yu Industrial Co., Ltd.; supervisor, Ling Teng Technology Co., Ltd.	Member	Member

Each director serves a three-year term. The full composition also includes independent directors Chang Hsin-hung, Lin Hsiu-lien and Chou Hou-chieh, shown on page 29.

Board Diversity

Gender and Age Distribution

Indicator	Distribution
Gender	Six men (86%); one woman (14%).
Age	Two directors aged 30-50 (29%); five directors aged 51 or older (71%); none aged 29 or younger.
Nationality	All seven directors are citizens of the Republic of China (Taiwan).

Diversity Matrix - Composition

Director	NYTEX employee	Age band	Independent-director tenure
Chen Hsun-Sen	Yes	61-70	Not applicable
Chen Yu-han	Yes	30-50	Not applicable
Chen Pao-hsun	Yes	61-70	Not applicable
Chou Hou-chieh	No	51 or older	Up to 3 years
Lin Hsiu-lien	No	51-60	Up to 3 years
Cheng Ming-sung	No	71-80	Up to 3 years
Chang Hsin-hung	No	30-50	Up to 3 years

Diversity Matrix - Capabilities

Director	Operating judgment	Accounting / finance	Business management	Crisis management	Industry knowledge	International markets	Leadership / decisions
Chen Hsun-Sen	Yes	-	Yes	Yes	Yes	Yes	Yes
Chen Yu-han	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Chen Pao-hsun	Yes	-	Yes	Yes	Yes	Yes	Yes
Chou Hou-chieh	Yes	-	-	Yes	-	Yes	Yes
Lin Hsiu-lien	Yes	-	-	Yes	-	Yes	Yes
Cheng Ming-sung	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Chang Hsin-hung	Yes	Yes	Yes	Yes	Yes	-	Yes

Director Training and Remuneration

Director Continuing Education

Each year, NYTEX arranges training on professional skills, knowledge and sustainable development to strengthen directors' ability to respond to operating impacts. Courses and forums attended in 2025 covered sustainability policies and disclosure responsibilities, the global and Taiwan economic outlook for 2026, effective financial-statement review by audit-committee members, NVIDIA's three-trillion-dollar milestone, corporate governance and performance management, and legal liability for greenwashing in sustainability reports. Directors completed a combined 39 hours of continuing education. Details of each director's 2025 training are provided on page 27 of the NYTEX 2025 Annual Report.

Compensation Structure for Directors and Senior Executives

The Remuneration Committee considers peer levels and individual director performance when recommending director compensation. In addition to fixed remuneration and pension or retirement benefits, performance bonuses are calculated based on the achievement of performance indicators. The compensation and remuneration-range table for senior management in 2025 is provided on page 8 of the NYTEX 2025 Annual Report.

Link between Compensation and ESG Performance

Director and senior-management compensation is not yet linked to ESG performance. At this stage, NYTEX is prioritizing sustainability-governance mechanisms, material-topic management, data-collection processes and internal management baselines. The mechanism for linking ESG indicators to compensation remains under consideration. As governance implementation and indicator maturity progress, the Company will evaluate incorporating ESG performance into compensation assessments to strengthen director and senior-management participation and accountability for the sustainability vision.

Board Performance Evaluation

In principle, NYTEX conducts annual self-evaluations of the Board, functional committees and individual directors. After listing, the Company will also appoint an independent external professional institution or a team of experts and academics to conduct Board-performance evaluations and provide a reference for further improving effectiveness.

Board-evaluation Dimensions

- Participation in the Company's operations, including participation and decisions on ESG matters.
- Quality of Board decision-making.
- Board composition and structure.
- Election and continuing education of directors.
- Internal control.

Individual-director Evaluation Dimensions

- Understanding of Company objectives and responsibilities.
- Awareness of director duties.
- Participation in operations.
- Internal relationship management and communication.
- Director professionalism and continuing education.
- Internal control.

The 2025 performance-evaluation results are provided on page 14 of the NYTEX 2025 Annual Report.

Conflict-of-interest Management

The Rules of Procedure for Board Meetings and the charters of the Audit and Remuneration Committees include recusal provisions. A director whose agenda item involves the director, the director's spouse, a relative within the second degree of kinship, or an entity under the director's control must explain the relationship at the meeting. If the matter may be detrimental to the Company's interests, the director may not participate in discussion or voting, must recuse from both, and may not exercise another director's voting rights by proxy. The director's name, the material content and the recusal are recorded in the minutes.

Directors and managers complete annual related-party transaction declarations, and the results are reported to the Audit Committee. Related-party transactions and cross-shareholdings involving directors, controlling shareholders or other interested parties in 2025 are described on page 4 of the NYTEX 2025 Annual Report. NYTEX also maintains integrity codes for personnel at different levels, an Ethical Corporate Management Best Practice Principles for directors and managers, and a Code of Ethical Conduct for employees. The Internal Audit Office oversees implementation and reports results to the Board. No material conflict-of-interest incidents occurred through the end of 2025.

2.2.2 Functional Committees

Sustainability Promotion Task Force

NYTEX has established the Sustainability Promotion Task Force as the highest-level dedicated sustainability unit. The Board-approved Sustainable Development Best Practice Principles define its responsibilities. The Task Force identifies material ESG topics related to operations, formulates management strategies and targets, prepares the annual sustainability report, oversees the effectiveness of ESG-policy implementation and tracks target achievement.

The General Manager leads three working groups: Environmental and Sustainable Development; Corporate Social Responsibility; and Sustainability Governance and Ethical Management. The General Manager's Office supports overall coordination.

Remuneration Committee

The Remuneration Committee was established on 9 September 2025. Its four members - independent directors Lin Hsiu-lien, Chou Hou-chieh, Cheng Ming-sung and Chang Hsin-hung - satisfy applicable independence requirements and serve from 9 September 2025 through 8 September 2028. The Committee's charter defines its duties, including establishing and periodically evaluating compensation systems and standards for directors and executives. The Committee generally meets twice each year. It held two meetings in 2025, with member attendance of 75%.

Audit Committee

The Audit Committee was established on 9 September 2025 and consists of the Company's four independent directors, whose terms run from 9 September 2025 through 8 September 2028. Its responsibilities include reviewing financial statements, overseeing the appointment and independence of the external auditor, establishing or amending internal-control systems, and overseeing compliance of internal regulations with applicable laws. It generally meets quarterly and may invite departmental managers, internal auditors, external accountants and legal counsel as necessary. It held two meetings in 2025, with member attendance of 75%.

2.3 Economic Performance

2.3.1 Economic Value

In 2025, consolidated revenue was NT$2,468,388 thousand, an increase of approximately 4.17% from NT$2,369,617 thousand in 2024. Consolidated net income after tax was NT$134,242 thousand and earnings per share were NT$1.95. Additional financial-performance explanations and analysis are available in the Company's annual report.

Consolidated Financial Performance

Item	2024	2025
Operating revenue (NT$ thousands)	2,369,617	2,468,388
Profit before tax (NT$ thousands)	185,047	159,556
Net income after tax (NT$ thousands)	144,653	134,242
Earnings per share (NT$)	2.27	1.95
Cash dividend (NT$ per share)	2.00	1.30

Cash dividends are the amounts approved for distribution from earnings for each reporting year. The 2025 distribution was approved by the Shareholders' Meeting on 29 May 2026.

NYTEX analyzed its consolidated financial position from the GRI perspective of economic value distributed to stakeholders. Direct economic value generated in 2025 totaled NT$2,484,149 thousand and economic value distributed totaled NT$2,344,116 thousand. The three largest distributions were operating costs (76.8%), employee wages and benefits (13.6%), and payments to providers of capital (7.1%).

Direct Economic Value Generated and Distributed in 2025

Category	Item	NT$ thousands
Direct economic value generated	Net operating revenue	2,468,388
Direct economic value generated	Financial-investment income	5,004
Direct economic value generated	Proceeds from asset sales	635
Direct economic value generated	Royalty income	0
Direct economic value generated	Government grants	2,831
Direct economic value generated	Other income	7,291
Direct economic value generated	Total	2,484,149
Economic value distributed	Operating costs	1,801,198
Economic value distributed	Employee wages and benefits	319,802
Economic value distributed	Payments to providers of capital	165,563
Economic value distributed	Payments to government	34,219
Economic value distributed	Community investment	0
Economic value distributed	Other expenditures	23,334
Economic value distributed	Total	2,344,116
Economic value retained	Direct value generated less value distributed	140,033

Royalty income and community investment were not separately disclosed.

2.4 Responsible Business Conduct

2.4.1 Ethical Management

NYTEX conducts business fairly, honestly, faithfully and transparently. It implements an ethical-management policy, actively prevents unethical conduct and has adopted its Ethical Corporate Management Best Practice Principles, Procedures and Conduct Guidelines with reference to the model rules for Taiwan listed companies. The Company identifies possible adverse impacts on different stakeholders within business relationships, establishes preventive and remedial mechanisms for specific risks, and assigns an independent supervisory unit to follow up on cases and continually improve commitments to responsible business conduct.

The Procedures and Conduct Guidelines state that directors, managers, employees, appointees and persons exercising substantial control may not directly or indirectly offer, promise, request or accept improper benefits or engage in conduct that is unethical, unlawful or in breach of fiduciary duty to obtain or retain an advantage.

The Guidelines cover unethical conduct; forms of benefit; the dedicated unit; prohibition of improper benefits and facilitation payments; principles for political contributions and charitable donations; prohibition of unfair competition; compliance with laws and international standards applicable to products and services; prevention of harm to stakeholders; conflict avoidance; intellectual property; insider trading; compliance and public declaration; integrity assessments before establishing business relationships; communication of the ethical-management policy to business partners; avoiding dealings with unethical parties; encouraging internal and external reporting; handling misconduct by Company personnel or third parties; internal communication, rewards and penalties, grievance mechanisms and disciplinary action; and integration of integrity into performance and HR policies.

Eight principal management mechanisms within the internal-control system and the Guidelines embed integrity through control, training and continuing monitoring:

- Ethical management: no direct or indirect offering, promising, requesting or accepting of improper benefits from agents, contractors, suppliers, public officials or other stakeholders.
- Information disclosure: transparent business dealings and accurate books and commercial records; disclosure of labor, health and safety, environmental, business, organizational, financial and performance information in accordance with laws and customary industry practice; no falsified records or misrepresentation of supply-chain conditions. Internal controls govern public filings and accuracy.
- Intellectual property: the Company and all employees respect intellectual property and protect the integrity and security of R&D assets and trade secrets.
- Employee grievances and sexual-harassment handling: workplace sexual-harassment prevention, grievance and disciplinary rules define reporting channels and the composition and operation of the handling committee.

Ethical-management Mechanisms and Commitments

- Labor-management meetings: meetings are held as required to coordinate labor relations and provide a channel for dialogue.
- Personal-data protection: management rules protect personal information against theft, alteration, damage, loss or leakage.
- Handling of material internal information and prevention of insider trading: procedures govern the handling and disclosure of material non-public information and prevent improper disclosure and insider trading; related requirements are included in internal controls.
- Internal-control system: controls support integrity in purchasing, where personnel may not accept requests from suppliers or contractors to collect cash or checks on their behalf; EHS operations comply with applicable laws; HR practices follow regulations; information-security controls include firewalls, antivirus software, access control, periodic inspections, personnel training and vendor confidentiality clauses. Board-meeting rules also cover assessment of internal-control effectiveness and review procedures for material financial and business conduct.

Policies and commitments related to responsible business conduct are supplemented by the Corporate Governance Report, Financial Overview - Financial Statements and Notes, and Special Disclosures in the annual report. The independent auditor's report addresses financial-reporting responsibility and governance oversight. Notes and schedules to the consolidated financial statements cover related-party transactions, key-management compensation, financial-instrument risk management, material transactions, endorsements and guarantees, and investments in Mainland China.

To ensure employees at all operating locations and stakeholders understand and implement the ethical-management policy, NYTEX uses signed documents, email, shareholders' meetings, continuing training and supplier due diligence for review and screening.

Training, Reporting Channels and Fair Competition

NYTEX provides ethical-management training that explains prohibited conduct in the course of business. Programs in 2025 included training for the corporate-governance officer and Board members and matters requiring attention for public companies on the Emerging Stock Market. Governance-unit members completed three hours of related training to prevent unethical conduct.

Employees at all operating locations can use the internal whistleblowing procedure to report conduct that breaches integrity or professional ethics. Suppliers and other stakeholders may use grievance and reporting channels to report illegal or unethical conduct. Reports can be submitted to csr@nytex.com.tw and are received by the General Manager's Office, which investigates the reported content and supporting evidence. The corporate website also provides a dedicated reporting area and product-inquiry page. No grievance cases occurred in 2025.

Antitrust Compliance

To maintain healthy market competition and promote economic efficiency, NYTEX strictly complies with domestic and international laws. Internal controls prohibit coordination of production or sales volumes and price manipulation with peers or associations. Management policies, authorization systems, segregation of duties and internal audits help prevent corruption, monopoly and related misconduct.

NYTEX commits to antitrust compliance and has established an implementation plan based on Taiwan law. Risk assessments identify locations and legal requirements with potentially higher future risk and inform strengthened supervision and prevention. As of the end of 2025, NYTEX had no violations of laws governing competition, antitrust or monopolistic conduct. The Company will continue these management measures to reduce potential risks and prevent adverse events.

2.4.2 Human Rights Policy

With reference to the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the United Nations Global Compact and the International Labour Organization Declaration on Fundamental Principles and Rights at Work, NYTEX has policies on non-discrimination, freedom of association and collective bargaining, prohibition of child labor and forced labor, and protection of the fundamental rights of employees and stakeholders.

Human-rights Risk Identification and Policy Development

NYTEX assesses human-rights topics and affected groups relevant to its industry and establishes policies, mitigation measures and remedy mechanisms. Potential risks identified for 2025 included employee discrimination and harassment, freedom of association and labor-management communication, child labor, occupational health and safety, and protection of foreign workers and vulnerable groups.

Topic	Policy / governance	Scope and risk	Mitigation and remedy
Discrimination and harassment	Work Rules and sexual-harassment prevention and grievance rules; highest decision body: General Manager / Board; oversight: Administration Department; reviewed annually and immediately as needed.	All employees; low-to-medium risk.	Investigate incidents, protect complainants and relevant persons, and apply correction, discipline, transfer, training or other remedies according to circumstances.
Association and labor-management communication	Work Rules and labor-management meeting system; General Manager / Board; Administration Department; annual review.	All employees; low risk.	Handle disputes under the grievance process and law, and seek improvement through negotiation, communication meetings or procedures of the competent authority.
Child labor	Recruitment and appointment procedures and Work Rules; General Manager / Board; Administration Department; annual review.	All employees; low risk.	Immediately cease any non-compliant work arrangement involving a person below the legal age and provide remediation and placement in accordance with authority requirements and individual needs.
Occupational health and safety	ISO 45001 management system; General Manager / Board; Administration Department; annual review and immediate review after a major incident.	All employees; medium risk.	Immediately report the event, provide medical assistance, investigate, implement corrective and preventive actions, and review training and site-management mechanisms.
Foreign workers and vulnerable groups	Work Rules; General Manager / Board; Administration Department; annual review and immediate revision as needed.	Foreign workers and other applicable employees; medium risk.	The external employment-service agency helps clarify communication, rights or personal-safety concerns and provides translation, living support, work adjustment or referrals to external resources.

Human-rights Communication, Remedy and Compliance

NYTEX provides a feedback platform and suggestion mailbox through which all workers and external stakeholders can communicate human-rights matters to the responsible department, including policy-improvement recommendations, warnings of potential risk and grievances concerning alleged violations. To maintain fair review and investigation, the Human Resources Department investigates and reviews human-rights cases and establishes improvement measures.

2.4.3 Regulatory Compliance

In 2025, NYTEX recorded one environmental regulatory violation and no violations of social, governance and economic, or product and service regulations.

Environmental Violation and Corrective Action

At the Changhua Plant, the competent authority determined that certain operating conditions of air-pollution-control equipment for stationary-source process M01 differed from the approved stationary-source operating permit, violating Article 24, paragraph 2 of Taiwan's Air Pollution Control Act. NYTEX was fined NT$100,000.

After receiving the disposition, the EHS and manufacturing units jointly reviewed and strengthened scrubber operating parameters, flow-meter displays, equipment-inspection records and exception-reporting procedures. The Company reconfirmed approved operating conditions, inspected and calibrated flow instruments, strengthened daily inspection and record management, and required operators to follow permit conditions. Immediate reporting and correction processes were established for instrument anomalies, parameter deviations or abnormal operation so conditions can be detected, addressed and documented promptly. Environmental-regulation and equipment-operation training was reinforced.

NYTEX will continue managing stationary-source permits, inspecting control equipment regularly, reviewing operating records and performing internal EHS audits. Permit amendments or changes will be filed as required whenever equipment or process conditions change.

Penalty indicator	2025
Current-year violation fines paid - number of cases	1
Current-year violation fines paid - amount	NT$100,000
Prior-year violation fines paid - number of cases	0
Prior-year violation fines paid - amount	NT$0

2.5 Risk Management

2.5.1 Risk-management Organization

To identify, assess, respond to and monitor risks that may affect business objectives, NYTEX uses Taiwan's Regulations Governing Establishment of Internal Control Systems by Public Companies as the implementation basis for operating-risk management.

Principles

- Enterprise-wide participation: personnel from all departments participate through a coordinated division of responsibilities.
- Forward-looking management: risk management begins during project design and implementation and continues throughout operations.
- Dynamic management: risks and response measures are assessed and adjusted regularly as part of an ongoing process.
- Systematic management: all stages are covered and risk factors are considered from multiple perspectives.

Scope

The Risk Management Policy requires identification of potential environmental, material, personnel, financial, regulatory, engineering and information risks that may affect operations, objectives or business value. It combines stakeholder concerns about material environmental, social and governance matters with industry-specific operating risks. The scope includes operational, financial, environmental, hazard, legal and international-regulatory risks.

- Ethical management and anti-corruption; shareholder rights; socioeconomic and regulatory compliance; operating and market risk.
- Financial, liquidity and credit risk; interest-rate and exchange-rate movements; information-security management; intellectual-property management.
- Climate-change management; wastewater and waste; occupational safety; product safety; supplier management.

Risk-management Responsibilities

NYTEX's risk-management organization refers to Article 27 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies. The Board, ESG Sustainable Development Task Force, Internal Audit Office and management perform risk assessment and implementation.

Body	Responsibilities
Board of Directors	Highest decision-making body for risk management. Appoints and supervises management, oversees overall operations and defined objectives, and confirms the overall effectiveness of risk-management and internal-control systems.
ESG Sustainable Development Task Force	Advances and evaluates corporate-governance, environmental and social-responsibility matters; reviews operating risk-management policies and objectives and assesses whether internal-control procedures and scope are appropriate.
Internal Audit Office	Executes the annual internal-audit plan and performs regular and ad hoc reviews and follow-up to ensure effective internal controls and regulatory compliance.
Management	Implements plans based on risk-management policies and assessments, provides improvement recommendations, and promotes self-assessment of internal controls by each unit to facilitate risk control.

The four bodies form NYTEX's risk-management structure, with the Board providing oversight and the Task Force, Internal Audit Office and management carrying out their respective duties.

2.5.2 Risk Identification and Response Measures

Risk-management Process

At least once each year, the ESG Sustainable Development Task Force convenes a cross-functional risk-identification meeting. Department heads perform self-assessments of their activities and discuss possible risks collectively to establish a risk-awareness inventory. Risks are assessed for probability and impact, prioritized, and assigned corresponding response strategies.

Every six months, the Task Force conducts qualitative and quantitative analysis of likelihood and severity and submits the results to the Chairman for review. The risk-management team uses the approved results to prepare a risk report and recommend revisions to responses. After review by the Chairman, risk indicators, measures and effectiveness are reported to the Board. The Board conducts a comprehensive risk-identification and response review and receives a risk-control report annually.

Risk Assessment and Management Strategies

NYTEX integrates and manages strategic, operational, financial and hazard risks that may affect operations and profitability in a proactive and cost-effective manner. A risk matrix evaluates the severity of operating impacts and defines risk levels and priorities. Core practices are:

- Risk identification: identify risks periodically so all potential exposures are considered.
- Risk assessment: evaluate identified risks quantitatively and qualitatively to determine impact.
- Risk mitigation: establish specific mitigation measures and ensure effective implementation.
- Continuous monitoring: regularly review strategy effectiveness and adjust in response to environmental change.

These measures support stable development in a changing market environment.

Principal Risk Items and Responses

Dimension	Risk item / level	Risk-management policy or response	Assessment
Corporate governance	Ethical management and anti-corruption / low	Use employment and confidentiality agreements and external stakeholder communication channels to implement controls.	Excellent
Corporate governance	Shareholder rights / low	Appoint a professional shareholder-services institution and designate a spokesperson.	Excellent
Corporate governance	Socioeconomic and regulatory compliance / low	Analyze legal and international-regulatory changes and take responsive action; continually assess and control exposures. Implement governance and social responsibility; maintain internal controls and management rules; obtain ISO 9001 quality, IATF 16949 automotive quality and ISO 14001 environmental-management certifications.	Excellent
Operations	Operating and market risk / low	Business units analyze industry changes, take responsive measures, and control and handle potential market-risk events.	Effective
Operations	Financial, liquidity and credit risk / high	Implement internal controls and procedures governing asset acquisition or disposal, endorsements and guarantees, and lending of funds to other parties.	Excellent
Operations	Interest-rate and foreign-exchange movements / medium	Strengthen hedging awareness among finance personnel; use real-time online exchange-rate systems and financial-institution interaction to assess trends; consider exchange-rate factors before customer quotations; offset recurring foreign-currency receivables and payables for natural hedging; evaluate suitable derivatives under the asset-acquisition and disposal procedures, with responsible managers strictly controlling positions and preventing improper transactions.	Effective

Principal Risk Items and Responses

Dimension	Risk item / level	Risk-management policy or response	Assessment
Operations	Information-security management / low	Advance internal awareness, external courses and practical exercises to reinforce resilience, data protection, employee awareness and response capability as cyber risks grow more complex.	Excellent
Operations	Intellectual-property management / low	Implement the information-cycle controls in Taiwan's internal-control system to protect Company intellectual property.	Excellent
Environmental protection	Climate-change management / low	Identify climate risks and opportunities; conduct GHG inventories and analyze emission trends and hotspots to support future reduction targets; incorporate lower environmental impact throughout product life cycles and work with the supply chain to develop energy-saving products.	Effective
Environmental protection	Wastewater and waste management / low	Apply the Energy and Resource Use Management Procedure to water and electricity. Only domestic wastewater is discharged to the sewer; water conservation reduces discharge. Under the Waste Management Procedure, general waste is sorted and delivered to qualified recyclers and industrial waste is collected by licensed resource-treatment providers.	Excellent
Social responsibility	Occupational safety / low	Implement legally required strategies, periodic health examinations, production-line noise monitoring, safety communication, fire-safety training and drills.	Excellent
Social responsibility	Supplier management / low	Apply purchasing-control and subcontractor-control procedures and assess supplier management, quality and capacity before transactions.	Effective

2.6 Information Security

2.6.1 Information-security Management Policy

Specific Information-security Actions

In 2025, NYTEX advanced internal training, external continuing education and practical cyber exercises to strengthen operational resilience, data protection, employee awareness and incident-response capability.

Internal Training and Awareness

Periodic training reinforces fundamental security concepts, common social-engineering techniques and the importance of alert daily operation.

Date	Activity
6 March 2025	Information-security alert - forged SPAM email reminder
27 November 2025	Information-security alert - impersonation of the Chairman

External Education

IT and related personnel were encouraged to complete external online training to maintain professional capabilities and awareness of current trends.

Date	Course
17 April 2025	Building digital resilience
17 April 2025	Cybersecurity-protection awareness
6 May 2025	Cybersecurity-protection awareness
7 May 2025	Cybersecurity-protection awareness
19 August 2025	ChatGPT applications, AI development and future cybersecurity threats
10 December 2025	Introduction to information and communication system protection
10 December 2025	ChatGPT applications, AI development and future cybersecurity threats
18 December 2025	Introduction to information and communication system protection
19 December 2025	Introduction to information and communication system protection
29 December 2025	ChatGPT applications, AI development and future cybersecurity threats

Information-security Exercises and 2025 Operations

Exercises and Disaster Response

Exercise	Stage / name	Period
Social-engineering exercise	Initial test	26 June-2 July 2025
Social-engineering exercise	Retest	3-9 September 2025
Disaster-recovery exercise	Tiptop disaster-recovery exercise	26 December 2025

Forward Plan

In accordance with information-security laws, NYTEX plans a cybersecurity risk self-assessment, asset-classification controls and incident-reporting process. The Company also collects intelligence on emerging generative-AI risks, including social fraud and personal-data phishing, to increase resilience and response capability.

Physical-environment Security

The NYTEX Information Security Rules govern operation of the computer room and define controls and implementation measures for personnel, physical and network management, software and data management.

2025 Information-security Performance

NYTEX remains highly alert to protection and security of customer information. No information-security incidents or losses from material information and communication security events occurred in 2025. The Company will continue reinforcing controls to prevent potential issues and maintain the confidentiality, integrity and availability of organizational information.

Quarter	Actions
Q1	External information-security training for IT personnel.
Q2	Watermarks in the OA document-management system to identify users, increase awareness and reduce external file-transfer risk; automatic monthly forced password changes; social-engineering exercise.
Q3	ERP application-access review; security awareness; automatic monthly forced password changes.
Q4	ERP disaster-recovery exercise report; security awareness.

03

SUSTAINABLE SUPPLY

3.1 Industry Supply Chain

3.1 Industry Supply Chain

3.1.1 Industry Overview

NYTEX operates in the midstream of the plastics-composites industry as a material manufacturer and application developer. It provides engineering-plastic composites, high-performance functional materials, customized formulation development and mass-production manufacturing services. The business is technology-intensive and highly customized, combining manufacturing management with R&D and application development.

In 2025, NYTEX products and services were supplied to markets in Taiwan, Mainland China, the Americas and the Asia-Pacific region. Compared with 2024, there were no material structural changes in the Company's industry, upstream suppliers, downstream customers or other business relationships.

3.1.2 Supply-chain Structure

Upstream suppliers include raw-material providers, equipment-maintenance contractors, logistics providers and other operating-service providers. They supply engineering-plastic base resins, synthetic resins, functional fillers, additives, pigments and masterbatches, packaging materials, equipment maintenance, processing, testing and logistics.

NYTEX performs procurement, formulation design, composite processing, compounding, extrusion, quality inspection, packaging and shipment. The resulting high-performance plastic composites, engineering plastics and customized material solutions are supplied to downstream corporate customers, distributors and end-use industries.

NYTEX Value Chain

Position	Business activities	Industry characteristics
Upstream - suppliers	Raw-material suppliers; equipment maintenance, logistics and other providers.	Technology- and capital-intensive; manufacturing and service support.
NYTEX	R&D, formulation design, composite processing, compounding, extrusion, quality inspection, mass production and customized solutions for high-performance plastic composites.	Technology-intensive, R&D-oriented manufacturing with customized application development.
Downstream - customers	Semiconductor and broader AI applications; corporate customers and distributors in electrical and electronic, sports and medical, automotive and motorcycle, networking and other customized applications.	Technology-intensive, application-oriented co-development and project cooperation.

Upstream Suppliers and Downstream Customers

Upstream Suppliers

NYTEX's suppliers provide raw materials, equipment maintenance, logistics and other operating products and services. The Company worked with 294 suppliers in 2025. Suppliers are evaluated quarterly for quality, delivery and cooperation. NYTEX has not yet established explicit supplier-management policies, requirements and implementation measures for occupational health and safety, labor and human rights, information and communication security or privacy protection.

Downstream Customers

The principal sales regions in 2025 were Taiwan, Asia, the Americas and other regions. Taiwan was the largest market, accounting for approximately 46.69% of revenue; Asia accounted for 40.95%, the Americas 12.33%, and other regions 0.03%.

Downstream type	Geographic distribution	Products and services	Business relationship
Semiconductor, electrical and electronic, BBU, networking, automotive and motorcycle, sports and medical, and other industrial customers	Taiwan, Asia, the Americas and other regions	High-performance plastic composites; semiconductor-carrier materials; flame-retardant BBU materials; electrical and electronic materials; Wi-Fi 7 thermal-management materials; functional materials for automotive, motorcycle, sports and medical applications; customized development; material-selection advice; mold-design and processing-technology consulting.	Long-term cooperation, joint development, material validation, mass-production supply and ordinary purchase orders.

04

ENVIRONMENT

- 4.1 Energy Governance
- 4.2 Emissions Monitoring
- 4.3 Water Stewardship
- 4.4 Waste Management

4.1 Energy Governance

NYTEX recognizes the impact of climate change on industry development and operations. By identifying potential climate-related risks and opportunities, the Company continually strengthens environmental management and response capability. An organizational GHG inventory compliant with ISO 14064-1 has been conducted annually since 2021 to track emission trends and hotspots, support reduction targets and energy-saving improvements, and enhance operational resilience.

The environmental-management system covers wastewater, waste, air emissions, energy and resource use, and environmental monitoring and measurement. Climate change and GHG management are included in environmental-sustainability activities. Compliance with environmental laws is the baseline for internal procedures and implementation mechanisms that control environmental risk and improve resource efficiency.

NYTEX has established procedures governing energy and resource use, waste management, air-emission treatment and monitoring, and environmental monitoring and measurement. The Sustainability Promotion Task Force supervises implementation and progressively strengthens environmental governance.

4.1.1 Energy Management

NYTEX introduced the ISO 50001:2018 energy-management system in 2023 to inventory energy resources and directly measure use through on-site meters. The EHS unit consolidates information from operating locations and identifies major energy types at each site.

4.1.2 Energy Consumption

Total energy consumption in 2025 was 25,822.5012 GJ and energy intensity was 17.328 GJ per NT$ million of revenue. Purchased electricity is the principal source. Future conservation plans will focus on reducing reliance on purchased electricity and increasing renewable energy.

Changhua Plant indicator	2023	2024	2025
Purchased electricity (kWh)	6,930,400	7,891,600	7,081,600
Purchased electricity (GJ)	24,949	28,410	25,493.760
Revenue (NT$ million)	1,147.157	1,319.188	1,490.230
Energy intensity (GJ / NT$ million revenue)	21.748	21.536	17.328

The statistics cover the Changhua production site. Conversion: 1 kWh = 0.0036 GJ. Purchased electricity of 7,081,600 kWh equals 25,493.760 GJ; self-consumed solar electricity of 91,317 kWh equals 328.7412 GJ; total energy consumption was 25,822.5012 GJ.

4.1.3 Energy-saving Measures

Using 2024 as the base year, NYTEX incorporated energy-efficiency standards for energy-consuming equipment into conservation planning and replacement priorities, with a target of saving 1% of electricity each year. The following measures saved 1,539.67 GJ and avoided 204.5406 tCO2e in 2025.

Measure	Energy / resource	Calculation	Improvement benefit	Energy saved (GJ)	Emissions avoided (tCO2e)
Centralized vacuum-motor system	Electricity	429,696 kWh/year before improvement less 268,560 kWh/year after improvement	161,136 kWh	580.09	76.3785
Process-wastewater recycling and reuse	Water	24,000 tonnes/year recovered after improvement less 16,200 tonnes/year before improvement	7,800 tonnes of water	Not applicable	1.8174
Energy-efficient motor for oil-mist exhaust	Electricity	322,200 kWh/year before improvement less 55,650 kWh/year after improvement	266,550 kWh	959.58	126.3447
Total	-	-	-	1,539.67	204.5406

4.2 Emissions Monitoring

4.2.1 Greenhouse Gas Inventory

NYTEX follows ISO 14064-1:2018 and applies the operational-control approach to define its organizational boundary. Emission-source significance is assessed by frequency, magnitude of impact, quantification method and risk to determine whether Categories 3 through 6 are included. The Changhua Plant inventory is externally verified. The organizational boundary for the 2025 inventory and verification was the Changhua Plant, and the reporting boundary covered Categories 1 through 4.

The inventory covers carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF_6) and nitrogen trifluoride (NF_3). Activity data are multiplied by emission factors and global-warming-potential values to calculate tonnes of carbon dioxide equivalent (tCO_2e). Emission factors are based on the latest GHG Emission Factor Management Table announced by Taiwan's Ministry of Environment; GWP values use the IPCC Sixth Assessment Report.

Total 2025 GHG emissions were 42,461.106 tCO_2e. Based on Changhua Plant revenue of NT$1,490.230 million, emissions intensity was 28.493 tCO_2e per NT$ million of revenue.

Indicator	2024	2025
Scope 1 (tCO_2e/year)	65.9175	66.2361
Scope 2 (tCO_2e/year)	3,740.6184	3,356.6784
Scope 3 (tCO_2e/year)	48,900.9561	39,038.1919
Total Scope 1 + 2 + 3 (tCO_2e/year)	52,707.492	42,461.106
Emissions intensity (tCO_2e / NT$ million revenue)	39.95	28.49

The 2025 electricity emission factor uses the 2024 factor of 0.474 kg CO_2e/kWh. Scope 3 includes upstream and downstream transport and distribution, employee commuting, business travel, waste transport, energy and raw-material purchases, electricity, diesel and gasoline, LPG, tap water and waste treatment. GWP values use IPCC AR6 (2021). Intensity is presented in response to regulatory requirements. The 2024 and 2025 statistics cover the Changhua production site.

4.3 Water Stewardship

4.3.1 Water Withdrawal, Discharge and Consumption

In 2025, NYTEX used 30,826 cubic meters of tap water, including 16,252 cubic meters for production processes. Based on 2025 revenue of NT$1,490.23 million, water-use intensity was 20.685 cubic meters per NT$ million of revenue.

Indicator	2023	2024	2025
Total tap-water use (m3)	31,229	34,338	30,826
Process water consumption (m3)	25,235	29,430	16,252
Revenue (NT$ million)	1,147.16	1,319.19	1,490.23
Water-use intensity (m3 / NT$ million revenue)	27.223	26.030	20.685

Basis	Disclosure
Water type	Industrial use supplied by tap water.
Standard, method or assumption	Water bills measured in cubic meters.
Statistical boundary	Changhua production site.

4.4 Waste Management

4.4.1 Waste Collection and Disposal

NYTEX generated 170.34 tonnes of waste in 2025. Hazardous industrial waste was 0.000 tonnes (0.0%); all 170.34 tonnes were non-hazardous industrial waste (100.0%). Of the non-hazardous waste, 35.9 tonnes of waste plastic were recycled, accounting for 21.1% of total annual waste.

In addition to reducing waste at the source, NYTEX seeks to increase the resource value of existing waste. Subject to local laws and available technology, recovery methods such as recycling and reuse are prioritized to maximize resource utilization.

Indicator	2024	2025	Annual change
Total waste	190.00 tonnes	170.34 tonnes	Decrease of 19.66 tonnes
Waste-reduction rate	-	-	Approximately 10.35%
Waste intensity	Approx. 0.14 tonnes / NT$ million revenue	Approx. 0.11 tonnes / NT$ million revenue	Decrease of approx. 21.4%

Year	Total waste (tonnes)	Waste category	Weight (tonnes)	Intensity (tonnes / NT$ million revenue)
2024	190.00	Waste plastic	78.30	0.14
2024	190.00	Packaging materials	52.01	0.14
2024	190.00	General industrial waste	25.20	0.14
2024	190.00	Other / unclassified waste	34.49	0.14
2025	170.34	Waste plastic	35.90	0.11
2025	170.34	Packaging materials	50.35	0.11
2025	170.34	General industrial waste	27.21	0.11
2025	170.34	Other / unclassified waste	56.88	0.11

05

EMPLOYEE CARE

5.1 Human Capital

5.1.1 Workforce Management

NYTEX regards employees as its most important assets. Based on labor laws in the locations where it operates, the Company maintains human-resources procedures, reward mechanisms and work rules and regularly reviews regulatory updates to protect fundamental labor rights. Child labor, discrimination, workplace sexual harassment and forced labor are prohibited. Independent grievance channels support a safe, equal and free working environment.

Recruitment emphasizes education and experience, professional skills, integrity and commitment. NYTEX also employs persons with disabilities in accordance with law and protects their right to work. Employees at the same grade or performing the same function receive the same benefits, compensation standards and training regardless of gender, age or nationality. Annual performance appraisals provide a basis for retention, promotion, salary adjustment and bonuses.

If an operational change could materially affect employee rights - including organizational, work-location or position changes or other major arrangements - NYTEX follows applicable laws, internal procedures and labor-management communication mechanisms and provides affected employees with timely advance notice. No material operational changes occurred in 2025, and no collective bargaining agreement specified a minimum notice period.

5.1.2 Talent Recruitment

At the end of 2025, NYTEX had 167 employees: 165 permanent and two temporary employees. All 167 were full-time; there were no part-time or non-guaranteed-hours employees.

Employment type	Men	Women	Other	Total
All employees	130	37	0	167
Permanent employees	128	37	0	165
Temporary employees	2	0	0	2
Full-time employees	130	37	0	167
Part-time employees	0	0	0	0
Non-guaranteed-hours employees	0	0	0	0

Permanent employees have indefinite-term contracts; temporary employees have fixed-term contracts. Full-time and part-time status follows local statutory weekly-hour definitions. Non-guaranteed-hours employees have no guaranteed minimum or fixed daily, weekly or monthly hours, such as on-call employees.

Employee Headcount

Men	Women	Other	Total employees
130	37	0	167

WORKFORCE SNAPSHOT

Men represented 78% of the workforce and women 22%. The table reflects all employees in Taiwan at year-end.

Workforce Diversity

Men accounted for 78% of employees and women for 22%. Employees aged 30-50 were the largest age group, accounting for 51% of the workforce. NYTEX employed two persons with disabilities in accordance with law and had no employees identifying as Indigenous people.

Employees by Job Grade and Diversity Indicator at Year-end 2025

Indicator	Senior management	Middle management	Frontline supervisors	Rank-and-file	Total
Total employees	15	21	26	105	167
Share of workforce	9%	13%	16%	63%	100%
Men	12	16	24	78	130
Women	3	5	2	27	37
Other gender	0	0	0	0	0
Age 29 or younger	0	0	1	28	29
Age 30-50	4	13	13	56	86
Age 51 or older	11	8	12	21	52
Indigenous status	0	0	0	0	0
Persons with disabilities	1	0	0	1	2

Employees by Job Grade and Diversity Indicator - Percentages

Indicator	Senior management	Middle management	Frontline supervisors	Rank-and-file	Total
Men	80%	76%	92%	74%	78%
Women	20%	24%	8%	26%	22%
Other gender	0%	0%	0%	0%	0%
Age 29 or younger	0%	0%	4%	27%	17%
Age 30-50	27%	62%	50%	53%	51%
Age 51 or older	73%	38%	46%	20%	31%
Indigenous status	0%	0%	0%	0%	0%
Persons with disabilities	7%	0%	0%	1%	1%

Percentages use the employee total for the corresponding job grade and indicator. For example, the percentage of men among rank-and-file employees equals male rank-and-file employees divided by total rank-and-file employees.

Employees by Function and Diversity Indicator at Year-end 2025

Indicator	Production	R&D and Quality Assurance	Administration and Logistics	Sales	Total
Total employees	72	29	41	25	167
Share of workforce	43%	17%	25%	15%	100%
Men	70	24	19	17	130
Women	2	5	22	8	37
Other gender	0	0	0	0	0
Age 29 or younger	19	2	5	3	29
Age 30-50	37	18	15	16	86
Age 51 or older	16	9	21	6	52
Indigenous status	0	0	0	0	0
Persons with disabilities	1	0	1	0	2

Employees by Function and Diversity Indicator - Percentages

Indicator	Production	R&D and Quality Assurance	Administration and Logistics	Sales	Total
Men	97%	83%	46%	68%	78%
Women	3%	17%	54%	32%	22%
Other gender	0%	0%	0%	0%	0%
Age 29 or younger	26%	7%	12%	12%	17%
Age 30-50	51%	62%	37%	64%	51%
Age 51 or older	22%	31%	51%	24%	31%
Indigenous status	0%	0%	0%	0%	0%
Persons with disabilities	1%	0%	2%	0%	1%

Percentages use the employee total for the corresponding function and indicator. For example, the percentage of men in R&D and Quality Assurance equals men in those functions divided by the total number of employees in those functions.

Recruitment and New Hires

NYTEX maintains a comprehensive recruitment system, seeks shared growth with employees and respects employees' career choices. In 2025, the Company recruited 24 employees: 19 men and five women, with most aged 30-50. Sixteen employees left during the year, including no age-based retirees; all 16 were men. Reasons included family-care responsibilities, relocation and career changes. To protect employee rights and improve recruitment, responsible managers conduct exit interviews with all departing employees and use the findings to improve HR management.

New Hires in 2025

Gender	Age group	Taiwan / total	New-hire rate
Men	29 or younger: 5; 30-50: 13; 51 or older: 1	19	15%
Women	29 or younger: 2; 30-50: 2; 51 or older: 1	5	14%
Other gender	All age groups: 0	0	0%
Total	24	24	14%

Advance Notice for Termination

For major operating changes, workforce adjustments, force majeure or employee unsuitability, NYTEX provides advance notice and severance pay in accordance with Taiwan's Labor Standards Act:

- Service of at least three months but less than one year: 10 days' notice.
- Service of at least one year but less than three years: 20 days' notice.
- Service of at least three years: 30 days' notice.

Employee Turnover and Labor-management Agreements

Employees Leaving in 2025

Gender	Age group	Taiwan / total	Turnover rate
Men	29 or younger: 4; 30-50: 10; 51 or older: 2	16	12%
Women	All age groups: 0	0	0%
Other gender	All age groups: 0	0	0%
Total	16	16	10%

5.1.3 Labor-management Agreements

NYTEX works to create a harmonious and equal communication platform between employees and the Company. Labor-management meetings, the Employee Welfare Committee and the employee suggestion mailbox provide diverse, accessible channels that protect the rights and obligations of both parties and support timely improvements to the working environment and labor-management rules.

5.2 Compensation and Benefits

5.2.1 Equitable and Competitive Compensation

NYTEX values talent retention and development and provides competitive compensation and comprehensive benefits. Salary standards consider local laws, peer-market conditions and living standards and do not vary based on gender, race, language, religion, age, political affiliation or marital status. Starting-pay standards are the same for men and women; final compensation reflects service, experience, performance and position allowances. Compensation consists of base salary, meal allowance, bonuses and other allowances. Annual salary adjustments reflect operating conditions, and performance bonuses encourage employees and the Company to grow together.

5.2.2 Comprehensive Benefits

NYTEX provides a range of benefits to increase employee cohesion and market competitiveness. The Employee Welfare Committee plans and administers programs available to all full-time employees. The Company and employees make monthly contributions to the Committee's welfare account. The Committee regularly tracks fund use and employee feedback.

Category	Benefits
Insurance	Labor insurance and National Health Insurance at statutory contribution grades.
Marriage, bereavement, childbirth and holiday gifts	Childbirth allowance; parental leave; housewarming gift; three major festival bonuses; birthday gift; marriage and bereavement gifts.
Subsidies and allowances	Hospitalization consolation and major-disaster assistance; health-examination subsidy; travel allowance; subsidy for employee-arranged training courses outside the Company's planned curriculum.
Activities	Domestic or overseas employee trips; year-end banquet with prize drawing and cash gifts.
Other	Employee dormitory; plant cafeteria; afternoon refreshments from time to time.

Retirement Benefits

NYTEX makes legally required pension contributions to protect retiring employees. In Taiwan, benefits under the old pension system are paid from the Labor Pension Reserve Fund account when eligibility requirements are met. Benefits under the new system are paid from each employee's individual labor-pension account. The Company also holds farewell gatherings to thank retiring employees for their service.

Item	Rules
Voluntary retirement eligibility	At least 15 years of service and age 55; at least 25 years of service; or at least 10 years of service and age 60.
Mandatory retirement	Age 65; or mental incapacity or physical disability that makes the employee unable to perform work.
Old-system payment standard	Two base units for each year of service up to 15 years and one base unit for each year thereafter, capped at 45 units. Service under six months is counted as six months; service of six months or more is counted as one year. If mandatory retirement due to mental incapacity or physical disability results from execution of duties, the pension calculated under the preceding rules is increased by 20%.
Base-unit calculation	Under the old system, the base is the average wage for the six months preceding approved retirement.
Payment timing	When voluntary-retirement conditions are met, the full pension is paid within 30 days of retirement. If a lump-sum payment is impossible, installments may be made after approval by the competent authority.
Other rules	An employee applies using a retirement application form. Mandatory retirement is submitted by the relevant unit for approval and the employee is notified to complete procedures. The right to claim a pension expires if not exercised for five years from the month after retirement.
New-system contributions	Each month, the Company contributes 6% of the employee's wage according to the contribution-grade table to the individual pension account administered by the Bureau of Labor Insurance.

5.3 Diverse Development

5.3.1 Training and Development

NYTEX values competency development and believes continuing education enables employees and the Company to grow together. Diverse learning channels and courses with both depth and breadth build employees' skills and knowledge.

In 2025, NYTEX offered 62 courses, with 304 participant instances and 1,450.00 participant-hours. Average training per employee was 8.68 hours, an increase from 2024. At year-end, the Company had 167 employees, including 165 permanent and two temporary employees; all were full-time.

2025 Training

Course category	Courses	Participant instances	Participant-hours
New-hire orientation	4	51	119.00
Professional competency	57	252	1,328.00
Management and leadership	1	1	3.00
Total	62	304	1,450.00

Training policy does not differ by gender. Men averaged 9.03 hours of training in 2025 and women averaged 7.47 hours.

Gender	Average training hours
Men	9.03
Women	7.47

Average training hours by gender equal total training hours for the gender divided by year-end employees of that gender.

Training, Transition Assistance and Performance Appraisal

Average Training Hours by Job Grade

Job grade	2025 average hours
Senior management	3.60
Middle management	14.93
Frontline supervisors	9.94
Rank-and-file employees	7.65

Average training hours equal total training hours for the grade divided by year-end employees in the grade.

Employee-transition Assistance

Retirement can involve psychological anxiety, changes in family interaction and daily-care needs as employees adjust to leaving work, reduced income and physical changes. NYTEX cooperates with on-site health-care professionals to provide consultation on retirement and second-career topics, helping employees anticipate and plan for retirement. Employees dismissed because of internal adjustments or force majeure receive statutory severance pay together with job-matching assistance and one-on-one counseling to reduce psychological and financial pressure during the transition.

5.3.2 Performance Appraisal

The Employee Performance Appraisal Rules include end-of-probation reviews and annual appraisals to reflect actual performance, provide positive feedback and establish goals for the following year. HR rules also govern rewards and discipline. Department heads submit recommended actions to the General Manager for decision and publication. Reward and disciplinary records and annual appraisal results support promotion, salary adjustment and bonuses.

All new employees completed probationary appraisals in 2025. Except for employees who joined during the year or were on unpaid leave, all other full-time employees completed annual appraisals.

Gender	Employees appraised	Year-end employees	Percentage
Men	116	130	89%
Women	35	37	95%
Other	0	0	-
Total	151	167	90%

Annual Performance Appraisals by Grade and Function

By Job Grade

Job grade	Employees appraised	Year-end employees	Percentage	Men	Women	Other
Senior management	10	15	67%	67%	67%	-
Middle management	19	21	90%	88%	100%	-
Frontline supervisors	23	26	88%	88%	100%	-
Rank-and-file employees	99	105	94%	94%	96%	-
Total	151	167	90%	-	-	-

By Function

Function	Employees appraised	Year-end employees	Percentage	Men	Women	Other
Production	67	72	93%	93%	100%	-
R&D and Quality Assurance	29	29	100%	100%	100%	-
Administration and Logistics	32	41	78%	63%	91%	-
Sales	23	25	92%	88%	100%	-
Total	151	167	90%	-	-	-

Each percentage equals employees appraised in the relevant job grade, function and gender category divided by year-end employees in that category.

5.4 Workplace Safety

5.4.1 Occupational Health and Safety Management

Workers are essential to NYTEX operations. Safety or health risks in the workplace may have material economic impacts and affect the health and lives of employees and external workers. In accordance with applicable occupational health and safety laws and the ISO 45001:2018 occupational health and safety management system, NYTEX uses the Plan-Do-Check-Act cycle as its management framework. An Occupational Health and Safety Committee identifies risks in the working environment, establishes management rules and control procedures, and conducts internal audits regularly to prevent accidents and protect worker health and safety.

External workers are people other than employees who perform Company-assigned work on or off NYTEX premises, such as raw-material suppliers, equipment-maintenance contractors and external consultants.

The Changhua Plant's occupational health and safety management system has been externally verified.

Operating location	Certification	Applicable area	Employees covered	Coverage	External workers covered	Coverage	Exclusions
Changhua Plant	ISO 45001	Areas within the plant boundary	165	100%	0	0%	No temporary on-site workers

Coverage uses year-end headcount and was subject to internal audit and external verification. All internal employees at the Changhua Plant were covered. No non-employee workers within the plant were included in the reported coverage.

Occupational Health and Safety Committee

The Occupational Health and Safety Committee consists of labor and management representatives. It has 11 members and is chaired by the EHS Director. The Committee meets annually to review OHS management rules, the effectiveness of management procedures, training plans and occupational-accident investigation reports.

An OHS management team under the Committee performs periodic risk assessments, plans and implements policy, arranges annual training, occupational-health services and health-promotion activities, and publishes management rules and policy information on the corporate website. Procedure documents are available in multiple languages for foreign employees so all colleagues understand the policy.

Multilingual Traffic-safety Program

Recognizing the needs of a multicultural workforce, NYTEX cooperated with the Beidou Precinct of the Changhua County Police Bureau on 15 September 2025 to provide a traffic-safety program with multilingual explanations and case studies. The course addressed:

- The seriousness and penalties of drunk driving.
- Rules for electric bicycles and motorcycles in Taiwan.
- Correct responses after a traffic accident.

Foreign colleagues are important to operations. NYTEX will continue using training and cross-functional cooperation to build comprehensive safety and care mechanisms, support a stable and secure workplace, and improve operating efficiency and social trust.

Traffic-safety awareness program with the Changhua County Police Bureau | 15 September 2025

Worker Communication, Reporting and Risk Assessment

Communication and Reporting

The OHS management team provides an independent mechanism through which workers may give anonymous feedback, communicate or seek advice using a hotline and justin@nytex.com.tw. Employees with foreign-language needs are assisted by multilingual employees or commissioned interpreters to enable effective two-way communication.

Employees, suppliers and contractors are encouraged to report workplace safety and health concerns. If an immediate risk is highly likely, a worker may stop work and move to a safe location, provided this does not endanger others, and must report to the department head and OHS management team. The team investigates immediately, assesses likelihood and severity, develops measures and reports to the OHS Committee. Investigation findings and decisions are announced to all workers. Employees and external workers who proactively report hazards may receive performance recognition.

Occupational Health and Safety Risk Assessment

The Hazard Identification and Risk Assessment Management Procedure follows local OHS laws and is implemented by the OHS management team. The team received professional hazard-identification and assessment training in 2025, and members were encouraged to obtain external certifications.

Each year, the team reviews working areas and classifies risks as high, medium-high, medium or low according to severity, likelihood and existing safeguards. It identifies potential major accidents or occupational diseases and establishes controls for medium and high risks. External personnel periodically audit control effectiveness.

Additional assessments are conducted when equipment or operating procedures change materially, after a serious occupational accident, or upon a material worker complaint. Risk levels and preventive measures are revised promptly to prevent harm.

Risk Classification and Response Mechanisms

Risk level	Management mechanism
High	Establish operational controls and monitoring requirements; review effectiveness every six months; include the issue in management inspections and improvement priorities.
Medium-high	Establish operational controls and monitoring requirements; review effectiveness annually.
Medium	Conditionally acceptable where appropriate procedures, controls and safeguards exist; establish additional controls as needed.
Low	Accept the current condition; no further measures required.

Examples of Risk Controls

Level / operation	Cause	Potential consequence	Existing safeguards	Management / emergency / operational response	Training / PPE
High - stacking	Collapse or cave-in	Injury or fatality	Operators must hold forklift-operation certification and wear required PPE.	Inspect stacks; monitor stacking conditions from time to time.	Periodic drills and scheduled training; safety shoes and helmets.
Medium-high - batch change	Electricity leakage or electric shock, including static electricity and sparks	Injury or fatality	Shut down power before maintenance.	Equipment safety devices and personnel awareness.	Qualified personnel and scheduled training; protective devices.

High-risk Items, Controls and Training

High-risk Work at the Changhua Plant

Risk item	Hazard	Control measure
Work at height	Fall while replacing lighting	Assign personnel who have completed certified work-at-height training.
Forklift operation	Collapse of stacked material	Assign personnel who have completed certified forklift-operation training.

Occupational Health and Safety Training

OHS education and communication establish safety awareness among employees and contractors. All employees receive general OHS training annually. Knowledge and skills training for employees and external workers is tailored to departmental work and working environments.

Risk category	Course content	Audience	Hours / frequency
High	General OHS education: overview of laws, OHS concepts and work rules, standard operating procedures, emergency response, fire safety and first aid.	All employees	3 hours / as needed
Medium-high	Prevention of occupational accidents and diseases, including handling, burns and mixing.	Operating departments	3 hours / as needed
Medium	Procedures for high-hazard work, including work at height, cranes and forklifts.	Operating departments	External training
Low	Emergency response for dangerous situations, including fire and earthquake drills.	All employees	3 hours / semiannual

Occupational-health Services and Health Promotion

NYTEX assesses factors in working environments and job activities that may pose material risk. PPE is provided to reduce excessive exposure to hazardous substances. Employees working in special environments receive specialized annual examinations, with follow-up to support early response and treatment. Partner clinics and medical institutions provide testing and treatment if occupational-disease symptoms arise.

Full-time employees receive an annual general health-examination subsidy. Medium- and high-level abnormal results are tracked. Based on employee age, three years of examination data and common major diseases identified by Taiwan's Ministry of Health and Welfare, principal personal health risks include cancer, insufficient exercise, unhealthy diet and psychological stress. NYTEX provides health education, cancer screening and on-site physician consultations and encourages exercise.

Monthly Health-promotion Topics in 2025

Month	Topic
January	Preventing shoulder pain during office work
February	Regular screening and timely endoscopy
March	Distinguishing whole foods from processed foods
April	High triglycerides: causes, symptoms and improvement
May	Five steps to reduce seborrheic dermatitis
June	Cervical cancer is preventable: regular screening protects women's health
July	Kidney-stone types, symptoms and dietary adjustments
August	Avoiding six pitfalls for stable blood sugar
September	Exercises to relieve physical discomfort
October	Five common harmful habits associated with diabetes
November	Healthy weight loss
December	The importance of early lung-cancer screening and the role of LDCT

Supplier OHS Audits

Suppliers are required to follow the Supplier Code of Conduct, including OHS provisions. Key suppliers are audited annually for compliance, occupational injuries and diseases, and management deficiencies. Non-serious findings receive recommendations and a three-month improvement period, followed by re-audit. All suppliers passed OHS audits in 2025. NYTEX also provides OHS rules, general safety training and emergency drills for high-risk contractors, sharing its experience to promote a safe and healthy supply chain.

5.4.2 Occupational Injuries and Ill Health

NYTEX has a standard OHS incident-reporting procedure. When an event occurs, the injured person, workplace supervisor or other personnel respond under the safety-management process and immediately report to the EHS Department's occupational-incident system, describing the nature, person involved, location, cause and severity. EHS classifies the event, notifies HR, relevant EHS personnel or medical institutions, and investigates the work environment, personnel actions and standard procedures.

After determining the cause, EHS reports findings and an improvement plan to the department head and OHS Committee. They decide improvements to the workplace or standard procedures. Disposition and follow-up results are announced to employees and vendors, and training on new controls is reinforced within three months. Through training and safety controls, NYTEX has had no occupational accidents for two consecutive years and aims to maintain a recordable-incident rate of zero through 2028.

Employee Occupational Injury and Ill-health Statistics

Indicator	2023	2024	2025
Total working hours	6,768	6,480	5,976
Occupational-injury fatalities	0	0	0
Fatality rate	0	0	0
High-consequence injuries, excluding fatalities	0	0	0
High-consequence injury rate	0	0	0
Recordable injuries	0	0	0
Recordable injury rate	0	0	0
Occupational-disease cases	0	0	0
Occupational-disease rate	0	0	0

Rates equal the relevant number of cases divided by total working hours multiplied by 200,000. A high-consequence injury is one from which an employee cannot, or is not expected to, recover to pre-injury health within six months, excluding fatalities. Recordable injuries include all occupational injuries, high-consequence injuries and fatalities.

Occupational-hazard Analysis and Near Misses

Employee Events by Hazard Type

Hazard type	2023 recordable / disease	2024 recordable / disease	2025 recordable / disease
Physical	0 / 0	0 / 0	0 / 0
Chemical	0 / 0	0 / 0	0 / 0
Biological	0 / 0	0 / 0	0 / 0
Ergonomic	0 / 0	0 / 0	0 / 0
Psychosocial	0 / 0	0 / 0	0 / 0
Total	0 / 0	0 / 0	0 / 0

Near-miss Incidents

Two near misses occurred in 2025 when on-site dust and oil mist triggered warning alarms. NYTEX strengthened standard operating procedures and management mechanisms to prevent actual harm.

Near-miss type	2025 occurrences	Description	Improvement
Alarm activation	2	On-site dust cleaning	Strengthened exhaust ventilation

Year	Near-miss incidents
2023	5
2024	2
2025	2

06

SOCIAL INCLUSION

6.1 Social Investment

6.1.1 Social Investment Strategy

NYTEX allocates corporate resources to social participation in response to stakeholders and uses the UN Sustainable Development Goals as its guiding framework. Based on operating capabilities, actions are connected to SDG 1 No Poverty, SDG 4 Quality Education, SDG 11 Sustainable Cities and Communities, and SDG 17 Partnerships for the Goals.

The social-participation process consists of:

- Assess: evaluate the Company's positive and negative impacts on the SDGs.
- Plan: formulate strategies to reduce negative impacts and enhance positive impacts.
- Implement: carry out activities and programs under the plan.
- Feedback: evaluate performance and target achievement and use the results to revise future plans and programs.

NYTEX has introduced the framework of Social Return on Investment as a management process for social-participation activities. The Company seeks to use its core operating capabilities to improve stakeholder well-being, create positive social value, reduce negative impacts such as human-rights harms and strengthen corporate social impact. Impact-assessment methods support effective tracking and decision-making. NYTEX will continue investing resources and regularly reviewing improvements to deepen participation and allocate resources effectively.

Social-participation Type

Type	Amount (NT$)	Percentage
Charitable contributions	1,453,680	85.28%
Community participation	151,000	8.86%
Commercial initiatives	100,000	5.87%
Total	1,704,680	100%

Form of Resource Input

Form	Amount (NT$)	Percentage
Cash contributions	1,698,600	99.64%
In-kind contributions	0	0.00%
Time cost	6,080	0.36%
Management expense	0	0.00%
Total	1,704,680	100%

6.1.2 Social Participation Outcomes

NYTEX contributes corporate resources and invites employees to participate in community development, educational empowerment, arts and culture, environmental protection and other programs with long-term partner institutions and venues.

2025 Projects and Resources

Area / project	Cash (NT$)	Time cost (NT$)	SDG
Community - Changhua County Police Friends Association, Beidou activity fund	50,000	0	SDG 11
Community - Fulong Temple	2,000	0	SDG 11
Education - scholarship, Hexing Elementary School, Pitou Township	76,500	0	SDG 4
Education - scholarship, Pitou Elementary School, Pitou Township	60,000	0	SDG 4
Education - Pitou Junior High School Parents Association	99,000	0	SDG 11
Arts and culture - TECO Technology Foundation	300,000	0	SDG 11
Arts and culture - OneSong Orchestra	200,000	0	SDG 11
Public welfare - Taipei County University Lions Club	60,500	0	SDG 17
Public welfare - Taipei County University Lions Club	245,000	0	SDG 17
Public welfare - National Innovation and Entrepreneurship Association	100,000	0	SDG 17
Public welfare - Law Foundation	50,000	0	SDG 17
Vulnerable-group support - Taiwan Fund for Children and Families	240,000	0	SDG 1
Vulnerable-group support - Changhua Branch, Taiwan Fund for Children and Families	100,000	0	SDG 1
Vulnerable-group support - Boyo Social Welfare Foundation	100,000	0	SDG 1
Vulnerable-group support - charity cookie sale for TFCF fair	15,600	6,080	SDG 1

No in-kind contributions or management expenses were reported for these projects.

2025 Social Participation Project Results

PROJECTS ON THIS PAGE
8

REPORTING FORMAT
Purpose + outcome

PRIMARY STAKEHOLDERS
Community residents / NGO

01 Taiwan Fund for Children and Families

PURPOSE
Support care services for children and disadvantaged families through financial, living and educational assistance.

OUTCOME
Stable support, improved basic living security and educational opportunities.

02 Changhua Branch, Taiwan Fund for Children and Families

PURPOSE
Continue local support for disadvantaged families and children through the Changhua service unit.

OUTCOME
Stronger local support network for child care, educational accompaniment and community care.

03 Hexing Elementary School scholarship

PURPOSE
Reduce family education burdens and help local students attend school with confidence.

OUTCOME
Better access to educational resources, learning continuity and schooling opportunities.

04 Pitou Elementary School scholarship

PURPOSE
Support local primary education, encourage learning and advance educational equity.

OUTCOME
Stronger local resources for school attendance and learning development.

05 Changhua County Police Friends Association, Beidou activity fund

PURPOSE
Support public safety, police-community cooperation, community-safety communication and public order.

OUTCOME
Greater safety awareness, police-community interaction and local safety networks.

06 TECO Technology Foundation

PURPOSE
Support public-interest programs in technology, education and arts and culture, talent development and cultural advancement.

OUTCOME
Resources for technology education, cultural promotion, talent development and positive social impact.

07 Pitou Junior High School Parents Association

PURPOSE
Support school administration, student activities and educational development.

OUTCOME
Stronger local educational resources and diverse learning and campus activities.

08 Taipei County University Lions Club - first contribution

PURPOSE
Support community services, fundraising, vulnerable-group care and local public-welfare work.

OUTCOME
Expanded resources for community services and vulnerable groups.

2025 Social Participation Project Results

PROJECTS ON THIS PAGE	REPORTING FORMAT	PRIMARY STAKEHOLDERS
7	Purpose + outcome	Community residents / NGO

01 Taipei County University Lions Club - continuing contribution

PURPOSE
Support social care and public services and demonstrate commitment to community well-being.

OUTCOME
Effective implementation, greater mutual assistance and social participation.

02 OneSong Orchestra

PURPOSE
Support local Taiwanese music and arts, culture and music education.

OUTCOME
More arts performances, cultural promotion and public participation in Taiwanese music.

03 Fulong Temple

PURPOSE
Support local religious and community activities and strengthen resident interaction and cohesion.

OUTCOME
Local activities, community participation and stronger local connections.

04 National Innovation and Entrepreneurship Association

PURPOSE
Support innovation, entrepreneurship exchange and industry-development activities and connect experience with entrepreneurial resources.

OUTCOME
Stronger innovation ecosystem, industry talent and enterprise networks.

05 Law Foundation

PURPOSE
Support legal education, rule-of-law awareness and public-interest activities.

OUTCOME
Greater public understanding of law and public issues.

06 Boyo Social Welfare Foundation

PURPOSE
Support after-school tutoring and educational accompaniment for disadvantaged students and reduce urban-rural and family resource gaps.

OUTCOME
Improved access to tutoring, educational equity and learning opportunities.

07 TFCF charity-fair cookie sale

PURPOSE
Participate in a charity sale for services to disadvantaged children and families and encourage public participation.

OUTCOME
Additional fundraising resources and greater employee and community engagement in child care.

6.2 Indirect Impacts

6.2.1 Indirect Economic Impacts

NYTEX uses sound management and giving back to society as a foundation of sustainable development. In addition to direct economic results, operations create indirect economic impacts through employment, local supply-chain cooperation, social investment and community resources.

In 2025, long-term partnerships and local-care activities supported social-welfare organizations, arts groups and vulnerable populations. Contributions sustain partner service capacity and indirectly support administration, staffing, promotion and beneficiary care. NYTEX emphasizes stable long-term relationships so resources accumulate and form predictable social-support networks.

The principal operating site is in Changhua. NYTEX creates employment and gives priority consideration to local cooperation in procurement, engineering, general affairs and operating needs. Public-interest activities and external partnerships direct resources to the community, strengthen resilience and support disadvantaged groups. Future management will improve statistics on resources, beneficiaries, partners and impact scope and evaluate SROI or other impact tools.

2025 indicator	Result
Cash contributions	NT$1,698,600
Public-interest partner organizations	12
Employee volunteering	8 participant instances / 32 hours
Long-term cooperation	NT$20,000 monthly to TFCF child-sponsorship programs since 2002, reaching 24 years; support for OneSong Orchestra performances since 2021, reaching five years.

6.2.2 Community Impacts

NYTEX regards coexistence with local communities as a foundation of sustainable operations. The Changhua Plant and Xizhi office are connected to communities, employee families and surrounding stakeholders. The Company considers employment, environmental management, traffic safety, neighboring relations and public-interest participation while pursuing growth and industrial upgrading.

Stable operations create local jobs, and training and benefits improve competency and family economic stability. Support for disadvantaged groups, children and youth, arts and culture and local participation expands positive impact. Potential environmental, safety and community impacts are controlled through pollution prevention, waste management, OHS and site-management systems, with responsible EHS units overseeing daily operations, anomalies and improvements.

No major community protest, material environmental-pollution dispute or material penalty caused by community impact occurred in 2025. Future community communication and impact management will combine EHS and compliance systems with community-care and feedback mechanisms, partnerships, stakeholder engagement, employee participation and local interaction.

Community-impact or grievance indicator	2025
Major community protests	0
Material environmental-pollution disputes	0
Community grievances	0 received / 0 processed

A

APPENDICES

- GRI Standards Content Index
- SASB Sustainability Disclosure Topics and Metrics
- TCFD Climate-related Financial Disclosures
- Independent Assurance Statement

GRI Standards Content Index

Statement of use: Nytex Composites Co., Ltd. has reported in accordance with the GRI Standards for the period 1 January through 31 December 2025.

GRI 1 used: GRI 1: Foundation 2021.

GRI 2: General Disclosures 2021

Disclosure	Report section	Page	Omission / note
2-1 Organizational details	2.1.1 Corporate Information	25	Not applicable
2-2 Entities included in the organization's sustainability reporting	1.1.3 Reporting Boundary	5	Not applicable
2-3 Reporting period, frequency and contact point	1.1.1 Reporting Period	5	Not applicable
2-3 Reporting period, frequency and contact point	1.1.7 Contact Information	6	Not applicable
2-4 Restatements of information	1.1.4 Restatements of Information	6	This is the first report; there are no restatements.
2-5 External assurance	1.1.6 External Assurance	6, 102-106	Not applicable
2-6 Activities, value chain and other business relationships	3.1.2 Supply-chain Structure	49-50	Not applicable
2-7 Employees	2.1.1 Corporate Information	25	Not applicable
2-7 Employees	5.1.2 Talent Recruitment	58-65	Not applicable
2-8 Workers who are not employees	5.4.1 Occupational Health and Safety Management	71	Information not available
2-9 Governance structure and composition	2.2.1 Governance Framework	29-31	Not applicable
2-9 Governance structure and composition	2.2.2 Functional Committees	34	Not applicable
2-10 Nomination and selection of the highest governance body	2.2.1 Governance Framework	29	Not applicable
2-11 Chair of the highest governance body	1.2.1 Message from the Chairman	8	Not applicable

GRI 2: General Disclosures 2021

Disclosure	Report section	Page	Omission / note
2-11 Chair of the highest governance body	2.2.1 Governance Framework	29-30	Not applicable
2-12 Role of the highest governance body in overseeing the management of impacts	1.4.1 Material Topic Assessment Process	15-16	Not applicable
2-12 Role of the highest governance body in overseeing the management of impacts	1.4.2 Impact Management for Material Topics	17-22	Not applicable
2-13 Delegation of responsibility for managing impacts	1.4.1 Material Topic Assessment Process	15-16	Not applicable
2-13 Delegation of responsibility for managing impacts	1.4.2 Impact Management for Material Topics	17-22	Not applicable
2-14 Role of the highest governance body in sustainability reporting	About This Report - Internal Control	6	Not applicable
2-14 Role of the highest governance body in sustainability reporting	2.2.2 Functional Committees	34	Not applicable
2-15 Conflicts of interest	2.2.1 Governance Framework	33	Not applicable
2-16 Communication of critical concerns	2.2.1 Governance Framework	33	Not applicable
2-17 Collective knowledge of the highest governance body	2.2.1 Governance Framework	31-32	Not applicable
2-18 Evaluation of the performance of the highest governance body	2.2.1 Governance Framework	33	Not applicable
2-19 Remuneration policies	2.2.1 Governance Framework	32	Not applicable
2-20 Process to determine remuneration	2.2.1 Governance Framework; 2.2.2 Functional Committees	32, 34	Not applicable
2-21 Annual total compensation ratio	5.2.1 Equitable and Competitive Compensation	66	Not applicable
2-22 Statement on sustainable-development strategy	1.2.1 Message from the Chairman	8	Not applicable
2-23 Policy commitments	2.4.1 Ethical Management	36-38	Not applicable
2-23 Policy commitments	2.4.2 Human Rights Policy	39	Not applicable
2-24 Embedding policy commitments	2.4.1 Ethical Management	36-38	Not applicable

GRI 2: General Disclosures 2021

Disclosure	Report section	Page	Omission / note
2-24 Embedding policy commitments	2.4.2 Human Rights Policy	39	Not applicable
2-25 Processes to remediate negative impacts	1.4.2 Impact Management; Responsible Business Conduct; Worker Reporting	17-22, 36-40, 73	Not applicable
2-26 Mechanisms for seeking advice and raising concerns	2.4.1 Ethical Management	38	Not applicable
2-26 Mechanisms for seeking advice and raising concerns	2.4.2 Human Rights Policy; Worker Reporting	40, 73	Not applicable
2-27 Compliance with laws and regulations	2.4.3 Regulatory Compliance	40	Not applicable
2-28 Membership associations	2.1.1 Corporate Information	28	Not applicable
2-29 Approach to stakeholder engagement	1.3.1 Stakeholder Identification	11-12	Not applicable
2-29 Approach to stakeholder engagement	1.3.2 Stakeholder Communication	13-14	Not applicable
2-30 Collective bargaining agreements	5.1.3 Labor-management Agreements	65	Not applicable

Material Topic Disclosures

Ethical Management - GRI 3-3 Management of Material Topics

GRI Standard	Disclosure	Report section	Page	Omission / note
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	2.4.1 Ethical Management	36-38	Not applicable
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	2.4.1 Ethical Management	36-38	Not applicable
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	2.4.1 Ethical Management	38	Not applicable
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	2.4.1 Ethical Management	38	Not applicable

Energy Management - GRI 3-3 Management of Material Topics

GRI Standard	Disclosure	Report section	Page	Omission / note
GRI 302: Energy 2016	302-1 Energy consumption within the organization	4.1.2 Energy Consumption	52	Not applicable
GRI 302: Energy 2016	302-2 Energy consumption outside the organization	No corresponding section	-	Not compiled for 2025 / not applicable. Supply-chain and logistics energy-consumption data will be developed progressively as information becomes available.

Material Topic Disclosures

Energy Management - GRI 3-3 Management of Material Topics

GRI Standard	Disclosure	Report section	Page	Omission / note
GRI 302: Energy 2016	302-3 Energy intensity	4.1.2 Energy Consumption	52	Not applicable
GRI 302: Energy 2016	302-4 Reduction of energy consumption	4.1.3 Energy-saving Measures	53	Not applicable
GRI 302: Energy 2016	302-5 Reductions in energy requirements of products and services	No corresponding section	-	Not applicable

Social Welfare - GRI 3-3 Management of Material Topics

GRI Standard	Disclosure	Report section	Page	Omission / note
GRI 413: Local Communities 2016	413-1 Operations with local-community engagement, impact assessments and development programs	6.2.2 Community Impacts	80-84	Not applicable
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	6.2.2 Community Impacts	84	Not applicable

Topic-specific Disclosures

GRI Standard	Disclosure	Report section	Page	Omission / note
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2.3.1 Economic Value	35	Not applicable
GRI 201: Economic Performance 2016	201-3 Defined-benefit plan obligations and other retirement plans	5.2.2 Comprehensive Benefits	67	Not applicable
GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	2.3.1 Economic Value	35	Not applicable
GRI 202: Market Presence 2016	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	5.2.1 Equitable and Competitive Compensation	66	Not applicable
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	5.1.2 Talent Recruitment	58-63	Not applicable
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	6.2.1 Indirect Economic Impacts	80-84	Not applicable
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	6.2.1 Indirect Economic Impacts	84	Not applicable
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	4.3.1 Water Withdrawal, Discharge and Consumption	55	Not applicable
GRI 303: Water and Effluents 2018	303-4 Water discharge	4.3.1 Water Withdrawal, Discharge and Consumption	-	Not applicable
GRI 303: Water and Effluents 2018	303-5 Water consumption	4.3.1 Water Withdrawal, Discharge and Consumption	55	Not applicable
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	4.2.1 Greenhouse Gas Inventory	54	Not applicable
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	4.2.1 Greenhouse Gas Inventory	54	Not applicable
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	4.2.1 Greenhouse Gas Inventory	54	Not applicable
GRI 305: Emissions 2016	305-4 GHG emissions intensity	4.2.1 Greenhouse Gas Inventory	54	Not applicable

Topic-specific Disclosures

GRI Standard	Disclosure	Report section	Page	Omission / note
GRI 306: Waste 2020	306-3 Waste generated	4.4.1 Waste Collection and Disposal	56	Not applicable
GRI 306: Waste 2020	306-4 Waste diverted from disposal	4.4.1 Waste Collection and Disposal	56	Not applicable
GRI 306: Waste 2020	306-5 Waste directed to disposal	4.4.1 Waste Collection and Disposal	56	Not applicable
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	5.1.2 Talent Recruitment	64-65	Not applicable
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.2.2 Comprehensive Benefits	66	Not applicable
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	5.1.2 Talent Recruitment	58, 64	Not applicable
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	5.4.1 Occupational Health and Safety Management	71-72	Not applicable
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment and incident investigation	5.4.1 Occupational Health and Safety Management	73-75, 77	Not applicable
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	5.4.1 Occupational Health and Safety Management	76	Not applicable
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation and communication on OHS	5.4.1 Occupational Health and Safety Management	72-73	Not applicable
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on OHS	5.3.1 Training and Development; 5.4.1 OHS Management	75	Not applicable
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	5.4.1 Occupational Health and Safety Management	76	Not applicable
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an OHS management system	5.4.1 Occupational Health and Safety Management	71	Not applicable
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	5.4.2 Occupational Injuries and Ill Health	77	Not applicable
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	5.4.2 Occupational Injuries and Ill Health	77-78	Not applicable

Topic-specific Disclosures

GRI Standard	Disclosure	Report section	Page	Omission / note
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	5.3.1 Training and Development	68	Not applicable
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition-assistance programs	5.3.1 Training and Development	68	Not applicable
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career-development reviews	5.3.2 Performance Appraisal	69-70	Not applicable
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2.2.1 Governance Framework; 5.1.2 Talent Recruitment	29-31, 58-63	Not applicable
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	5.2.1 Equitable and Competitive Compensation; 5.1.2 Talent Recruitment	66, 58-63	Not applicable
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	2.4.2 Human Rights Policy; 5.1.1 Workforce Management	39-40, 58	Not applicable
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	2.4.2 Human Rights Policy	39, 58	Not applicable
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2.4.2 Human Rights Policy	39, 58	Not applicable

SASB Sustainability Disclosure Topics and Metrics

This appendix follows the SASB Chemicals Industry Standard and summarizes NYTEX's principal environmental, social and governance performance and management actions in 2025. Topics include GHG emissions, air quality, energy, water, waste, community relations, workforce health and safety, product design, chemical safety, compliance and operational safety. Where an indicator is not disclosed because of the business model, product attributes or an incomplete data-collection mechanism, NYTEX explains applicability, current management or planned improvement.

No.	Topic / SASB code	2025 performance
01	GHG Emissions - RT-CH-110a.1 / RT-CH-110a.2	NYTEX has conducted an annual GHG inventory under ISO 14064-1:2018 since 2021. The 2025 inventory and external-verification boundary was the Changhua Plant. Total emissions were 42,461.106 tCO2e; based on Changhua Plant revenue of NT$1,490.230 million, intensity was 28.493 tCO2e per NT$ million.
02	Air Quality - RT-CH-120a.1	The report does not disclose quantitative NOx, SOx, VOC or hazardous-air-pollutant emissions. Equipment is managed under environmental laws and the stationary-source permit. In 2025, operating conditions for M01 control equipment differed from the approved permit, resulting in a NT$100,000 penalty under Article 24(2) of the Air Pollution Control Act. NYTEX reconfirmed operating conditions, calibrated flow instruments, strengthened daily checks and records, established anomaly reporting and correction, and reinforced training.
03	Energy Management - RT-CH-130a.1	Total energy consumption was 25,822.5012 GJ, including 25,493.760 GJ of purchased electricity and 328.7412 GJ of self-consumed solar power. Energy intensity based on Changhua Plant revenue was 17.328 GJ per NT$ million. A 578.55 kW solar system increases renewable-energy use and reduces environmental impact.

SASB Sustainability Disclosure Topics and Metrics

No.	Topic / SASB code	2025 performance
04	Water Management - RT-CH-140a.1 / RT-CH-140a.2 / RT-CH-140a.3	Total tap-water use was 30,826 m3 and process-water consumption was 16,252 m3. Based on Changhua Plant revenue of NT$1,490.23 million, water intensity was 20.685 m3 per NT$ million.
05	Hazardous Waste Management - RT-CH-150a.1	Total waste was 170.34 tonnes: hazardous industrial waste 0.000 tonnes (0.0%) and non-hazardous industrial waste 170.34 tonnes (100.0%). Recycled waste plastic was 35.9 tonnes, 21.1% of annual waste.
06	Community Relations - RT-CH-210a.1	NYTEX managed community relations through partnerships, stakeholder communication, employee participation and local interaction. There were no major community protests, material environmental-pollution disputes, material penalties caused by community impact or community grievances.
07	Workforce Health and Safety - RT-CH-320a.1 / RT-CH-320a.2	No fatal occupational accident occurred among direct employees or contract workers; total recordable incident rate was zero and occupational-disease cases were zero.
08	Product Design for Use-phase Efficiency - RT-CH-410a.1	NYTEX engineering plastics and high-performance composites are intermediate materials used in customers' products and processes, rather than use-phase energy-efficiency products sold directly to end consumers.
09	Chemical Safety and Environmental Stewardship - RT-CH-410b.1 / RT-CH-410b.2	NYTEX manages chemical safety, restricted substances and product compliance and uses third-party verification and labeling to strengthen transparency and supply-chain credibility. In 2025, NYTEX was recognized under the SGS Green Mark Carbon Management and Restricted Substances categories, receiving the latter recognition for a second consecutive year.
10	Genetically Modified Organisms - RT-CH-410c.1	NYTEX products are engineering plastics and high-performance composites, not biological, agricultural or food products. No products containing GMOs are used or sold. Revenue from GMO-containing products: 0% / not applicable.

SASB Sustainability Disclosure Topics and Metrics

No.	Topic / SASB code	2025 performance
11	Legal and Regulatory Environment Management - RT-CH-530a.1	NYTEX monitors changes in ESG-related laws and policies covering environmental protection, OHS, human rights, governance and disclosure. Internal control, risk management and responsible units assess impacts. Following the 2025 Changhua Plant penalty concerning M01 air-pollution-control operating parameters, NYTEX confirmed conditions, calibrated instruments, strengthened inspection records, implemented anomaly reporting and training, and will continue permit management, periodic equipment inspections, record reviews and EHS internal audits.
12	Operational Safety, Emergency Preparedness and Response - RT-CH-540a.1 / RT-CH-540a.2	Process safety incident count (PSIC): 0; process safety total incident rate (PSTIR): 0; process safety incident severity rate (PSISR): 0; transportation safety incidents: 0.

TCFD Climate-related Financial Disclosures

Global climate change, supply-chain restructuring, the energy transition, tighter environmental regulations and rising stakeholder expectations create substantial external change. Nytex Composites Co., Ltd. recognizes that sound operations and long-term growth must be accompanied by environmental responsibility. Climate change is integrated into strategy and risk management through GHG inventories, energy management, renewable energy, conservation, circular-material development and process improvement.

This appendix follows the recommendations of the Task Force on Climate-related Financial Disclosures and presents NYTEX's 2025 management actions under governance, strategy, risk management, and metrics and targets. It is intended to help investors, customers, employees, suppliers and other stakeholders understand the Company's climate direction and implementation results.

Governance

The Board is the highest supervisory body for corporate governance and major operating decisions. It oversees operating performance, risk management, internal control and sustainable-development direction, meets at least quarterly, and reviews major economic, environmental and social topics, risks and opportunities through reports and discussion.

The Chairman and General Manager oversee sustainable-development direction. The Sustainability Promotion Task Force promotes, compiles and tracks sustainability matters with the General Manager's Office, Quality Assurance, EHS, General Affairs, Human Resources, Finance and other responsible units. They implement targets, collect data, track performance and take improvements appropriate to each topic. Climate change, energy, GHG emissions, water, waste and environmental compliance are incorporated into daily management so climate and environmental oversight becomes part of systems and processes.

The General Manager's Office and Quality Assurance Department plan the annual sustainability report, compile data and coordinate communication. Responsible units conduct the initial review and internal confirmation, and management provides final approval. ARES International Certification Co., Ltd. provided independent Type 1 moderate assurance under AA1000AS v3 for 2025 to strengthen disclosure credibility.

Strategy

NYTEX believes that climate strategy is a corporate responsibility and a foundation for industry upgrading and long-term competitiveness. As an engineering-plastics and high-performance-composites manufacturer, the Company's products, processes, energy use and raw-material choices are closely connected to environmental impacts and customers' low-carbon supply-chain needs. Climate and environmental sustainability are therefore integrated into product innovation, process and energy management, and supply-chain cooperation.

1. Green-material Innovation

Customized formulations, material-modification technology and customer co-development help balance performance, processability, cost and sustainability. For semiconductor, AI-server, backup-power, IC-tray, drone and other advanced markets, NYTEX develops highly clean, antistatic, high-temperature-resistant, flame-retardant, lightweight, high-strength and recycled solutions.

Circular-material and green-product management in 2025 included in-process recovery, grinding and reuse of NYTEX products, certified recycled products and restricted-substance management. Internal nylon reuse reached 2,974,599 kg and ground self-produced material reuse reached 34,907 kg. Certified recycled-product output rose from 4,182 kg in 2024 to 6,103 kg in 2025; certified products increased from 11 to 15. Circular management is progressing from internal recovery toward traceable and verifiable products that the supply chain can adopt.

2. Low-carbon Production and Operations

Annual inventories under ISO 14064-1:2018 have been conducted since 2021 using the operational-control approach. The 2025 inventory and verification boundary was the Changhua Plant, with external verification. ISO 50001, equipment replacement, process improvement and monitoring reduce energy use.

Changhua solar generation totaled 215,605 kWh in 2025: 91,317 kWh self-consumed and 124,288 kWh sold. Self-consumed solar energy was 328.7412 GJ. Purchased electricity of 25,493.760 GJ plus self-consumed solar resulted in total energy of 25,822.5012 GJ; grid electricity represented 98.73% and renewable energy 1.27%.

3. Enabling Green Industries

Applications include semiconductor carriers, IC trays, BBUs, electrical and electronic products, automotive and motorcycle, sports and medical uses. Material design and formulation support flame retardancy, heat resistance, light weight, insulation, cleanliness and reliability, improve product safety and resource efficiency, and contribute to customer upgrading and low-carbon supply-chain transition.

The strategy supports SDG 7 through solar energy, energy management and conservation; SDG 12 through circularity, recovery, certified recycled products and restricted-substance management; and SDG 13 through GHG inventories, energy management, carbon reduction and material solutions for low-carbon transformation.

Risk Management

NYTEX's risk-management mechanism covers climate change, energy use, environmental regulations, wastewater, waste, occupational safety, information security and operational resilience.

1. Risk Identification and Assessment

Each year, the Sustainability Promotion Task Force and responsible units compile topics from stakeholder communication, survey feedback, laws and policies, industry trends, customer requirements, media information and peer developments. With reference to GRI, SASB and climate-related disclosure frameworks, risks and opportunities are assessed for impact, likelihood, stakeholder concern and operating effect.

2. Climate-change Risk

Physical risks include extreme rainfall, high temperatures, typhoons and unstable water supply, which may affect plant operations, logistics and supply-chain stability. Transition risks include higher carbon-management requirements, energy-price changes, tighter environmental laws, customer low-carbon supply-chain requirements and international demand for product carbon-footprint information and circular materials.

GHG inventories, energy and environmental management, compliance tracking and supply-chain communication strengthen risk-management capability. Climate change and management were classified as environmental risks in 2025. Potential risks and opportunities, historical emission trends and hotspots inform future GHG-reduction targets and environmental-management measures. Wastewater and waste risks and responses are also disclosed in the report.

3. Other Environmental Risks

Wastewater and waste: procedures govern water, electricity and other resources. Qualified collectors or treatment providers manage waste. Total 2025 waste was 170.34 tonnes: 0.000 tonnes hazardous and 170.34 tonnes non-hazardous. Recycled waste plastic was 35.9 tonnes, 21.1% of total waste.

Air quality: control equipment is managed under environmental laws and stationary-source permits. The 2025 M01 operating-parameter discrepancy resulted in a NT$100,000 penalty. NYTEX confirmed operating conditions, calibrated instruments, strengthened daily checks and records, established anomaly reporting and correction, and reinforced environmental-law and equipment-operation training.

Risk Management, Metrics and Targets

Water-resource Management

NYTEX used 30,826 m3 of tap water in 2025, including 16,252 m3 of process-water consumption. Based on Changhua Plant revenue of NT$1,490.23 million, water intensity was 20.685 m3 per NT$ million. Water management, equipment improvements and daily monitoring will continue to improve efficiency.

Operational Resilience and Safety

OHS management, hazard identification, risk assessment, training and emergency drills strengthen awareness and on-site control. In 2025, there were no occupational fatalities, high-consequence injuries or occupational diseases, and total recordable incident rate (TRIR) was zero.

Information-security management, internal training, access control, backups and disaster-recovery exercises reduce potential operating impacts. No information-security incident materially affected operations and no material losses occurred in 2025.

Process management, equipment inspection, training, anomaly reporting and emergency response reduce process-safety risk. In 2025, PSIC, PSTIR and PSISR were all zero. There were no material violations involving integrity, corruption, human rights, gender discrimination, intellectual-property patents, or product and service laws. The air-pollution-control operating-parameter penalty was corrected, and EHS internal audits and compliance management will be reinforced.

Metrics and Targets - 1. GHG Emissions

NYTEX completed its 2025 inventory under ISO 14064-1:2018 using the operational-control approach and assessed source significance by frequency, impact, quantification method and risk. The Changhua Plant was the inventory and verification boundary; the reporting boundary covered Categories 1 through 4 and was externally verified.

Total emissions were 42,461.106 tCO2e. Based on Changhua Plant revenue of NT$1,490.230 million, intensity was 28.493 tCO2e per NT$ million.

Category	2025 emissions	Share
Category 1 - direct emissions	66.2361 tCO2e	0.2%
Category 2 - energy indirect emissions	3,356.6784 tCO2e	7.9%
Category 3	1,076.2676 tCO2e	2.5%
Category 4	37,961.9243 tCO2e	89.4%
Category 5	Not significant	-
Category 6	Not significant	-

Metrics and Targets

1. GHG Emissions - Summary

Indicator	2025
Scope 3 - Category 3 + Category 4	39,038.1919 tCO_2e
Total annual emissions	42,461.106 tCO_2e
Emissions intensity	28.493 tCO_2e / NT$ million revenue

NYTEX will analyze emission hotspots through energy management, conservation, renewable-energy use and process optimization to support future reduction targets and improvement plans.

2. Energy Management and Renewable Energy

Purchased electricity consumption was 25,493.760 GJ. Including self-consumed solar power, total energy was 25,822.5012 GJ and energy intensity was 17.328 GJ per NT$ million of Changhua Plant revenue. Future efforts will reduce reliance on purchased electricity, improve efficiency and increase the renewable-energy share.

Solar generation totaled 215,605 kWh: 91,317 kWh self-consumed and 124,288 kWh sold. Self-consumed solar was 328.7412 GJ. Grid electricity accounted for 98.73% of total energy and renewables 1.27%. Total solar generation was equivalent to 776.178 GJ. Conservation measures saved 1,539.67 GJ and avoided 204.5406 tCO_2e in 2025.

3. Water-resource Management

Total tap-water use was 30,826 m^3 and process-water consumption 16,252 m^3. Intensity was 20.685 m^3 per NT$ million of Changhua Plant revenue. Management, equipment improvements and daily monitoring will improve efficiency.

4. Waste Management

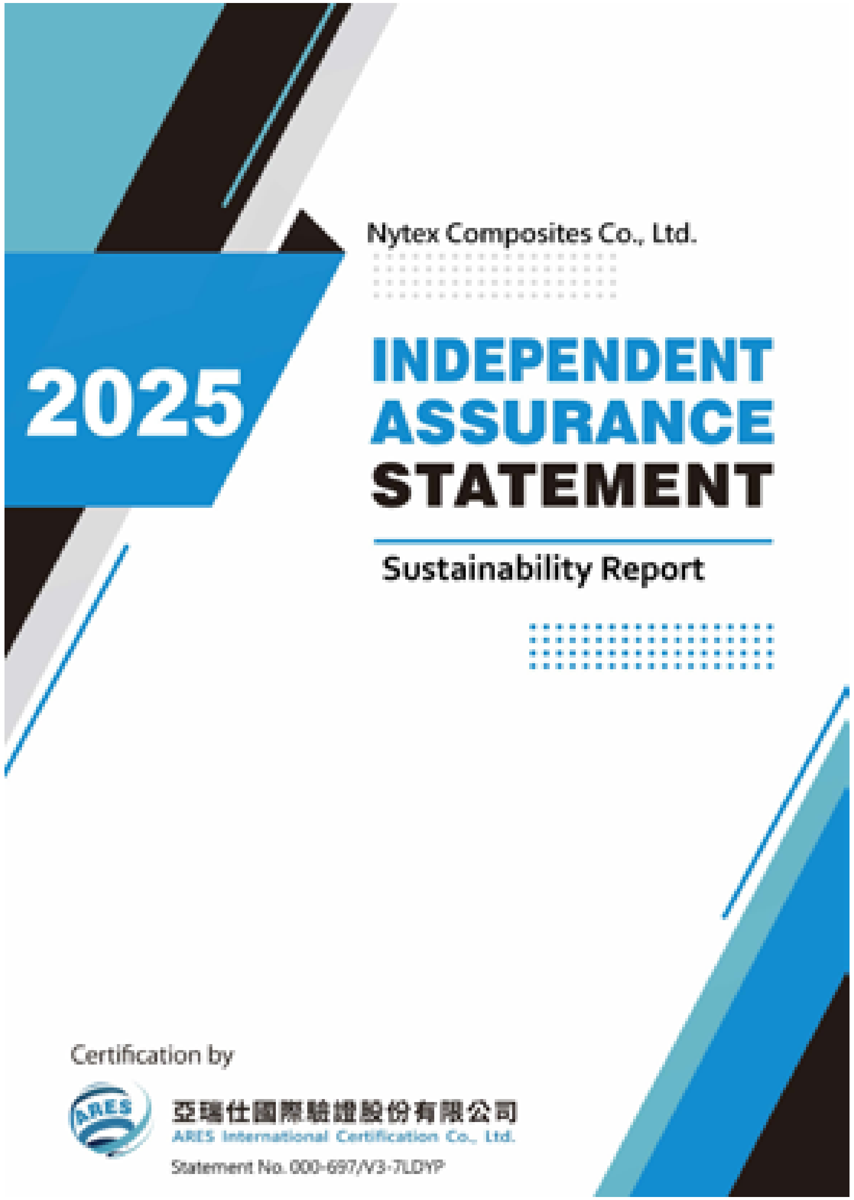
Total waste was 170.34 tonnes: 0.000 tonnes hazardous and 170.34 tonnes non-hazardous. Recycled waste plastic was 35.9 tonnes, 21.1% of total waste. Qualified collectors or resource-treatment providers performed lawful collection and final disposal.

5. Employee Health and Safety

OHS management, training, hazard identification, risk assessment and emergency drills reduce risk and reinforce awareness.

2025 indicator	Result
Total recordable incident rate (TRIR)	0
Employee fatality rate	0
Disabling injuries	0
Occupational-disease cases	0
Material-loss or fatal occupational events involving legal violations	0

NYTEX will track these metrics to strengthen climate resilience, environmental management and operating stability and disclose climate and sustainability performance in a more transparent, quantitative and traceable manner.


Nytex Composites Co., Ltd.
2025
INDEPENDENT ASSURANCE STATEMENT
Sustainability Report
Certification by
亞瑞仕國際驗證股份有限公司
ARES International Certification Co., Ltd.
Statement No. 000-697/V3-7LDYP

亞瑞仕國際驗證股份有限公司
ARES International Certification Co., Ltd.

Independent Assurance Statement

Statement No. 000-697/V3-7LDYP

This Independent Assurance Statement by ARES Certification Co., Ltd. on Nytex Composites Co., Ltd. ESG Sustainability Report of 2025.

ARES International Certification Co., Ltd. and Nytex Composites Co., Ltd. are mutually independent organizations. In addition to the assessment and verification of 2025 ESG Sustainability report, ARES International has no financial relationship with Nytex Composites Co., Ltd.

The purpose of this Independence Assurance Statement (hereinafter referred to as Statement) is only to conclude that the relevant issues within the scope of the Nytex Composites Co., Ltd.'s ESG Sustainability Report are guaranteed, but not for other purposes. Except for this Statement on the verified facts, for any use of other purposes, or any person who read this Statement, ARES International is not responsible or liable for any legal or other responsibility.

This Statement is based on the conclusions made from the verification of the relevant information provided ARES International by Nytex Composites Co., Ltd. Therefore, the scope of the verification is based on and confined to the content of these provided information, and ARES International shall consider that the contents of the information are complete and accurate.

All concerning and questions about the contents or the relevant issues contained in ESG Sustainability Report shall be answered by the Nytex Composites Co., Ltd.

The Scope of Assurance

The agreed scope of assurance by Nytex Composites Co., Ltd. and ARES International includes the following:

- The contents of the entire ESG Sustainability Report and all operating performance of Nytex Composites Co., Ltd. from January 1st, 2025 to December 31st, 2025.
- According to the type 1 of application of the AA1000 Assurance Standard (v3), the assessed nature and degree of the Nytex Composites Co., Ltd.'s compliance with the AA1000 Accountability Principles (2018) but excluding the verification of the reliability of the information or data disclosed in the ESG Sustainability Report.

This statement is prepared in Chinese and has an English version for reference. In the event of any discrepancy between the Chinese and English versions, the Chinese version shall prevail.

ARES INTERNATIONAL's Opinion

We summarize the contents of Nytex Composites Co., Ltd.'s ESG Sustainability Report and provide a fair opinion of Nytex Composites Co., Ltd.'s relevant operations and performance. We believe that the indices such as economic, social and environmental performance of 2025 are presented correctly. The performance indices disclosed in the report demonstrate Nytex Composites Co., Ltd.'s efforts to identify and meet stakeholder expectations.

Our verification activities are implemented by a team with the capacity for verifying in accordance with AA1000 Assurance Standard (v3), as well as planning and implemented this part of the activities to obtain the necessary information and data. We believe there are sufficient evidences provided by Nytex Composites Co., Ltd. to show that its reporting method according to the AA1000 Assurance Standard (v3) and their self-statement are in line with the GRI standards.

Verification Method

In order to collect evidences related to conclusions, we implemented the following tasks:

- Implement the high-level management review for topics from external groups related to ESG Sustainability policy to confirm the appropriateness of the report in this statement.
- Discussions about stakeholder's engagement with the managers of Nytex Composites Co., Ltd., however, we have no direct contact with external stakeholders.
- Interviews with employees related to ESG Sustainability management, report preparation and information provision.
- Review the critical developments related to organizations.
- Review the scope and maturity of systems related to financial and non-financial reports.
- Review the supporting evidences declared in the report, and the process management described in the report and its associated AA1000 Accountability Principles (2018) on the principles of inclusivity, materiality, responsiveness and impact.

Conclusion

The detailed review results of the AA1000 Accountability Principles and the core disclosures of the Global Reporting Initiative (GRI) standard, Sustainability Accounting Standards Board (SASB) standard, and Task force on Climate-related Financial Disclosures (TCFD) for inclusivity, materiality, responsiveness and impact are as follows:

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- **The inclusivity**
  This report reflects that Nytex Composites Co., Ltd. engages with its stakeholder through a variety of channels, such as internal and external communication mechanisms and the activities of stakeholders. This report covers topics of concern in stakeholders associated with Nytex Composites Co., Ltd., fairly reports, and discloses economic, social, and environmental information. In our professional opinions, this report covers Nytex Composites Co., Ltd.'s inclusivity issues.

- **The materiality**
  Nytex Composites Co., Ltd. publishes the information related to ESG Sustainability to enable stakeholders to judge the organization management and performance. In our professional opinions, this report appropriately covers the material issues of Nytex Composites Co., Ltd.

- **Responsiveness**
  Nytex Composites Co., Ltd. responds to requests and opinions from stakeholders. The implementation methods include customer satisfaction surveys and communication mechanisms for numerous internal and external stakeholders. In our professional opinions, this report covers Nytex Composites Co., Ltd.'s responsiveness topics.

- **Impact**
  Nytex Composites Co., Ltd. developed and implemented processes to monitor, measure and account for how their actions affect the wider ecosystem, echoing all the aspects of this report demonstrated by their own management systems and capabilities issue content, and provide the comprehensive and balanced disclosure, such as the declaration of energy projects and carbon footprint verification. In our professional opinions, this report covers Nytex Composites Co., Ltd.'s impact topic.

GRI Standards

Nytex Composites Co., Ltd. provides declaration of compliance with the GRI Standards. Based on the results of the review, we confirmed that the relevant ESG Sustainability indicators referred to GRI Standards in the report have been completely disclosed, partially disclosed or omitted. In our professional opinions, this declaration covers the Sustainability topics of Nytex Composites Co., Ltd.

SASB Standard and TCFD

Nytex Composites Co., Ltd. provides declaration of compliance with the SASB and TCFD. Based on the results of the review, we confirmed that the relevant ESG Sustainability indicators referred to SASB standard and TCFD in the report have been completely disclosed, partially disclosed or omitted. In our professional opinions, this declaration covers the Sustainability topics of Nytex Composites Co., Ltd.

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Assurance Level

According to the AA1000 Assurance Standard (v3), we verify this statement as a medium level of assurance, as in the scope and method described in this statement.

Responsibility

The responsibility of this ESG Sustainability report, as stated in this statement, is owned by the person in charge of Nytex Composites Co., Ltd. The responsibility of ARES International is to provide professional opinions based on the described scope and method, and to provide an independent assurance statement for the stakeholders.

Ability and Independence

ARES International is composed of experts in a various field of management systems. The verification team is composed of members in the professional backgrounds with the qualifications of lead auditor trained in sustainable development, environmental and social management standards such as AA1000AS, AA1000AP, ISO 14001, ISO 14064-1, ISO 14067, ISO 45001 and ISO 9001. This independent assurance statement is based on the ARES International's fairtrade guidelines.

On behalf of the assurance team
July 9, 2026
ARES International Certification Co., Ltd. (ARES Certification Group)
Taiwan, Republic of China

Signed by

Lead Verifier

C.E.O
Calvin Chen

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