6 Appendix

Appendix

❑ Appendix I: ESG Information

✦ Governance Information

Overview of Board members

Note: "V" indicates full capability; "★" indicates partial capability

Title	Name	Gender	Education and Selected Past Positions	Selected Present Positions at Taiflex and Other Companies	Industry Experience				Professional Competence			
					Finance	Investment	Information and Electronics	Materials Science	Law	Accounting and Finance	Business Management	Risk Management
Chairperson	Ta-Wen Sun	Male	Bachelor of Business Administration, Fu Jen Catholic University	• Chairperson of Taiflex Scientific Co., Ltd. • Director of Rudong Fuzhan Scientific Co., Ltd. • Chairperson of Qiao Mei Development Corporation • Chairperson of You Ben Investment Co., Ltd. • Chairperson of Innatech Co., Ltd. • Chairperson of Taichem Materials Co., Ltd. • Chairperson of Taiflex Green Power Co., Ltd. • Director of Taiflex Scientific (Thailand) Co., Ltd.	★	V	V	★		V	V	V
Director	Ching-Yi Chang	Male	Master of Business Administration, National Chengchi University	• Chairperson of the CID Group Ltd. • Chairperson of LandMark Optoelectronics Corporation • Director of Entire Technology Co., Ltd. • Director of Eurocharm Holdings Co., Ltd. • Director of Epoch Foundation • Independent Director of Jetway Information Co., Ltd. • Director of Nankang Rubber Tire Corp., Ltd.	V	V	V	V		V	V	V
Director	Chein-Ming Hsu	Male	• Bachelor of Electrical Engineering, Chung Yuan Christian University • CEO of 3M Thailand Limited	• Corporate Representative Director of Taiflex Green Power Co., Ltd.			V	V			V	V
Director	Re-Zhang Lin	Male	Bachelor of Accounting, Soochow University	• Chairperson of Taiwan Fu Hsing Industrial Co., Ltd. • Corporate Representative Director of Fine Blanking & Tool Co., Ltd. • Corporate Representative Director of Launch Technologies Co., Ltd. • Corporate Representative Director of Advanced International Multitech Co., Ltd.		V	★	★		V	V	V

Note: "V" indicates full capability; "★" indicates partial capability

Title	Name	Gender	Education and Selected Past Positions	Selected Present Positions at Taiflex and Other Companies	Industry Experience				Professional Competence			
					Finance	Investment	Information and Electronics	Materials Science	Law	Accounting and Finance	Business Management	Risk Management
Director	Chun-Chi Lin	Male	• EMBA, College of Management, National Taiwan University • President of KANTO-PPC Inc. • Executive Vice President of Global Unichip Corporation • CEO of Xintec Inc. • CEO/President of VisEra Technologies Co., Ltd.	• Independent Director of Silicon Optronics, Inc. • Independent Director of M31 Technology Corporation • Chairperson of Taiwan Electron Microscope Instrument Corporation • Chairperson of Chi Investment Limited • Corporate Representative Director of Stek Co., Ltd. • Supervisor of AcroCyte Therapeutics Inc. • Independent Director of Scientech Corporation		V	V	V		★	V	V
Director	Fu-Le Lin	Male	Ph.D. in Polymer Science, University of Akron, USA	• Senior R&D Director of Taiflex Scientific Co., Ltd. • Corporate Representative Director of Koatech Technology Corporation			V	V			V	V
Independent Director	Wen-I Lo	Male	• Master of Business Administration, National ChengChi University • Vice President of CDIB Capital Management Corporation • President of China Venture Management, Inc. • President of R.O.C. Strategic Company Ltd. • President of R.O.C. Venture Co., Ltd.	• Chairperson of CSX Material Co., Ltd. • Independent Director of ADO Optronics Corporation • Corporate Representative Director of Gemtek Technology Co., Ltd. • Chairperson of FengYi Capital Management Co., Ltd. • Corporate Representative Supervisor of REC Technology Corporation • Chairperson of Apex Action Investment Limited • Supervisor of Wholesenses Global Corp.	V	V	V	★	V	V	V	V
Independent Director	Yung-Shun Chuang	Male	Honorary Doctorate, National Taiwan University of Science and Technology	• Chairperson of AAEON Technology Inc. • Chairperson of EverFocus Electronics Corporation • Chairperson of ONYX Healthcare Inc. • Chairperson of Jetway Information Co., Ltd. • Director of MACHVISION Inc. • Director of King Core Electronics Inc. • Director of CHC Healthcare Group • Corporate Representative Director of Winmate Inc. • Corporate Representative Director of XAC Automation Corporation • Director of AtechOEM Inc. • Corporate Representative Director of IBASE Technology Inc. • Director of Litemax Electronics Inc. • Director of Allied Biotech Corporation • Independent Director of Top Union Electronics Corp.			V	V		★	V	V
Independent Director	Shi-Chern Yen	Male	Ph.D. in Chemical Engineering, University of Wisconsin	• Emeritus professor and adjunct professor of Chemical Engineering, National Taiwan University			V	V			V	V

Continuing education of Directors in 2024

Title	Name	Course	Duration	Total Hours
Chairperson	Ta-Wen Sun	Corporate Governance and Sustainable Business Practices Seminar	3	6
		Balancing Digital Transformation and Smart Security Risks: Creating a Win-Win-Win for All	3	
Director	Ching-Yi Chang	Director and Supervisor Responsibilities in Corporate Mergers and Acquisitions	3	6
		Industry 4.0 and Corporate Leadership in Innovation and Transformation	3	
Director	Chein-Ming Hsu	Shareholders' Meeting, Proxy Contest and Ownership Strategy	3	6
		Corporate Carbon Management Strategies in the Wake of the Climate Change Response Act	3	
Director	Re-Zhang Lin	Risks and Considerations of Generative AI in Business	3	6
		2024 Seminar on Prevention of Insider Trading	3	
Director	Fu-Le Lin	Corporate Crisis Management and Communication	3	6
		Corporate M&A Regulations in Practice and Case Studies	3	
Independent Director	Wen-I Lo	Executive Compensation and ESG Performance-Based Incentive Design	3	6
		From TIPS to Practice: Building Enterprise IP Risk Prevention Mechanisms	3	
Independent Director	Shi-Chern Yen	International Trends and Best Practices in Corporate Integrity and Executive Accountability	3	7
		Trends and Vision for Building a Green Ecosystem: An Outlook on the Taiwan Carbon Exchange	1	
		2024 Seminar on Legal Compliance for Insider Share Trading for Enterprises	3	
Independent Director	Yung-Shun Chuang	Business Strategies in the Digital Era	3	6
		2030/2050 Net Zero - Global Sustainability Challenges and Opportunities	3	
Director	Chun-Chi Lin	Code of Ethical Conduct and How to Avoid Crossing the Line on Director and Supervisor Liabilities	3	6
		Integrity Practices and Insider Trading Prevention	3	

Economic Data

Condensed Statements of Comprehensive Income

In thousands of NT$

Item/Year	2022	2023	2024
Operating revenue	8,721,875	8,150,519	9,938,135
Operating costs	5,059,307	4,395,498	6,119,172
Gross profit	2,078,863	1,791,507	2,137,777
Operating income	648,080	487,598	662,721
Non-operating income and expenses	229,233	-5,279	38,279
Income before income tax	877,313	482,319	701,000
Net income	691,713	360,723	532,488
Total comprehensive income	662,244	528,248	1,142,886
Earnings per share (NT$)	3.35	2.02	2.53
Employee benefits	28,197	27,764	36,571
Dividends	522,799	313,680	640,692
Employee wages (including employee benefits)	1,316,059	1,196,958	1,892,606

In thousands of NT$

Item/Year	2022	2023	2024
Retained economic value	1,602,168	2,089,352	1,084,053
Payments to providers of capital	558,005	346,136	672,037
Payments to government	185,636	171,596	169,212
Community investment	700	928	1,055

Note:

1. Payments to providers of capital refer to dividends distributed to all shareholders, interest paid to lenders (including interests on all forms of debt or borrowings), and dividends payable to preferred shareholders.
2. Payments to government include all taxes (such as business tax, income tax, and property tax) and any fines.
3. Employee benefits under "employee wages (including employee benefits)" refer to monetary benefits provided to employees, including labor and health insurance premiums and pension contributions. This excludes expenses related to employee training, protective equipment, or other costs directly associated with job functions. The line item "employee welfare expenses" refers to non-monetary benefits funded by the Company through appropriations to the Employee Welfare Committee, such as employee outings, health examinations, and holiday gifts.
4. Community investment refers to donations and charitable contributions.
5. Retained economic value is calculated as: "Direct economic value generated" - "Economic value distributed."

Summary Table of Regulatory Violations and Corrective Actions in 2024

Category	Description of Violation	Violated Law/ Regulation and Article	Penalty	Corrective Measures
Social Aspect (communities and human rights)	The employer failed to provide required OSH equipment and measures to prevent hazards during material handling and related operations	Occupational Safety and Health Act, Article 6, Paragraph 1	NT$100,000 fine and public disclosure of the penalized entity and its responsible person	Improvement of operational assistive equipment
Social Aspect (communities and human rights)	Employees worked excessive overtime beyond the legal limit	Labor Standards Act, Article 32, Paragraph 2	NT$100,000 fine	1. Hired additional personnel to redistribute workloads and strengthen internal communication regarding overtime regulations. 2. Introduced an overtime prevention and monitoring report to assist supervisors in managing working hours. 3. Enhanced payroll calculation and verification processes.
Social Aspect (communities and human rights)	Failure to pay wages for rest day work in accordance with legal standards, and employees worked excessive overtime beyond the legal limit	Labor Standards Act, Article 24, Paragraph 2 and Article 32, Paragraph 2	NT$250,000 fine	
Social Aspect (communities and human rights)	Employees worked excessive overtime beyond the legal limit	Labor Standards Act, Article 32, Paragraph 2	NT$250,000 fine	

Summary of Government Subsidies in 2024

Unit: NT$

Project Item	Subsidizing Agency	Amount of Subsidy
Industrial Development Promotion Subsidy	Kaohsiung City Government	109,594
Human Resource Development Subsidy	Workforce Development Agency	94,546
MOEA Energy Development Fund(Waste Heat Recovery from Coating Ovens Project)	Industrial Development Administration, MOEA	1,319,266
Smart machinery Program	Industrial Development Administration, MOEA	5,000,000
R&D Investment Tax Credit	Industrial Development Administration, MOEA	20,000,000
Total		26,523,406

Note:
1. The financial amounts listed in this table include various forms of government assistance, such as direct grants, tax incentives, and tax credits.
2. As of the reporting date, the Industrial Development Administration and the National Taxation Bureau have not yet finalized the tax credit amounts for the Company' s 2024 "Smart Machinery" and "R&D Investment Tax Credit" projects. The amounts disclosed are therefore estimates, calculated based on actual expenditures multiplied by the applicable credit rates.

Overview of Industry Association Engagements in 2024

Name of Organization	Membership Status / Position Held
Taiwan Printed Circuit Association (TPCA)	Director
Taiwan Technology Industrial Park Electrical and Electronic Manufacturers' Association	Group Member
Association of Industrial Relations of Export Processing Zone	Group Member

Procurement Overview Over the Years

Contract Type	Procurement Region	2022		2023		2024	
		No. of Suppliers	% to Total Procurement	No. of Suppliers	% to Total Procurement	No. of Suppliers	% to Total Procurement
Labor (Contracting and Services)	Domestic	11	0.83%	8	0.17%	7	0.28%
	Overseas	0	0.00	0	0	0	0.00%
Goods (Raw Materials)	Domestic	56	82.84%	63	86.54%	63	83.86%
	Overseas	7	11.04%	11	11.52%	12	13.11%
Engineering (Construction and Equipment)	Domestic	25	5.11%	22	1.76%	36	2.75%
	Overseas	1	0.18%	2	0.01%	0	0.00%
Total		100	100%	106	100%	118	100%

Note：This table excludes procurement items with unit prices under NT$200,000 and those not included in the annual budget.

Environmental Data

Material Recovery Statistics Over the Years

Unit: Metric Tons (MT)

Year	Category	Recycled Volume	Method of Disposal		Reuse Rate in Production Line
			Outsourced for Reuse	Reused in Production Line	
2022	NMP	306.07	19.25	286.82	93.71%
	MEK	153.76	70.13	83.63	54.39%
2023	NMP	353.00	126.00	227.00	64.31%
	MEK	148.20	57.10	91.10	61.47%
2024	NMP	340.39	108.35	232.04	68.17%
	MEK	158.17	60.72	97.45	61.61%

Packaging Material Recycling Statistics Over the Years

Unit: PCS

Year		2022			2023			2024		
Item	Category	Recycled	Purchased	Recovery Rate	Recycled	Purchased	Recovery Rate	Recycled	Purchased	Recovery Rate
Plastic pallet	For suppliers	530	6,796	76.55%	610	6,136	77.75%	468	6,984	53.91%
	Recycling	4,672			4,161			3,297		
	For customers	2,856	14,000	20.40%	3,264	13,972	23.36%	2,713	18,466	14.69%
Tube core, end plug and end plate	For suppliers	3,456	3,456	100.00%	609	3,572	17.05%	1,181	5,731	20.61%
Wooden crates	For suppliers	877	-	-	569	1,174	48.47%	1,009	1,603	62.94%
Total		12,391	-	-	9,213	-	-	8,668	-	-

Notes: We have restated the amounts of total recycled items for 2022 as the numbers in the 2022 and 2023 report were incorrect.

Energy Consumption of the Organization Over the Years

Quantitative Indicator	Unit	2022	2023	2024
Electricity Consumption	kWh	37,310,040	37,446,055	39,543,954
	GJ	134,316.14	134,805.80	142,358.23
Gasoline Consumption	L	5,397	4,660	5,060
	GJ	176.10	152.19	161.20
Diesel Consumption	L	7,836	8,243	11,256
	GJ	275.40	289.89	407.27
Natural Gas (LNG) Consumption	m^3	2,157,471	1,730,237	2,108,917
	GJ	72,214.87	57,953.25	70,636.91
Total Energy Consumption	GJ	206,982.54	193,201.13	213,563.61
Revenue	Millions of NT$	7,287.92	6,837.68	8,215.43
Energy Intensity	GJ/Revenue in Millions of NT$	28.4008	28.2554	25.9954

Note：

1. The thermal conversion factor for electricity is 1 kWh = 0.0036 GJ.
2. Energy conversion factors are based on the GHG emission factors published by Taiwan' s Environmental Protection Administration. The calorific values for each energy type are as follows: Gasoline: 7,800 kcal/L (2022 and 2023) & 7,609 kcal/L (2024); Diesel: 8,400 kcal/L (2022 and 2023) & 8,642 kcal/L (2024); Natural gas: 8,000 kcal/m^3. In addition, the energy conversion factor used was 1 kcal = 4.184 kJ in 2022, and 1 kcal = 4.1868 kJ in 2023 and 2024.
3. Energy intensity = Total energy consumption (GJ) / Taiflex' s parent company only revenue for the year (in millions of NT$).
4. The Linkou office was not included within the organizational boundary for energy consumption data in 2022 and 2023.

GHG Emissions of the Organization Over the Years

Quantitative Indicator	Unit	2022	2023	2024
Category 1	MT CO_2e	10,936.00	8,427.16	10,467.59
Category 2	MT CO_2e	18,215.25	18,498.35	18,739.09
Category 3	MT CO_2e	2,419.29	2,233.90	3,291.20
Category 4	MT CO_2e	49,082.21	46,048.01	51,991.90
Categories 1+2	MT CO_2e	29,151.25	26,925.51	29,206.68
Revenue	In millions of NT$	7,287.92	6,837.68	8,215.43
GHG Emission Intensity	MT CO_2e/Millions of NT$	3.9999	3.9378	3.5551

Note:

1. Category 1: Direct GHG emissions; Category 2: GHG emissions from energy use; Category 3: GHG emissions from transportation; Category 4: GHG emissions from the use of products.
2. GHG emission intensity = (Category 1 + Category 2) / Taiflex' s parent company only revenue for the year (in millions of NT$).
3. The GHG emission factors for electricity are based on the figures published by the Energy Administration, MOEA: 0.495 kg CO_2e/kWh (2022), 0.494 kg CO_2e/kWh (2023), and 0.474 kg CO_2e/kWh (2024).
4. The parameters adopted are based on the GHG Emission Factor Table (6.0.4) published by the Environmental Protection Administration. The GWP values used for converting emissions to CO_2e are based on the IPCC' s Sixth Assessment Report (2021): CO_2 = 1, CH_2= 27.9, and N_2O = 273.
5. The 2022 and 2023 GHG emissions data were compiled in accordance with the ISO 14064-1:2018 standard and were externally verified by an independent third-party assurance provider. In this reporting year, the 2023 data were updated based on the inventory results; therefore, certain figures have been restated.
6. The 2024 GHG emissions data were self-assessed in accordance with the ISO 14064-1:2018 standard. Third-party verification is scheduled for 2025, and the results will be disclosed in the next report.
7. The Linkou office was excluded from the organizational boundary of the GHG emissions data presented in this table.

Energy Conservation Programs and Savings in 2024

	Measures	Expenditure (NT$10,000)	Energy Saved (kWh)	Energy-Saving Benefit (GJ)	Carbon Reduction (MT CO_2e)
Electricity	1. Improvements on air conditioning to optimize energy efficiency	105.6	142,695	513.70	67.64
	2. Replacement of water towers to conserve energy	373.5	167,736	603.85	79.51
	3. Installation of frequency converters on equipment	88.0	243,145	875.32	115.25
	4. Replacement of heat dissipation materials in NMP cooling towers at Taiflex 3	9.2	39,086	140.71	18.53
	5. Shutdown of pumps through cooling system optimization at Taiflex 3	-	9192	33.09	4.36
	6. Optimization of FFUs in cleanrooms	-	20,403	73.45	9.67
	7. Lighting improvement	22.0	92,857	334.29	44.01
	8. Cooling load reduction	-	110,155	396.56	52.21
	9. Exhaust system improvement for synthesis agitators at Taiflex 1	-	5,849	21.06	2.77
	10. Replacement of high-efficiency chilled water pumps	36.6	35,103	126.37	16.64
	11. RO system optimization	1.3	10,146	36.53	4.81
	12. Compressed air system optimization	-	7,884	28.38	3.74
	13. Waste heat recovery from ovens	404.5	1,194,504	4,300.21	566.19
Total for 2024		1,040.7	2,078,755	7,483.52	985.33

Note:

1. The thermal conversion factor for electricity is 1 kWh = 0.0036 GJ.
2. The GHG emission factor for electricity is based on the 2024 electricity emission factor of 0.474 kg CO_2e/kWh, as published by the Energy Administration, MOEA.

Water Consumption Over the Years

Year	2022	2023	2024
Water withdrawal (million liters)	91.55	89.83	91.85
Water discharge (million liters)	55.01	49.74	70.87
Water consumption (million liters)	36.54	33.20	20.98
In-house water recycled (million liters)	6.85	4.01	4.05
Water recycling and reuse rate (%)	6.96	4.27	4.22
Revenue (in millions of NT$)	7,287.92	6,837.68	8,215.43
Water use intensity (million liters/millions of NT$)	0.0126	0.0131	0.0112

Note：

1. Water consumption = Water withdrawal - Water discharge.
2. Water recycling and reuse rate = In-house water recycled / (Water withdrawal + In-house water recycled) × 100%.
3. Water use intensity = Water withdrawal (million liters) / Taiflex' s parent company only revenue for the year (in millions of NT$).

Effluents Discharged Over the Years

Unit: Million liters

Site/Year	Taiflex 1	Taiflex 2	Taiflex 3	Taiflex 5	Total
2022	0.446	26.191	15.232	13.142	55.011
2023	0.550	21.317	13.970	13.905	49.742
2024	0.510	21.990	32.360	16.010	70.87

Wastewater Discharge Standards and Averages Over the Years

Unit : ppm

Parameter	2022		2023		2024	
	Standard	Average	Standard	Average	Standard	Average
Copper	3.000	0.210	3.000	0.210	3.000	0.670
Suspended Solids (SS)	450.000	60.930	450.000	41.180	450.000	26.510
Biochemical Oxygen Demand (BOD)	450.000	91.630	450.000	37.490	450.000	22.550
Chemical Oxygen Demand (COD)	600.000	76.550	600.000	72.060	600.000	75.480
pH Value	9.000	7.960	9.000	7.860	9.000	7.520
Water Temperature (° C)	42.000	26.980	42.000	27.290	42.000	26.940

ODS Statistics

ODS	2022	2023	2024
R22 refrigerant	0.0046 MT	0.0046 MT	0.0046 MT

Summary Table of Historical Air Pollutant Emission Standards and Monitoring Values

Test Items	2022			2023			2024		
	Emission (kg)	Emission Standard (ppm)	Annual Average (ppm)	Emission (kg)	Emission Standard (ppm)	Annual Average (ppm)	Emission (kg)	Emission Standard (ppm)	Annual Average (ppm)
VOCs	120,590.00	None	210.00	120,652.00	None	229.00	104,452.00	None	233.00
TSP	367.00	100.00	1.00	317.00	100.00	0.600	346.00	100.00	0.600
SOx	-	-	-	-	-	-	-	-	-
NOx	6,407.00	150.00	12.00	5,462.55	150.00	17.00	6,319.00	150.00	17.00

Note：

1. As there are currently no emission standards for VOCs, no annual average values are available. Only the most recent third-party testing data, dated May 10, 2024, is disclosed.
2. The use of natural gas as fuel does not result in SOx emissions; therefore, testing is not required. As a result, no SOx emissions are reported in the air pollution control fee declaration.

2024 Waste Statistics

Unit: Metric Tons (MT)

Composition / Item	Hazardous/ Non-hazardous	On-site		Off-site	
		Waste Generated (MT)	Treatment Method	Waste Generated (MT)	Treatment Method
Waste adhesive /solvent	Hazardous	12.77	Prepared for reuse	430.75	Incineration (without energy recovery)
NMP solvent waste	Hazardous	232.04	Prepared for reuse	108.35	Recycling
MEK solvent waste	Hazardous	97.45	Recycling	60.72	Recycling
Copper sludge waste	Hazardous			12.05	Recycling
Mixture containers	Hazardous	-	-	42.69	Recycling
Waste plastic mixture	Non-Hazardous	-	-	24.54	Incineration (with energy recovery)
Waste paper mixture	Non-Hazardous	-	-	11.82	Incineration (with energy recovery)
Waste wood	Non-Hazardous	-	-	46.35	Incineration (with energy recovery)
Waste wood	Non-Hazardous	-	-	184.50	Recycling
Wood pallets reuse	Non-Hazardous	-	-	13.16	Recycling

Composition / Item	Hazardous/ Non-hazardous	On-site		Off-site	
		Waste Generated (MT)	Treatment Method	Waste Generated (MT)	Treatment Method
Liquid manure	Non-Hazardous	-	-	5.16	Other disposal measures
Scrap CCL	Non-Hazardous			255.99	Recycling
Pure copper foil	Non-Hazardous			17.58	Recycling
Scraps/Scrap coverlay	Non-Hazardous			196.68	Recycling
Scraps/Scrap coverlay	Non-Hazardous	-	-	59.10	Incineration (with energy recovery)
Release paper	Non-Hazardous			62.87	Recycling
General recycling	Non-Hazardous	-	-	129.21	Recycling
Empty drums	Non-Hazardous	-	-	42.24	Recycling
Plastic pallet	Non-Hazardous			13.56	Recycling
General waste from business activities	Non-Hazardous			73.85	Incineration (with energy recovery)

Waste Statistics

Unit: Metric Tons (MT)

Composition	Hazardous Waste		Non-Hazardous Waste		Total
Treatment Method	On-site	Off-site	On-site	Off-site	
Transferred for recovery	342.26	223.81	0.00	920.95	1,487.02
	566.07		920.95		
Direct disposal	0.00	430.75	0.00	215.67	646.42
	430.75		215.67		
Total	996.82		1,136.61		2,133.43
Total waste	2,133.43				
Resource recovery rate	69.70%				

Note :

1. Transferred for recovery: Recycling; Direct disposal: Incineration (with energy recovery), incineration (without energy recovery) and landfill.
2. Resource recovery rate is calculated as: Recycled waste volume / Total waste volume × 100%.

Social Data

Employee Headcount Statistics Over the Years

Employee Headcount Statistics Over the Years

Unit: Persons

Year	2022			2023			2024		
Contract type / Gender	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total employees	200	656	856	199	604	803	260	694	954
Regular employees	198	639	837	191	579	770	256	682	938
Temporary employees	2	17	19	8	25	33	4	12	16
Full-time employees	200	656	856	199	604	803	260	694	954
Part-time employees	0	0	0	0	0	0	0	0	0

Note：

1. The number of employees is based on data as of the last day of each year.
2. Regular employees are those with open-ended (i.e., indefinite) contracts. Temporary employees have fixed-term contracts. Full-time employees work monthly hours as defined by the labor laws and practices of the Republic of China. Part-time employees work fewer hours per week, month, or year compared to full-time employees.
3. We have restated the amounts of total regular employees for 2022 as the numbers in the 2022 and 2023 report were incorrect.

Employee Composition Over the Years

Unit: Persons

Year			2022	2023	2024
Item/Gender		Age Group	No. of Employees	No. of Employees	No. of Employees
Managerial employees (Team leader level or above)	Male	Under 30 years old	9	5	4
		30-50 years old	149	137	146
		Over 50 years old	26	33	38
	Female	Under 30 years old	0	0	0
		30-50 years old	14	18	19
		Over 50 years old	8	8	9
Total managerial employees			206	201	216

Note：Managerial employees are defined as personnel at team leader level or above.

Year			2022	2023	2024
Item/Gender		Age Group	No. of Employees	No. of Employees	No. of Employees
Non-managerial employees	Male	Under 30 years old	112	84	133
		30-50 years old	338	317	329
		Over 50 years old	22	28	44
	Female	Under 30 years old	40	31	67
		30-50 years old	128	131	149
		Over 50 years old	10	11	16
Total non-managerial employees			650	602	738
Total regular employees			856	803	954

Workforce Diversity Statistics Over the Years (Including Indigenous Peoples and Persons with Disabilities)

Unit: Persons

Year			2022	2023	2024
Item/Gender		Age Group	No. of Employees	No. of Employees	No. of Employees
Minority or disadvantaged groups	Male	Under 30 years old	1	1	0
		30-50 years old	7	7	7
		Over 50 years old	1	1	0
	Female	Under 30 years old	0	0	1
		30-50 years old	0	0	2
		Over 50 years old	1	1	1

Note:
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.

Statistics of Non-employee Workers in 2024

Unit: Persons

Type	Contractual Relationship with the Company	Total Number of Workers
On-site contractors	Contracted service	11
Security personnel	Contracted service	13
Total		24

Note :

1. The figures reflect the number of non-employee workers as of the final day of the year.
2. The total number of non-employee workers in 2024 showed no significant fluctuation compared to the previous year.
3. On-site contractors include IT personnel, customs personnel, and materials management personnel.

Statistics on New Recruits Over the Years

Unit: Persons

Year	2022				2023				2024			
Gender	Male		Female		Male		Female		Male		Female	
Age/Item	No. of New Recruits	% of New Recruits	No. of New Recruits	% of New Recruits	No. of New Recruits	% of New Recruits	No. of New Recruits	% of New Recruits	No. of New Recruits	% of New Recruits	No. of New Recruits	% of New Recruits
Under 30 years old	58	6.78%	25	2.92%	27	3.36%	11	1.37%	114	11.95%	56	5.87%
30-50 years old	51	5.96%	26	3.04%	30	3.74%	21	2.62%	100	10.48%	54	5.66%
Over 50 years old	3	0.35%	1	0.12%	3	0.37%	1	0.12%	4	0.42%	1	0.10%
Total no. of new recruits	164				93				329			
Total no. of employees	856				803				954			
Percentage of new recruits	19.16%				11.58%				34.49%			

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.

Statistics on Employee Turnover Over the Years

Unit: Persons

Year	2022				2023				2024			
Gender	Male		Female		Male		Female		Male		Female	
Age/Item	No. of Departures	Turnover Rate	No. of Departures	Turnover Rate	No. of Departures	Turnover Rate	No. of Departures	Turnover Rate	No. of Departures	Turnover Rate	No. of Departures	Turnover Rate
Under 30 years old	56	6.54%	21	2.45%	35	4.36%	11	1.37%	47	4.93%	10	1.05%
30-50 years old	64	7.48%	33	3.86%	74	9.22%	21	2.62%	72	7.55%	37	3.88%
Over 50 years old	2	0.23%	2	0.23%	4	0.50%	3	0.37%	8	0.84%	2	0.21%
Total no. of departures	178				148				176			
Total no. of employees	856				803				954			
Overall turnover rate	20.79%				18.43%				18.45%			

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.

Parental Leave Statistics Over the Years

Unit: Persons

Year	2022			2023			2024		
Gender/Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of employees eligible for parental leave (A)	1	10	11	2	11	13	6	5	11
Number of employees who applied for parental leave during the year (B)	0	5	5	2	6	8	6	5	11
Number of employees scheduled to return from parental leave during the year (C)	0	3	3	1	3	4	5	1	6
Number of employees who actually returned from parental leave during the year (D)	0	2	2	1	3	4	5	1	6
Number of employees who returned from parental leave in the previous year (E)	0	2	2	0	2	2	1	3	4
Number of employees who remained employed for one year after returning from parental leave in the previous year (F)	0	2	2	0	2	2	0	3	3
Return-to-work rate for the year (%) = D / C	-	66.67%	66.67%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Retention rate after parental leave (%) = F / E	-	100%	100%	0%	100%	100%	0.00%	100.00%	75%

Note：

1. Number of employees expected to return from parental leave for the year = Number of employees who are expected to return from parental leave during the reporting year.
2. Number of employees retained in 2024 = Actual number of employees returned from parental leave in 2023 and remained employed as of December 31, 2024.
3. Return-to-work rate for the year (%) = Number of employees who actually returned from parental leave during the year / Number of employees expected to return (D/C).
4. Retention rate after parental leave (%) = Number of employees who remained employed for one year after returning in the previous year / Number of employees who returned in the previous year (F/E).

2024 Employee Compensation Statistics

Salary Ratio by Job Category	Number of Employees		Total Annual Salary (NT$)		Salary Ratio	
	Female	Male	Female	Male	Female	Male
Managerial Personnel	22	188	40,998,570	233,406,682	1.00	0.67
Non-managerial Personnel	232	498	123,118,415	310,682,328	1.00	1.18
Direct Personnel	114	338	43,222,016	261,158,393	1.00	2.04
Indirect Personnel	140	348	120,894,969	282,930,617	1.00	0.94

Note :

1. The salary ratio (annual salary) of female to male: Average annual salary of male employees in the same category/ Average annual salary of female employees in the category.
2. Among managerial personnel, approximately 86% of female employees held middle or senior-level positions, compared to 40% of male employees, resulting in a higher average annual salary for females in this category.
3. Due to a significant increase in orders in 2024, the number of male employees in front-end processes rose sharply. As these roles require specific physical conditions (e.g., height and strength), all front-end operators are male. Accordingly, the average annual salary of male employees in direct personnel roles was approximately twice that of female employees.

2024 Salary Ratio Disclosure

Ratio of the annual total compensation of the Company’ s highest-paid individual to the median of the annual total compensation of all other employees	10.51
Ratio of the annual percentage increase in total compensation of the Company’ s highest-paid individual to the median percentage increase in total compensation of all other employees	124.00

Note :

1. The pay ratio is calculated as: Annual total compensation of the highest-paid individual / Median annual total compensation of all other employees for the year.
2. The ratio of salary increase is calculated as: Percentage increase in annual total compensation of the highest-paid individual / Median percentage increase in annual total compensation of all other employees for the year.

Employee Education and Training in 2024 (by Employee Category and Gender)

Item/Category		Managerial Personnel		Non-managerial Personnel		Direct Personnel		Indirect Personnel	
Unit / Gender		Male	Female	Male	Female	Male	Female	Male	Female
Total number of trainees	Persons	95	25	215	111	87	16	223	120
Total training hours	Hours	2,643	917	5,482	2,758	2,352	465	5,773	3,210
Average training hours per person	Hours/ person	27.820	36.680	25.500	24.850	27.030	29.060	25.890	26.750
Training expenses	NT$	677,657	17,833	1,533,645	791,789	620,591	114,132	1,590,711	855,988

Note :

1. (Total number of managerial personnel + Total number of non-managerial personnel) = Total number of employees at the operation sites.
2. (Total number of direct personnel + Total number of indirect personnel) = Total number of employees at the operation sites.
3. The proportion of female employees in middle and senior management roles related to market intelligence and strategic formulation is slightly higher than that of their male counterparts. Accordingly, more women in these positions are assigned to training programs focused on new product developments and strategic planning, resulting in a higher average number of training hours for female managerial personnel.

· OSH Training

Statistics of OSH Education and Awareness Programs Over the Years

Year	No. of Trainees	No. of Training Hours
2022	2,560 Person-times	2,094.5 Hours
2023	2,228 Person-times	1,217.3 Hours
2024	2,407 Person-times	1,953.5 Hours

Note :

"No. of Trainees" refers to the cumulative headcount of attendees in the Company's internal OSH training sessions.

2024 Overview of OSH Training and Awareness Programs

Training Program	Number of Participants	Training Fee (NT$)
General OSH on-the-job training (2024)	688	-
Workplace violence and rights violation prevention training (2024)	738	-
General hazard awareness training	494	-
Initial training for supervisors of specific chemical substance operations	1	3,500
On-the-job training for supervisors of specific chemical substance operations	1	800
Initial training for dangerous goods transport personnel	3	9,800
Forklift safety awareness training (including external warehouse personnel)	74	-
Forklift operator training	1	5,620
On-the-job training for forklift operators	12	6,000
Initial training for boiler operators	1	18,000
On-the-job training for boiler operators	2	1,000
On-the-job training for fixed crane operators	1	500
On-the-job training for supervisors of organic solvent operations	1	800
On-the-job training for first aid personnel	10	4,500
Initial training for security inspectors	3	8,100
Training for security supervisors	4	20,400
Training for category A OSH affairs managers	1	4,700
Fire prevention manager training	4	12,648
Sexual harassment prevention awareness training (2024)	724	-
Emergency response training (including fire drill)	151	-
SCBA (self-contained breathing apparatus) training	64	-
Fire extinguisher training for new employees (including Thai employees)	169	-
Hearing protection training (2024)	29	-
Annual 3-hour radiation protection training	1	800
Total	**3,177**	**97,168**

Note：

1. Participants include both employees and on-site contractors, including IT personnel, customs personnel, and materials management personnel.
2. The statistics in this table reflect the total number of participants in both internal and external training programs conducted by the Company.

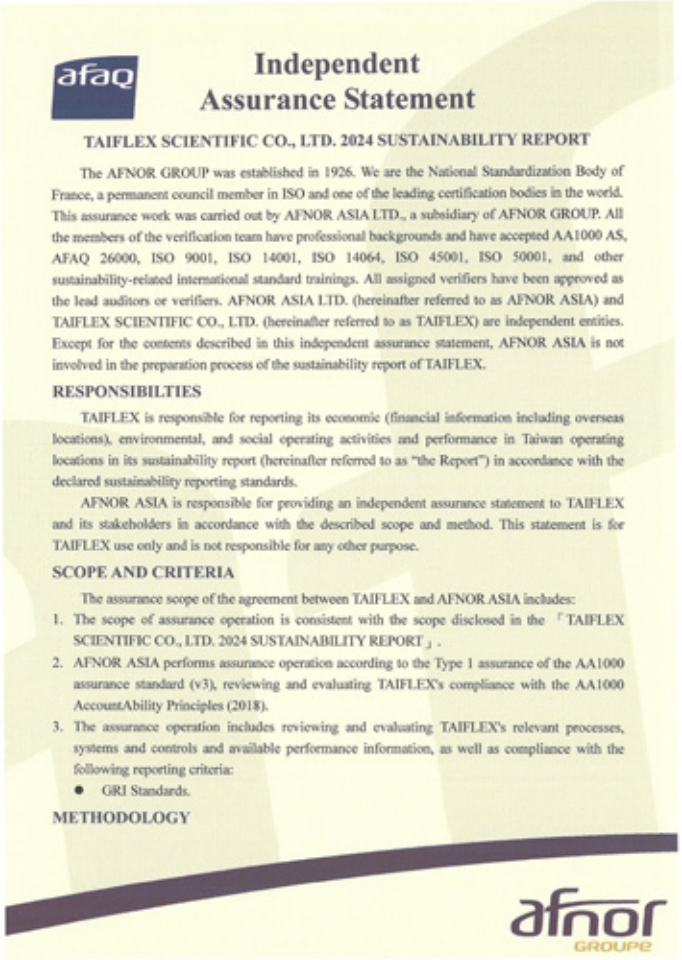
Occupational Injury Statistics Over the Years

Category		Item	2022	2023	2024
Employee	Working hours	Total hours worked of female employees	386,344	388,664	420,984
		Total hours worked of male employees	1,263,096	1,201,112	1,249,144
		Total hours worked	1,649,440	1,589,776	1,670,128
	No. of recordable occupational injuries (including the number of fatalities and serious occupational injuries)	Total number of female occupational injuries cases	1	0	0
		Total number of male occupational injuries cases	2	1	1
		Total number of occupational injuries cases	3	1	1
	Fatal occupational injury rate		0	0	0
	Severe occupational injury rate		0	0	0
	Recordable occupational injury rate		1.82	0.63	0.60
Non-employee	Working hours	Total hours worked of female employees	11,520	0	0
		Total hours worked of male employees	42,240	32,206	32,742
		Total hours worked	53,760	32,206	32,742
	No. of recordable occupational injuries (including the number of fatalities and serious occupational injuries)	Total number of female occupational injuries cases	0	0	0
		Total number of male occupational injuries cases	0	0	0
		Total number of occupational injuries cases	0	0	0
	Fatal occupational injury rate		0	0	0
	Severe occupational injury rate		0	0	0
	Recordable occupational injury rate		0	0	0

Note：

1. Fatal occupational injury rate = (Number of fatalities caused by occupational injuries / Total hours worked) × 1,000,000.
2. Severe occupational injury rate = [Number of severe occupational injuries (excluding fatalities) / Total hours worked] × 1,000,000.
3. Recordable occupational injury rate = [Number of recordable occupational injuries (including fatalities and severe injuries) / Total hours worked] × 1,000,000.
4. A severe occupational injury refers to one that does not fully recover within six months.
5. Recordable occupational injuries do not include injuries sustained during commuting.
6. Type of recordable occupational injury in 2024: One case of compression injury to the left ring finger caused by a coating mold (DIE).

Appendix II: Independent Assurance Statement for the Sustainability Report



afaq

Independent Assurance Statement

TAIFLEX SCIENTIFIC CO., LTD. 2024 SUSTAINABILITY REPORT

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

RESPONSIBILTIES

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

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

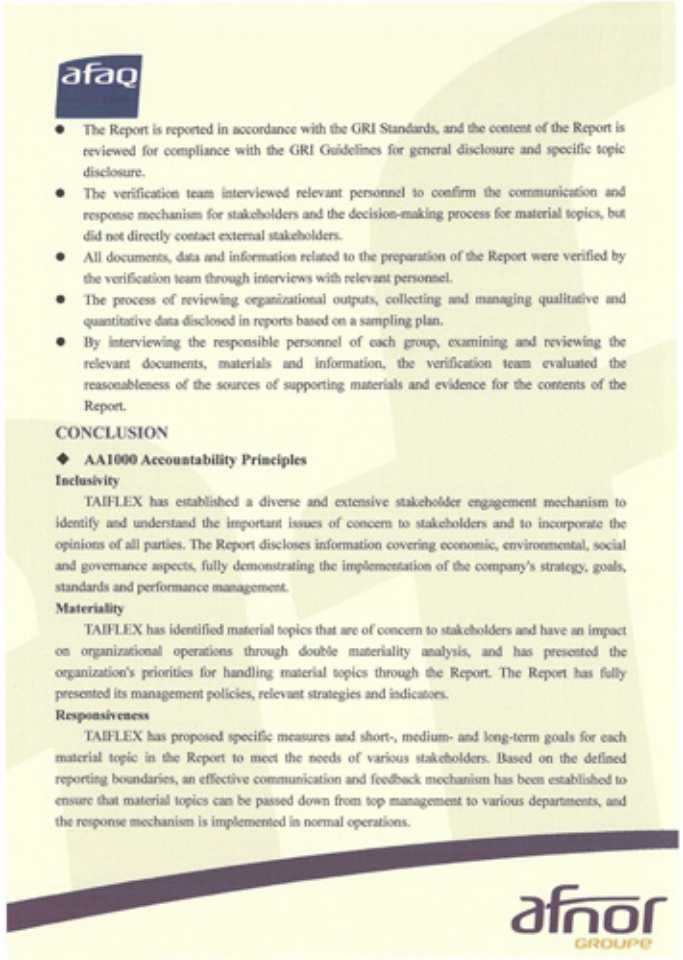
SCOPE AND CRITERIA

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

1. The scope of assurance operation is consistent with the scope disclosed in the 「TAIFLEX SCIENTIFIC CO., LTD. 2024 SUSTAINABILITY REPORT」.
2. AFNOR ASIA performs assurance operation according to the Type 1 assurance of the AA1000 assurance standard (v3), reviewing and evaluating TAIFLEX's compliance with the AA1000 AccountAbility Principles (2018).
3. The assurance operation includes reviewing and evaluating TAIFLEX's relevant processes, systems and controls and available performance information, as well as compliance with the following reporting criteria:
   - GRI Standards.

METHODOLOGY

afnor GROUPE



afaq

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

CONCLUSION

◆ **AA1000 Accountability Principles**

Inclusivity

TAIFLEX has established a diverse and extensive stakeholder engagement mechanism to identify and understand the important issues of concern to stakeholders and to incorporate the opinions of all parties. The Report discloses information covering economic, environmental, social and governance aspects, fully demonstrating the implementation of the company's strategy, goals, standards and performance management.

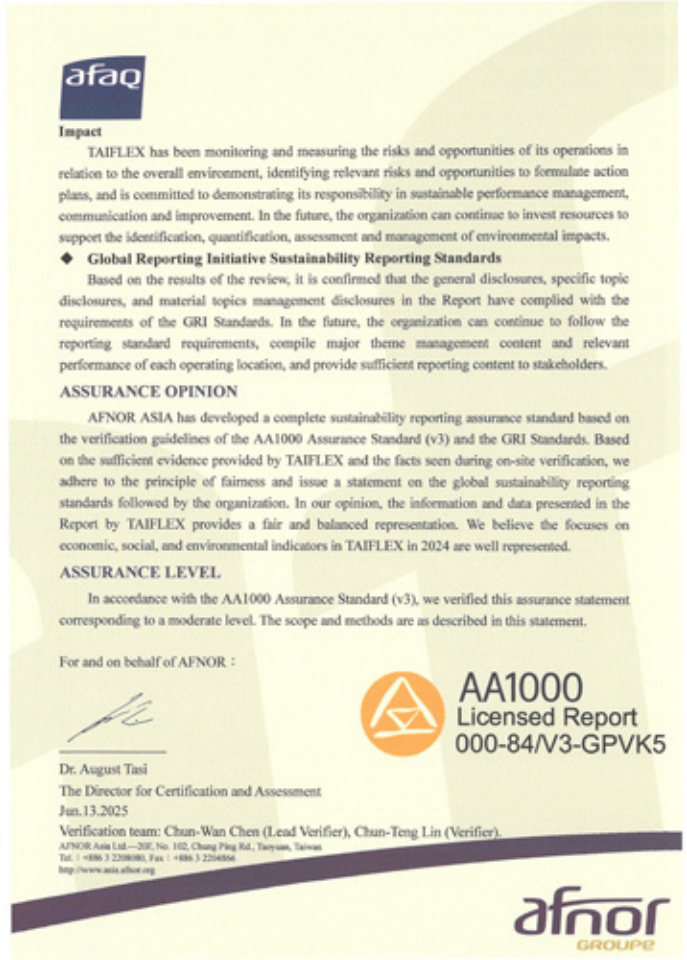
Materiality

TAIFLEX has identified material topics that are of concern to stakeholders and have an impact on organizational operations through double materiality analysis, and has presented the organization's priorities for handling material topics through the Report. The Report has fully presented its management policies, relevant strategies and indicators.

Responsiveness

TAIFLEX has proposed specific measures and short-, medium- and long-term goals for each material topic in the Report to meet the needs of various stakeholders. Based on the defined reporting boundaries, an effective communication and feedback mechanism has been established to ensure that material topics can be passed down from top management to various departments, and the response mechanism is implemented in normal operations.

afnor GROUPE



afaq

Impact

TAIFLEX has been monitoring and measuring the risks and opportunities of its operations in relation to the overall environment, identifying relevant risks and opportunities to formulate action plans, and is committed to demonstrating its responsibility in sustainable performance management, communication and improvement. In the future, the organization can continue to invest resources to support the identification, quantification, assessment and management of environmental impacts.

◆ **Global Reporting Initiative Sustainability Reporting Standards**

Based on the results of the review, it is confirmed that the general disclosures, specific topic disclosures, and material topics management disclosures in the Report have complied with the requirements of the GRI Standards. In the future, the organization can continue to follow the reporting standard requirements, compile major theme management content and relevant performance of each operating location, and provide sufficient reporting content to stakeholders.

ASSURANCE OPINION

AFNOR ASIA has developed a complete sustainability reporting assurance standard based on the verification guidelines of the AA1000 Assurance Standard (v3) and the GRI Standards. Based on the sufficient evidence provided by TAIFLEX and the facts seen during on-site verification, we adhere to the principle of fairness and issue a statement on the global sustainability reporting standards followed by the organization. In our opinion, the information and data presented in the Report by TAIFLEX provides a fair and balanced representation. We believe the focuses on economic, social, and environmental indicators in TAIFLEX in 2024 are well represented.

ASSURANCE LEVEL

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

For and on behalf of AFNOR：

AA1000
Licensed Report
000-84/V3-GPVK5

Dr. August Tasi
The Director for Certification and Assessment
Jun.13.2025

Verification team: Chun-Wan Chen (Lead Verifier), Chun-Teng Lin (Verifier).

AFNOR Asia Ltd.—20F, No. 102, Chung Ping Rd., Taoyuan, Taiwan
Tel. : +886 3 2208080, Fax : +886 3 2204866
http://www.asia.afnor.org

afnor GROUPE

Appendix III: GRI Standards Content Index

「*」Material Topics

Statement of Use	TAIFLEX Scientific Co., Ltd. has prepared this report in accordance with the GRI Standards for the reporting period from January 1 to December 31, 2024.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	None

Disclosure No.	GRI Disclosure	Corresponding Section	Page Number	Omission/ Note
GRI 2: General Disclosures 2021				
Organization and reporting practice				
2-1	Organizational details	About Taiflex	6	
2-2	Entities included in the organization’ s sustainability reporting	About this report	2	
2-3	Reporting period, frequency and contact point	About this report	2	
2-4	Restatements of information	About this report	2	
2-5	External assurance	About this report	2	
Activities and workers				
2-6	Activities, value chain and other business relationships	About Taiflex	6	
		2.1 Market and Business Expansion	23	
2-7	Employees	About Taiflex	6	
		5.1 Right Person for the Right Role	85	
		Appendix I ESG Information	111	
2-8	Workers who are not employees	Appendix I ESG Information	111	
Governance				
2-9	Governance structure and composition	1.1 Sustainable Development Committee	10	
		2.2.1 Board of Directors Organizational Structure	28	
		Appendix I ESG Information	111	

Disclosure No.	GRI Disclosure	Corresponding Section	Page Number	Omission/ Note
2-10	Nomination and selection of the highest governance body	2.2.1 Board of Directors Organizational Structure	28	
		2.2.2 Board Operations	31	
2-11	Chair of the highest governance body	2.2.2 Board Operations	31	
2-12	Role of the highest governance body in overseeing the management of impacts	1.1 Sustainable Development Committee	10	
2-13	Delegation of responsibility for managing impacts	1.1 Sustainable Development Committee	10	
		2.2.2 Board Operations	31	
2-14	Role of the highest governance body in sustainability reporting	About this report	2	
2-15	Conflicts of interest	2.2.2 Board Operations	31	
2-16	Communication of critical concerns	2.2.2 Board Operations	31	
2-17	Collective knowledge of the highest governance body	2.2.2 Board Operations	31	
		Appendix I ESG Information	111	
2-18	Evaluation of the performance of the highest governance body	2.2.2 Board Operations	31	
2-19	Remuneration policies	2.2.1 Board of Directors Organizational Structure	28	
		5.2.1 Talent Attraction and Retention	88	
2-20	Process to determine remuneration	2.2.1 Board of Directors Organizational Structure	28	
2-21	Annual total compensation ratio	5.2.1 Talent Attraction and Retention	88	
		Appendix I ESG Information	111	
Strategies, policies and practices				
2-22	Statement on sustainable development strategy	Message from the Chairperson	4	
		Message from the President	5	
2-23	Policy commitments	2.3.1 Emphasizing a Culture of Integrity	35	
		2.5.1 Procurement Policy	52	
		4.1 Environmental Policy and Investment	70	
		5.1 Right Person for the Right Role	85	
		5.2.2 Human Rights Protection and Labor-Management Communication	91	
		5.3.1 OSH Risk Management	96	

Disclosure No.	GRI Disclosure	Corresponding Section	Page Number	Omission/ Note
2-24	Embedding policy commitments	2.3.1 Emphasizing a Culture of Integrity	35	
		2.5.1 Procurement Policy	52	
		5.2.2 Human Rights Protection and Labor-Management Communication	91	
		5.3.1 OSH Risk Management	96	
2-25	Processes to remediate negative impacts	2.3.1 Emphasizing a Culture of Integrity	35	
		2.5.1 Procurement Policy	52	
		4.1 Environmental Policy and Investment	70	
		5.2.2 Human Rights Protection and Labor-Management Communication	91	
2-26	Mechanisms for seeking advice and raising concerns	2.3.1 Emphasizing a Culture of Integrity	35	
		5.2.2 Human Rights Protection and Labor-Management Communication	91	
2-27	Compliance with laws and regulations	2.2.2 Board Operations	31	
		2.3.1 Emphasizing a Culture of Integrity	35	
		2.3.2 Internal Control	36	
2-28	Membership associations	Appendix I ESG Information	111	
Stakeholder engagement				
2-29	Approach to stakeholder engagement	1.2 Stakeholder Engagement and Response	11	
2-30	Collective bargaining agreements	5.2.2 Human Rights Protection and Labor-Management Communication	91	
GRI 3: Material Topics 2021				
3-1	Process to determine material topics	1.3 Identification of Material Topics for the Year	16	
3-2	List of material topics	1.3 Identification of Material Topics for the Year	16	

GRI Standard Category / Topic	Disclosure No.	GRI Disclosure	Corresponding Section	Page Number	Omission/ Note
Topic-specific GRI Standards: 200 Series - Economic Topics					
* **Economic Performance**					
GRI 3 Management of Economic Performance (2021)	3-3	Management of material topics	2.1 Market and Business Expansion	23	
GRI 201 Economic Performance (2016)	201-1	Direct economic value generated and distributed	2.1 Market and Business Expansion	23	
			Appendix I ESG Information	111	
	201-2	Financial implications and other risks and opportunities due to climate change	2.4.2 Climate Risk Adaptation Actions	39	
	201-3	Defined benefit plan obligations and other retirement plans	5.2.1 Talent Attraction and Retention	88	
	201-4	Financial assistance received from government	Appendix I ESG Information	111	
Market Presence					
GRI 202 Market Presence (2016)	202-1	Ratio of standard entry-level wage by gender compared to local minimum wage	5.2.1 Talent Attraction and Retention	88	
			Appendix I ESG Information	111	
	202-2	Proportion of senior management hired from the local community	5.1 Right Person for the Right Role	85	
Indirect Economic Impacts					
GRI 203 Indirect Economic Impacts (2016)	203-1	Infrastructure investments and services supported	5.4 Deepening Engagement in Public Welfare and Youth Support	107	
	203-2	Significant indirect economic impacts	5.1 Right Person for the Right Role	85	
Procurement Practices					
GRI 204 Procurement Practices (2016)	204-1	Proportion of spending on local suppliers	2.5.1 Procurement Policy	52	
			Appendix I ESG Information	111	
* **Anti-corruption**					
GRI 3 Management of Anti-corruption (2021)	3-3	Management of material topics	2.3 Regulatory Compliance and Internal Control	34	
GRI 205 Anti-corruption (2016)	205-2	Communication and training about anti-corruption policies and procedures	2.3.1 Emphasizing a Culture of Integrity	35	
	205-3	Confirmed incidents of corruption and actions taken	2.3.1 Emphasizing a Culture of Integrity	35	

GRI Standard Category / Topic	Disclosure No.	GRI Disclosure	Corresponding Section	Page Number	Omission/ Note
* Anti-competitive Behavior					
GRI 3 Management of Anti-competitive Behavior (2021)	3-3	Management of material topics	2.3 Regulatory Compliance and Internal Control	34	
GRI 206 Anti-competitive Behavior (2016)	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.3.1 Emphasizing a Culture of Integrity	35	
Tax					
GRI 207 Tax (2019)	207-1	Approach to tax	2.3.2 Internal Control	36	
	207-2	Tax governance, control, and risk management	2.3.2 Internal Control	36	
	207-3	Stakeholder engagement and management of concerns related to tax	2.3.2 Internal Control	36	
Topic-specific GRI Standards: 300 Series - Environmental Topics					
Materials					
GRI 301 Materials (2016)	301-2	Recycled input materials used	4.1.1 Building a Green Industry Chain	70	
			4.3.1 Source Reduction	79	
			Appendix I ESG Information	111	
	301-3	Reclaimed products and their packaging materials	4.1.1 Building a Green Industry Chain	70	
			Appendix I ESG Information	111	
* Energy					
GRI 3 Management of Energy (2021)	3-3	Management of material topics	4.2 Energy and Carbon Emission Management	72	
GRI 302 Energy (2016)	302-1	Energy consumption within the organization	4.2 Energy and Carbon Emission Management	72	
			Appendix I ESG Information	111	
	302-3	Energy intensity	4.2 Energy and Carbon Emission Management	72	
			Appendix I ESG Information	111	
	302-4	Reduction of energy consumption	4.2 Energy and Carbon Emission Management	72	
			Appendix I ESG Information	111	

GRI Standard Category / Topic	Disclosure No.	GRI Disclosure	Corresponding Section	Page Number	Omission/ Note
Water and Effluents					
GRI 303 Water and Effluents (2018)	303-1	Interactions with water as a shared resource	4.3.1 Source Reduction	79	
	303-2	Management of water discharge-related impacts	4.3.2 Pollution Control	80	
			Appendix I ESG Information	111	
	303-3	Water withdrawal	4.3.1 Source Reduction	79	
			Appendix I ESG Information	111	
	303-4	Water discharge	4.3.1 Source Reduction	79	
			Appendix I ESG Information	111	
	303-5	Water consumption	4.3.1 Source Reduction	79	
			Appendix I ESG Information	111	
* **Emissions**					
GRI 3 Management of Emissions (2021)	3-3	Management of material topics	4.2 Energy and Carbon Emission Management	72	
			4.3 Waste Reduction Actions	77	
GRI 305 Emissions (2016)	305-1	Direct (Scope 1) GHG emissions	4.2 Energy and Carbon Emission Management	72	
			Appendix I ESG Information	111	
	305-2	Energy indirect (Scope 2) GHG emissions	4.2 Energy and Carbon Emission Management	72	
			Appendix I ESG Information	111	
	305-3	Other indirect (Scope 3) GHG emissions	4.2 Energy and Carbon Emission Management	72	
			Appendix I ESG Information	111	
	305-4	GHG emissions intensity	4.2 Energy and Carbon Emission Management	72	
			Appendix I ESG Information	111	
	305-5	Reduction of GHG emissions	4.2 Energy and Carbon Emission Management	72	
			Appendix I ESG Information	111	
	305-6	Emissions of ozone-depleting substances (ODS)	4.3.2 Pollution Control	80	
			Appendix I ESG Information	111	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4.3.2 Pollution Control	80	
			Appendix I ESG Information	111	

GRI Standard Category / Topic	Disclosure No.	GRI Disclosure	Corresponding Section	Page Number	Omission/ Note
* **Waste**					
GRI 3 Management of Waste (2021)	3-3	Management of material topics	4.3 Waste Reduction Actions	77	
GRI 306 Waste (2020)	306-1	Waste generation and significant waste-related impacts	4.3.2 Pollution Control	80	
	306-2	Management of significant waste-related impacts	4.3.2 Pollution Control	80	
	306-3	Waste generated	4.3.2 Pollution Control	80	
			Appendix I ESG Information	111	
	306-4	Waste diverted from disposal	4.3.2 Pollution Control	80	
			Appendix I ESG Information	111	
	306-5	Waste directed to disposal	4.3.2 Pollution Control	80	
			Appendix I ESG Information	111	
Supplier Environmental Assessment					
GRI 308 Management of Employment Relationship (2021)	308-1	New suppliers that were screened using environmental criteria	2.5.2 Evaluation and Audit	53	
	308-2	Negative environmental impacts in the supply chain and actions	2.5.2 Evaluation and Audit	53	
Topic-specific GRI Standards: 400 Series - Social Topics					
* **Employment**					
GRI 3 Management of Employment Relationship (2021)	3-3	Management of material topics	5.2 Create a Friendly Workplace	88	
GRI 401 Employment (2016)	401-1	New employee hires and employee turnover	5.2.1 Talent Attraction and Retention	88	
			Appendix I ESG Information	111	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.2.1 Talent Attraction and Retention	88	
	401-3	Parental leave	Appendix I ESG Information	111	
Labor/Management Relations					
GRI 402 Labor/Management Relations (2016)	402-1	Minimum notice periods regarding operational changes	5.2.2 Human Rights Protection and Labor-Management Communication	91	

GRI Standard Category / Topic	Disclosure No.	GRI Disclosure	Corresponding Section	Page Number	Omission/ Note
* Occupational Health and Safety					
GRI 3 Management of Occupational Health and Safety (2021)	3-3	Management of material topics	5.3 Workplace Safety and Health	95	
GRI 403 Occupational Health and Safety (2018)	403-1	Occupational health and safety management system	5.3.1 OSH Risk Management	96	
	403-2	Hazard identification, risk assessment, and incident investigation	5.3.1 OSH Risk Management	96	
	403-3	Occupational health services	5.3.3 Employee Health Management	103	
	403-4	Worker participation, consultation, and communication on occupational health and safety	5.3.1 OSH Risk Management	96	
			5.3.2 Occupational Hazard Prevention	100	
	403-5	Worker training on occupational health and safety	5.3.2 Occupational Hazard Prevention	100	
			Appendix I ESG Information	111	
	403-6	Promotion of worker health	5.3.3 Employee Health Management	103	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.3.3 Employee Health Management	103	
	403-8	Workers covered by an occupational health and safety management system	5.3.1 OSH Risk Management	96	
	403-9	Work-related injuries	5.3.1 OSH Risk Management	96	
			Appendix I ESG Information	111	
	403-10	Work-related ill health	5.3.3 Employee Health Management	103	
Training and Education					
GRI 404 Training and Education (2016)	404-1	Average hours of training Yearly per employee	5.2.3 Diversified Competence Development	93	
			Appendix I ESG Information	111	
	404-2	Programs for upgrading employee skills and transition assistance programs	5.2.3 Diversified Competence Development	93	
	404-3	Percentage of employees receiving regular performance and career development reviews	5.2.3 Diversified Competence Development	93	
* Diversity and Equal Opportunity					
GRI 3 Management of Diversity and Equal Opportunity (2021)	3-3	Management of material topics	5.2 Create a Friendly Workplace	88	

GRI Standard Category / Topic	Disclosure No.	GRI Disclosure	Corresponding Section	Page Number	Omission/ Note
GRI 405 Diversity and Equal Opportunity (2016)	405-1	Diversity of governance bodies and employees	2.2.1 Board of Directors Organizational Structure	28	
			5.1 Right Person for the Right Role	85	
			Appendix I ESG Information	111	
	405-2	Ratio of basic salary and remuneration of women to men	5.2.1 Talent Attraction and Retention	88	
			Appendix I ESG Information	111	
Non-discrimination					
GRI 406 Non-discrimination (2016)	406-1	Incidents of discrimination and corrective actions taken	5.2.2 Human Rights Protection and Labor-Management Communication	91	
Freedom of Association and Collective Bargaining					
GRI 407 Freedom of Association and Collective Bargaining (2016)	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	5.2.2 Human Rights Protection and Labor-Management Communication	91	
Child Labor					
GRI 408 Child Labor (2016)	408-1	Operations and suppliers at significant risk for incidents of child labor	5.2.2 Human Rights Protection and Labor-Management Communication	91	
Forced or Compulsory Labor					
GRI 409 Forced or Compulsory Labor (2016)	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.2.2 Human Rights Protection and Labor-Management Communication	91	
Security Practices					
GRI 410 Security Practices (2016)	410-1	Security personnel trained in human rights policies or procedures	5.2.2 Human Rights Protection and Labor-Management Communication	91	
Rights of Indigenous Peoples					
GRI 411 Rights of Indigenous Peoples (2016)	411-1	Incidents of violations involving rights of indigenous peoples	5.2.2 Human Rights Protection and Labor-Management Communication	91	
Supplier Social Assessment					
GRI 414 Supplier Social Assessment (2016)	414-1	New suppliers that were screened using social criteria	2.5.2 Evaluation and Audit	53	
	414-2	Negative social impacts in the supply chain and actions taken	2.5.2 Evaluation and Audit	53	

GRI Standard Category / Topic	Disclosure No.	GRI Disclosure	Corresponding Section	Page Number	Omission/ Note
Public Policy					
GRI 415 Public Policy (2016)	415-1	Political contributions	2.3.2 Internal Control	36	
*** Customer Health and Safety**					
GRI 3 Management of Customer Health and Safety (2021)	3-3	Management of material topics	3.3 Customer Demand and Quality Management	64	
GRI 416 Customer Health and Safety (2016)	416-1	Assessment of the health and safety impacts of product and service categories	3.3.2 Quality Control	66	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.3.2 Quality Control	66	
*** Marketing and Labeling**					
GRI 3 Management of Marketing and Labeling (2021)	3-3	Management of material topics	3.3 Customer Demand and Quality Management	64	
GRI 417 Marketing and Labeling (2016)	417-1	Requirements for product and service information and labeling	3.3.2 Quality Control	66	
	417-2	Incidents of non-compliance concerning product and service information and labeling	3.3.2 Quality Control	66	
	417-3	Incidents of non-compliance concerning marketing communications	3.3.2 Quality Control	66	
*** Customer Privacy**					
GRI 3 Management of Customer Privacy (2021)	3-3	Management of material topics	3.2 Information Security and Customer Privacy	61	
GRI 418 Customer Privacy (2016)	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.2 Information Security and Customer Privacy	61	
Custom topic					
*** Innovative R&D and Patents**					
GRI 3 Management of innovative R&D and Patents	3-3	Management of material topics	3.1 Product R&D and Innovation	56	
*** Information Security**					
GRI 3 Management of Information Security	3-3	Management of material topics	3.2 Information Security and Customer Privacy	61	

Appendix IV: SASB Disclosure Index - Industrial Machinery & Goods

Accounting Metrics

Topic	Code	Accounting Metric	Category	Unit of Measure	Response
Energy Management	RT-IG-130a.1	Total energy consumed	Quantitative	Gigajoules (GJ)	213,563.61 GJ
		Percentage of electricity sourced from the grid	Quantitative	Percentage (%)	Percentage of electricity sourced from the grid: 66.64%
		Percentage of total energy from renewable sources	Quantitative	Percentage (%)	Percentage of total energy from renewable sources: 0.02%
Employee Health & Safety	RT-IG-320a.1	Total recordable incident rate (TRIR)	Quantitative	Rate	Regular employees: 0.6 / Contracted employees: 0
		Fatality rate	Quantitative	Rate	Regular employees: 0 / Contracted employees: 0
		Near miss frequency rate (NMFR)	Quantitative	Rate	Regular employees: 1.2 / Contracted employees: 0
Fuel Economy & Emissions in Use-phase	RT-IG-410a.1	Sales-weighted average fuel efficiency for medium- and heavy-duty	Quantitative	Fuel consumption per 1,000 ton-miles (Gallons per 1,000 ton-miles)	N/A (The Company does not sell medium and heavy-duty vehicles)
	RT-IG-410a.2	Sales-weighted average fuel efficiency for non-road equipment	Quantitative	Fuel consumption per hour (Gallons per hour)	N/A (The Company does not sell non-road equipment)
	RT-IG-410a.3	Sales-weighted average fuel efficiency for stationary generators	Quantitative	Power generated per gallon (Watts per gallon)	N/A (The Company does not sell stationary generators)
	RT-IG-410a.4	Sales-weighted average NOx and PM emission rates for marine diesel engines, train diesel engines, on-road medium- and heavy-duty vehicles, and off-road diesel engines	Quantitative	Air pollutant emissions per kilowatt-hour (Grams per Kilowatt-hour)	N/A (The Company does not sell such products)
Materials Sourcing	RT-IG-440a.1	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	-	Certain key materials used in flexible copper clad laminates (FCCL) are oligopolistic in nature. As such, supply chain management and secure material sourcing represent critical sources of competitive advantage in this industry. As one of the industry leaders, the Company benefits from procurement scale and a strong customer base, enabling the establishment of long-term strategic alliances with key raw material suppliers, which in turn provides a significant advantage in securing critical materials. In addition, the Company mitigates supply risks through supply chain diversification and the implementation of a dynamic inventory adjustment mechanism, allowing for flexible global production allocation. Dual sourcing and dual qualification strategies are also applied to critical raw materials to reduce the risks associated with supply disruptions in any single region.
Remanufacturing Design & Services	RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services	Quantitative	Amount	N/A (The Company does not sell such products)

Activity Metrics

Code	Activity Metric	Category	Response
RT-IG-000.A	Number of units produced by product category	Quantitative	Electronic materials products: 29,520 thousand m^2
RT-IG-000.B	Number of Employees	Quantitative	954 employees

✦ Appendix V: Comparison Table of Sustainability Disclosure Indicators - Electronic Parts and Components Industry in Accordance with the Taiwan Stock Exchange Corporation's "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies"

No.	Indicator	Response
1	Total energy consumed, percentage of electricity sourced from the grid, and percentage of total energy from renewable sources (Quantitative/GJ, %)	Total energy consumed: 213,563.61 GJ Percentage of electricity sourced from the grid: 66.64% Percentage of total energy from renewable sources: 0.02%
2	Total water withdrawal and total water consumption (Quantitative/m^3)	Total water withdrawal: 91.85 m^3 Total water consumption: 20.98 m^3
3	Weight of hazardous waste generated and percentage of recovery (Quantitative/MT, %)	Total weight of hazardous waste: 996.82 MT Recovery rate of hazardous waste: 56.79%
4	Explain the type, number and rate of occupational incidents (Quantitative/%, Quantity)	No. of fatalities: 0; Fatality rate: 0 No. of recordable occupational injuries: 1; TRIR: 0.60%
5	Product lifecycle management disclosure: including the weight of scrapped products and electronic waste and recycling rateNote (Quantitative/MT, %)	Total weight of waste: 2,133.43 MT Recycled rate: 69.70%
6	Description of risk management related to the use of critical materials (Qualitative description)	Certain key materials used in flexible copper clad laminates (FCCL) are oligopolistic in nature. As such, supply chain management and secure material sourcing represent critical sources of competitive advantage in this industry. As one of the industry leaders, the Company benefits from procurement scale and a strong customer base, enabling the establishment of long-term strategic alliances with key raw material suppliers, which in turn provides a significant advantage in securing critical materials. In addition, the Company mitigates supply risks through supply chain diversification and the implementation of a dynamic inventory adjustment mechanism, allowing for flexible global production allocation. Dual sourcing and dual qualification strategies are also applied to critical raw materials to reduce the risks associated with supply disruptions in any single region.
7	Total monetary loss from legal proceedings related to anti-competitive behavior (Quantitative/NT$)	There was no such incident and the total monetary loss from legal proceedings related to anti-competitive behavior was NT$0.
8	Production volume of major products by category (Quantitative/Depend on product category)	Electronic materials products: 29,520 thousand m^2

Note：Including the sale of production scraps or other forms of recycling or recovery. Relevant details should be disclosed.

✦ Appendix VI: Climate-related Information of TWSE/TPEx-listed Companies in Accordance with the Taiwan Stock Exchange Corporation's "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies"

Item	Corresponding Section	Page No.
1、Describe the oversight and governance of the Board and management on climate-related risks and opportunities.	2.4.1 Operational Risk Management	38
	2.4.2 Climate Risk Adaptation Actions	39
2、Describe how the identified climate risks and opportunities would affect the business, strategy, and finance of the entity (short, medium, and long-term).	2.4.2 Climate Risk Adaptation Actions	39
3、Describe the financial impact of extreme weather events and transition activities.	2.4.2 Climate Risk Adaptation Actions	39
4、Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	2.4.2 Climate Risk Adaptation Actions	39
5、If scenario analysis is used to assess the resilience to climate change risks, the scenarios, parameters, assumptions and analysis factors used as well as major financial impacts shall be described.	2.4.2 Climate Risk Adaptation Actions	39
6、If there is a transition plan for managing climate-related risks, describe the plan details, and the indicators and targets used to identify and manage physical risks and transition risks.	2.4.2 Climate Risk Adaptation Actions	39
7、If internal carbon pricing is used as a planning tool, the basis for setting the price shall be stated.	2.4.2 Climate Risk Adaptation Actions	39
8、If climate-related targets have been set, the activities covered, the scope of GHG emissions, the planning horizon, and the progress achieved each year shall be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or the quantity of RECs to be offset shall be specified.	1.4 Sustainable Goals and Practice	19
	4.2 Energy and Carbon Emission Management	72
	4.3 Waste Reduction Actions	77
	Appendix VI Climate-related Information of TWSE/TPEx-listed Companies in Accordance with the Taiwan Stock Exchange Corporation's "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies"	144
9、GHG inventory and assurance status as well as reduction targets, strategy, and concrete action plans. (Data available in 1-1 and 1-2)	2.4.2 Climate Risk Adaptation Actions	39
	Appendix VI Climate-related Information of TWSE/TPEx-listed Companies in Accordance with the Taiwan Stock Exchange Corporation's "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies"	144

✦ 1-1 GHG Inventory and Assurance Status

Basic information of the Company

- ○ Companies with capital of NT$10 billion or above, the iron and steel industry, or the cement industry
- ○ Companies with capital of NT$5 billion or above but less than NT$10 billion
- ✔ Companies with capital under NT$5 billion

Minimum disclosure required by the Sustainable Development Roadmap for TWSE/TPEx-Listed Companies

- ○ Inventory for parent company only
- ○ Inventory for all consolidated entities
- ○ Assurance for parent company only
- ○ Assurance for all consolidated entities

・ 1-1-1 GHG Inventory Information

Item \ Year	2023			2024		
	Parent Company	Subsidiaries	Total	Parent Company	Subsidiaries	Total
Scope 1 : Total Emissions (MT CO_2e)	8,427.16	-	8,427.16	10,467.59	-	10,467.59
Scope 1 : Emissions Intensity (MT CO_2e/ Millions of NT$)	1.2325	-	1.2325	1.2741	-	1.2741
Scope 2 : Total Emissions (MT CO_2e)	18,498.35	-	18,498.35	18,739.09	-	18,739.09
Scope 2 : Emissions Intensity (MT CO_2e/ Millions of NT$)	2.7054	-	2.7054	2.2810	-	2.2810
Scope 3 : Total Emissions (MT CO_2e)	48,281.91	-	48,281.91	55,283.10	-	55,283.10
Scope 3 : Emissions Intensity (MT CO_2e/ Millions of NT$)	7.0612	-	7.0612	6.7292	-	6.7292

Note :
1. Scope 1 emissions are direct emissions (i.e., emissions directly from sources owned or controlled by the Company). Scope 2 emissions are indirect energy emissions (i.e., indirect GHG emissions from electricity, heat, or steam). Scope 3 includes all other indirect GHG emissions that occur as a result of the Company' s activities but originate from sources not owned or directly controlled by the Company.
2. The intensity of GHG emissions may be calculated per unit of product/service or revenue. The Company' s parent company only revenue amounted to NT$6,838 million and NT$8,215 million in 2023 and 2024, respectively.
3. In accordance with the Sustainable Development Roadmap of TWSE and TPEx-listed Companies, the inventory and assurance of the parent company shall be completed by 2026 and 2028, respectively. Taiflex proactively completed both in 2022 in compliance with ISO 14064-1:2018, with verification by a third-party assurance provider.
4. The 2024 GHG emissions of the parent company are based on a self-inventory. External assurance is scheduled for 2025, and the verification results will be disclosed in the next sustainability report.
5. The GHG emission factors for electricity are based on the figures published by the Energy Administration, MOEA: 0.494 kg CO_2e/kWh (2023) and 0.474 kg CO_2e/kWh (2024).
6. The parameters adopted are based on the GHG Emission Factor Table (6.0.4) published by the Environmental Protection Administration. The GWP values used for converting emissions to CO_2e are based on the IPCC' s Sixth Assessment Report (2021): CO_2 = 1, CH_2 = 27.9, and N_2O = 273.

· 1-1-2 GHG Assurance Information

Item \ Year	2023		2024	
	Parent Company	Subsidiaries	Parent Company	Subsidiaries
Scope	Scope 1+2+3	-	Scope 1+2+3	-
Agency	TÜV Rheinland	-	SGS Taiwan Limited	-
Standards	ISO 14064-1:2018	-	ISO 14064-1:2018	-
Opinion	Reasonable assurance for Scope 1 + Scope 2, and limited assurance for Scope 3		External assurance is scheduled for June 2025	-

✦ 1-2 GHG Reduction Targets, Strategy, and Concrete Action Plans

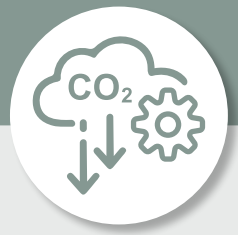
Basic information of the Company

- ○ Companies with capital of NT$10 billion or above, the iron and steel industry, or the cement industry
- ○ Companies with capital of NT$5 billion or above but less than NT$10 billion
- ✅ Companies with capital under NT$5 billion

Minimum disclosure required by the Sustainable Development Roadmap for TWSE/TPEx-Listed Companies

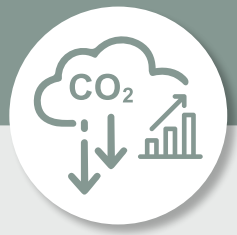
- ○ Disclosure in 2025: GHG reduction targets, strategy, and concrete action plans for the previous Year
- ○ Disclosure in 2026: GHG reduction targets, strategy, and concrete action plans for the previous Year
- ✅ Disclosure in 2027: GHG reduction targets, strategy, and concrete action plans for the previous Year

GHG Reduction Strategy



To reduce GHG emissions, the Company will implement annual energy-saving projects to reduce energy consumption and install self-consumption solar photovoltaic systems to lower GHG emissions. For any remaining emissions subject to carbon fees, the Company plans to purchase voluntary carbon credits from external sources as offsets. Electricity and natural gas are the primary energy sources used in the Company's production processes. The Company has established short-, medium-, and long-term plans for equipment upgrades and energy efficiency improvements.

GHG Emission Reduction Targets



- **Short-term targets (2024 to 2026)：**
  - 4% reduction in GHG Scope 1 emissions, using 2021 as the base year
  - Cumulative installed solar capacity of 2,800 kW by Taiflex Green Power (subsidiary)
- **Medium-term targets (2027 to 2030)：**
  - 12% reduction in GHG Scope 1 emissions, using 2021 as the base year
  - Cumulative installed solar capacity of 2,949 kW by Taiflex Green Power (subsidiary)
- **Long-term targets (2031 to 2040)：**
  - >27% reduction in GHG Scope 1 emissions, using 2021 as the base year
  - Cumulative installed solar capacity of 3,379 kW by Taiflex Green Power (subsidiary)

2024 Progress Toward GHG Reduction Targets

- Production expansion from the 7.1% increase in parent company only revenue led to a 3.6% increase in Scope 1 emissions in 2024 compared to 2021. As a result, the Company did not achieve its originally reduction target in 2024. In 2025, the Company had carried out boiler maintenance and replaced ceramic heat-retaining media to maintain combustion efficiency and better control natural gas consumption.
- The replacement of ceramic heat-retaining media in the RTO at Taiflex 2 between October and November 2022, along with the installation of a zeolite rotor concentrator at Taiflex 3 to condense low-concentration VOCs into high concentrations and enhance their use as auxiliary fuel, led to a significant reduction of 92.3725 km³ in RTO natural gas consumption compared to 2023, which is equivalent to approximately 190 metric tons of CO_2e.
- The installed capacity of Taiflex Green Power Co., Ltd. (a subsidiary) totaled 1,938 kW in 2024. At the end of 2023, it participated in the second round of auction for small-amount green power purchases organized by Taipower and won the bid for 10,000 kWh, which was used by Taiflex 2 in 2024.

Appendix VII: Mapping to the United Nations Sustainable Development Goals (SDGs)

No.	Sustainable Development Goals	Corresponding Section	Page No.
SDG 1	End poverty in all its forms everywhere	5.4 Deepening Engagement in Public Welfare and Youth Support	107
SDG 3	Ensure healthy lives and promote well-being for all at all ages	1.4 Sustainable Goals and Practice	19
		5.4 Deepening Engagement in Public Welfare and Youth Support	107
SDG 4	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	5.4 Deepening Engagement in Public Welfare and Youth Support	107
SDG 7	Ensure access to affordable, reliable, sustainable and modern energy for all	1.4 Sustainable Goals and Practice	19
SDG 8	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	1.4 Sustainable Goals and Practice	19
		5.4 Deepening Engagement in Public Welfare and Youth Support	107
SDG 9	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	1.4 Sustainable Goals and Practice	19
SDG 10	Reduce inequality within and among countries	5.4 Deepening Engagement in Public Welfare and Youth Support	107
SDG 11	Make cities and human settlements inclusive, safe, resilient and sustainable	5.4 Deepening Engagement in Public Welfare and Youth Support	107
SDG 12	Ensure sustainable consumption and production patterns	1.4 Sustainable Goals and Practice	19
SDG 13	Take urgent action to combat climate change and its impacts	1.4 Sustainable Goals and Practice	19
SDG 16	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable and inclusive institutions at all levels	1.4 Sustainable Goals and Practice	19
SDG 17	Strengthen the means of implementation and revitalize the global partnership for sustainable development	1.4 Sustainable Goals and Practice	19
		5.4 Deepening Engagement in Public Welfare and Youth Support	107