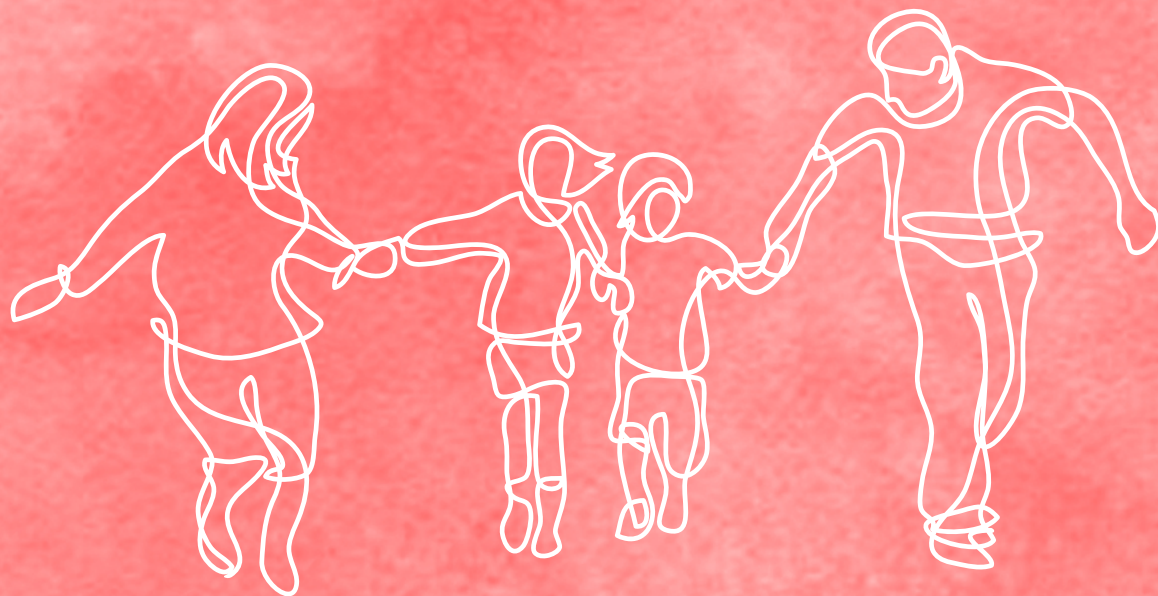


5

Promoter of Social Prosperity



5.1 Right Person for the Right Job

5.2 Create a Friendly Workplace

5.3 Workplace Safety and Health

5.4 Care for Children and Youth

Column: Proposal for Bike
Commuting



5. Promoter of Social Prosperity

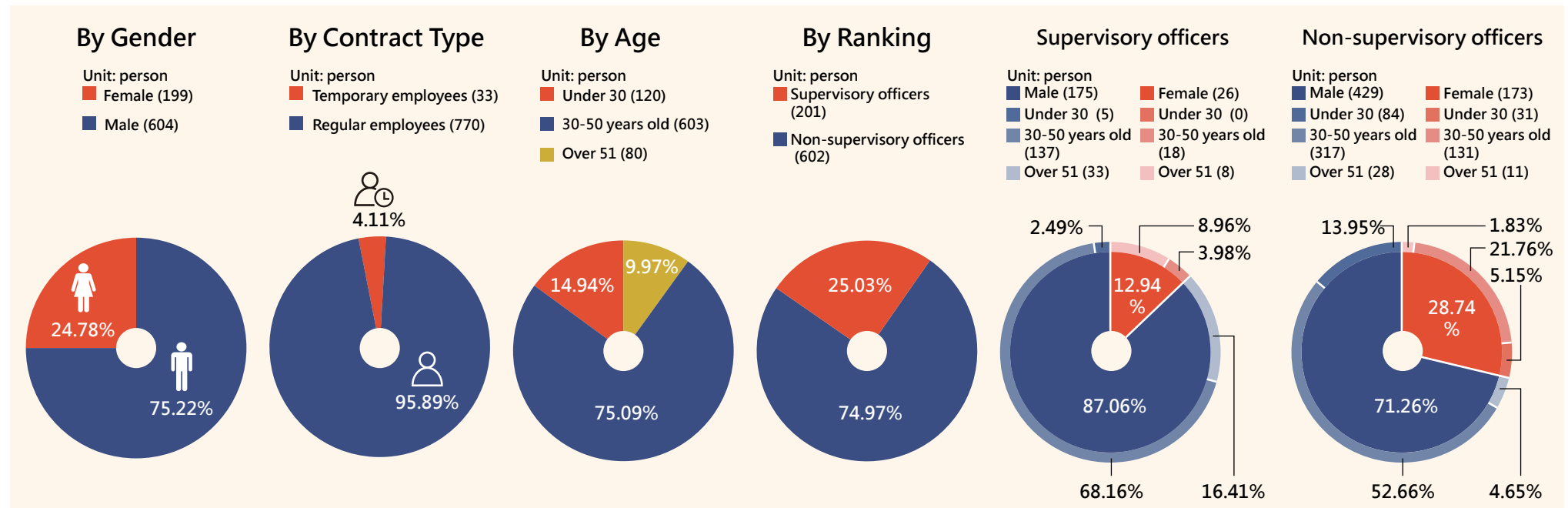
5.1 Right Person for the Right Job

Adhering to the spirit of diversity and inclusiveness, Taiflex complies with local laws and regulations as well as international standards concerning human and labor rights. Interviewees and employees would not be subject to differential treatment on the basis of race, class, language, ideology, religion, party affiliation, national origin, place of birth, gender, sexual orientation, age, marriage, appearance, facial features, physical and mental disabilities, zodiac sign, blood type, or past union membership.

To attract diverse talents, we have created multiple job application channels, providing equal employment opportunities to all applicants. After joining the Company, we would make proper job arrangements for individuals based on their competence for employees to realize their personal value. Adjustments to training, promotion, and compensation and benefits are made based on the annual performance evaluation results and employees' contributions to the Company. Moreover, we have long been engaged in industry talent development, bridging the gap between academia and industry to identify future talents.

Workforce overview

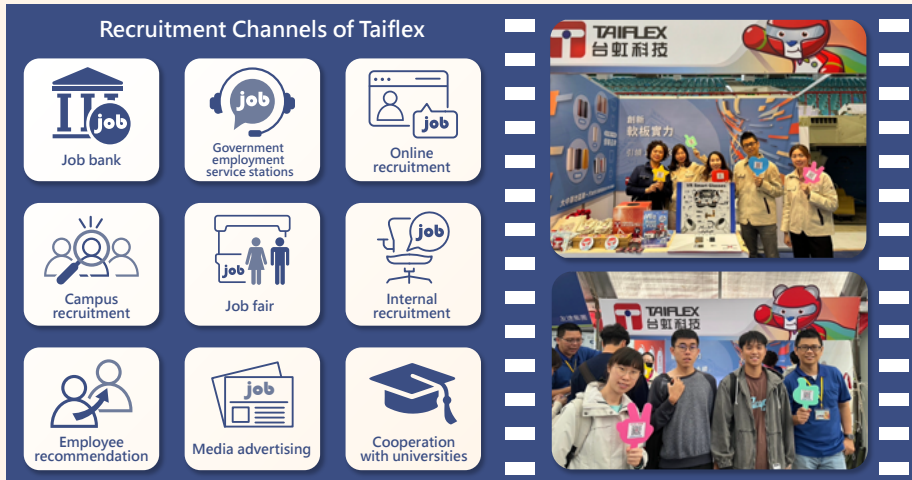
The Company does not have part-time employees. As of 2023, we have a total of 803 employees, with a male-to-female ratio of 3.03:1. Recruitments are based on suitability including professional competence and experience. Senior executives (assistance vice president and above) of the Company are recruited 100% from the local community. As of the end of 2023, the Company employed eight disabled persons and two indigenous persons. Disabled employees accounted for 1% of our employees, which met the regulatory quota stipulated by the government. The decrease in the number of employees compared to the previous year was due to the adoption of a smart manufacturing system. The reduced number of new hires, coupled with natural attrition, led to an overall reduction in the total number of employees. Please refer to Appendix I ESG Information - Social Data of this report for a complete set of employee data.





Talent recruitment

Each department would draft personnel requirements for the year based on its annual operation plan and submit requests to the Human Resources Division. The designated unit would then organize recruitments through diverse channels and release job vacancies based on requests of the applicant departments in order to recruit enthusiastic and proactive talents with competence matching the job description.



Besides regular campus recruitments at universities and colleges, we organize various in-depth campus projects to provide students with opportunities to become acquainted with the FPC industry, enabling them to experience workplace culture early and expand their career options. In 2023, the Company signed an industry-academia collaboration agreement with Wun-Shan Senior High School. Through campus lectures and winter camps, we plan to provide students opportunities to engage with industry dynamics and trends during their school years, and to cultivate and nurture local talents within the community.

Project	Summer Internship	Company Visits	School Seminars	Career Coaching Program	Industry-Academia Collaboration
Execution	Provide summer internships to college and university students	Visits from professors and students of our targeted majors	Arrange for our managers or industry professionals to hold seminars at colleges or universities	Participate in the NCKU Career Coaching Program since 2017	Participate in the industry-academia partnership program of National Sun Yat-sen University (NSYSU) since 2022 and signed an industry-academia collaboration agreement with Wun-Shan Senior High School
Objective	Besides experiencing workplace culture in advance, students are encouraged to apply their knowledge as well as interact and learn with our teams	This allows college and university students to understand the work environment of the industry beforehand and promotes industry-academia exchange and interactions	We share corporate philosophies as well as career development opportunities associated with FPC and energy materials, encouraging students to engage in relevant fields	Besides attracting outstanding talents to join the Company, we aim to fulfill our corporate social responsibility and allow students to have early exposures to workplace culture	Through industry-academia collaboration, we strengthen the technical and practical skills of young talents through lectures, internships, and special projects to meet the needs of industry development and youth employment

Cultivation of high-tech talents

Taiflex has been technology-driven since establishment, consistently providing customers with the most reliable and advanced FPC materials as well as the integration of innovative applications. We are well aware of the challenges in material technology evolution. In addition to ongoing R&D investments, we also highlight long-term talent cultivation and talent fostering at schools. Since 2015, we have participated in the NCKU Career Coaching Program where our executives act as coaches supporting students' career developments. Five of our managers have been involved in the program with an accumulated number of close to 100 students. In 2023, we participated in the "Pilot Program for Counselling Athletes to Undertake Semiconductor Industry Talent Training" promoted by the Sports Administration of the Ministry of Education, and recruited two new individuals to be trained as stable and high-potential entry-level technicians.

As the complexity of technology research and development increases, the high-tech industry is now gradually moving toward supply chain integration or cross-industry cooperation. More emphasis will be placed on interdisciplinary competence. Therefore, to respond to the "National Key Fields Industry-University Cooperation and Skilled Personnel Training," Taiflex and six other companies have jointly funded the establishment of the NSYSU "College of Semiconductor & Advanced Technology Research" to cultivate advanced talents at master's level. We have started to recruit students from 2022 and offered 10 internship positions for the first two classes of master's degree graduates. In addition to having two of our executives serving as lecturers at NSYSU, we have also arranged corporate mentors to provide project guidance in order to cultivate young talents.



The NSYSU College of Semiconductor & Advanced Technology Research includes two research institutes, i.e., Institute of Advanced Semiconductor Packaging and Testing, and Institute of Precision Electronic Components. It has also developed a comprehensive curriculum map, adopting the model of one-year university courses and two-year internship at enterprises and research to cover both academic knowledge and industrial practice, as well as bridge the gap between industry and academia. Students are also entitled to scholarships of close to one million dollars, with job offers from relevant industries through matching upon graduation.



5.2 Create a Friendly Workplace

Material Topic: Human Resources Development

Main Reason

Innovative research and development capability and stable production capacity are at the core of our operations, with human resources being the key element that sustains these two competitive advantages. Therefore, how to effectively map out the human resource development framework and create a friendly work environment to attract and retain talents is an integral part of our journey towards sustainable development.

Effect and Impact

Actual positive effect:

Economic: Reducing the turnover rate of human resources facilitates the transfer of professional knowledge and experience, further enhancing research and development capabilities, and maintaining stable production line operations.

Social: Providing career plans that offer growth opportunities helps employees gain a sense of accomplishment, thereby maintaining stable psychological states.

Potential positive effect:

Economic: Enhancing the overall quality of personnel can create a solid foundation for improving operational performance within the Company.

Social: Friendly labor relations and working conditions indirectly cultivate harmonious relationships among people.

Policy and Strategy

We establish management rules in the spirit of RBA, and provide comprehensive remuneration and benefits in compliance with all human rights and labor regulations to further attract and retain talents. Besides, we map out employee skills training, establish fair and diverse career development paths, and cultivate a workplace culture of continuous improvement to enhance the overall research and development capabilities of Taiflex and strengthen our market competitiveness.

Goal and Objective

Short-term goals (2024):

- Employee/engineer turnover rate <20%
- OPR operator turnover rate <40%
- Annual education and training achievement rate > 80%
- Training course satisfaction rate > 80%
- Establish human rights protection policy and code
- Create a friendly workplace
- Implement the essence of SA 8000
- Improve talent retention rate and the English proficiency of all employees

Medium-term goals (2025-2027):

- Strengthen the correlation between performance and salary compensation to provide a positive drive for talent development
- Establish the link between compensation system and sustainable performance

Long-term goals (2028~):

- Implement talent cultivation and development, and establish employee career development blueprints
- Enhance employee engagement

Management Assessment Mechanism

- Employee entry and exit analysis, annual employee performance evaluation, new recruit performance assessment, talent readiness rate, completion of training, training satisfaction surveys, etc.

2023 Goal and Achievement

Employee/engineer turnover rate <20%

→ Achieved. Employee and engineer turnover rates of 18.43% and 14%, respectively, in 2023.

OPR operator turnover rate <40%

→ Achieved. OPR operator turnover rate of 25% in 2023.

Annual education and training achievement rate > 80%

→ Achieved. Annual education and training achievement rate of 100% in 2023.

Training course satisfaction rate > 80%

→ Achieved. Training course satisfaction rate of 93% in 2023.

Establish human rights protection policy and code

→ Achieved. The work rules include policies for preventing sexual harassment and unlawful acts in the execution of duties, and relevant measures and standard procedures have been established. In addition, employee clubs are subsidized based on their annual project plans to uphold the freedom of assembly and association.

Create a friendly workplace

→ Achieved. The following friendly workplace measures were adopted in 2023:

1. Afternoon tea was held in office every Wednesday. These afternoon tea sessions were both therapeutic and invigorating, and were deemed as a little something to brighten the workday.
2. The employee cafeteria in Taiflex 2 has open and unobstructed ocean view where employees can enjoy a clear weather with endless ocean view, making it a perfect spot for relaxing dining.
3. The lounge room in Taiflex 3 with minimalist design allows employees to have a cup of coffee while enjoying a quiet moment, offering a chance to relax during a busy day of work.

Implement the essence of SA 8000

→ Achieved. Taiflex adhered to the key points of SA 8000 and ensured compliance with standards such as employing workers aged 16 and above, prohibiting forced labor, respecting employees' rights to assemble and form associations, and strictly prohibiting sexual harassment and violence in 2023.

Prevention or Remedy Measure

- Risk control is carried out through various management mechanisms, e.g., credit checks and document reviews at the time of recruitment.
- We have established the "Rules of Sexual Harassment Preventive Measures, Complaints and Disciplinary Actions" as well as the "Measures for Prevention of Rights Violation during Performance of Duties."



5.2.1 Talent attraction and retention

Employees are the crucial partners in the sustainable operation of Taiflex as well as the key drive to maintain production and innovative research and development. To stabilize our human resources and strengthen corporate resilience, we are committed to cultivating an organizational culture of mutual support, friendliness, discipline, honesty, and hard work. We offer competitive compensation policy and provide multiple benefit programs to build employee loyalty and retain outstanding talents, hoping that a stable partnership will bring employees to grow together with the Company.

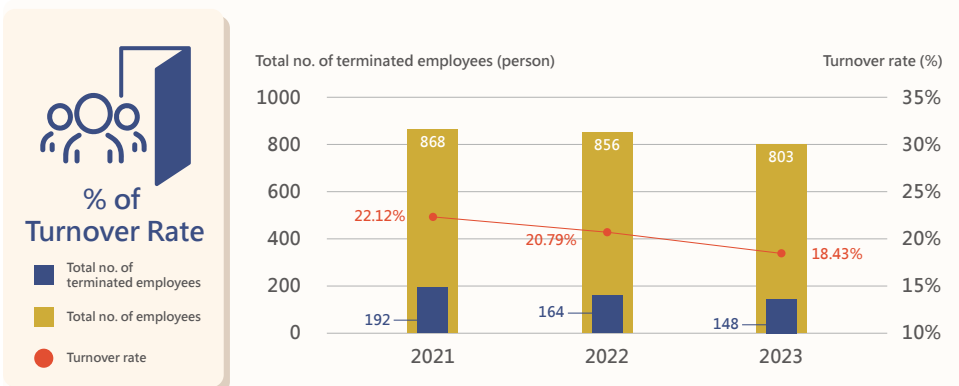
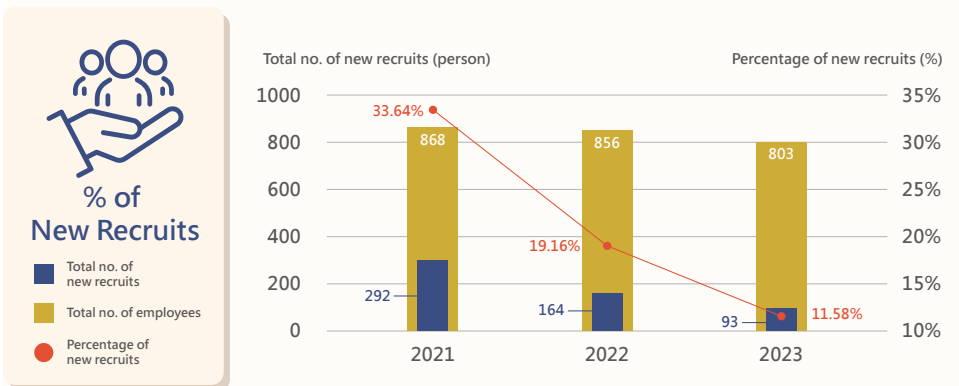
By establishing a workplace that attracts and retains talented individuals, we have successfully reduced the employee turnover rate over the years. The decrease in the percentage of new recruits in 2023 compared to the previous year was attributed to the global labor shortage and uncertainties within relevant industries. Moreover, our adoption of smart manufacturing system to address these challenges also led to a drop in the number of new recruits. In 2023, we achieved 100% return and retention rates for employees returning from parental leave. Please refer to Appendix I ESG Information - Social Data of this report for detailed information.

Employee compensation

Employee compensation contains both fixed and variable salaries with subitems including base salary, allowance, bonus and employee stock ownership trust. Salary standards take into account the position, ranking, education, work experience and seniority of employees, and the amount is determined in accordance with the Company's salary scale regardless of gender.

To further attract and retain talents, we have established an employee stock ownership plan in 2020. The Company matches 50% of employees' contributions and deposits the amount into employees' individual trust accounts. Besides, we modified our compensation policy in 2022. On top of variable bonus, local regular employees are entitled to holiday bonus totaled 1.5 month of salary to maintain a certain level of annual package. This year, the ratios of average standard salary to statutory minimum salary for male and female entry-level employees were 1.02:1 and 1.01:1, respectively; and the ratios after including allowances were 1:1.09 and 1:1.04, respectively.

In 2023, the ratio of the annual total compensation of the Company's highest-paid individual to the median annual total compensation of the remaining employees was 12.26. Despite an increase in the minimum wage in 2023, as entry-level employees only accounted for 20% of our total employees, the ratio of the percentage increase in annual total compensation of the Company's highest-paid individual to the median percentage increase in annual total compensation of the remaining employees was zero. Please refer to Appendix I ESG Information - Social Data of this report for detailed information on employee compensation.



- Technical allowance
- Management allowance
- Meal allowance
- Overtime payment
- Employee stock ownership trust
- Overtime meal allowance
- Shift allowance
- Bonus for major festivals
- Bonus for outstanding employee of the year
- Production yield bonus
- Sales bonus
- Production competition prizes
- Bonus for innovative proposal
- Year-end bonus
- Employee profit-sharing
- Operating performance bonus
- R&D bonus





Welfare and health care

To create a happy workplace, Taiflex offers a wide range of benefits and has established the "Employee Welfare Committee" (EWC) for the planning and execution of various welfare measures in order to enhance employees' sense of belonging to the Company.

Employee Welfare

- Exclusive basketball court
- Employee health check-ups
- Employee club subsidy
- Department gathering subsidy
- Subsidies for weddings and funerals
- Birthday cash gifts and meal vouchers
- Free lunch/dinner
- Education subsidy for children
- Paid leave for weddings of siblings
- Year-end party
- Natural disaster relief
- Festival activities
- Kick-off bonus
- Diverse leaves
- Contracted stores
- Language course subsidy
- Flexible working hours
- Free inspection / maintenance subsidy for motorcycles
- Trip and personal travel subsidy
- Contracted nursery / childcare center



Year-end Party



Employee Lounge



Basketball Games

Employees are covered by labor insurance, national health insurance and occupational accident insurance as required by law. We also provide group insurance (including the period of leave without pay), which covers life insurance, accident insurance, medical insurance, cancer insurance, critical illness insurance, overseas travel insurance, etc., so that our employees can be fully protected. Family members of employees are entitled to join the group insurance, extending our care to employees' families.

- Work environment monitoring / risk assessment / improvement
- Health check-ups above regulatory requirements
- Health management and personal protection kits for business travel
- Various health promotion programs
- Health measurement services, care visits
- Maternal health protection management
- Ergonomic risks prevention management
- Stress relief station (Massage service)
- Overload hazard prevention management
- On-site weekly services from group insurance specialists
- Travel insurance and overseas emergency assistance services
- Group insurance for employees and family members at discount
- Free medical group insurance for employees

- Various health promotion programs
- Critical illness Compensation
- On-site medical staff
- Health seminar
- Vaccination
- Sports courses



Employee Health Care Mechanisms

Comprehensive retirement system

To provide a solid retirement system, Taiflex draws up its employee pension policy to appropriate pension contributions and payments in accordance with the Labor Standards Act and the Labor Pension Act. We also engage professional accounting consultants to conduct annual actuarial calculations of the retirement reserve to ensure that sufficient amount has been contributed to safeguard employee rights and benefits.

We make a contribution equals to 6% (2.93% under the old pension system) of employees' salaries to the Labor Pension Fund Supervisory Committee which would deposit the money in the Committee's name at the designated account with the Bank of Taiwan. As of the end of 2023, the fair value of plan assets amounted to NT\$64,736 thousand. In accordance with the aforementioned rules, Taiflex recognized expenses of NT\$8,097 thousand in 2023. Regulatory contributions for future periods are accounted for as accrued pension liabilities, which equaled to NT\$132,642 thousand as of December 31, 2023, and the contributions had been made in 2024.



Employee Care and Friendly Facilities

- Parent-child library
- Nursery room / Refrigerator for breast milk
- Reserved parking
- Family day events
- Lounge with shower facilities
- Escort to parking at night
- Stress relief massage station
- 7-11 smart vending machine and coffee machine
- Exclusive parking spaces for out-standing employees



5.2.2 Human rights protection and labor-management communication

We place great importance on safeguarding employee rights and interests, and have established the “Measures for Prevention of Rights Violation during Performance of Duties” to prevent employees from being forced to perform duties beyond those prescribed by the law. Also, we manage overtime hours by setting risk alerts through the human resources management system. Moreover, the Company has one day off for indigenous rituals and ceremonies in accordance with Article 4 of the Implementation Regulations on Memorial Days and Holidays published by the Ministry of the Interior in respect for the indigenous culture. In 2023, the Company did not have incidents of child labor, forced labor, discrimination, violation of aboriginal rights, or sexual harassment.



Human Rights Policy

- 1 Prohibition of child labor under the age of 16
- 2 Prohibition of any form of forced labor
- 3 Respect employees' rights to freedom of association and collective bargaining
- 4 Prohibition of any form of discrimination, harassment and retaliation
- 5 Provision of reasonable salaries and benefits
- 6 Provision of diverse communication channels to maintain good labor-management relations
- 7 Provision of a safe work environment and establishment of precautionary measures
- 8 Guaranteed employment opportunities for disabled persons

Human rights protection

To uphold our commitment to human rights-related policies, and strengthen the oversight mechanisms to ensure the protection of employee rights, we have established the “Sexual Harassment Prevention and Complaints Committee” and the “Workplace Violence Prevention and Disciplinary Committee” in accordance with the “Rules of Sexual Harassment Preventive Measures, Complaints and Disciplinary Actions” and the “Measures for Prevention of Rights Violation during Performance of Duties,” as well as the internal complaint channels. We encourage the reporting of sexual harassment, workplace bullying, and other unfair treatments through internet or the hotline in order to protect the personal rights of employees and workplace safety. We ensure the confidentiality of whistleblowers to protect them from retaliation by the accused party.

 Internal Reporting Hotline and Mailbox	Category	Contact Number	Complaint Mailbox
	Employee health care	(07)813-9989#70580	Joan_Chen@taiflex.com.tw
	Workplace violence	(07)813-9989#70555	80995@taiflex.com.tw
	Sexual harassment prevention	(07)813-9989#70995	help70995@taiflex.com.tw

Taiflex stipulates within its contracts that vendors must adhere to relevant regulations under the Labor Standards Act and the Occupational Safety and Health Act to protect the personal rights and safety of non-employees (on-site and security personnel) within the Company. We have also formulated the “Rules Governing Duties of Security Personnel” where the security personnel shall, pursuant to the Occupational Safety and Health Act and the Private Security Service Act, undergo training every year on courses including disaster prevention and rescue, security-related practical training, etc. They are also required to receive education and training on topics including laws and regulations concerning personal rights, freedom of employment, wages, working hours, leave, ban on discrimination, and freedom of assembly, with human rights-related cases and measures presented at the security meetings from time to time to ensure their compliance with the social norms and to avoid violations of employees' or visitors' rights. In 2023, 14 security personnel underwent the training and 100% of them had received human rights or procedures training.

Labor-management communication

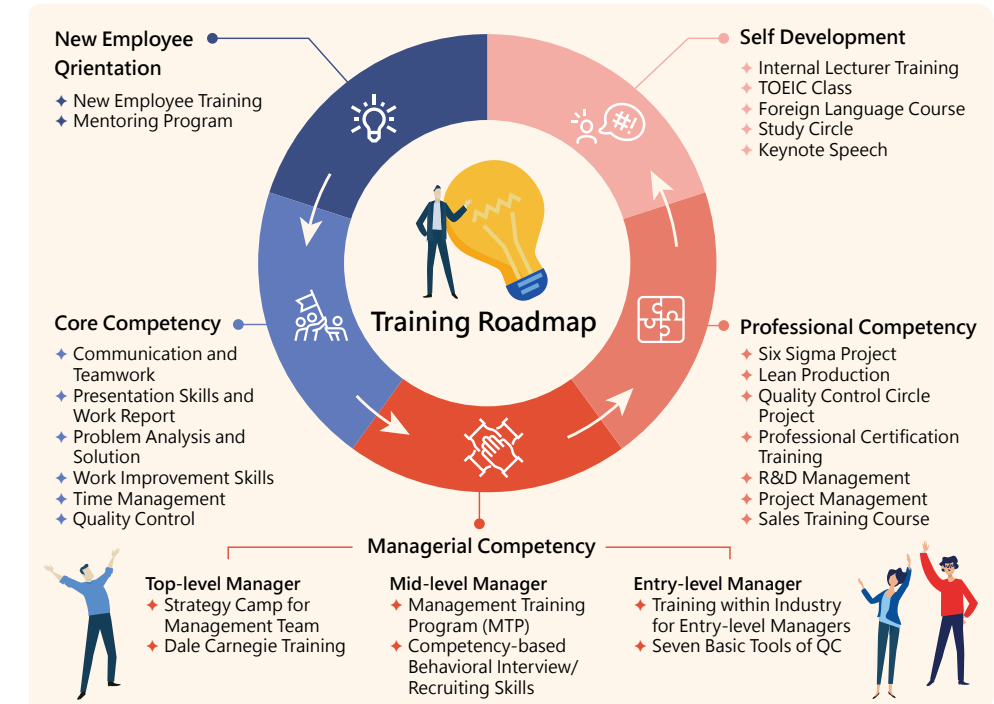
We attach great importance to two-way communication with our employees. In addition to quarterly labor-management meetings, we have established multiple communication channels for both parties to exchange opinions and discuss issues in a harmonious and honest manner. Through effective communication, concerns of employees can be heard and we can adjust our personnel management policies promptly to create a friendly workplace and achieve a win-win situation for both management and employees. In the event of a significant operational change, notices would be given to employees 10 to 30 days in advance depending on their seniorities pursuant to Article 16 of the Labor Standards Act.

Taiflex Communication Channels and Objectives		
Item	Communication Channel	Objective
1	Labor-management meetings	Coordinate labor relations, promote labor-management cooperation, and improve work efficiency
2	Employee satisfaction survey	To gather feedback from employees concerning the Company' s overall policies and make improvements with reference to employees' opinions
3	CEO seminar	To give employees the opportunity to make suggestions and raise issues, as well as to understand the Company' s operational status and development objectives
4	Ehr platform	An on-line communication platform for the Company and employees
5	EWC	The majority of Committee members are employees, fighting for the benefits they are entitled to as well as plan and execute employee welfare matters
6	OSH Committee meetings	Tracking of labor safety and health issues every quarter with a 100% response rate

We wish to grow and thrive together with our employees. We respect employees' right to freedom of association and collective bargaining. Although we have not established a labor union, we organize sports events while the EWC regularly holds various activities such as factory celebration, annual family day, and thanksgiving events for employees to identify with the Company. The EWC has also established a wide range of clubs, including the jogging club and yoga club, where employees can interact more with each other at the clubs, strengthening their sense of identification and enhancing their physical and mental health. There were family day, two basketball events and various club activities in 2023 with about 1,500 participants.

5.2.3 Diversified competence development

Taiflex upholds the training philosophy of "diverse learning to improve professional skills, internalization to prompt company-wide growth, learning transfer to enhance performance, and continuous improvement for developments." We design talent cultivation blueprint in line with the five core values of "enthusiasm, responsibility, integrity, creativity and execution." There is also the "Education and Training Guidelines" integrating external and internal resources and formulating systematic training courses for employees to improve their competence in all aspects along with suitability. The spirit of continuous learning prompts mutual growth of employees and the Company.



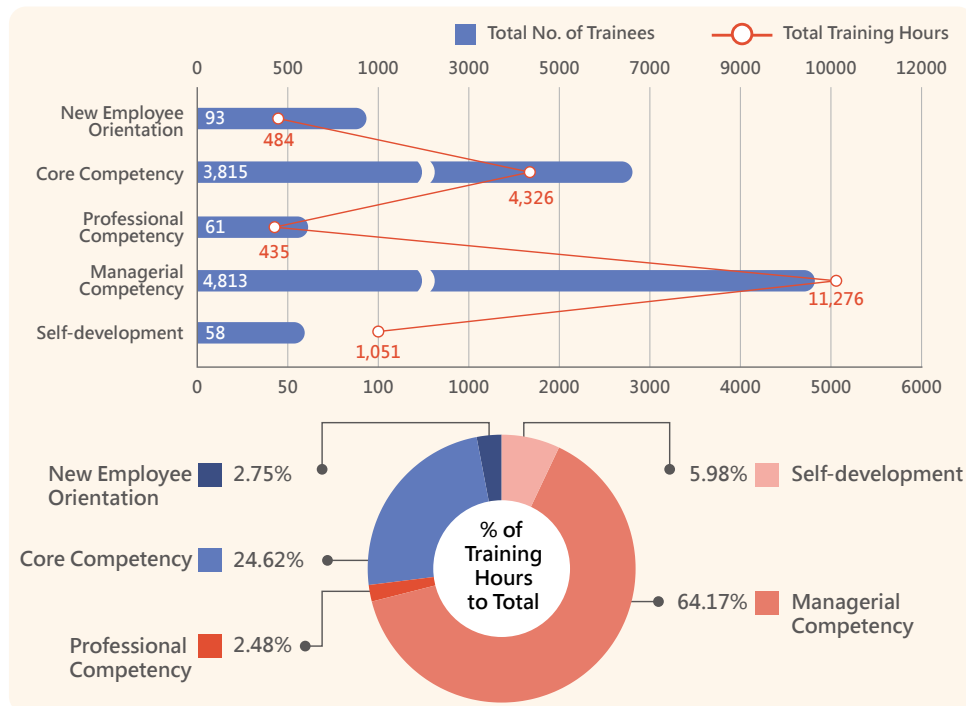
In recent years, we have actively implemented the mentoring program, utilizing job rotations and coaching to enrich employees' learning experiences and shorten their learning curves. This approach allows successful experiences to be effectively passed down and shared among employees. To further cultivate a learning culture, promote knowledge sharing and pass on techniques, we have established a comprehensive internal lecturer training system for our path to Taiflex knowledge academy. Over the years, we have trained 260 formally certified internal lecturers. They would be paid a lecturer fee on top of their salaries and be recognized publicly in seminars and morning meetings for their contributions in passing on their experience.



Personal development plan and learning

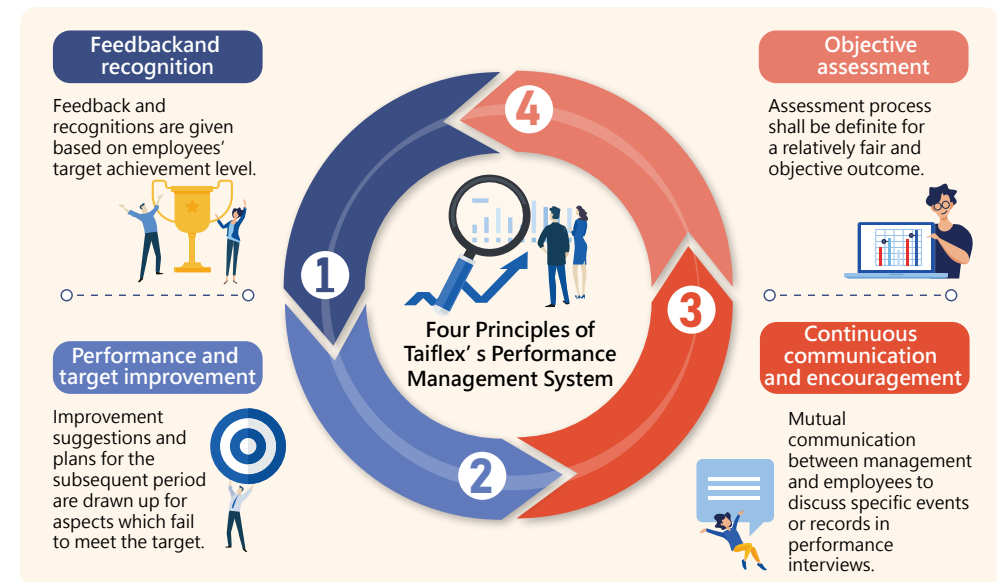
Taiflex recognizes the uniqueness of each employee and therefore provides diverse learning channels and development resources to strengthen competence needed by individuals, allowing employees to fully realize their personal value. The human resources unit also assists employees with mapping out their "Individual Development Plans" (IDP) based on job requirements, performance assessment outcomes and career developments. The plan is divided into three sections: On-Job Training, Off-Job Training and Self Development, with corresponding training blueprints. On-Job Training is the core of training, as this section has a direct and definite impact on whether the Company can function normally and effectively.

In 2023, there were 8,840 trainees with a total of 17,572 training hours. The training expenses amounted to NT\$1,032,474 with a satisfaction rate of 93%. Please refer to Appendix I ESG Information - Social Data of this report for detailed information.



Performance management and employee development

Employee performance evaluations contribute to the soundness of the Company's human resources system. They not only assess annual job performance but also serve as a positive incentive, motivating employees to realize their potential and development. Therefore, new recruits are required to undergo an annual performance evaluation three months after joining the Company. Evaluation criteria remain consistent across all employees regardless of differences in gender, religion and race. We also have an internal recommendation system in place as a mean for promotion of competent employees and retention of quality employees, achieving the objective of having the right person for the right job.



The purpose of the evaluation system extends beyond establishing consensus on job targets between employees and management and encompasses the two main functions of assessment and development. Through the mechanism of "employee development supplemented by performance assessment," we cultivate employees' personal capabilities for them to acquire proficient business skills and become valuable support to supervisors as well as driving forces behind the Company's continuous advancement, thereby enhancing the Company's competitiveness and the overall organizational effectiveness. In 2023, 100% of our employees underwent the annual performance evaluation.



5.3 Workplace Safety and Health

Material Topic: Occupational Safety and Health

Main Reason

Occupational accidents not only impair employees' work capabilities but also affect their morale and sense of identification to the Company. As Taiflex regards employees as the most valuable assets, we are committed to safeguarding their physical and mental health, as well as constructing a safe and conducive work environment.

Effect and Impact

Actual positive effect:

Economic: Reducing workplace safety risks facilitates sustainable operations of the Company.

Social: A safe work environment is conducive to the emotional well-being of employees and enhances their sense of identification with the Company.

Potential positive effect:

Social: Supporting employees to maintain their physical and mental well-beings at work indirectly enhances the Company's image to the general public.

Policy and Strategy

Five major OSH policies are established based on Taiflex's OSH management concept for all employees and stakeholders to follow:

- Regulatory compliance: Comply with occupational safety laws and regulations and enhance corporate image.
- Full participation: Unite as a team in communication and cooperation and raise company-wide safety awareness.
- Workplace safety: Commit to a sound work environment and promote the physical/mental well-being of employees.
- Risk control: Identify occupational hazard risks and create a safe workplace.
- Continuous improvement: Advance occupational safety management performance and achieve the goal of corporate sustainability.

Goal and Objective

Short-term goals (2024):

- Major event and occupational accident (hospitalization): 0 incident
- Maintain 0 incident of occupational disaster from chemical exposure
- Disabling injuries frequency rate (FR) ≤ 1.5
- Disabling severity rate (SR) ≤ 3.6
- Voluntary participation in health promotion scheme $> 40\%$

Medium-term goals (2025-2027):

- Major event and occupational accident (hospitalization): 0 incident
- Maintain 0 incident of occupational disaster from chemical exposure
- FR ≤ 1.2
- SR ≤ 3.4
- Voluntary participation in health promotion scheme $> 45\%$

Long-term goals (2028~):

- Major event and occupational accident (hospitalization): 0 incident
- Maintain 0 incident of occupational disaster from chemical exposure
- FR ≤ 0.9
- SR ≤ 3.2
- Voluntary participation in health promotion scheme $> 50\%$

Management Assessment Mechanism

- Annual management reviews are conducted to evaluate the implementation performance and target achievement results.
- Through the corporate sustainability promotion committee and its taskforce, we continuously monitor the implementation status and the degree of target achievement.

2023 Goal and Achievement

- Voluntary participation in health promotion scheme $> 40\%$
→ Achieved. A voluntary participation rate of 49.1% in 2023.
- Major event and occupational accident (hospitalization): 0 incident
→ Achieved. Zero incident in 2023.
- FR ≤ 1.5
→ Achieved. FR of 0.63 in 2023.
- SR ≤ 3.6
→ Achieved. SR of 1.26 in 2023.
- Maintain 0 incident of occupational disaster from chemical exposure
→ Achieved. 0 incident in 2023.

Prevention or Remedy Measure

We conduct semi-annual management review meetings to regularly assess our OSH performance and achievements, and formulate relevant improvement plans while continually building a safe and healthy workplace. If our OSH performance falls short of expectation, we would adjust relevant measures based on the actual situation, and seek communication and collaboration with internal and external resources.



Material Topic: Chemical Safety Management

Main Reason

In view of the fact that several companies in Taiwan had suffered major fires at factories in the past with loss of life or substantial financial losses which adversely affected their sustainable operations; and the causes for such incidents were personnel's unfamiliarity with materials or misunderstanding of proper handling procedures, we have included chemical/toxic substance management as a material topic.

Effect and Impact

Actual positive effect:

Having correct knowledge of chemicals or toxic substances helps personnel remain relatively calm during emergencies and make informed decisions, thereby reducing casualties, minimizing financial losses to the Company, and mitigating environmental pollution risks.

Potential negative effect:

It is widely recognized that toxic substances pose significant environmental hazards, and countries around the world intend to strengthen relevant regulations and standards for the management of such substances. Failure to diligently adhere to these regulations may diminish investor confidence, heighten risks of environmental contamination, and jeopardize human health and safety, thereby increasing the Company's operational risks.

Policy and Strategy

We have established a "Procedures for Handling Toxic Chemical Substances," adopted the "ChemiCloud" system, and adhered to the four principles stipulated by the competent authority: "Permit, Declaration, Prevention and Labeling, and Reporting," for the use, storage, disposal, and emergency response of toxic chemical substances. Furthermore, we carry out education, training, and emergency response drills with standards above the regulatory requirements.

Goal and Objective

Short-term goals (2024):

- Factories meeting the toxic substances classification threshold shall conduct education and training sessions twice a year and toxic substance drills once a year

Medium-term goals (2025-2027):

- By 2025, complete the application for 16 areas within the factory as existing legitimate places pursuant to the transitional procedures under tightening regulations
- Each factory shall conduct quarterly education and training sessions and toxic substance drills

Long-term goals (2028~):

- Implement a fire and rescue system that provides real-time data on the current stock of chemicals on-site
- Each factory shall conduct monthly education and training sessions, and proactively strive for chances to plan and organize large-scale regional joint defense initiative

Management Assessment Mechanism

Monthly on-site management audits are conducted in accordance with the "Procedures for Handling Toxic Chemical Substances."

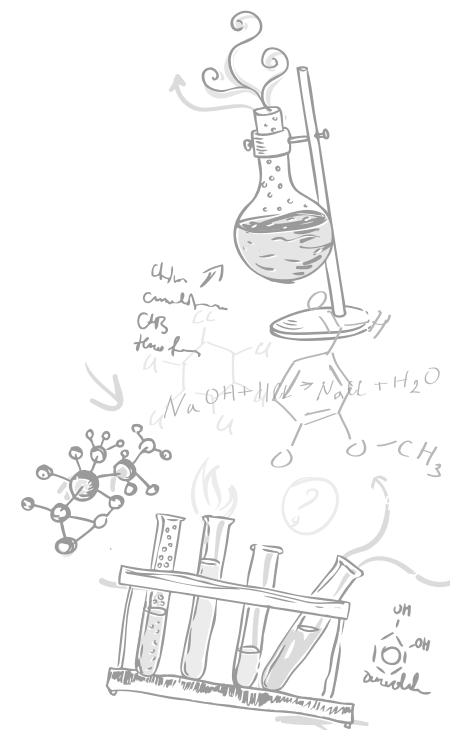
2023 Goal and Achievement

Factories meeting the toxic substances classification threshold shall conduct education and training sessions twice a year and toxic substance drills once a year.

- Achieved. We completed education and training and toxic substance drills.
- Achieved. Our efforts were validated by the competent authorities and the international certification bodies with no deficiencies identified nor records of penalties in 2023.

Prevention or Remedy Measure

We conduct semi-annual management review meetings to regularly assess our OSH performance and achievements, and formulate relevant improvement plans while continually building a safe and healthy workplace. If our OSH performance falls short of expectation, we would adjust relevant measures based on the actual situation, and seek communication and collaboration with internal and external resources.





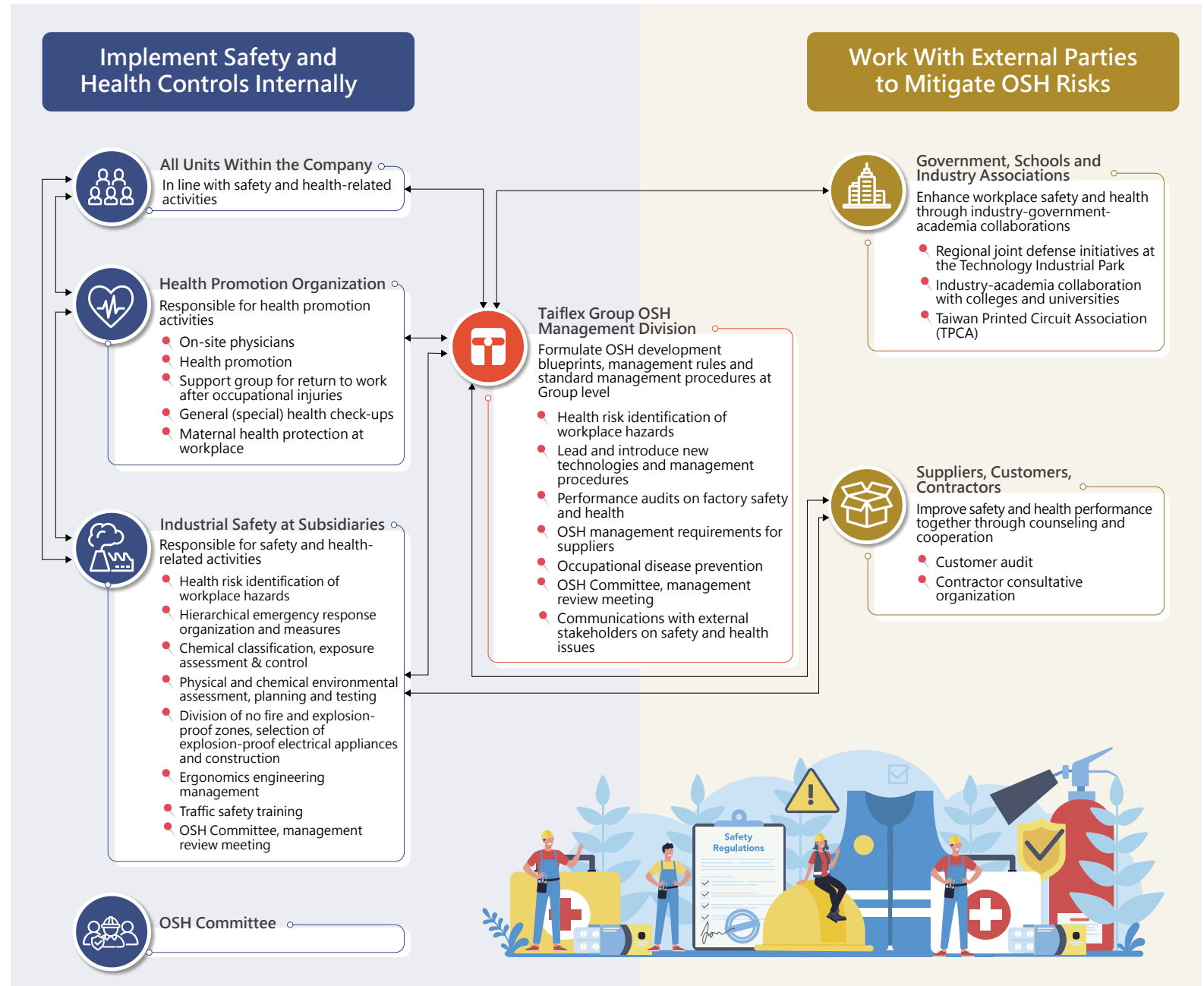
5.3.1 Occupational risk management

With the core philosophy of "people-oriented," Taiflex strives to create a "fundamentally safe" work environment, aiming to build the best protection for employee health and safety while strengthening our industry competitiveness. With the ultimate goal of "zero occupational accidents," We have formulated the following five major OSH policies:



OSH management structure

Taiflex has established the Occupational Safety & Health Management Division to coordinate OSH management and planning, and continuously promote the safety culture at Taiflex. On-site safety and health tasks are carried out through cooperation between OSH personnel, the Industrial Safety Section of the Manufacturing Center and the safety and health personnel of each unit.



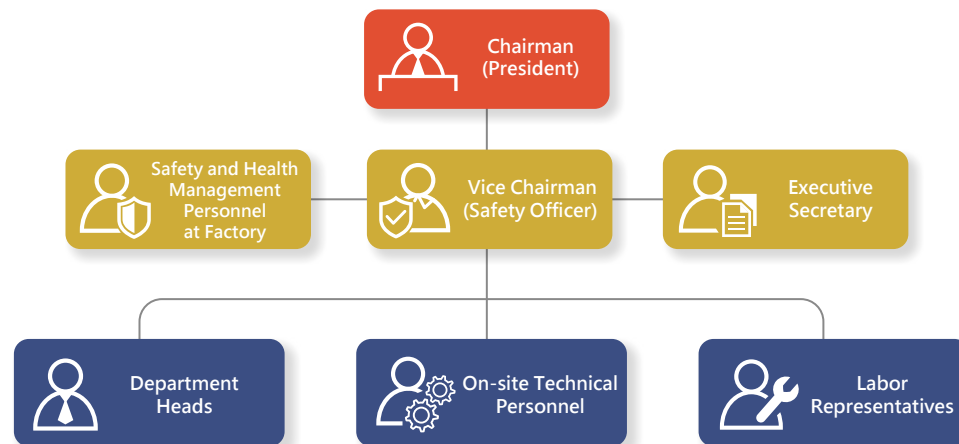


Taiflex' s OSH Committee provides a formal channel for the management and employees to communicate face-to-face on OSH issues. Besides quarterly Committee meetings, department heads would hold monthly meetings of the same purpose in response to the growing scale of the Company for OSH management.

Composition of the OSH Committee

Factory / Personnel	Management Representative	Safety and Health Personnel / Technical Personnel	Labor Representative
Taiflex 1	1	1	1
Taiflex 2	2	3	4
Taiflex 3	3	5	4
Taiflex 5	1	1	1

Note: The Chairman is not included (for all factories).



Hazard identification and incident investigation

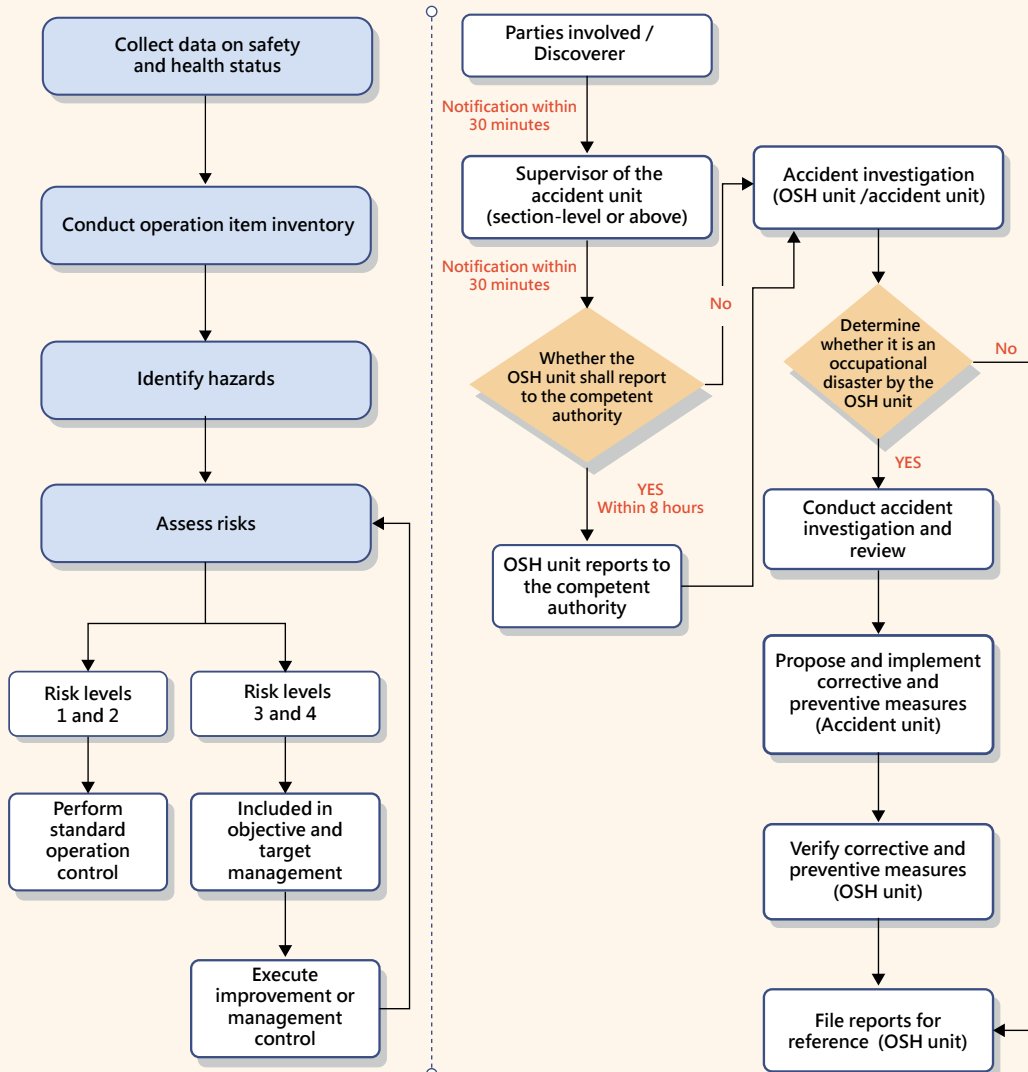
Through the hazard identification team comprising of seed personnel of each unit, we proactively evaluate factors that may cause hazards with respect to unit operations, areas, equipment, and the physical and mental status of personnel, and statistically analyze the units with higher rates of disabling injuries and the prevalent types of occupational accidents. Units with higher accident severity and recurrence are prioritized as the focus of safety communications and management.

For hazards with medium-level risk or above (Level 3 or 4), the OSH Committee would request relevant units to develop corresponding control measures with progress reviews on improvements carried out semi-annually. We also delve into minor incidents and false alarm incidents to explore feasible and efficient improvement plans and build our own safety culture.



Taiflex takes the cause of each occupational injury seriously and has established response procedures, including notification, investigation and analysis, and subsequent corrective and preventive measures, to prevent the recurrence of incidents with specific and effective improvement measures.

Assessment Processes



Management system across all factories

In 2020, Taiflex adopted ISO 45001 management system and obtained relevant certification. In 2022, we took one step further and expanded the coverage to cover all of our factories. In 2023, we obtained the Taiwan Occupational Safety and Health Management System (TOSHMS) certification, which covers all production and non-production sites, areas, equipment and routine/non-routine operations within the Company's operations, as well as activities carried out by external parties on our premises (e.g., provision of facilities and equipment to be operated within the Company, caterers, security, equipment maintenance providers, etc.)

Each factory continues to manage pursuant to the OSH system, and actively sets performance indicators with regular measurements to ensure the effectiveness and feasibility of safety and health management measures.



OSH System Coverage Rate

Category	Total No. of Persons	Total No. of Persons Covered by the OSH System	Coverage Rate
Employee	803	803	100%
Non-employee worker	24	24	100%



Management effectiveness above industry average

We attach great importance to occupational disaster management of all stakeholders. The monitoring scope covers employees in the Kaohsiung factories and warehouses (97%), as well as on-site external parties, contractors and other workers (3%). We also perform cause analysis on every occupational disaster, both internal and external, as the basis for risk control, incident prevention and continuous improvement of the OSH system.

All of our occupational injury data had met the internal objectives in 2023 with hard work from all employees, and there were no employee or non-employee fatalities or serious injuries due to occupational disasters. We will continue to reduce potential hazards and environmental risks through education and training, workplace inspections, hazard identification and risk assessment, internal/external audits and other mechanisms to achieve the ultimate goal of zero occupational accidents with FSI below 0.1. Please refer to Appendix I ESG Information - Social Data of this report for detailed information.

Occupational Injury Rate/Index	2021	2022	2023	Target (2023)
No. of reported incident	1	0	0	0
FR	0.63	1.82	0.63	<1.5
SR	4.4	3.64	1.26	<3.6
FSI	0.05	0.08	0.03	<0.1
Fatal occupational injury rate	0	0	0	0

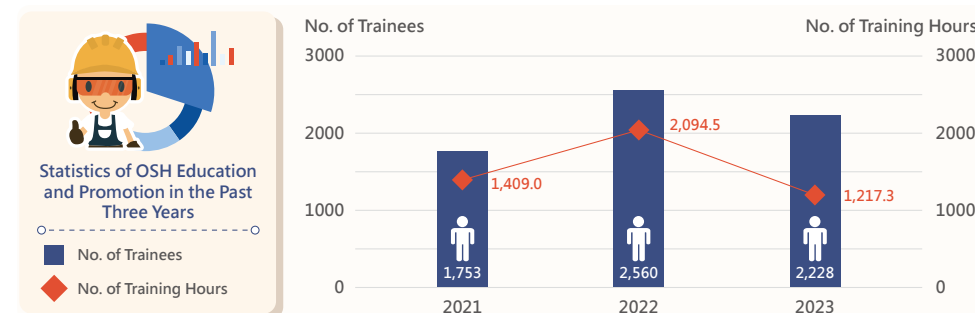
Note:

- Occupational injuries exclude traffic accidents
- FR = Number of disabling injury / Total hours worked × 1,000,000
- SR = Number of working days lost (excluding the number of fatality) / Total hours worked × 1,000,000
- $FSI = \sqrt{((FR \times SR)/1,000)}$
- Fatal occupational injury rate = Number of fatality from occupational injury / Total hours worked × 1,000,000
- Taiflex' s target of FSI < 0.1 surpasses the 3-year average of 0.16 and 0.14 of the electronic component manufacturing industry and the semiconductor industry, respectively. (Source: Occupational Safety and Health Administration of Ministry of Labor)

5.3.2 Work disaster prevention

In order to eliminate potential operation hazards, the OSH Management Division carries out internal voluntary inspections on a monthly basis. Audits are conducted on five major areas within the daily operation, i.e., chemicals, machinery and equipment, on-site environment, fire safety equipment and waste treatment, to ensure the effectiveness of the existing management controls and monitor the improvement progress until it is completed.

To instill the culture of workplace safety and health, and to promote safety and health protection and operational safety awareness among employees, the Company regularly organizes on-the-job training for existing employees. New recruits are to attend the general OSH education and training when they report to work. Assessments would be conducted to establish fundamental occupational safety concepts. Please refer to Appendix I ESG Information - Social Data of this report for detailed annual training information.





Safety audits and counseling for partners (contractors, suppliers and lessors)

In view of the fact that many occupational hazards do not happen to employees but to non-employees, Taiflex strives to enhance the safety of our work environment. We collaborate with on-site lessors through mutual support with regular safety meetings held by both parties to strengthen the safety of the common operating environment. Personnel of contractors entering the premises must undergo safety and health education and training beforehand and be informed of operational hazards to ensure the overall safety within the factory.

Taiflex also conducts regular audits on all partners in accordance with the supplier management procedures, with strengthened supervision and management measures for contractors performing high-risk operations on site in particular. Deficiencies identified during audits shall be improved by the prescribed deadlines, otherwise there will be fines or penalties including work suspension. In 2023, we audited and provided assistance to four suppliers, with 14 negative observations identified.



Risk identification prior to work

Hazard identification and operational safety analysis of the operating environment prior to work and to ensure all personnel receive relevant education and training prior to operations.



Annual contractor conference and daily safety briefing before work

Annual contractor conference to explain the safety practices in the factory. Precautionary measures, work details, safety and health regulations, protective gears and associated risks are addressed in daily toolbox meeting.

On-job inspection

Daily on-site safety inspections are carried out. The inspector has the right to interrupt the work and notify the responsible unit.

Documentation after work

Once the work is completed, work forms of the day would be organized and submitted to the personnel in charge for reference.



Emergency drills

The Company regularly conducts various emergency drills to assess the feasibility and applicability of the overall emergency response measures in the event of a disaster. Starting from 2021, we have included stakeholders such as contractors and lessors in our emergency drills to enhance the multi-hazard disaster response and prevention concept of both internal and external parties, thereby improving the effectiveness of our disaster notification and communication system. In 2023, we have continued with these practices to ensure comprehensive training for all types of workers in all factories, aiming to minimize the damage of potential disasters and accidents.



Observation and Training of Multi-hazard Disaster Responses



Firefighting and Rescue



Toxic Disaster Response



Toxic Chemical Spills



Decontamination Procedures



Accident Notification and Evacuation



5.3.3 Employee health management

At Taiflex, our goal extends beyond achieving zero workplace accidents. We recognize that employee health is fundamental to the stable operation of our business. Therefore, we provide comprehensive workplace health management services to our employees. Through various management measures, professional consultations, courses, and activities, we are committed to promoting the physical and mental well-being of our employees.



Work Environment Assessment

Unsafe work environment and practices may result in occupational disease or injuries. Besides direct damage on the safety and health of employees, it has an indirect impact on the Company's productivity. In order to improve the physical and mental health of employees, Taiflex conducts regular assessments on five major types of physical and mental injuries and implements improvement and enhancement measures to prevent the occurrence of occupational hazards and injuries.

	Sustainable management	Enhanced measures	Results
Chemical / Physical	<ul style="list-style-type: none"> Monitor the environmental concentration at operation areas containing chemicals to ensure safety, and measure the noise level and exposure risk Health risk stratification for employees taking special health examinations 	<ul style="list-style-type: none"> Reduce noise pollution with sound-proofing works, and bolster protective gears and training 	<ul style="list-style-type: none"> ✓ 100% compliance with environmental concentration ✓ 100% health counseling rate
Ergonomic	<ul style="list-style-type: none"> Regular examinations on musculoskeletal conditions of employees and monitor employees taking sick leaves for musculoskeletal disorders Analyze and investigate the situation to conduct hazard assessment on possible high-risk workplaces 	<ul style="list-style-type: none"> Install and optimize labor-saving devices Health guidance and operation improvements for employees with suspected musculoskeletal disorders 	<ul style="list-style-type: none"> ✓ Continuous installation of labor-saving devices ✓ 22 employees requiring management had received care guidance
Psychological	<ul style="list-style-type: none"> Establish psychological consultation mechanisms Conduct surveys regularly on the mental load of employees 	<ul style="list-style-type: none"> Take the initiative in conducting interviews and referrals for employees with excess fatigue 	<ul style="list-style-type: none"> ✓ 6 referrals to professional psychologist counseling in 2023 (3 referrals in 2022)
Maternity Protection	<ul style="list-style-type: none"> Regular inventory of the maternal hazard at workplace Conduct maternal care interviews. Assess operational hazards 	<ul style="list-style-type: none"> Unit heads take the initiative to adjust the work scope 	<ul style="list-style-type: none"> ✓ 7 employees requiring management in 2023 ✓ Job adjustment for a total of 2 employees with Level 2 risk

Implement health monitoring


The Company engages accredited hospitals to provide employees who have been employed for more than one year with free annual health check-ups that are superior to regulatory requirements, as well as special health examinations for those involved in tasks with special health hazards to verify whether there is any health impact from their work environment or tasks. We take the initiative to arrange employees with abnormal health examination results, maternal employees, employees with excessive workloads as well as ones impacted by occupational disasters to consult with medical specialists. For employees classified as above the stratification, the on-site doctors would evaluate the health status and job functions of these employees to advise on the appropriateness of job arrangements.

For an effective implementation of health check-ups and as the foundation for workplace health promotion and occupational disease prevention, we provide health check-up leave with pay. Additionally, employees' family members can undergo health check-ups at a group discount rate. We encourage employees to care about their health conditions. In 2023, the compliance rate with health check-up regulations was 100% with zero cases of occupational disease.

Number of Participants in Health Check-ups in the Past Three Years

Item/Year	2021	2022	2023
General health check-ups	680	692	755
Special health check-ups	120	107	99

Health Passport

Cardiovascular disease management	72 high-risk employees received work-hour management and health guidance	
Maternal health protection	Assisted 7 maternity colleagues with work environment assessment and health care	
Respiratory protection with physiological assessment	Physiological assessment for 204 employees with respiratory protection needs	
Occupational musculoskeletal symptom prevention	Provide health education and guidance to 26 colleagues with suspected musculoskeletal symptoms	

In 2023, we introduced reserved parking, identification cards, and special gifts for expectant mothers



Health promotion activities

Through the use of the internal employee portal, Taiflex electronically manages employee health and continuously improves healthcare efficiency. At the same time, we have established a Safety and Care Zone as well as an Employee Assistance Section to help colleagues detect physical and mental health issues, receive timely treatment, and adopt healthy lifestyles, thereby improving individuals' health conditions. We also use the UOF mobile app to promptly notify employees of any health abnormalities along with comprehensive health education information, as well as offer updates on the latest health knowledge and resources available.

	Activities	Description
1	Provision of health information	<ul style="list-style-type: none"> • Provided 33 pieces of health-related information • Total page views increased by 15% (compared to 2022)
2	Health seminar	<ul style="list-style-type: none"> • 9 online seminars and courses • A total of 422 participants
3	Weight management & weight loss program (Based on statistics for 2023)	<ul style="list-style-type: none"> • Number of employees achieving the target: 44 employees • Reduction in kg: 372.7 kg • Average weight loss in kg in the past three years: 2023 (8.5) > 2022 (7.8) > 2021 (7.3) • Weight maintenance rate after weight loss: 2023 (41%) < 2022 (46%) > 2021 (43%)
4	Blood donation events	<ul style="list-style-type: none"> • No. of participants: 26 employees (including other stakeholders)
5	Free influenza vaccine administration	<ul style="list-style-type: none"> • No. of participants: 10 employees (> 3 employees in 2021)
6	Charity road race	<ul style="list-style-type: none"> • A total of 68 participants
7	Basketball game - sports competition	<ul style="list-style-type: none"> • A total of 273 participants (2 times)

5.4 Care for Children and Youth

Since the establishment of Kaohsiung City Youth Care Association in 2012, Taiflex has been actively involved with youth care for more than 10 years, as we believe that caring for youth means caring for the future. Underprivileged youth, in particular, need more care and support to explore the society during their growth, as care helps to eliminate negative emotions, such as poverty, loneliness and low self-esteem, and encourages the development of self-confidence, responsibility and creativity. These supports are not only for their personal well-being and growth, but also for a more harmonious and stable society by promoting equality and inclusion.

The Kaohsiung City Youth Care Association was formerly the Youth Care Club, a charity club initiated by our employees. The Association was registered with the Social Affairs Bureau of Kaohsiung City Government in 2012. Concurrently, the Taiflex Volunteers was established. By combining internal and external resources, we actively cultivate core competencies of youth through collaborative events in order to build confidence and deepen their cultural knowledge, as well as to extend our social influence.

In 2023, the Kaohsiung City Youth Care Association formulated its annual plan based on the four themes of "Scholarships for Education," "Diverse Experiences," "Industry-Academia Collaboration" and "Arts and Culture Sponsorships." Together with the Taiflex Volunteers, they provided care, support, and educational assistance to economically disadvantaged families and youth nationwide. In addition, Taiflex supported activities such as the campus green space sponsorship and ones organized by the Friends of the Police Association. A total of 50 volunteers were involved with a spending of NT\$1.12 million.

List of Charity Activities		
Type	Charity Activity	Description
Scholarships for education	School sponsorship	Donations to the student assistance program (3 students) of Siao Gang Senior High School; Sponsorship for five surviving family members of deceased colleagues to complete their education
Diverse experiences	Kaohsiung study tours	Teamed up with Puren Youth Care Foundation to organize the Kaohsiung study tours
Industry-academia collaboration	EDU Power	Filial piety promotion and environmental conservation activities (funded by the National University of Kaohsiung's industry-academia collaboration program)
	NSYSU Youth Leadership Development Camp	Organized the "Youth Leadership Development Camp" with the NSYSU elementary school service unit
	National Cheng Kung University 3Q Teen Leadership Camp	Organized the "3Q Teen Leadership Camp" in collaboration with National Cheng Kung University
Arts and culture sponsorships	Free Movie Event for Charity at Christmas	Held a free movie event for charity - Big
	Neo-Classical Chamber Ensemble	Sponsored the 2023 new production - soundscape documentary music theatre "25' s Qijin White Roses Chronicle," which transformed the history of shipwrecks between Qijin and Kaohsiung Export Processing Zone into reflections on shared human values
	Kaohsiung Qianzhen Technology Industrial Park - Blood donation events	Sponsored goods as gifts for the event, where 10,000 c.c. of blood was donated
Others	Taiflex Bike Commuting	Co-organized the Taiflex Bike Commuting with Taiflex Cycling Club
	Green neighborhood - green space sponsorship	Participated in the Environmental Protection Bureau's green space sponsorship at air quality purification zone to contribute to better air quality and greening of the environment for future generations
	TPCA Environment Foundation Sharing Event	Sponsored the 2023 ECO Expert Campus Sharing Sessions organized by the TPCA Environment Foundation
	Activities of the Friends of the Police	Sponsored activities of the Southern Region Office under the Second Special Police Corp in 2023 Donated to the anti-counterfeit fund of the Office of Criminal Investigation Division under the Second Special Police Corps in 2023



Diverse experiences: Kaohsiung study tours x Taiflex company visit x MR Experience

Taiflex organized the Kaohsiung study tours in collaboration with Puren Youth Care Foundation, taking students out of the classrooms to explore Kaohsiung. The tours aimed to impart knowledge and culture, broaden perspectives, and give valuable experiences in innovation. In 2023, students visited the Pier-2 Art Center and participated in reality puzzle-solving activities to deepen their understanding of Hamasen and the historical and cultural significance of Kaohsiung Harbor. They also gained insights into the current status and future trends of the technology industry through MR experiences and visits to Taiflex' s production lines.



"I learned a lot of different knowledge during the Kaohsiung study tours. It was a fun experience of learning while playing, and having the opportunities to interact with friends from different cities! - Student Sun from Tou-Wu Junior High School"

Industry-academia collaboration: Youth Leadership Development Camp, 3Q Teen Leadership Camp, EDU Power

(1)Youth Leadership Development Camp - Co-organized by Kaohsiung City Youth Care Association, NSYSU Leadership Club and Leadership Club of National Kaohsiung Normal University, the camp adopted the anime "Demon Slayer: Kimetsu no Yaiba" as the theme. Through drama, storybook sharing, and discussions, it provided teenagers with an engaging and educational learning environment. The camp aimed to help children with self-discovery and self-affirmation, and to grow through teamwork.



(2)3Q Teen Leadership Camp - Co-hosted by Kaohsiung City Youth Care Association and the leadership clubs of National Cheng Kung University, National University of Tainan, Chang Jung Christian University, Tainan University of Technology, National Sun Yat-sen University, National Kaohsiung Normal University, National University of Kaohsiung and Kaohsiung Medical University, the camp guided youths to enhance their Intelligence Quotient (IQ), Emotional Quotient (EQ) and Practical Quotient (PQ) in the era of robust artificial intelligence (AI) developments. It also cultivated gratitude, empathy, self-discipline, leadership, and other critical core values to generate positive impact.



"Even with many disadvantaged groups in the world, there are always people willing to take action to help the society, making it more beautiful and better. This visit inspired me and touched my heart. I hope more people can dedicate themselves to developing sustainable communities, so that more resources can be utilized sustainably. - Student D"



(3)EDU Power - Through the industry-academia collaboration between our Sustainable Development Center and the National University of Kaohsiung, Kaohsiung City Youth Care Association teamed up with students from Chung-Shan Industrial & Commercial School to practice zero waste and recycling at the Tzu Chi Recycling Center in Daliao, demonstrating the concept of loving oneself, caring for others, and cherishing the earth through concrete actions. At the end of the year, we joined the charity event organized by Chung-Shan Industrial & Commercial School with family gatherings of three generations showing respect for the elderly and care for the youth, to promote filial piety and environmental conservation, as well as to build a caring and sustainable society that advocates for the disadvantaged.





■ Arts and culture sponsorships: Free movie event for charity at Christmas - "BIG" and the new production of Neo-Classical Chamber Ensemble

(1) Free movie event for charity at Christmas - Kaohsiung City Youth Care Association invited students and teachers from Wun-Shan Senior High School, along with private voluntary organizations such as Puren Youth Care Foundation, Sunshine Social Welfare Foundation, and the Syin-Lu Social Welfare Foundation to the screening of Big, a film directed by Te-Sheng Wei. The movie depicts heartwarming stories of children and teenagers from diverse social backgrounds staying in the "816" ward battling cancer. It sends a warm and inspiring message to enhance social resilience.



"Watching the charity movie with classmates on a cold night made us feel physically and emotionally warm afterwards. It helped us realize that we shall take on a positive, active and optimistic attitude and confront challenges in school, family, health and life head on. - Student Chen from Wun-Shan Senior High School"

(2) Kaohsiung City Youth Care Association sponsored the new production of Neo-Classical Chamber Ensemble in 2023, "Soundscape Documentary Music Theatre-25' s Qijin White Roses Chronicle." The musical drama is based on the shipwreck tragedy 50 years ago involving the deaths of female workers commuting between Qijin and Kaohsiung Export Processing Zone. It transforms the tragedy into reflections on shared human values and a tribute to human life and dignity. Kaohsiung City Youth Care Association sponsored the public performance with a total of NT\$200,000. Furthermore, Taiflex arranged for the Ensemble to perform at the 2023 Taiflex year-end party with an audience of thousands to enhance its exposure.



Kaohsiung City Youth Care Association sponsored the Neo-Classical Chamber Ensemble and arranged for its performance at the 2023 Taiflex year-end party with an audience of thousands.

■ Green neighborhood: Participated in the Environmental Protection Bureau' s sponsorship program for air quality purification zone through continuous sponsorship of green spaces in elementary schools at Qianzhen District

In support of SDG 3 Good Health and Well-being, SDG 13 Climate Action, and SDG 17 Partnerships for the Goals, Taiflex has adopted green spaces in RuiFeng Elementary School and Aicyun Primary School at Qianzhen District through the green space sponsorship program initiated by the Bureau of Environmental Protection, Kaohsiung City Government since 2021. This initiative not only improves the air quality of neighborhood areas but also supports ongoing campus greening efforts, contributing to the vision of Kaohsiung as a green ocean city.



Taiflex received the "Community Contribution Excellence Award" in 2022 and the "Distinction Award" from Environmental Protection Administration in 2023 for green space sponsorship at air quality purification zone. These recognitions highlight Taiflex' s collaborative efforts with the Bureau of Environmental Protection in safeguarding green spaces for future generations.





Proposal for Bike Commuting



SPECIAL COLUMN

In 2023, the Taiflex Cycling Club promoted a bike commuting initiative, encouraging cycling to work and improving the usage rate of low-carbon transportation in Kaohsiung. This initiative was well received by colleagues.

During the campaign from October to December 2023, colleagues were bonded through the event, sharing commuting experiences with each other. Some would ride their bicycles directly to work and park in the motorcycle parking lots, while others would adopt a combination of MRT and U-bike, which not only saved the costs of acquiring and maintaining a bike but also benefited from transfer discounts or bundled offers of the MRT monthly pass. Unless a frequent use of car or motorcycle is required at work, cycling to work is an easily accessible activity to take on.

During the campaign, the Taiflex Cycling Club promoted safety practices, requiring everyone to wear safety helmets and use bicycle lights. It also collaborated with the police and officers of the export processing zone to advocate for and enforce the ban on motorcycles

in bike lane, as well as to maintain the street lights along the bike lane for a cyclist-friendly commuting route. Moreover, through commuting surveys and discussions, the Club analyzed important factors concerning bike commuting and identified traffic safety, shower facilities, and weather as primary considerations. The Company also provided ample support by offering access to shower facilities and toiletries.

The bike commuting initiative promoted communication among employees. They discovered the fantastic benefit of time saved from workouts after work by combining commuting with exercise. There were also discussions on safer traffic routes and the advantages of separating bike and motorcycle lanes. Furthermore, the calculation of carbon reduction effectiveness brought a sense of achievement and satisfaction.

Colleagues who originally had doubts about the feasibility of cycling to work discovered unexpected surprises and fun once started, as they were able to enjoy the natural scenery on top of having an uplifted mood. Both their physical and mental health were noticeably improved, and they could feel daily progress with an app tracking relevant data. The number of rides and carbon reduction benefits had doubled during the period. Since October, the number of participants had climbed steadily along with a monthly increase in the number of rides, which reached 207 rides in December for a total distance exceeding 1,620 kilometers and a CO₂ reduction of 154 kg. The success of the bike commuting initiative left everyone with fond memories.

Relationship Between Transport Modes and Carbon Emissions

During the campaign period
Cycling over 3,089 km
CO₂e reduction of 377 kg

