

A large, stylized white outline of the number 5, positioned on the left side of the red header bar.

Promoter of Social Inclusion

5.1 Right Person for the Right Role

5.2 Create a Friendly Workplace

5.3 Workplace Safety and Health

[Feature] The First Certified Eco-Friendly Restaurant in Qianzhen Technology Industrial Park

[Feature] Taiflex Honored with the Excellence Award in the “Leader in Sustaining a Healthy Workforce - Manufacturing Sector” by the Workforce Development Agency

5.4 Deepening Engagement in Public Welfare and Youth Support



Promoter of Social Inclusion

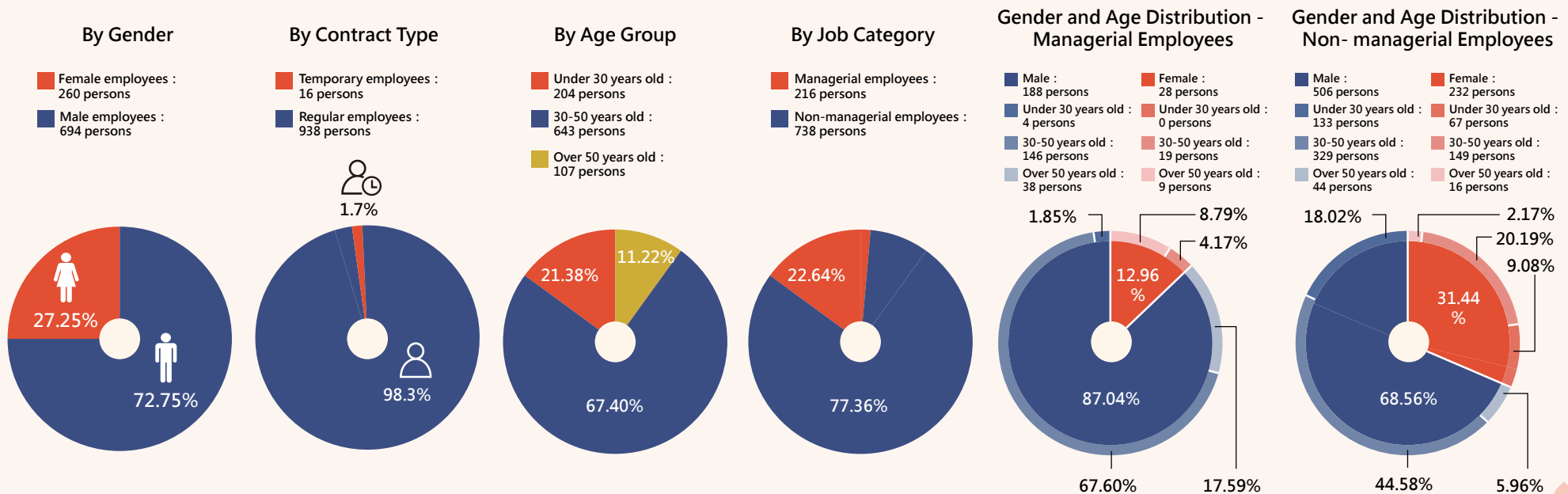
5.1 Right Person for the Right Role

Taiflex is committed to the principles of diversity and inclusion. The Company strictly complies with all applicable local laws and international standards related to human rights and labor rights. We ensure that no candidate or employee is subjected to discriminatory treatment based on race, social class, language, ideology, religion, political affiliation, nationality, place of birth, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disability, zodiac sign, blood type, or prior union membership.

To attract a wide range of talent, Taiflex offers diverse recruitment channels and ensures equal employment opportunities for all applicants. Upon onboarding, employees are assigned roles that align with their abilities, allowing them to realize their individual potential. Based on the results of annual performance evaluations and their contributions to the Company, employees may receive tailored adjustments to training, promotion, and compensation and benefits. In addition, Taiflex remains committed to long-term industry talent cultivation, supporting students in bridging the gap between academic learning and industry practice in order to identify future talent early on.

• Workforce Overview

As of the end of 2024, Taiflex employed a total of 954 full-time personnel. The Company had no part-time employees or employees with non-guaranteed working hours. The male-to-female ratio was 2.67:1. Recruitment is based on job suitability, including professional qualifications and experience. All senior executives (assistant vice president level and above) are local hires. As of the end of 2024, Taiflex employed nine persons with disabilities and two Indigenous employees. Employees with disabilities accounted for 1% of the total workforce, in compliance with the government-mandated employment quota for persons with disabilities. The Company's total headcount increased by 18.80% compared to the previous year, primarily due to stronger product sales in 2024, which drove higher demand for production line staffing and led to increased recruitment. For complete employee statistics, please refer to Appendix I: ESG Information - Social Data of this report.



• Talent Recruitment

Each department formulates its annual manpower requirements based on the operational plan and submits staffing requests to the Human Resources Division. The HR team then conducts recruitment through a variety of channels, posting job openings according to the specific qualifications required by each department. The Company seeks to attract competent candidates whose skills align with the job roles and who demonstrate enthusiasm and a proactive work attitude.

Taiflex Recruitment Channels



Job banks



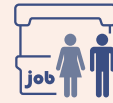
Government
employment
service centers



Online
recruitments



Campus
recruitment



Career fairs



Internal
recruitments



Employee
referrals



Print media
advertising



Partnerships
with universities

In addition to conducting regular campus recruitment activities at universities and colleges, Taiflex has launched a range of long-term campus engagement programs. These initiatives aim to offer students early exposure to the FPC industry, allowing them to experience workplace culture in advance and broaden their career development opportunities. Since 2023, the Company has maintained an industry-academia collaboration agreement with Wun-Shan Senior High School. This partnership has continued through 2024, with ongoing initiatives such as campus lectures and seasonal camps during winter and summer breaks. These activities help students gain insights into industry developments and trends while fostering the cultivation and development of local talent.

Project	Summer Internship	Company Visits	School Seminars	Industry-Academia Collaboration
Execution	Offer annual summer internship placements to university and college students	Host visits for faculty and students from targeted academic departments to Taiflex	Arrange for internal managers and industry professionals to hold on-campus seminars	Since 2022, participate in the industry-academia program at National Sun Yat-sen University (NSYSU) and collaborate with Wun-Shan Senior High School
Objective	Enable students to experience workplace culture early, apply their academic knowledge, and engage with Taiflex teams	Help university and college students gain early insight into industry work environments while fostering interaction between academia and industry	Share the Company's values and introduce career development opportunities in the FPC and energy materials sectors, encouraging interest in related fields	Strengthen the technical and practical competencies of young talent through industry-academia collaboration, incorporating coursework, internships, and project-based learning to align with industry development and workforce demands

• Cultivation of High-Tech Talent

Since its founding, Taiflex has been grounded in technological expertise, consistently delivering highly reliable advanced flexible materials and integrated solutions for innovative applications. After years of dedicated effort, the Company's products have been widely adopted in various end-user electronic devices. This not only fulfills its vision of becoming a world-class provider of flexible materials, but also positions Taiflex as a quiet yet vital force behind the advancement and practical implementation of ICT applications.

We recognize the challenges inherent in advancing material science and technology. In addition to continuous investment in R&D, we place strong emphasis on long-term talent development and deep engagement with academic institutions. Since 2015, Taiflex has participated in the Career Coaching Program at National Cheng Kung University, where our managers serve as career mentors. To date, seven managers have taken part in the program, collectively guiding nearly 100 students. Since 2023, the Company has also joined the pilot project led by the Sports Administration of the Ministry of Education, aimed at supporting outstanding athletes in transitioning to careers in the semiconductor industry. As of 2024, Taiflex has recruited three new trainees under this initiative, nurturing a stable pipeline of high-potential technical personnel.

As technological R&D grows increasingly complex, the high-tech industry is shifting toward greater vertical integration and cross-sector collaboration. In this context, interdisciplinary competence has become a vital capability for future talent. In response to the Innovation Act for Industry-Academia Collaboration and Talent Cultivation in National Key Fields, Taiflex, together with six other companies, co-funded the establishment of the College of Semiconductor and Advanced Technology Research at NSYSU to cultivate advanced talent at the master's level. Since the program's launch in 2022, a total of nine corporate internship placements have been offered as of 2024. Taiflex has also designated senior executives as guest lecturers to deliver on-campus instruction and assigned corporate mentors to provide project-based guidance, nurturing the next generation of young professionals.

Besides, beginning in 2023, Taiflex signed an industry-academia collaboration agreement with Wun-Shan Senior High School. This partnership has continued through 2024, with ongoing initiatives such as campus lectures and seasonal camps during winter and summer breaks. These activities help students gain insights into industry developments and trends while fostering the cultivation and development of local talent.



The College of Semiconductor and Advanced Technology Research at NSYSU, established in collaboration with industry partners, is committed to cultivating high-level talent at the master's level. The College comprises two institutes: the Institute of Advanced Semiconductor Packaging and Testing and the Institute of Precision Electronic Components. A comprehensive curriculum roadmap has been designed, combining one year of academic coursework with two years of enterprise-based internships and research. This model ensures a strong balance between theoretical knowledge and practical experience, effectively bridging the gap between academia and industry. Students may receive scholarships of up to NT\$1 million and are matched with employment opportunities in related industries upon graduation.

5.2 Create a Friendly Workplace

Innovation-driven R&D and stable mass production capabilities form the operational foundation of Taiflex' s sustainable development. As employees are the cornerstone of the Company, human capital plays a critical role in sustaining these core strengths. Accordingly, attracting, developing, and retaining talent to enhance organizational effectiveness is central to the Company' s management transformation.

Taiflex manages all aspects of labor relations and employee affairs in accordance with applicable laws and regulations. Complemented by internal talent development programs and employee welfare initiatives, the Company aims to advance business growth while also building diverse career development pathways, offering attractive benefits to recruit and retain talent, and fostering a supportive work environment, ultimately striving to achieve a win-win relationship between the Company and its employees.

5.2.1 Talent Attraction and Retention

Material Topic: Talent Attraction and Retention Material Topic: Waste

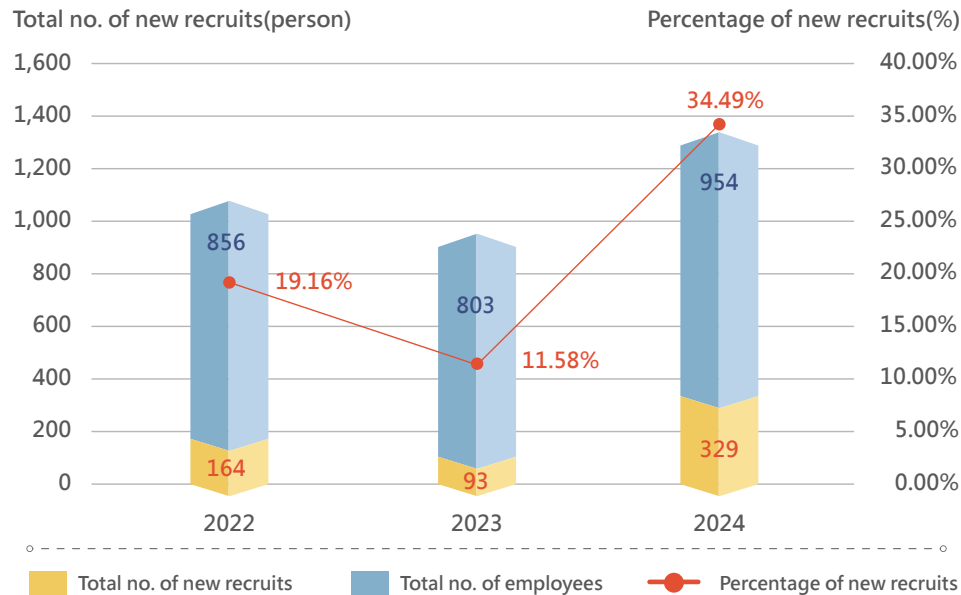
Significance	Talent is a company' s most valuable asset. The ability to attract and retain top talent is closely tied to core competitiveness and long-term sustainable development. A robust talent management system not only strengthens organizational stability and operational efficiency, but also fosters a positive corporate culture and enhances the employer brand. This, in turn, attracts high-quality professionals and ensures the Company' s long-term growth and resilience.		
Effect and Impact	<p>● Actual positive impact :</p> <p>Economic: Enhances employee productivity, reduces turnover costs, and supports stable business operations.</p> <p>Human Rights: Fosters a fair and inclusive work environment, ensuring equal opportunities for career development.</p>	<p>● Potential positive impact :</p> <p>Economic: Improving overall workforce quality lays a solid foundation for enhanced operational performance.</p> <p>Social: Positive labor relations and favorable working conditions contribute to harmonious interpersonal relationships.</p>	<p>● Potential negative impact :</p> <p>Economic: Inadequate talent management mechanisms may lead to high employee turnover and team instability, which could hinder business development and increase recruitment and training costs.</p> <p>Human Rights: Talent shortages may result in excessive workloads, adversely affecting employees' physical and mental well-being, job satisfaction, and ultimately, organizational culture and employee loyalty.</p>
Policy	Taiflex establishes its management policies in line with the spirit of RBA. In full compliance with human rights and labor regulations, the Company offers comprehensive remuneration and benefits to enhance talent attraction and retention. In addition, Taiflex implements structured skills training programs, builds fair and diverse career development pathways, and fosters a culture of continuous improvement, thereby strengthening overall R&D capabilities and reinforcing the Company' s market competitiveness.		
Strategy	Taiflex is committed to establishing effective talent retention mechanisms and comprehensive employee training programs. The Company offers competitive compensation, diverse benefits, and transparent, equitable career development opportunities to reduce employee turnover.		
Goal and Objective	<p>● Short-term goals (2025-2026) :</p> <p>- In 2025, implement one salary adjustment and two promotion cycles (first and second half of the year) depending on business performance; offer Thai language courses and introduce an AI-powered language learning platform</p>	<p>● Medium-term goals (2027-2030) :</p> <p>- Strengthen the link between performance and compensation to motivate employee development</p>	<p>● Long-term goals (2031-2040) :</p> <p>- Establish a comprehensive career development roadmap to help employees plan long-term career paths</p>
Management Assessment Mechanism	Employee turnover analysis, training completion rates, and employee satisfaction survey.		
2024 Goals and Achievements	<p>● One salary adjustment and two promotion cycles were implemented in 2024.</p>	<p>● Additional benefits exceeding regulatory requirements were introduced, including two days of newcomer leave and one day of birthday leave for new hires.</p>	<p>● Three onboarding tea sessions were organized in 2024, engaging a total of 86 participants. These informal gatherings fostered open communication, supported new employees in integrating into the workplace, and helped address early-stage work-related challenges.</p>

Employees are essential partners in the sustainable development of Taiflex and a key force behind maintaining production and driving innovation. To ensure workforce stability and strengthen corporate resilience, we are committed to fostering an organizational culture that values mutual support, friendliness, discipline, honesty, and dedication. We have established a competitive compensation policy and offer a wide range of employee benefits to build employee loyalty and retain top talent. Through stable and lasting partnerships, we aim to grow together with our employees.

By fostering a workplace that effectively attracts and retains talent, the Company has steadily reduced its employee turnover rate over the years. In 2024, the new hire rate increased compared to the previous year, primarily due to improved product sales, which led to increased demand for production line personnel. In response, the Company undertook recruitment and workforce expansion efforts during the year, resulting in a rise in the number of new hires. That year, the return-to-work rate following parental leave reached 100%, with a retention rate of 75%. For detailed statistics, please refer to Appendix I: ESG Information - Social Data of this report.



Percentage of New Recruits Over the Years

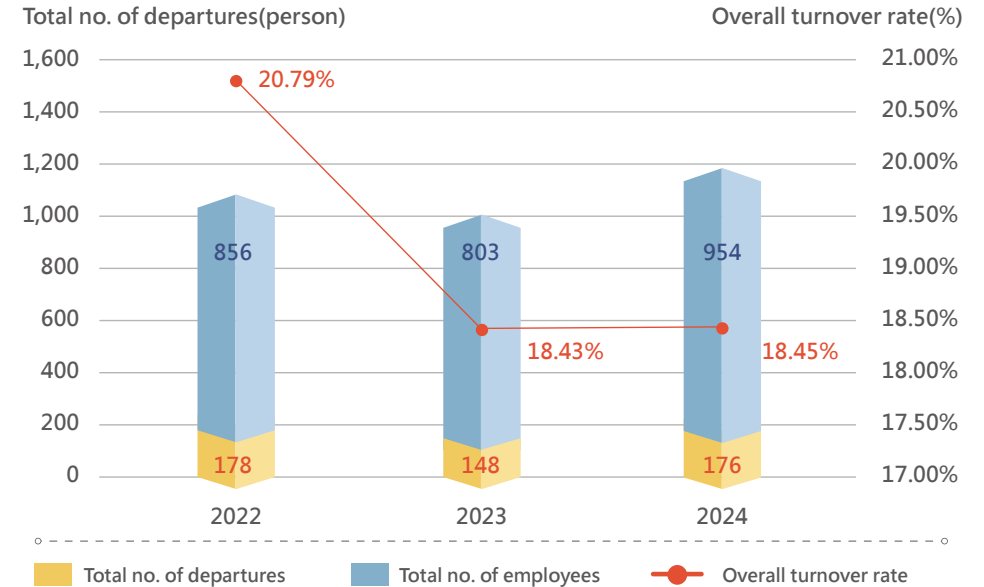


Note:

- 1.The number of new recruits includes those who resigned during the same year.
- 2.Percentage of new male (or female) recruits by age group = Number of new male (or female) recruits in the age group for the year / Total number of employees at the operation sites at the end of the same year.
- 3.Percentage of new recruits = Number of new recruits for the year / Total number of employees at the operation sites at the end of the same year.



Employee Turnover Rate Over the Years



Note:

- 1.The number of departures includes resignations, dismissals, terminations, and retirements.
- 2.Turnover rate by age and gender = Number of male (or female) departures in the age group for the year / Total number of male (or female) employees in that age group at the end of the same year.
- 3.Overall turnover rate = Total number of departures for the year / Total number of employees at the operation sites at the end of the same year.

• Employee Compensation

Taiflex provides employee compensation that includes both fixed and variable components. These consist of base salary, various allowances, festival bonuses, sales bonuses, year-end bonuses, and employee stock ownership trust contributions. Compensation is determined based on an employee's position, ranking, educational background, work experience, and seniority, and is approved in accordance with the Company's internal salary scale, without any gender-based differences.

To enhance talent attraction and retention, Taiflex established an employee stock ownership plan in 2020. Under this plan, the Company matches 50% of each employee's monthly contribution and deposits the amount into their individual trust account. In 2022, we revised our compensation policy to further support income stability. In addition to variable bonuses, local full-time employees receive festival bonuses equivalent to 1.5 months of salary to help maintain a competitive annual compensation package. In the current reporting year, the ratio of average standard salary to the statutory minimum wage for male and female entry-level employees was 1.02:1 and 1.01:1, respectively. When allowances are included, the ratios were 1.09:1 for male and 1.04:1 for female employees.

In 2024, the ratio of the annual total compensation of the Company's highest-paid individual to the median annual total compensation of all other employees was 10.51. The ratio of the percentage increase in annual total compensation of the highest-paid individual to the median percentage increase for all other employees was 124. In addition, the average and median salaries of full-time employees not holding managerial positions, along with their year-over-year changes in 2024, have been disclosed in accordance with regulatory requirements. This information is available on the Market Observation Post System (MOPS): <https://mops.twse.com.tw/mops/#/web/home>. Navigation path: MOPS > Corporate Governance > Information relating to ESG > Information relating to employee benefits and compensation > Information about salary of full-time employees who are not in a managerial position. The Company's compensation plans take into account overall financial performance, operational results, and future development outlook, and are tailored to individual job responsibilities and performance outcomes. For additional information on compensation statistics, please refer to Appendix I: ESG Information - Social Data of this report.

• Welfare and Health Care

To foster a supportive and fulfilling workplace, Taiflex provides a wide range of employee benefits and has established an Employee Welfare Committee responsible for planning and implementing various welfare programs that strengthen employees' sense of belonging. In 2024, to further enhance employee well-being and attract qualified talent, Taiflex introduced additional benefits for new hires who have completed their probation period, including newcomer leave and birthday leave.

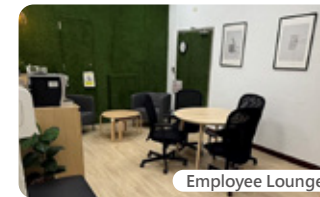


Employee Benefits

• Subsidies for weddings and funerals	• Free motorcycle inspection / maintenance subsidy	• Employee health examinations
• Birthday cash gifts	• Contracted stores	• Employee club subsidies
• Company and personal travel subsidies	• Language course subsidies	• Department meal subsidy
• Education subsidies for children	• One day of paid marriage leave for siblings	• Natural disaster relief
• Contracted nursery / childcare centers	• Year-end party	• Lunar New Year kick-off bonus
• Free lunch/dinner	• Exclusive basketball court	• Festival activities
• Various types of leave	• Birthday leave and newcomer leave	• Flexible working hours



Year-end Party



Employee Lounge



Basketball Games



Employee Care and Friendly Facilities

• Parent-child library	• Family day events	• Stress relief massage station
• Nursery room / Dedicated refrigerator for breast milk	• Lounge with shower facilities	• 7-11 smart vending machine and coffee dispenser
• Reserved parking spaces	• Nighttime security escort to parking area	• Exclusive parking spaces for outstanding employees



Taiflex Employee Benefits Overview

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

In accordance with legal requirements, Taiflex provides labor insurance, national health insurance, and occupational accident insurance for all employees. In addition, the Company offers comprehensive group insurance coverage, including during periods of unpaid leave, which includes life insurance, accident insurance, medical insurance, cancer insurance, critical illness insurance, and overseas travel insurance, ensuring employees receive well-rounded protection. Employees' family members are also eligible to join the group insurance plan, allowing Taiflex' s care and support to extend to their families.



Employee Health Care Mechanisms

- ✓ Workplace environment monitoring / risk assessment / improvement
- ✓ Health examination program exceeding legal requirements
- ✓ Health management and epidemic prevention kits for business travelers
- ✓ Weekly on-site service by group insurance representatives
- ✓ Travel accident insurance and emergency overseas assistance
- ✓ Discounted group insurance for employees and their families
- ✓ Free medical group insurance for employees
- ✓ Ergonomic hazard prevention
- ✓ Stress relief station (massage service)
- ✓ Health monitoring and care visits
- ✓ Various health promotion programs
- ✓ Critical illness compensation
- ✓ On-site medical and nursing staff
- ✓ Maternal health protection
- ✓ Overload hazard prevention
- ✓ Fitness classes
- ✓ Health seminars
- ✓ Vaccination programs

• Comprehensive Retirement System

To provide a stable and secure retirement system, Taiflex has established an employee pension policy in accordance with the Labor Standards Act and the Labor Pension Act. The Company contributes to employee pensions and offers retirement benefits under this policy. Each year, professional accounting consultants are engaged to perform actuarial assessments of the retirement reserve to ensure that sufficient funds are appropriated, thereby protecting employees' rights and benefits.

The Company contributes 6% of employees' total monthly salaries to the employee pension fund, with the same 6% contribution rate applied under the old pension system. The funds are entrusted to the Labor Pension Fund Supervisory Committee and deposited in a designated account at the Bank of Taiwan under the Committee' s name.

- Old pension scheme :

In accordance with the Labor Standards Act, all pension contributions under the old scheme are deposited into and managed by the Labor Pension Fund Supervisory Committee. The Company recognized expenses under the defined benefit plan totaling NT\$8,186 thousand in 2023 and NT\$6,705 thousand in 2024.

- New pension scheme :

Under the Labor Pension Act, the Company makes fixed contributions to a post-employment benefit plan. Expenses recognized under the defined contribution plan were NT\$34,232 thousand in 2023 and NT\$36,559 thousand in 2024. *

All required contributions under the old and new pension schemes for 2023 and 2024 were fully made in 2024 and 2025, respectively.

✦ 5.2.2 Human Rights Protection and Labor-Management Communication

Taiflex is committed to safeguarding employee rights. The Company' s Work Rules clearly state that all employees must be at least 16 years of age upon employment. In addition, we have established the "Measures for Prevention of Rights Violation during Performance of Duties," ensuring that no employee is forced to perform tasks beyond those prescribed by law. Overtime hours are managed through the human resources management system, which includes built-in risk alerts. To promote substantive equality and respect for Indigenous cultures, the Company grants Indigenous employees one day of leave for traditional festivals and rituals, in accordance with Article 4 of the Implementation Regulations on Memorial Days and Holidays issued by the Ministry of the Interior. In 2024, there were no incidents involving child labor, forced labor, discrimination, infringement of Indigenous rights, or sexual harassment.



Human Rights Declaration

1. Promote diversity, inclusion, and labor equality
2. Prohibit all forms of forced labor
3. Eliminate unlawful discrimination and provide a harassment-free, safe, and healthy working environment
4. Prohibit the employment of child labor
5. Comply with all applicable laws and regulations on wages and working hours
6. Foster harmonious labor relations and ensure diverse and open communication channels
7. Comply with privacy and information security laws and regulations
8. Regularly review and assess human rights risks, practices, and impacts in response to evolving conditions and stakeholder expectations

• Human Rights Protection

To fulfill our human rights commitments and strengthen oversight mechanisms that safeguard employee rights, the Company has established the Sexual Harassment Prevention and Complaints Committee, the Workplace Violence Prevention and Disciplinary Committee, and an internal grievance mechanism, in accordance with the Rules for Sexual Harassment Prevention, Complaints, and Disciplinary Actions and the Measures for Preventing Rights Violations during the Performance of Duties. Employees are encouraged to report incidents of sexual harassment, workplace bullying, or other forms of unfair treatment through online platforms or dedicated hotlines. These mechanisms are designed to protect individual rights and ensure a safe and respectful work environment. The confidentiality of whistleblowers is strictly upheld to prevent retaliation.

In 2024, Taiflex received two workplace violence complaints involving inappropriate language. Upon receiving the reports, the Human Resources and Occupational Safety teams launched investigations and took appropriate actions in accordance with the Measures for Prevention of Rights Infringement during Performance of Duties. Disciplinary action and counseling were provided to the offending parties, while psychological support was extended to the affected individuals. Both cases were fully resolved within the year. To prevent future incidents, the Company conducted mandatory digital training on workplace violence and harassment prevention in December 2024, with 800 employees completing the course. Additionally, to strengthen employee support and ensure that every voice is heard, Taiflex established a dedicated grievance email: Taiflexfamily@taiflex.com.tw.



Internal Hotline and Mailbox

Category	Contact Number	Email
Employee health and wellness	(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
Employee care	-	Taiflexfamily@taiflex.com.tw

Taiflex requires all contracted vendors to comply with relevant provisions of the Labor Standards Act and the Occupational Safety and Health Act to safeguard the rights and safety of non-employee personnel working on site, such as stationed contractors and security personnel. The Company has also established the Rules Governing Duties of Security Personnel, which stipulate that, in accordance with the Occupational Safety and Health Act and the Private Security Service Act, security personnel must undergo annual training in disaster prevention, emergency response, and practical security operations. The training also covers legal regulations related to personal rights, as well as freedom of employment, wages, working hours, leave entitlements, non-discrimination, and freedom of assembly. In addition, human rights cases and related measures are periodically communicated during security meetings to ensure that security personnel comply with social conduct standards and to prevent any infringement of employee or visitor rights during the performance of their duties. In 2024, a total of 12 security personnel received training, achieving a 100% completion rate in human rights or procedural training.

• Labor-Management Communication

Taiflex values open, two-way communication with employees. In addition to holding quarterly labor-management meetings, the Company has established multiple communication channels to facilitate the exchange of views and the resolution of issues based on mutual respect and integrity. Through effective dialogue, employee feedback can be promptly understood and reflected in adjustments to personnel management policies, fostering a harmonious and supportive workplace that benefits both employees and the Company. In the event of significant operational changes, advance notice will be provided in accordance with Article 16 of the Labor Standards Act, ranging from 10 to 30 days depending on employees' length of service.



Taiflex Labor-Management Communication Channels and Objectives

Item	Communication Channel	Objective
1	Labor-management meetings	To coordinate labor relations, promote collaboration, and enhance work efficiency
2	Employee satisfaction survey	To understand employee perceptions of company policies and use feedback to guide improvements
3	CEO seminar	To provide employees with a platform to share suggestions and concerns, and to stay informed about the Company's operations and strategic goals
4	EHR platform	To offer a direct and accessible online communication channel between the Company and employees
5	EWC	Comprised primarily of employee representatives, the committee advocates for employee benefits and is responsible for planning and implementing welfare initiatives
6	OSH Committee meetings	To monitor and respond to OSH issues on a quarterly basis, with a 100% response rate

We are committed to growing and thriving alongside our employees. The Company respects employees' rights to freedom of association and collective bargaining. Although a labor union has not yet been established, we promote employee engagement and cohesion through various initiatives. The Employee Welfare Committee (EWC) regularly organizes activities such as factory anniversary celebrations, the annual Family Day, and holiday appreciation events. In addition, various employee clubs, such as the running club and yoga club, offer opportunities for interaction outside of work, helping to foster a stronger sense of belonging while supporting physical and mental well-being. In 2024, approximately 2,000 participants took part in Family Day and club activities.



2024 Activity Highlights



▲ Taiflex Cycling Club



▲ Mother's Day Celebration: Afternoon tea and refreshments



▲ Mid-Autumn Festival: Barbecue feast



▲ Mid-Autumn Festival: Barbecue feast

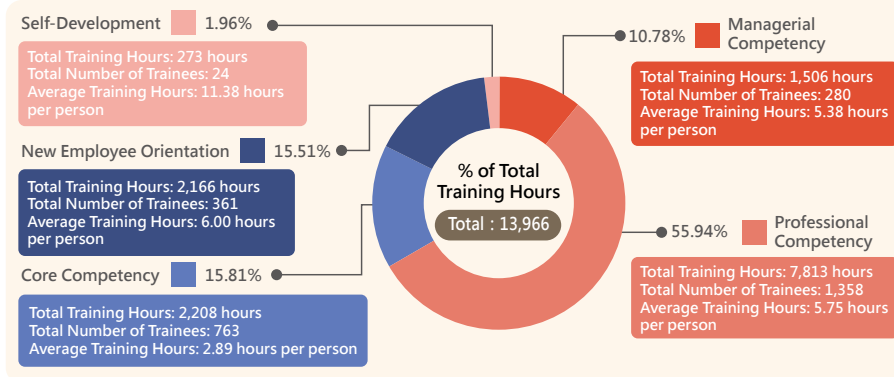
5.2.3 Diversified Competence Development

Taiflex embraces a training philosophy centered on diversified learning to enhance professional skills, internalization to foster organization-wide growth, knowledge transfer to improve performance, and continuous improvement to support long-term development. A talent development roadmap has been designed based on the Company's five core values: enthusiasm, responsibility, integrity, innovation, and execution. In line with this roadmap, Taiflex has established the Education and Training Guidelines to integrate internal and external resources and offer systematic training programs that strengthen employees' comprehensive skill sets and role suitability. This commitment to continuous learning supports the shared growth of both employees and the Company. In 2024, a total of 2,786 employee training enrollments were recorded, with an aggregate of 13,966 training hours completed.





2024 Training Performance of the Talent Cultivation System Overview



In recent years, Taiflex has actively established a mentoring system that incorporates job rotation and on-the-job guidance to enrich employees' learning experiences. This approach helps effectively pass down successful practices and shortens the learning curve. To foster a culture of learning and promote knowledge sharing and the transfer of technical expertise, the Company has also developed a comprehensive internal lecturer training system to cultivate a team of certified in-house instructors. This initiative supports Taiflex' s vision of building a corporate learning academy. To date, a total of 260 employees have been formally certified as internal lecturers. In recognition of their efforts and contributions to knowledge transfer, the Company provides additional compensation in the form of internal lecturer fees, in addition to their regular salary. Their contributions are also publicly acknowledged through communication sessions and morning meetings, reinforcing the value of continuous learning and celebrating the culture of internal knowledge sharing.

• Personal Development Plan and Learning

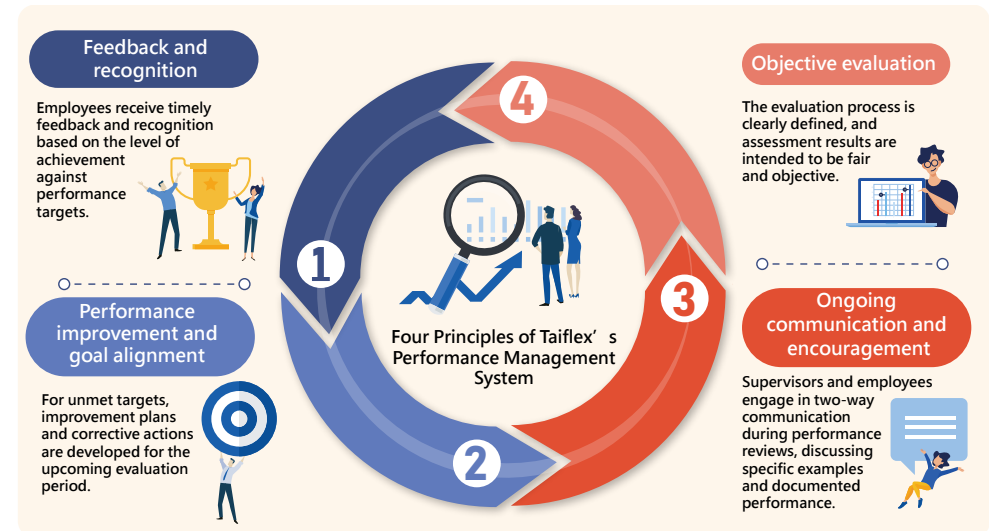
Taiflex recognizes that every employee is unique and therefore provides diverse learning channels and development resources to strengthen individual competencies and help employees realize their full potential. Based on each employee' s job competency requirements, performance evaluation results, and career development goals, the Company supports the formulation of Individual Development Plans (IDPs). Training is structured into three key areas: On-the-Job Training, Off-the-Job Training, and Self-Development, with tailored training roadmaps designed for each. These provide employees with diverse learning channels and development resources to enhance the competencies required for their roles. Among these, On-the-Job Training serves as the Company' s primary training focus, as it directly and significantly supports operational efficiency and business continuity. In 2024, total training expenses reached NT\$3,181,422, and overall training satisfaction rate stood at 93%. For detailed statistics, please refer to Appendix I - ESG Information: Social Data in this report.

• Performance Management and Employee Development

Employee performance evaluations play a key role in strengthening the Company' s human resources system. These evaluations not only assess annual job performance but also serve as a positive mechanism to motivate employees in realizing their potential and supporting their development. All new employees are subject to annual performance reviews starting three months after their onboarding. Evaluation criteria are applied consistently and are not influenced by gender, religion, race, or any other personal attributes. In addition, the Company has implemented an internal recommendation system to support the promotion and retention of qualified talent, ensuring that individuals are placed in roles that best match their abilities and potential.



Four Principles of Taiflex' s Performance Management System



The purpose of Taiflex' s performance evaluation system goes beyond fostering alignment on work objectives between employees and their supervisors. It also serves two core functions: performance assessment and employee development. Emphasizing development over evaluation, the system is designed to help employees strengthen their capabilities, enhance job proficiency, and become effective support for their supervisors and contributors to the Company' s ongoing progress. This approach aims to improve both organizational competitiveness and overall operational efficiency. In 2024, 100% of Taiflex employees completed the annual performance evaluation.

5.3 Workplace Safety and Health

Material Topic: Occupational Safety and Health

Main Reason	Taiflex views its employees as the Company's most valuable assets. Workplace safety and the physical and mental well-being of employees are top priorities. Employees place their trust in this commitment to well-being. To prevent occupational hazards, the Company continuously enhances inherently safe design and enforces comprehensive occupational health and safety management measures.			
Effect and Impact	<p>● Actual positive impact :</p> <p>Economic: Reducing workplace safety risks supports the Company's ability to maintain uninterrupted operations.</p> <p>Social: A safe work environment fosters emotional well-being among employees and strengthens their sense of belonging and commitment to the Company.</p>	<p>● Potential positive impact :</p> <p>Economic: Comprehensive OHS systems and international certifications enhance the Company's credibility as a secure and responsible employer.</p> <p>Social: Promoting employee physical and mental well-being throughout their careers contributes to a positive external image of the Company.</p> <p>Human Rights: The Company upholds a zero-tolerance policy toward occupational injuries, workplace bullying, sexual harassment, and racial discrimination, thereby reinforcing its commitment to human rights protection.</p>	<p>● Actual negative impact :</p> <p>Economic: Non-compliance with OHS regulations may lead to legal violations, government-imposed fines, and potential employee harm.</p>	<p>● Potential negative impact :</p> <p>Economic: Insufficient implementation of OHS standards could result in reputational damage and financial losses resulting from production shutdowns.</p>
Policy	<p>Five major OSH policies are established based on Taiflex's OSH management principles to be jointly upheld by all employees and stakeholders:</p> <ul style="list-style-type: none"> - Regulatory compliance: Comply with occupational safety laws and regulations to enhance corporate image. - Full participation: Foster teamwork and open communication to raise company-wide safety awareness. - Workplace safety: Commit to maintaining a sound work environment that supports the physical/mental well-being of employees. - Risk control: Identify occupational hazard risks to create a safe workplace. - Continuous improvement: Advance occupational safety management performance to achieve the goal of corporate sustainability. 			
Strategy	The Company conducts semi-annual reviews of its OSH performance and progress, and establishes targeted improvement plans accordingly. Efforts are continuously made to foster a safe and healthy workplace, supported by active communication and collaboration with both internal and external stakeholders. If OSH performance does not meet expectations, the Company will adjust relevant measures based on actual conditions.			
Goal and Objective	<p>● Short-term goals (2025-2026) :</p> <ul style="list-style-type: none"> - Zero major occupational accidents requiring hospitalization - Maintain zero cases of occupational illness due to chemical exposure - Disabling injuries frequency rate (FR) ≤ 1.5 - Disabling injury severity rate (SR) ≤ 3.6 - Voluntary participation rate in employee health promotion programs > 40% 	<p>● Medium-term goals (2027-2030) :</p> <ul style="list-style-type: none"> - Zero major occupational accidents requiring hospitalization - Maintain zero cases of occupational illness due to chemical exposure - FR ≤ 1.2 - SR ≤ 3.4 - Voluntary participation rate in employee health promotion programs > 45% 	<p>● Long-term goals (2031-2040) :</p> <ul style="list-style-type: none"> - Zero major occupational accidents requiring hospitalization - Maintain zero cases of occupational illness due to chemical exposure - FR ≤ 0.9 - SR ≤ 3.2 - Voluntary participation rate in employee health promotion programs > 50% 	
Management Assessment Mechanism	<ul style="list-style-type: none"> ● Annual management reviews are conducted to evaluate performance and assess the achievement of established targets. ● Through the Corporate Sustainability Promotion Committee and its task force, the Company continuously monitors implementation progress and the extent to which targets are met. 			
2024 Goals and Achievements	<p>● Zero major occupational accidents requiring hospitalization</p> <p>→ ❌ Not achieved. One incident reported in 2024.</p>	<p>● Disabling injuries frequency rate (FR) ≤ 1.5</p> <p>→ ✅ Achieved. The FR in 2024 was 0.63.</p>	<p>● Disabling injury severity rate (SR) ≤ 3.6</p> <p>→ ❌ Not achieved. The SR in 2024 was 6.33.</p>	<p>● Voluntary participation rate in employee health promotion programs > 40%</p> <p>→ ✅ Achieved. The participation rate in 2024 was 56.3%.</p>

✦ 5.3.1 OSH Risk Management

Taiflex upholds a people-oriented philosophy as the foundation of its OSH practices. The Company is committed to building a fundamentally safe working environment that not only enhances industrial competitiveness but also serves as a strong safeguard for employee health and safety. With “zero occupational accidents” as the ultimate objective, Taiflex has established the following five core OSH policies:



Five Major OSH Policies



Regulatory compliance

Comply with occupational safety laws and regulations to enhance corporate image.



Workplace safety

Commit to maintaining a sound work environment that supports the physical/mental well-being of employees.



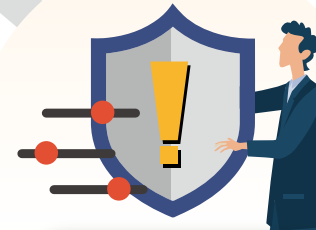
Continuous improvement

Advance occupational safety management performance to achieve the goal of corporate sustainability.



Full participation

Foster teamwork and open communication to raise company-wide safety awareness.

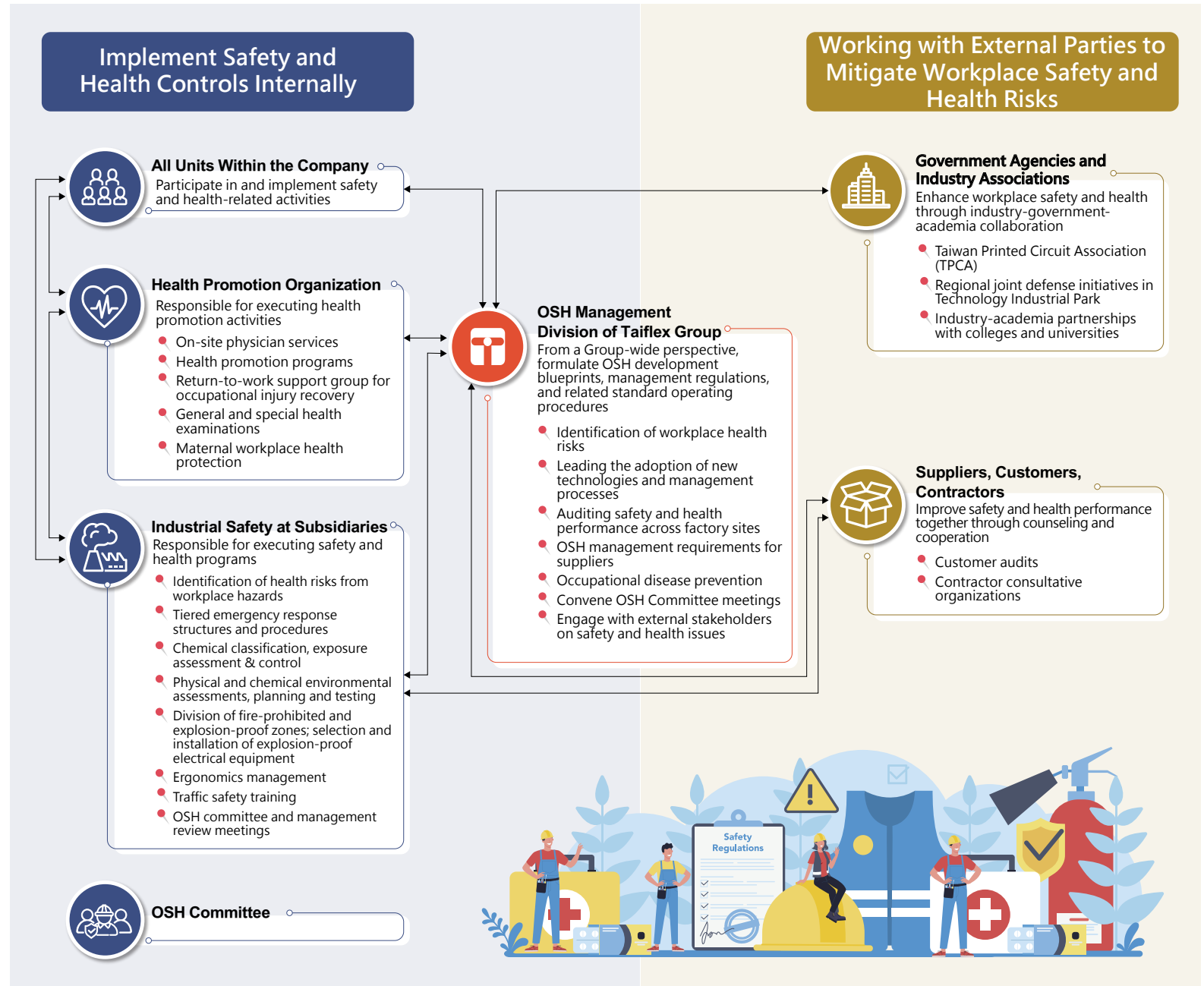


Risk control

Comply with occupational safety laws and regulations to enhance corporate image.

• OSH Management Structure

Taiflex is dedicated to creating an optimal safe and healthy workplace. In accordance with the Company's internal ESM-PD-01 Environmental, Safety, and Health Management Manual, the Occupational Safety and Health Management Division has been established to oversee all OSH planning and operations and to continuously promote a strong safety culture throughout the organization. On-site OSH responsibilities are jointly carried out by dedicated OSH personnel, the Industrial Safety Section of the Manufacturing Center, and designated OSH representatives from each department, working in close collaboration.



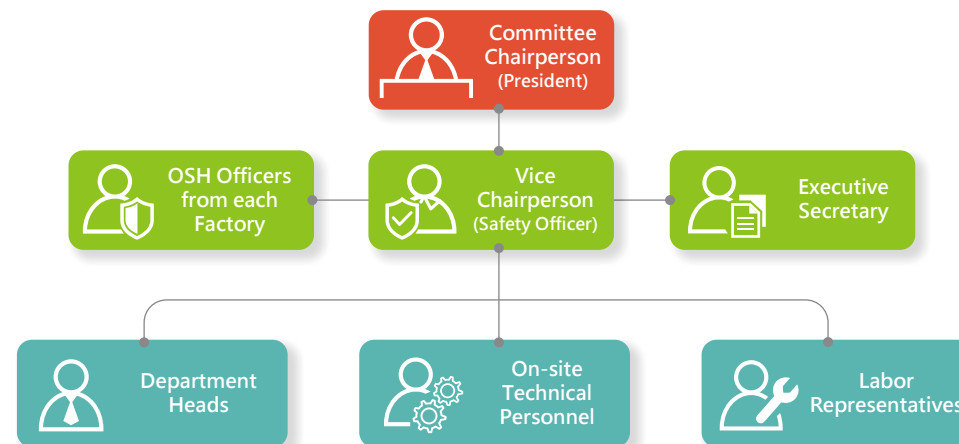
Taiflex' s OSH Committee serves as a formal platform for direct communication between management and employees on OSH-related matters. The Committee convenes regularly on a quarterly basis to discuss key issues. In response to the increasing scale of operations, department heads also hold monthly meetings focused on the current conditions of each factory to reinforce the implementation of OSH management.



Composition of the OSH Committee

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

Note : The above does not include the Committee Chairperson (for all factories).



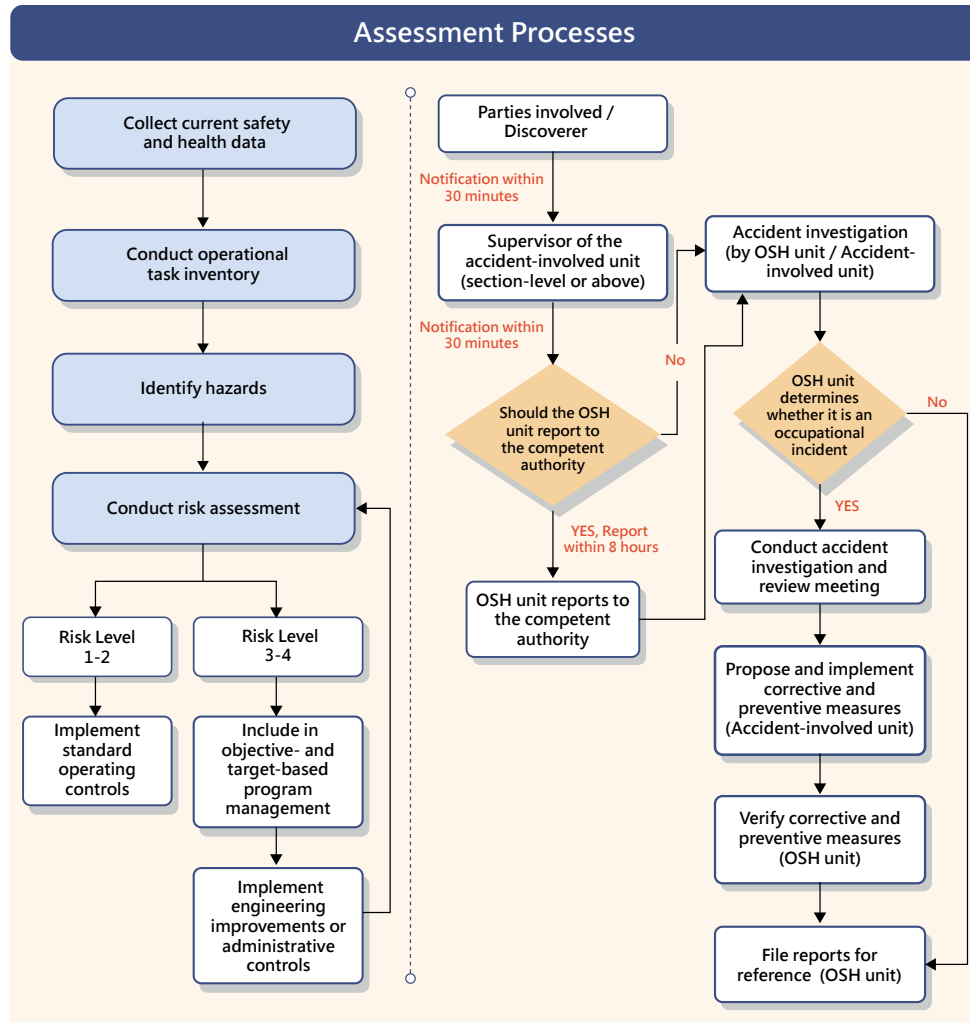
• Hazard Identification and Incident Investigation

In accordance with the SP-PD-02 Hazard Identification and Risk Assessment Management Procedure, Taiflex conducts annual assessments through hazard identification teams formed by trained seed personnel from each unit. These teams proactively evaluate operational activities, work areas, equipment, and both physical and mental health-related factors to identify potential hazards. This includes recognizing risks that may lead to both routine and non-routine hazardous events. Risk assessments are then conducted by seed personnel and serve as the basis for risk control, incident prevention, and continuous improvement within the Company' s OSH system.

For hazards assessed as medium-level risk or higher (Levels 3 and 4), the OSH Committee requires the responsible units to formulate appropriate control measures. The progress of these improvements is reviewed on a regular basis during OSH Committee meetings. In addition, the Company thoroughly investigates minor incidents and near-miss events to continuously explore feasible and effective corrective actions. In 2024, a total of 615 hazard factors were identified. Control measures for all medium-level risks were established, and semi-annual reviews of improvement progress were carried out, further reinforcing Taiflex' s strong safety culture.



Taiflex places great importance on identifying the root causes of every occupational injury. The Company has established a comprehensive incident response procedure that includes prompt reporting, thorough investigation and analysis, and the implementation of corrective and preventive measures. These actions aim to prevent recurrence through specific and effective improvements.



Comprehensive OSH Management System Coverage

Taiflex implemented the ISO 45001 Occupational Health and Safety Management System in 2019 and obtained certification. In 2022, the system's scope was expanded to encompass all manufacturing sites. In 2023, the Company further obtained certification for the Taiwan Occupational Safety and Health Management System (TOSHMS). The management system comprehensively covers all production and non-production areas, equipment, and both routine and non-routine operational activities across all Taiflex-controlled sites. It also includes activities conducted by external parties operating within Taiflex premises, such as facility and equipment service providers, food service vendors, security personnel, and maintenance contractors.

Each site continues to operate in accordance with the OSH management systems. Taiflex actively establishes key performance indicators (KPIs) and conducts regular evaluations to monitor performance. This ensures the ongoing effectiveness and feasibility of safety and health management measures.



OSH System Coverage Rate

Category	Total Number of Individuals	Number of Individuals Covered by OSH System	Coverage Rate
Employees	954	954	100%
Non-employee workers	24	24	100%

Note :

1. Non-employee workers refer to security personnel and on-site contractors, including IT personnel, customs personnel, and materials management personnel.
2. Coverage rate = (Number of individuals in the category covered by the OSH system / Total number of individuals in the category) × 100%.

• Management Effectiveness

Taiflex places strong emphasis on occupational incident management for all stakeholders. The scope of monitoring includes employees at the Kaohsiung factories and warehouse facilities (97.55%), as well as non-employee workers such as security personnel, on-site contractors, and other external personnel (2.45%). All internal and external occupational incident cases are subject to root cause analysis, which serves as the basis for risk control, incident prevention, and continuous improvement of the OSH management system.

Thanks to the collective efforts of all workers, there were no fatal or severe occupational injuries involving either employees or non-employee workers in 2024. However, one occupational incident did occur: an employee sustained a compression injury to the left ring finger from a coating mold (DIE), resulting in partial disability. Consequently, the Severity Rate (SR) target set for 2024 was not met, although all other OSH performance targets were successfully achieved. In response to the incident, the Company implemented several corrective actions: improving the ergonomic design of the mold-flipping assist handle, strengthening safety checks for mold cleaning operations across production lines, and incorporating the case into annual safety training reviews to enhance employee awareness and prevent recurrence. Moving forward, Taiflex will continue to reduce potential operational hazards and environmental risks through ongoing education and training, workplace inspections, hazard identification and risk assessments, and both internal and external audits. The ultimate goal remains achieving zero occupational incidents, with a comprehensive workplace injury index (FSI) below 0.1. For detailed statistics on occupational incidents, please refer to Appendix I: ESG Information - Social Data in this report.

Occupational Injury Rate/Index	2022	2023	2024	Target (2024)
No. of reported incidents	0	0	0	0
FR	1.82	0.63	0.60	<1.5
SR	3.64	1.26	5.99	<3.6
FSI	0.08	0.03	0.06	<0.07
Fatal occupational injury rate	0	0	0	0

Note :

- Occupational injury statistics exclude traffic-related incidents
- FR = Number of disabling injury / Total hours worked × 1,000,000
- SR = Total lost workdays from disabling injuries, excluding fatalities / Total hours worked × 1,000,000
- $FSI = \sqrt{((FR \times SR)/1,000)}$
- Fatal occupational injury rate = Number of fatalities from occupational injuries / Total hours worked × 1,000,000
- In 2024, Taiflex recorded a disabling injury frequency rate (FR) of 0.6 and a severity rate (SR) of 6, outperforming the three-year industry averages for both the electronic components manufacturing industry (FR 0.87, SR 25) and the semiconductor manufacturing industry (FR 0.6, SR 15). (Source: Occupational Safety and Health Administration of Ministry of Labor.)

✦ 5.3.2 Occupational Hazard Prevention

To eliminate potential workplace hazards, the OSH Management Division conducts internal self-inspections on a monthly basis. These audits focus on five key areas of daily operations: chemical management, machinery and equipment, workplace environment, fire protection systems, and waste disposal to ensure the effectiveness of existing control measures and to continuously monitor corrective actions until completion. In 2024, a total of 209 deficiencies were identified across departments, all of which were fully corrected, resulting in a 100% improvement completion rate.

To foster a strong culture of workplace safety and health, and to enhance employee awareness of occupational health protection and operational safety, the Company regularly organizes on-the-job training for existing employees. New employees are required to attend general OSH training upon onboarding. Assessments are conducted to ensure they acquire fundamental OSH knowledge. For detailed annual training statistics, please refer to Appendix I: ESG Information - Social Data.



Occupational Safety and Health Training Photos



• Safety Audits and Guidance for Partners (Contractors, Suppliers and Lessors)

Recognizing that many occupational accidents involve non-employees rather than directly hired personnel, Taiflex is committed to enhancing workplace safety across all operations. We adopt a collaborative safety model with on-site lessors, holding regular joint safety meetings to improve shared operational environments. Prior to entering our facilities, contractors are required to complete OSH training and are informed of relevant work-related hazards to ensure comprehensive safety throughout the premises.

In addition, in accordance with our supplier management procedures, Taiflex conducts regular audits of all business partners. We place particular emphasis on supervising and managing contractors engaged in high-risk on-site activities. When deficiencies are identified, corrective actions must be completed within a specified timeframe; otherwise, penalties such as fines or work suspension may be imposed. In 2024, Taiflex conducted audits and provided safety guidance to eight suppliers. A total of 26 observations were raised and all were effectively addressed and closed within the same year.



▲ On-the-Job Inspection

Daily on-site safety inspections are conducted to ensure compliance with safety protocols. Inspectors are authorized to halt operations if safety violations are identified and will immediately notify the responsible unit.

◀ Risk Identification Prior to Work

Before work begins, hazard identification and job safety analysis are conducted at the worksite to assess risks in the operating environment. It is also ensured that all personnel have completed relevant safety training before commencing work.

◀ Post-Work Documentation

Upon completion of work, all relevant daily work forms are compiled and submitted to the designated Taiflex project coordinator for recordkeeping and review.



▲ Annual Contractor Conference and Daily Safety Briefing Before Work

An annual contractor conference is held to communicate the factory's safety regulations and operational protocols. In addition, daily toolbox meetings are conducted to review safety precautions, work procedures, health and safety requirements, use of personal protective equipment, and other task-specific risk factors.



• Emergency Response Drills

Taiflex regularly conducts a variety of emergency response drills to evaluate the feasibility and effectiveness of its disaster preparedness and response procedures. Since 2021, stakeholders such as contractors and on-site lessors have been included in these drills to strengthen a shared understanding of compound disaster response and prevention. Their participation has also helped improve the effectiveness of the disaster notification and communication system. In 2024, these drills continued across all factories to ensure that all personnel, both internal and external, receive comprehensive training and that the risks of injuries or damages from potential incidents are minimized.

In light of two major industrial fire incidents that occurred in southern Taiwan in recent years, these events underscore the importance of consistently implementing OSH measures, while also reinforcing employees' knowledge and preparedness in emergency response and prevention to ensure workplace safety.

To strengthen employees' understanding of compound emergency response and prevention, Taiflex has continued to conduct drills designed to improve the effectiveness of disaster notification and communication systems. These exercises are designed to verify the feasibility and applicability of emergency response measures, and to ensure the efficient deployment of available resources, personnel, and equipment during incidents. In 2024, Taiflex continued to conduct emergency response drills during nighttime hours and holidays to ensure that employees across all facilities and shifts are equipped with the proper knowledge and response capabilities in the event of compound disasters, thereby minimizing potential injuries and damages. Given the rising proportion of foreign employees in recent years, the 2025 emergency response training program will be primarily designed for this group. To strengthen overall emergency preparedness, the Company will implement comprehensive support measures, including English-language instruction and the presence of on-site interpreters.



▲ Observation and Training on Compound Emergency Response ▲



▲ Firefighting and Rescue



▲ Toxic Chemical Spill ▲



▲ Toxic Incident Response



▲ Incident Reporting and Personnel Evacuation ▲



▲ Post-incident Cleanup

✦ 5.3.3 Employee Health Management

Taiflex not only aims for zero occupational injuries but also recognizes that employee health is essential to stable business operations. To this end, the Company offers comprehensive workplace health management services. Through a range of management initiatives, professional consultations, training programs, and wellness activities, Taiflex is committed to safeguarding the physical and mental well-being of its employees.



Fostering Healthy Lifestyles

- ✓ Provide health-related information in written or electronic form
- ✓ Encourage the establishment of sports clubs



Health Monitoring

- ✓ Health examinations
- ✓ Health risk stratification
- ✓ Analysis and statistics



Creating a Healthy Work Environment

- ✓ Ergonomic hazard prevention
- ✓ Overload hazard prevention
- ✓ Maternal worker protection



Health Promotion

- ✓ Weight management program
- ✓ Sports courses
- ✓ Health seminars

• Work Environment Assessment

Unsafe working conditions and at-risk employee behaviors can lead to occupational illnesses and injuries. In addition to posing direct threats to employee health and safety, such risks may also adversely affect the Company's overall productivity. Taiflex leverages internal and external resources to strengthen employee health management, enhance the prevention of occupational diseases, and mitigate health-related risks. To support employee well-being, the Company regularly assesses five major categories of physical and psychological risks and implements targeted improvement and reinforcement measures to prevent occupational incidents.

	Sustainable Management	Enhanced Measures	Results
Chemical / Physical	<ul style="list-style-type: none"> Monitor environmental concentrations in chemical handling areas to ensure safety, and assess noise levels and related exposure risks Implement health risk stratification for employees undergoing special health examinations 	<ul style="list-style-type: none"> Enhance noise-prone work environments by implementing soundproofing measures, upgrading protective equipment standards, and strengthening employee training 	<ul style="list-style-type: none"> ✓ 100% compliance with environmental standards ✓ 100% health counseling rate
Ergonomic	<ul style="list-style-type: none"> Conduct regular surveys on musculoskeletal symptoms and track related sick leave Analyze findings to assess hazards in potentially high-risk work areas 	<ul style="list-style-type: none"> Introduce and optimize labor-saving equipment Provide health support and operational adjustments for employees with suspected musculoskeletal disorders 	<ul style="list-style-type: none"> ✓ Ongoing installation of labor-saving devices ✓ 24 employees identified for follow-up received health support and care guidance
Psychological	<ul style="list-style-type: none"> Establish an internal psychological counseling mechanism Conduct regular mental workload surveys 	<ul style="list-style-type: none"> Conduct proactive interviews and referrals for employees experiencing high fatigue 	<ul style="list-style-type: none"> ✓ 1 referral to professional psychological counseling in 2024 (compared to 6 in 2023)
Maternity Protection	<ul style="list-style-type: none"> Conduct regular assessments of maternity-related workplace hazards Provide maternal health consultations Evaluate occupational risks 	<ul style="list-style-type: none"> Supervisors proactively adjust job duties as needed 	<ul style="list-style-type: none"> ✓ 4 employees under health risk monitoring in 2024 ✓ None were classified as Risk Level 2, and no specific job adjustments were required

• Implement Health Monitoring

The Company collaborates with certified medical institutions to provide free annual health examinations for employees with at least one year of service. These examinations exceed statutory requirements and include special medical screenings for employees exposed to occupational health hazards. To identify and address potential health risks related to the work environment or job duties, the Company proactively arranges specialist consultations for employees with abnormal health results, those in maternity groups, individuals with excessive workloads, and those who have experienced occupational injuries. Employees requiring further risk stratification are assessed by on-site physicians, who evaluate their health conditions and job responsibilities to provide recommendations for appropriate work arrangements.

To ensure effective implementation of health examinations and establish a foundation for workplace health promotion and occupational disease prevention, the Company provides paid health check-up leave. Employees' family members are also eligible for examinations at discounted group rates, encouraging greater attention to personal and family health. In 2024, the employee health examination compliance rate reached 100%, with zero reported cases of occupational disease.



Number of Participants in Health Examinations over the Past Three Years

Item/Year	2022	2023	2024
General health examinations	692	705	624
Special health examinations	107	99	89

Note :

1. The number of general health examination participants for 2023, as previously disclosed in the 2023 Sustainability Report, has been corrected in this year's report. The revised data does not affect year-over-year comparability or interpretation.
2. In 2024, special health examinations covered two monitored items: Noise and N,N-Dimethylformamide (DMF), each subject to a two-tier health risk management system. For first-level management, no abnormalities were identified, where 1 employee was monitored for Noise exposure and 68 employees for DMF. For second-level management, 5 employees were monitored for Noise exposure and 15 for DMF. All individuals in the second-level category received health counseling, achieving a 100% completion rate.



2024 Health Passport Overview

Cardiovascular disease management	56 high-risk employees received work-hour management and individual health counseling
Maternal health protection	Assisted 7 pregnant or postpartum employees with workplace assessments and health support
Respiratory protection with physiological assessment	Conducted physiological assessments for 201 employees requiring respiratory protective equipment
Occupational musculoskeletal symptom prevention	Provided health education and guidance to 24 employees with suspected musculoskeletal symptoms

• Health Promotion Activities

Taiflex promotes employee well-being through a digital health management system integrated into the internal employee portal, enhancing the efficiency of health care services. A dedicated Safety and Care Zone and Employee Assistance Section have been established to support early identification of physical and mental health concerns, facilitate timely intervention, and encourage the adoption of healthy lifestyles to improve overall employee well-being. In addition, real-time alerts and comprehensive health education are delivered via the UOF mobile app, which also provides employees with regular updates on health-related knowledge and available support resources.

	Activities	2024 Execution Highlights
1	Provision of health information	<ul style="list-style-type: none"> Published 22 health-related articles Total page views: 2,862
2	Health seminar	<ul style="list-style-type: none"> Topic: Ease Away from Metabolic Syndrome Total participants: 22
3	Stress relief courses	<ul style="list-style-type: none"> Total participants: 20 (100% participation rate) Course satisfaction rate: 100%
4	Weight management & weight loss program (2024 statistics)	<ul style="list-style-type: none"> Participants achieving weight loss targets: 37 Total weight reduced: 303.3 kg Average weight loss (kg): 2024 (8.2), 2023 (8.5), 2022 (6.7) Post-weight-loss maintenance rate: 2024 (19%), 2023 (41%), 2022 (46%)
5	Blood donation events	<ul style="list-style-type: none"> Total participants : 36 (including external stakeholders)
6	Free influenza vaccination	<ul style="list-style-type: none"> Total participants : 3
7	Charity road race	<ul style="list-style-type: none"> Total participants : 68
8	Basketball game - sports competition	<ul style="list-style-type: none"> Total participants : 15



Feature SPECIAL COLUMN

[Feature] The First Certified Eco-Friendly Restaurant in Qianzhen Technology Industrial Park

According to the United Nations Food and Agriculture Organization (FAO), approximately 1.3 billion tons of food are wasted globally each year, equivalent to one-third of the world's total food production. Institutional catering is among the primary sources of this waste, contributing significantly to environmental degradation and accelerating climate change. In light of these challenges, the concept of green, eco-friendly dining has gained momentum, with a growing number of companies embracing sustainable food practices to reduce food waste and lower carbon emissions.

Driven by a strong commitment to corporate sustainability (ESG), Chairperson Ta-Wen Sun has led Taiflex in adopting environmentally conscious dining policies. "Any effort that benefits the environment is worth pursuing," he affirms. The Company has since become officially certified as an Eco-Friendly Restaurant, demonstrating our dedication to turning sustainability goals into tangible action.

Achieving this certification was no small task. Taiflex encountered several challenges throughout the transition. One of the most critical aspects was food supply chain management. To reduce its carbon footprint, the Company partnered with its catering vendors to prioritize locally grown, seasonal produce that meets sustainability standards, minimizing the environmental impact of long-distance transportation. In addition, a digital dining management system was implemented to collect and analyze consumption data, allowing for more accurate meal planning to reduce food waste. The Company also promotes a no-single-use policy by encouraging employees to bring their own utensils and switching to reusable or biodegradable alternatives. Through these measures, Taiflex ensures its food service operations meet the standards of a truly green dining model.

Following a rigorous evaluation process, Taiflex was officially awarded the Eco-friendly Restaurant Certification by the Ministry of Environment, Executive Yuan. The certification covers a broad range of sustainability benchmarks, including source reduction, the use of locally sourced ingredients, eco-conscious meal planning, promotion of low-carbon dining, and the adoption of eco-

friendly and energy-saving practices. Taiflex is proud to be the first company in Qianzhen Technology Industrial Park to receive this certification. This milestone not only reinforces our commitment to environmental responsibility but also serves as a role model for other technology enterprises, encouraging wider industry participation in advancing green and sustainable dining practices.

Taiflex's recognition as an eco-friendly restaurant is not only a point of pride but also a meaningful step in fostering a culture of environmental awareness within the organization. Moving forward, the Company will continue to strengthen its green dining strategy by launching zero-waste initiatives, expanding collaborations with local suppliers, and adopting more advanced and diverse data analytics to accurately forecast meal demand and minimize food waste. In parallel, Taiflex will roll out educational programs focused on environmental protection, sustainability, and responsible eating to inspire employees to incorporate eco-friendly practices into their everyday lives.

The eco-friendly restaurant initiative reflects more than a company's environmental responsibility. It signals a new direction for sustainable corporate development. Through concrete actions, Taiflex demonstrates its support for sustainability and is helping to lead the technology industry toward a greener future, starting with a new model of sustainable dining.





Feature SPECIAL COLUMN

[Feature] Taiflex Honored with the Excellence Award in the “Leader in Sustaining a Healthy Workforce - Manufacturing Sector” by the Workforce Development Agency



Taiflex specializes in delivering trusted advanced FPC materials and integrated innovation services, with a focus on driving material technology forward. Guided by a people-centered philosophy, the Company has long invested in professional talent development. We create diverse recruitment channels to ensure fair employment opportunities. We also prioritize the cultivation of high-potential technical professionals by offering career development plans with room for growth, supported by a comprehensive talent development framework and a friendly, inclusive workplace environment.

In terms of compensation, we guarantee a minimum of 13.5 months’ annual salary, along with regular pay adjustments and a variety of bonuses. Employee benefits are further enhanced through the Employee Stock Ownership Plan and a 50% company-matched contribution program deposited into personal trust accounts. Furthermore, we offer flexible working hours, remote work options, and special leave arrangements, including new hire leave, birthday leave, disaster leave, and health check leave, all designed to foster a happy, healthy work culture.

For health and wellness management, Taiflex provides employees with complimentary annual health examinations that exceed statutory requirements. We proactively arrange onsite physician consultations and psychological counseling referrals for employees with abnormal results, expectant or postpartum employees, and those experiencing high work-related stress. A variety

of wellness programs are also offered to help employees improve their physical and mental health. These efforts not only ensure proper job assignments and prevent occupational diseases but also improve overall employee well-being, as reflected in the steady year-on-year decline in abnormal health findings.

In recent years, Taiflex has adopted a cloud-based chemical management system and on-site inspection system to monitor hazardous substances in the workplace. These tools help identify and mitigate risks in real time, ensuring a safe and healthy work environment where employees can perform their duties with confidence and peace of mind.

Taiflex is committed to creating a thriving workplace and promoting Diversity, Equity, and Inclusion (DEI). Through a robust welfare structure and a range of developmental programs, the Company has earned numerous accolades, including the National TrainQuali Prize, the Ministry of Labor’ s Work-Life Balance Award, Kaohsiung City’s Enterprise Elite Award and Corporate Benefit Plan Excellence Award, the Sports Enterprise Certification from the Ministry of Education’ s Sports Administration, and the Factory Safety and Protection Excellence Award as well as the Outstanding Labor-Management Relations Award from the Kaohsiung-Pingtung Branch of the Bureau of Industrial Parks, MOEA. In 2024, Taiflex was honored with the “Leader in Sustaining a Healthy Workforce” Excellence Award by the Workforce Development Agency, Ministry of Labor. This recognition not only highlights our continued commitment to employee health, workplace safety, and sustainable operations, but also encourages our supply chain partners to advance the sustainable value of a healthy workforce.



5.4 Deepening Engagement in Public Welfare and Youth Support

Corporate success lies not only in economic growth but also in a commitment to social welfare and environmental sustainability. Guided by the principles of sustainable development, Taiflex embraces the United Nations Sustainable Development Goals (SDGs) as a core framework and actively promotes diverse public welfare initiatives. By fulfilling our corporate social responsibility, we aim to generate a positive social impact.

Since 2012, Taiflex Group has established the Kaohsiung City Youth Care Association, demonstrating a long-term commitment to issues affecting children and youth. We firmly believe that supporting young people is an investment in the future. Underprivileged youth, in particular, require greater care and guidance during their formative years as they navigate and engage with society. Meaningful support can help them overcome poverty, loneliness, and low self-esteem, while fostering self-confidence, a sense of responsibility, and creativity. These efforts not only contribute to their personal well-being and development but also promote social inclusion and equality, helping to build a more harmonious and stable society.



The Kaohsiung City Youth Care Association originated from the Youth Care Club, a volunteer group initiated by Taiflex employees. In 2012, the club was officially registered with the Social Affairs Bureau of the Kaohsiung City Government, and the Taiflex Volunteers was established at the same time. By integrating internal and external resources, the Association actively organizes joint activities

aimed at nurturing core competencies in youth, helping them build self-confidence, develop cultural awareness, and expand the positive social impact of these efforts.

In 2024, through the Kaohsiung City Youth Care Association, Taiflex invested approximately NT\$800,000 in initiatives spanning education support, care for the underprivileged, cultural promotion, community participation, and public-interest collaboration. These efforts not only address pressing social needs and promote equitable resource distribution, but also support local community development while aligning with global sustainability trends. Taiflex is committed to creating a better environment for future generations in Taiwan. Through long-term dedication to ESG goals, the Company continues to strengthen its connection with society, striving to expand its positive influence and foster a more inclusive and sustainable model of social development through concrete action. The related initiatives implemented in 2024 are as follows:

Type	Activity	2024 Implementation Results
Educational support	Educational Support Program	The success of an enterprise is built on the efforts of its employees. As Taiflex values not only employee development but also the well-being of their families, it has long promoted the Educational Support Program to provide scholarships for the children of employees who passed away or were seriously injured due to accidents or illness. The program helps ensure that these children can continue their education in a stable environment, reducing the risk of school dropout caused by financial hardship. In 2024, a total of five students received assistance through the program.
	Youth Camps	In collaboration with universities in southern Taiwan, including National Sun Yat-sen University, National Kaohsiung Normal University, National University of Kaohsiung, National Kaohsiung University of Science and Technology, Kaohsiung Medical University, and Tainan University of Technology, Taiflex organizes educational camps during winter and summer vacations. These include the Leadership & Peace Camps (winter/summer) and the Life Creativity Growth Camp (summer), which offer courses in science experiments, creative thinking, teamwork, and outdoor exploration. The camps promote educational innovation and diverse learning opportunities, cultivating practical skills and future competitiveness among students. In 2024, one winter camp and two summer camps were held.
	Train the Trainer	Taiflex organized the Train the Trainer program, sending professional instructors to Chung-Shan Industrial & Commercial School, one of its industry-academia partners, to provide specialized training for teachers and promote the United Nations SDGs. By deepening educators' understanding of sustainability issues, the program supports the integration of SDG concepts into the curriculum, helping to broaden students' global perspectives and improve their sustainability literacy. This initiative also strengthens the education system's ability to respond to future challenges. One such training session was held in 2024.
	SDGs Board Game Workshop	To further encourage students to incorporate sustainability into their daily lives and cultivate future civic awareness, thereby contributing to the long-term development of both society and business, Taiflex held an SDGs Board Game Workshop for overseas students, primarily from Southeast Asia, at Chung-Shan Industrial & Commercial School, one of its industry-academia partners. The workshop promotes the United Nations SDGs through interactive board games that combine education with entertainment. This approach helps students understand the importance of environmental protection, social responsibility, and corporate governance, while deepening their awareness of global sustainability issues. One such workshop was held in 2024.
Care for the Disadvantaged	Christmas Giving Initiative	The Christmas Giving Initiative invited underprivileged children supported by the Good Shepherd Social Welfare Foundation to write wish cards. These wishes were then adopted by Taiflex employees, who purchased and personally delivered the gifts. This initiative not only brings warmth and hope to the children but also addresses the resource gap caused by economic inequality, ensuring that each child can grow up with care and support. One such initiative was held in 2024.
	Kaohsiung Study Tour	To foster awareness of urban sustainability among the younger generation and promote social inclusion and diverse learning opportunities, the Company organized a two-day Kaohsiung Study Tour. High school students from the Puren Youth Care Foundation were invited to participate in immersive learning experiences, exploring Kaohsiung's cultural landmarks, technology industries, and natural attractions. The program deepens students' understanding of urban development, environmental protection, and cultural preservation, while inspiring future possibilities. One such program was held in 2024.

Type	Activity	2024 Implementation Results
Cultural Promotion & Community Engagement	Taiflex Anniversary Celebration	Through mutual support in education and culture, the Company fosters social inclusion and provides equitable development opportunities for diverse communities. Overseas students from Southeast Asia at Chung-Shan Industrial & Commercial School, an industry-academia partner of Taiflex, were invited to participate in the Company's anniversary celebration. They showcased their cultural heritage through dance and performances, promoting cultural exchange and mutual understanding. Scholarships were also awarded to encourage these students to continue their education and personal development in Taiwan, supporting both educational equity and cultural diversity. One such event was held in 2024.
	Christmas A Cappella Concert	To promote musical arts and cultural diversity while fostering social inclusion and sustainable cultural development, the Company hosted a Christmas A Cappella Concert. The event served as a platform for students from Kaohsiung Municipal Wun-Shan Senior High School to showcase their musical talents. By creating more opportunities for the younger generation to express their voices and take the stage, the concert encouraged students to explore their artistic potential through choral and a cappella performances. It also helped them build self-confidence and improve their communication skills. Beyond advancing music education, the event nurtured creativity and teamwork, laying a strong foundation for the students' future development. One such concert was held in 2024.
Public Interest Collaboration & Community Engagement	Blood Donation Event	In collaboration with the Kaohsiung Qianzhen Technology Industrial Park, the Company organized a large-scale blood donation event, mobilizing employees and community partners to participate. This initiative aimed to raise awareness of the need for medical resources and support blood bank operations through concrete action. In addition to providing direct support to the healthcare system, the event strengthened the connection between the Company and the local community, fostering a spirit of mutual support and civic responsibility. One such event was held in 2024.
Public Interest Action - Integrated with Corporate Events	Charity Performance	During the annual year-end celebration, the Company hosted a special performance by the band The Flighty Seven, integrating corporate festivities with public interest efforts. The event provided a platform for artists with disabilities to showcase their talents, promoting awareness of inclusive arts and cultural diversity. Performance honorariums were also provided to support the ongoing professional development of visually impaired musicians, ensuring their artistic contributions are recognized and respected. One performance was held in 2024.

• Educational Support (SDG 4: Quality Education)

We firmly believe that education is fundamental to shaping the future. Taiflex consistently invests in a range of educational support initiatives aimed at reducing disparities in learning resources and providing equitable access to education for the younger generation. These efforts align with Sustainable Development Goal (SDG) 4: Quality Education, which promotes inclusive, equitable, and quality education for all. By improving learning environments and expanding development opportunities, we aim to nurture a new generation of competitive and capable talent.



▲ Youth Camps

◀ SDGs Board Game Workshop

• Care for the Disadvantaged (SDG 10: Reduced Inequalities)

Taiflex is committed to supporting disadvantaged groups through concrete actions that provide greater access to opportunities for growth and development. These efforts reflect our commitment to corporate social responsibility and promote fair and equitable resource distribution. The initiatives align with SDG 1: No Poverty and SDG 10: Reduced Inequalities, aiming to reduce disparities between marginalized groups and mainstream society through education, financial assistance, and social engagement. By enhancing self-reliance, we strive to foster social inclusion and advance sustainable development.



▲ Christmas Giving Initiative



▲ Kaohsiung Study Tour

• Cultural Promotion & Community Engagement (SDG 10: Reduced Inequalities & SDG 11: Sustainable Cities and Communities)

Cultural diversity and inclusion are essential to social development. Taiflex actively supports cultural promotion initiatives that offer equitable opportunities for expression across different social and ethnic groups, fostering greater inclusion and cross-cultural dialogue. These efforts align with SDG 10: Reduced Inequalities and SDG 11: Sustainable Cities and Communities. By encouraging multicultural performances and community participation, the Company aims to cultivate a more inclusive and sustainable social environment.



▲ Taiflex Anniversary Celebration



▲ Christmas A Cappella Concert

• Public Interest Collaboration & Community Engagement (SDG 3: Good Health and Well-Being & SDG 17: Partnerships for the Goals)

Taiflex actively participates in public welfare initiatives by partnering with the Kaohsiung Qianzhen Technology Industrial Park and various social organizations to advance healthcare support and promote community development. These efforts align with SDG 3: Good Health and Well-Being and SDG 17: Partnerships for the Goals. Through collaboration between industry and social organizations, Taiflex works to improve health equity by expanding access to essential medical resources and social support, fostering a more resilient community environment.



▲ Blood Donation Event

• Public Interest Initiatives Integrated with Corporate Events (SDG 8: Decent Work and Economic Growth & SDG 10: Reduced Inequalities)

Taiflex is committed to advancing workplace equality and fostering social inclusion by actively promoting employment opportunities for persons with disabilities and providing a supportive and inclusive work environment where every employee can realize their full potential. Notably, one visually impaired employee formed a band called "The Flighty Seven" outside of work, demonstrating both a deep passion for music and professional artistic talent. This initiative aligns with SDG 8: Decent Work and Economic Growth and SDG 10: Reduced Inequalities. Through inclusive employment practices and cultural engagement, Taiflex helps foster a more equitable and inclusive society while strengthening a diverse and supportive corporate culture.



▲ Charity Performance