

2021 TAYA Group

Corporate Sustainability Report



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Editorial Principles

Ta Ya Group has long been committed to corporate social responsibilities (CSR). We guarantee the continued publication of our CSR Report, with which we communicate to the public and stakeholders our dedication to business operations, the economy, society, and the environment, demonstrating our resolve for the pristine homeland. For the benefit of more stakeholders to understand our achievements in CSR, this Report is also published on our official website.



Reference Guide

This report discloses the economic, social and environmental management policies and performance of the Ta Ya Group and its affiliates, following the requirements of the Core Option of the GRI Standards by the Global Reporting Initiative.



Sources and Review of the Report's Content

The content of this report has been provided by departments, factories and affiliated companies of Ta Ya Main Company, while financial information has been verified by accountants.



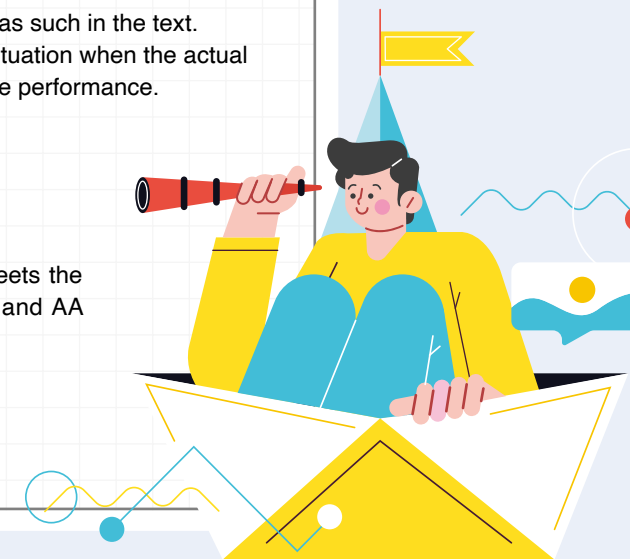
Reporting Period

2021 financial year (January 1, 2021 to December 31, 2021). For full disclosure, part of the contents will refer to information from the 2019 to 2020 financial years. This report presents past performance, and also our vision for future developments. Part of the data has been estimated by the author; those instances are highlighted as such in the text. Except for the latter, it is solely based on the situation when the actual report was issued and not a guarantee of future performance.



External Verification

This report is certified by SGS Taiwan and meets the requirements of GRI Standard Core Option and AA 1000 AS v3, Moderate level assurance.



Boundaries and Scope of the Report

The scope of the disclosure is identified in TA YA Group's consolidated financial report to divulge the Group's impacts on the sustainability issues fully. The core disclosure is the operating activities and services of affiliated companies with a shareholding ratio of over 20% and substantial control rights (mainly listed in the report's boundaries and categories, excluding pure investment companies). The scope of disclosure accounted for 97% of TA YA's consolidated net income.

Boundaries of this report covered:

【Taiwan】 Guanmiao Factory and Dawan Factory of Ta Ya Electric Wire & Cable Co., Ltd. ("Ta Ya") plus affiliated enterprises that Ta Ya had close business relationships with, including: Cuprime Material Co., Ltd. ("Cuprime"), Ta Heng Electric Wire & Cable Co., Ltd. ("Ta Heng") and Ta Ho Engineering Co., Ltd. ("Ta Ho"), United Electric Industry Co., Ltd. ("UEI"), TA YA VENTURE CAPITAL CO., LTD. ("VENTURE")、Union Storage Energy System Ltd. ("Union")、TA YA Pristine Homeland Foundation ("Foundation").

【Vietnam】 Ta Ya (Viet Nam) Electric Wire & Cable Joint Stock Company ("Ta Ya Vn").

【China】 Heng Ya Electric (Kunshan) Ltd. and Heng Ya Electric (Dongguan) Ltd. Heng Ya Electric (Kunshan) Ltd. and Heng Ya Electric (Dongguan) Ltd.

Significant Changes in the Scope of Disclosure for this Report

This report shall exclude the associated companies accounted for under the equity method (AMIT, AD, and HENGs) and add two affiliated companies (Venture Capital and Energy Storage Technology Co.) to ensure consistency with the Group's future GHG inventory boundary settings, future carbon reduction blueprint target setting, carbon inventory and reduction targets, and the scope of the Sustainability Report.



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Reporting Cycle

First Issue : November 2014
Current Issue : September 2022
Previous Issue : September 2021
Next Issue : September 2023 (Scheduled)

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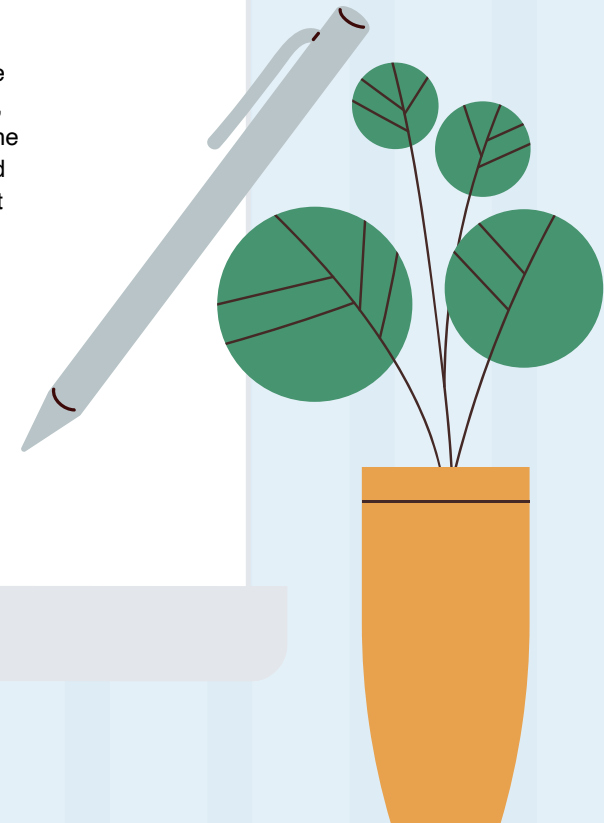


Chairman's Statement

As of 2022, TA YA Group has deeply cultivated Taiwan for 67 years. We aim to incorporate the ESG spirit and mission, and actively engage in sustainability transformation. We are the only domestic wire and cable brand equipped with ultra-high voltage power, telecommunication transmission, green energy, and energy storage smart manufacturing technologies. In recent years, TA YA Group has focused on high-value-added products ranging from industrial motors/electronics and enameled wires for electric vehicles and locomotives to 5G development, etc. This year, we joined the 5G Tainan team to build the first "modularized flexible smart production line." TA YA started from the wire, cable, and enameled wire businesses before entering the smart grid field. The Group has also deployed into the green energy, green electricity trading, and energy storage industries to create the leading energy connection brand that offers comprehensive energy generation, transmission, conversion, storage, and management solutions.

By adhering to the spirit of connection technologies and sustainable development, TA YA Group has continued to transmit stable and durable energy to everyone so we may experience TA YA's products as empowering added value in our everyday lives.

**Chairman
Shen, Shang-Hung**



| Vision and Mission of ESG Spirit

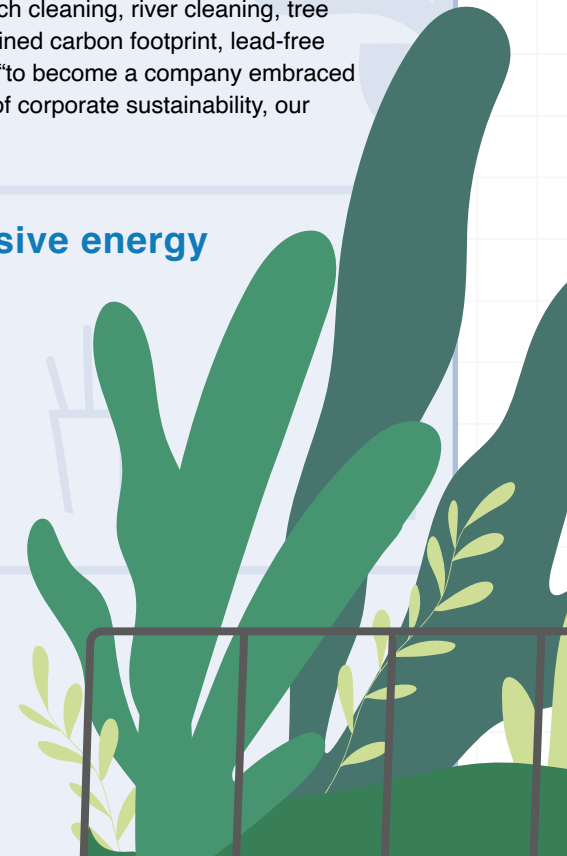
TA YA has always adhered to its original intent and has subtly integrated the ESG spirit into its vision and mission. Our primary vision is to "become the leading energy connection brand." We have extended into solar energy and energy storage operations from our original wire, cable, and enameled wire businesses. Our secondary vision is to "promote a friendly environment and a beautiful homeland." We have established the TA YA Cable Pristine Homeland Foundation to provide long-term support for specific environmental friendliness efforts. Every year, we call on employees and their families to participate in volunteer services and contribute to social welfare. We have launched the "Green Inside Project" event to provide long-term support for renewable energy, rainwater recycling, friendly agriculture, green transportation, environmental education, wildlife protection, Taiwanese culture and history maintenance, and other related issues. We have also organized environmental protection activities such as beach cleaning, river cleaning, tree planting, and hand-made trails to convey the concept of environmental friendliness through physical action. Our products have long since obtained carbon footprint, lead-free wire, and cable certifications and have actively promoted energy conservation and carbon reduction. These actions lead us to our third vision, "to become a company embraced by employees, customers, shareholders, and society." TA YA Group adheres to the concept of unity between knowledge and action. In terms of corporate sustainability, our goal is to build the leading energy connection brand that practices sustainable management.

| Strive to become the leading "energy connection brand" that offers comprehensive energy generation, transmission, storage until conversion, and management solutions.




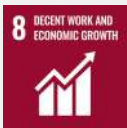
In 2022, TA YA has long since endeavored to be the leading energy connection brand that offers comprehensive energy generation, transmission, storage until conversion, and management solutions. In response to the government's green power policy, we have established the fishery and electricity symbiosis 120MW solar power station in Qigu, Tainan, for the solar energy business. The first phase of 85MW is expected to be completed in October 2022 with a meter installed; the second phase of 35MW is expected to be completed in Q4 2023 to advance to the goal of total solar energy power generation capacity reaching 250MW. The energy storage business is expected to join a power-trading platform to install AFC storage with 100MW installation scope within five years so that the energy positioning will cover the aspects of better energy production, transmission, storage, and management.

| Promote Comprehensive Greenhouse Gas and Carbon Footprint Inventory for the Group

TA YA Group is committed to being a driver of a friendly environment and beautiful home. Responding to the global trend of controlling global warming within 1.5°C, 2022 will be the initiating year of promoting low carbon and carbon reduction for TA YA. The Group will receive a full carbon inventory, and the carbon reduction blueprint will be defined to fulfill the social responsibility. The brand communication will be continued to improve the corporate image while keeping up with times for early deployment via industrial-academic cooperation and encouraging the employees to obtain new knowledge while staying ahead of the curve.







Responding to the UN's 17 Sustainable Development Goals (SDGs)

SDGs Goals	Description	Detailed Items	Corresponding Chapter
	Achieve gender equality and empower all women and girls.	5.5 Ensure women's full participation in political, economic, and public decision-making; and ensure that women have equal opportunities to participate in decision-making leadership at all levels.	5-1 Human Rights Protection 5-1.1 Gender Equality 5-1.2 Employee Unions 5-1.3 Employee Satisfaction Survey
	Provide water sanitation and sustainable management for all.	6.3 Improve water quality, reduce pollution, eliminate illegal waste dumping, and reduce the release of toxic chemicals and hazardous materials to cut the proportion of untreated wastewater by half before 2030, as well as increase global recycling and safe reuse by x%.	4-3 Pollution Preventions and Management 4-3-1 Air Quality Management 4-3-2 Toxic Material Management 4-3-2 Water Resources Management
	Ensure affordable, reliable, and sustainable modern energy for all.	7.1 Ensure affordable, reliable, and modern energy services are accessible to all before 2030.	
	Promote enduring, inclusive, sustainable economic growth, comprehensive and productive employment, and adequate work.	7.2 Substantially increase the global renewable energy sharing before 2030.	TA YA's Energy Deployment 4-1 Environmental Policy and Management 4-1-1 Environmental Management Policy 4-1-2 Energy Resource Usage Overview 4-1-3 Solar Power Plant - TA YA Green Energy
		8.2 Increase economic productivity via diversification, technological upgrading, and innovation. This includes focusing on high-value-added and labor-intensive industries.	5-4 Occupational Health and Safety 5-4.1 Management Measures 5-4.2 Occupational Safety Committee 5-4.3 Occupational Disaster Prevention 5-4.4 Hazard Identification, Risk Assessment, and Incident Investigation 5-4.5 Incapacitation Injury Statistics (2020) 5-4.6 Types and Number of Occupational Accidents in 2020 5-4-5 Health Care
		8.5 Achieve comprehensive productive employment to provide good jobs for all men and women (including young people and people with disabilities) and equal pay for equal work before 2030.	
		8.8 Protect the workers' rights and promote a safe working environment, including migrant workers (especially women) and those who perform hazardous work.	





SDGs Goals	Description	Detailed Items	Corresponding Chapter
	Construct disaster-resistant infrastructure while promoting inclusiveness, sustainable industrialization, and innovation.	9.1 Develop high-quality, reliable, sustainable, and disaster-resilient infrastructure (including regional and transboundary infrastructure) to support economic development and human well-being. The focus is to provide affordable and equitable access for all.	1-1 Group Introduction 1-1.1 Group Organization Chart 1-1.2 TA YA Wires and Cables 1-1.3 Affiliated Enterprises 1-1.4 Value Chain for the Wire and Cable Industry 1-1.5 Product Production and Export
		9.4 Upgrade the infrastructure and the industry while transforming businesses to ensure sustainable growth. The goal is to improve energy efficiency and adopt clean and environmentally friendly technologies and industrial processes before 2030. all countries must act according to their respective capabilities.	
	Ensure sustainable consumption and production models.	12.5 Significantly reduce waste generation through prevention, reduction, recycling, and reuse before 2030.	4-3-3 Waste Management
	Take urgent measures to combat climate change and its impacts.	13.1 Strengthen all countries' resilience and adaptive capacity to natural disasters and climate-related risks.	4-2 Respond to Climate Change 4-2-1 Reduction and Adjustment 4-2-2 Greenhouse Gas Inventory 4-2-3 Energy Conservation and Carbon Reduction Measures 4-2-4 Risks and Opportunities 4-2-5 The Group's Carbon Inventory Plan
		13.2 Integrate climate change measures into national policies, strategies, and planning.	
		13.3 Improve education, raise awareness, and empower people and institutions regarding climate change risk reduction, adaptation, impact reduction, and early warning.	
	Conserve and use terrestrial ecosystems sustainably, manage forests appropriately, combat desertification, prevent land degradation, and stop biodiversity losses.	15.1 Conserve, restore, and sustainably use territorial and inland freshwater ecosystems and their services according to the international convention obligations before 2020, especially forests, swamps, mountains, and drylands.	6-1-1 TA YA Cable Pristine Homeland Foundation 6-1-2 Delonix Regia Forum 6-1-3 Green Inside Project 6-1-4 TA YA Group Family Day 6-2 Corporate Volunteer Teams 6-4-1 Partner with Environmentally Friendly Groups 6-4-2 My One Acre Farm Adoption Program 6-4-3 Social Participation by Affiliated Enterprises
		15.4 Implement mountain ecosystem conservation to ensure biodiversity and improve sustainable development-related benefits before 2030.	
		15.a Mobilize and substantially increase financial resources from all walks of life to protect biodiversity and ecosystem sustainability.	

TA YA's Energy Deployment

Become the Leading Energy Connection Brand from Energy Generation, Transmission, and Storage to Transaction Management

TA YA Group will drive the industry forward via innovation and prospective thinking in response to the increasingly vast energy transition and net-zero carbon emission initiatives. We will start from the wire and cable industry to ensure diversification in energy generation, transmission, storage, trading, conversion, and management.

TA YA Group is marching towards the global energy storage market through its R&D technology capacity and patent deployment efforts. We have constructed a 600 kWh and 200 kW "TA YA energy storage microgrid" system in the Tainan Guanmiao plant. The system can integrate energy storage, power equipment, environmental control, and power grid information into one to provide a full range of power regulation services for the Tainan Guanmiao plant. Our objectives are to promote the innovative value of environmental protection and energy conservation and build a leading energy connection brand.

• Green Electricity Application Status

- At present, we are planning a 480.48kW solar energy system for self-consumption.
- About 470,000 kWh of green electricity can be used yearly, according to the 20-year average.
- Reduce about 236 tons of carbon per year.

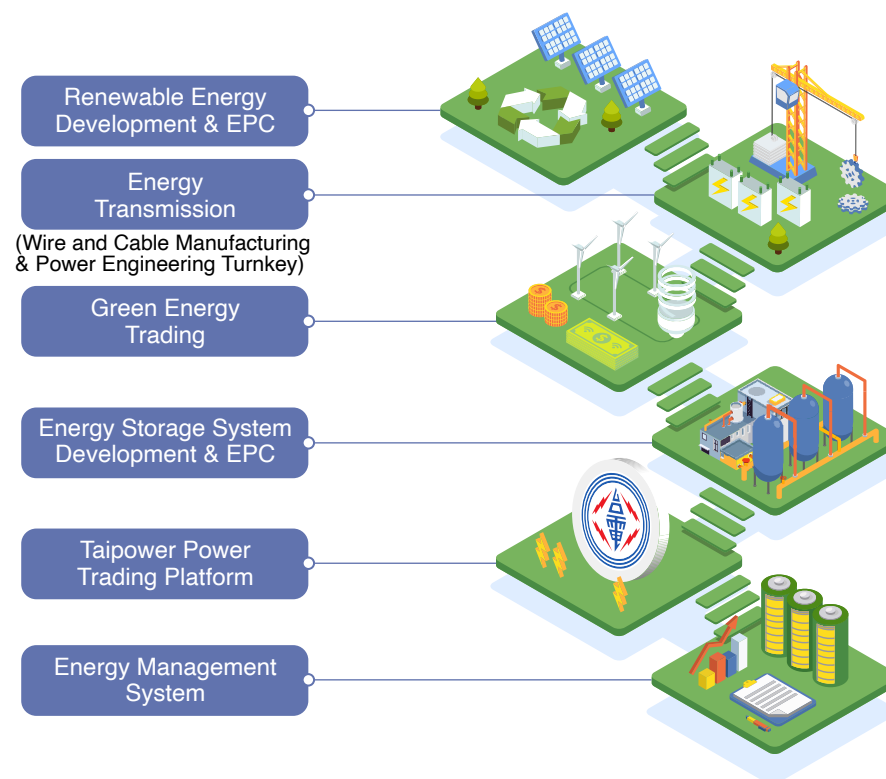
• Future Green Electricity Application Planning

- TA YA Group has solar energy and energy storage system development and construction as well as green power trading capabilities. Green electricity applications will be planned accordingly in the future.
- We have contacted RE100 to learn about issues related to the RE100 initiative.

• TA YA Group's Green Power Plans

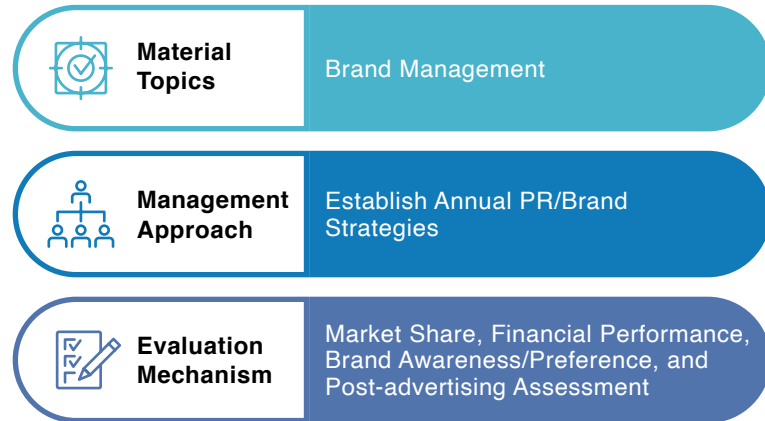
The government currently plans the terms for large power users, renewable energy and energy storage composite systems, Taipower trading platforms, and energy storage system meter applications. Countries worldwide are paying attention to energy conservation and carbon reduction issues and are also in the energy transformation phase. So various applications are being launched one after another. The most popular topics in Taiwan are solar energy, offshore wind power generation, energy storage systems, and energy management systems. Manufacturers interested in energy are actively investing in this field. There are also many hidden champions in Taiwan. Although the scale is not particularly large, they are all brand name supply chains or first-tier manufacturers. TA YA Group is committed to becoming the stable force behind these invisible champions.

• TA YA Group's Green Power Plans



Group Brand Value

I Management Policy



I Brand Management

As of this year (2022), TA YA Group has deeply cultivated Taiwan for 67 years. We aim to incorporate the ESG spirit and mission, and actively engage in sustainability transformation. We are the only domestic wire and cable brand equipped with ultra-high voltage power, telecommunication transmission, green energy, and energy storage smart manufacturing technologies. In recent years, TA YA Group has focused on high-value-added products ranging from industrial motors/electronics and enameled wires for electric vehicles and locomotives to 5G development, etc. This year, we joined the 5G Tainan team to build the first "modularized flexible smart production line." TA YA started from the wire, cable, and enameled wire businesses before entering the smart grid field. The Group has also deployed into the green energy, green electricity trading, and energy storage industries to create the leading energy connection brand that offers comprehensive energy generation, transmission, conversion, storage, and management solutions.

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I Brand Marketing Propagation Strategies

TA YA Brand Proposition - The Power of Stability

Stability enables us to face uncertainties. TA YA Group's strict requirements and high product quality standards allow us to create safe and durable wires, cables, and enameled wires. Our goal is to enable stable energy output and help people to face various uncertainties in life without worries.

• 2020 Brand Marketing Communication [First Year of Brand Marketing Communication]:

- The brand has advocated "the power of stability" to resonate and establish the brand value of TA YA with the public.
- 2020 Brand Creative Marketing: Image Film "The Power of Stability" Times Edition & Daily Edition, "STEADY POWER for a Stable Day" Linear Art Exhibition



 Image Film "The Power of Stability" Times Edition



 Image Film "The Power of Stability" Daily Edition

For everyone, the daily routines taken for granted may seem trivial. But they give people sufficient stable strength to face all kinds of uncertainties in life. This allows the TA YA brand to sprout in the public's hearts and acknowledge the foundation laid by TA YA's wires and cables.

To celebrate our 65th anniversary in 2020, TA YA Group held the "STEADY POWER for a Stable Day" linear art exhibition in Huashan Creative Park. The exhibition's opening ceremony was held on August 7, 2020. Shen, Shang-Hung, Chairman of TA YA Group, stated, "Since its establishment in 1955, TA YA has invested ongoing efforts to develop and manufacture more stable and efficient wires and cables. We have also entered into the green energy R&D field to promote environmental sustainability and enable people to enjoy stable energy transmission. No matter how far the road is, a car can reach there. No matter how dark the night is, a light will continue to shine. TA YA hopes to help create a beautiful, environmentally friendly, sustainable homeland and deliver welfare and stability to every corner of Taiwan. "

《STEADY POWER》for a Stable Day" linear art exhibition



★ Red Dot Award Winner 2021-Best of the Best



★ IF DESIGN AWARD 2022



★ GOOD DESIGN AWARD 2021



《STEADY POWER for a Stable Day》

• 2021 Brand Marketing Communication

We will continue engraving our "sustainable power" brand concept into the people's hearts. In addition to consumer brand communication, we have also strengthened corporate partner brand communication to let builders who have not yet entered into a partnership with us and experience TA YA's added value services.



• 2021 Brand Creative Marketing

"The whole city is TA YA"
3D Visual Outdoor Ad,
"Connecting Everyday"
Transparent Life Exhibition
Show everyone that TA YA's
products are embedded in the
buildings, public transportation
facilities, and common
household appliances around
them. Use creative marketing
to showcase the wires, cables,
and enameled wires hidden
beneath the surface. The goal
is to show how TA YA has
invisibly impacted people's
everyday life, silently providing
stable power to this land
and reliably connecting the
people's lives daily.

"The whole city is TA YA" 3D Visual Outdoor advertising

Taipei NEO19



Taichung City Hall station



Taichung Mega City



Kaohsiung MRT Zuoying Station



Taipei City Hall Station

TA YA Group has deeply cultivated Taiwan for 66 years as of 2021 and held Transparent Living Exhibition tours in Taichung, Taipei, and Tainan. The goal is to start from the "transparent" creative concept to showcase the invisible energy transmission by displaying the enameled wires and copper wires in everyday objects and providing introductions corresponding to the exhibition works. Visitors are led to penetrate the business and changes of superficial life and see the real contributions of TA YA. Through the exhibition, visitors can see how TA YA uses its products to support everyone's daily life. TA YA Group's products are in every aspect of people's daily lives, from the power supply network in tandem power plants and the cables used for daily MRT rides to the enameled wires used for the internal parts of everyday necessities such as electric locomotives, wireless earphones, and rice cookers to provide indispensable stability. To create a unique transparency texture, we entered into cross-field cooperation with the glass industry for the exhibition to use the transparent and plastic nature of the glass to create 7 translucent art pieces: high-voltage cable, smartphone, charging pile, headphone, pump, electric scooter, and rice cooker. The "Transparent Life Exhibition" was designed to re-quantify the relationship between people and objects, inspire viewers to reflect on the stable forces behind the technologies that make the convenience of modern life possible, and connect everyone together.

"Connecting Everyday" Transparent Life Exhibition



National Taichung Theater



Mega City Xinyi A13



T.S. Dream Mall

• 2021 Brand Advertising Performance

2021 Survey and Research Report Results by NielsenIQ Taiwan Ltd.

NielsenIQ has conducted an advertising performance study based on the middle/high-income groups, potential users, and potential buyers aged 30-54 for TA YA's brand communication strategy.



TA YA brand performance (after the March to September 2021 advertising campaign)

- ◆ Brand awareness:
First, mention that brand awareness has grown compared to 2020, and the target group has a relatively high awareness and growth.
- ◆ Brand familiarity:
The brand familiarity from the target group is higher than that of the average middle- and high-income earners. The potential users' familiarity has also grown, indicating that the communication with the target group is effective.
- ◆ Brand preference:
The brand preference from the target group is higher than that of the average middle- and high-income earners and the potential user preference is growing.

TA YA brand image (after the March to September 2021 advertising campaign)

Currently, TA YA's main brand image recognition includes professionalism, deep cultivation in Taiwan, and connection to daily needs and reliability.

The influence of publicity on TA YA's brand image

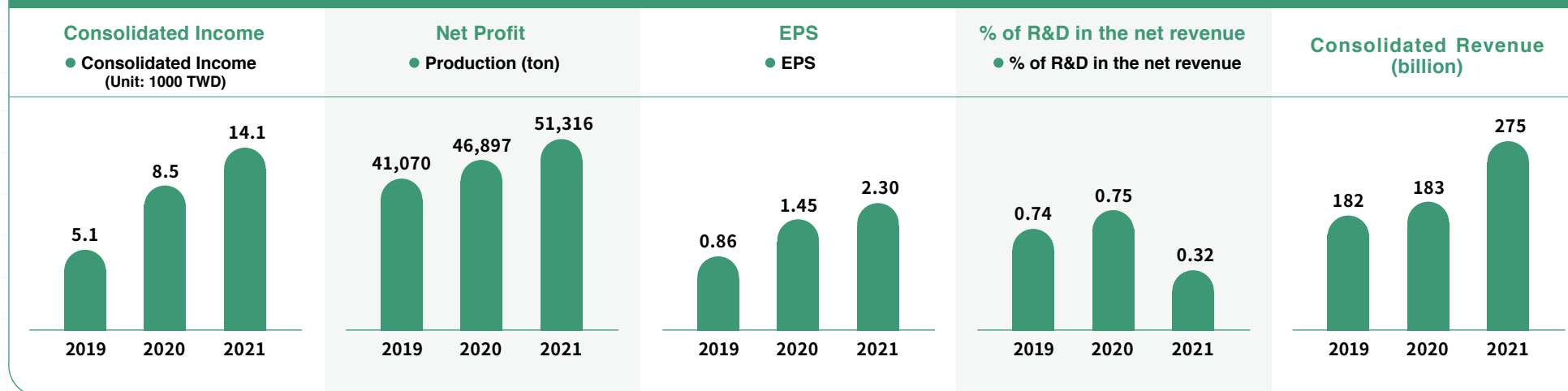
The advertising campaign effectively increased the core target groups' attention and favorability to TA YA (90% indicated a positive impact). This enables the audience to associate TA YA with images of connecting with daily needs, professionalism, deep cultivation of Taiwan, reliability, and support for social stability.

The warm, moving, and localized TV commercial atmosphere has inspired 80% of the audiences to pay attention and form goodwill towards TA YA.

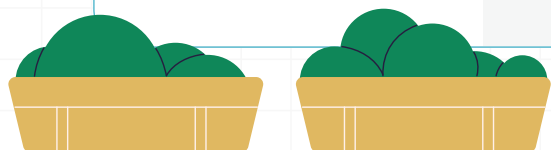
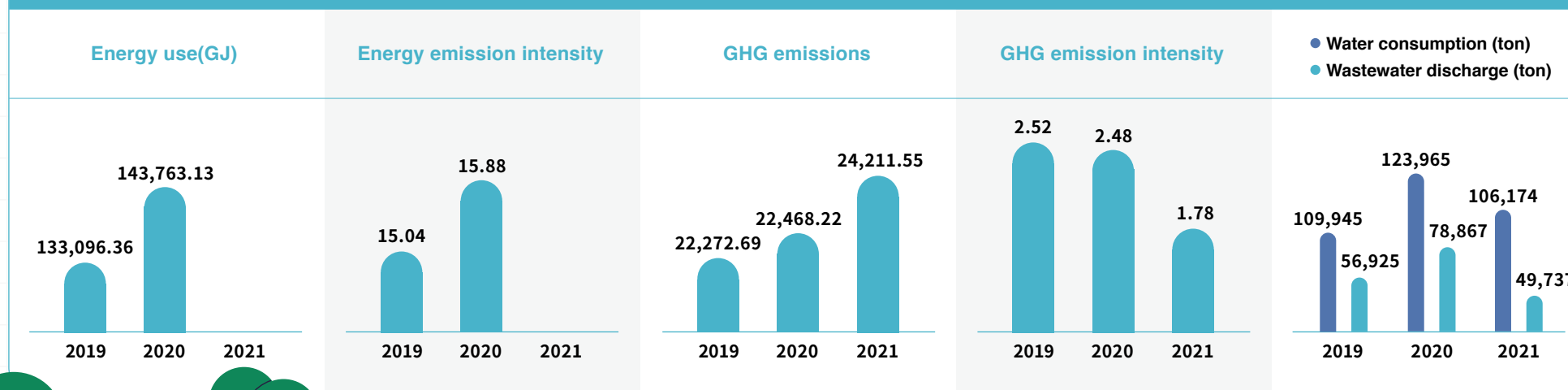
Sustained performance quick view



Economic

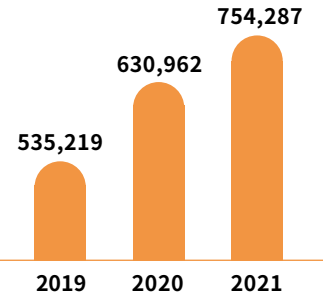


Enviroment

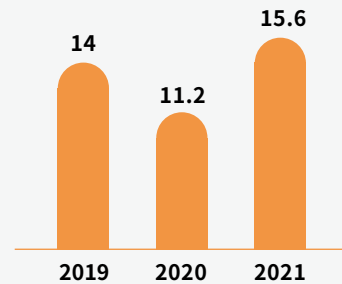


Society

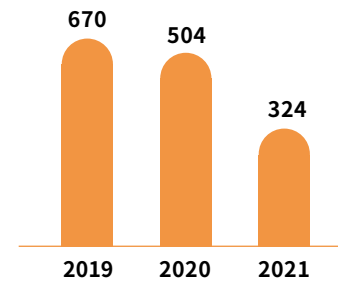
Employee benefit expenditure
(thousands)



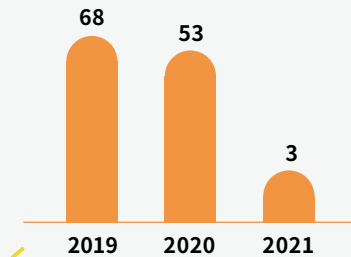
Average employee training hours



Volunteer service hours



The number of Old house
electricity safety check



Sustainable Outcomes

Guanmiao Factory obtained green factory certification.

We were recognized by the Chunghwa Telecom as a Gold Supplier.

Our Healthy Workplace Certification from the Health Promotion Administration.

Won the TCSA Taiwan Enterprise Sustainability Report Silver Award.

We passed the ISO 50001 certification.

We were certified as an iSports corporation by the Sports Administration, Ministry of Education.



CH1

Steady Management

- 1-1 Company Profile
- 1-2 Governance Structure
- 1-3 Financial Performance
- 1-4 Integrity Management
- 1-5 Risk Management
- 1-6 Information Disclosure



CH1. Steady Management

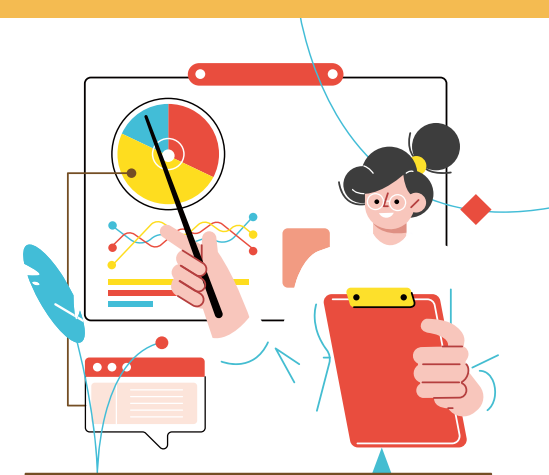
Ta Ya Group values the trust of its shareholders. We are committed to exercising good corporate governance and providing transparent financial information to protect the interests of our investors. Our business focus is dedicated to the research and development of products that create value for beneficial financial returns.

In addition to stabilizing our existing markets and expanding global sales to promote overall business performance, we place great emphasis on internal management.

Regulating business operations, managing processes via written documents, as well as prompt evaluations and optimizations are crucial to the long-term value of the corporation. They equip the company with prospective R&D capabilities, position our activities in new markets, help to differentiate our products, contribute to short- and long-term business strategic planning, and enhance the Group's overall operational efficiency.

I Management Policy

Priority Issue	Management Policy	Evaluation Mechanism	Report Chapter	Page
Risk management	Annual Audit Plan	Internal control self-check form	1-5 Risk management	34



I 1-1 Company Profile

Ta Ya Industrial, the predecessor to our company, was founded in Tainan in 1955. The name was formally changed to Ta Ya Electric Wire & Cable Co., Ltd., in 1967. Other than the manufacturing of rubber wires and cables, we were also engaged in the production of magnet wires. Our factory was moved to its current location near Guanmiao in 1986, and we started to manufacture 69kV XLPE cables. Our company stock was officially listed in December 1988. We were certified by Taipower for the manufacture of 161kV XLPE cables and began mass-production in 1994. In 2008, Ta Ya became the first company in Taiwan to manufacture 345KV ultra-high voltage cables. That same year, the company received a Class I ecolabel for its environmentally-friendly cables.

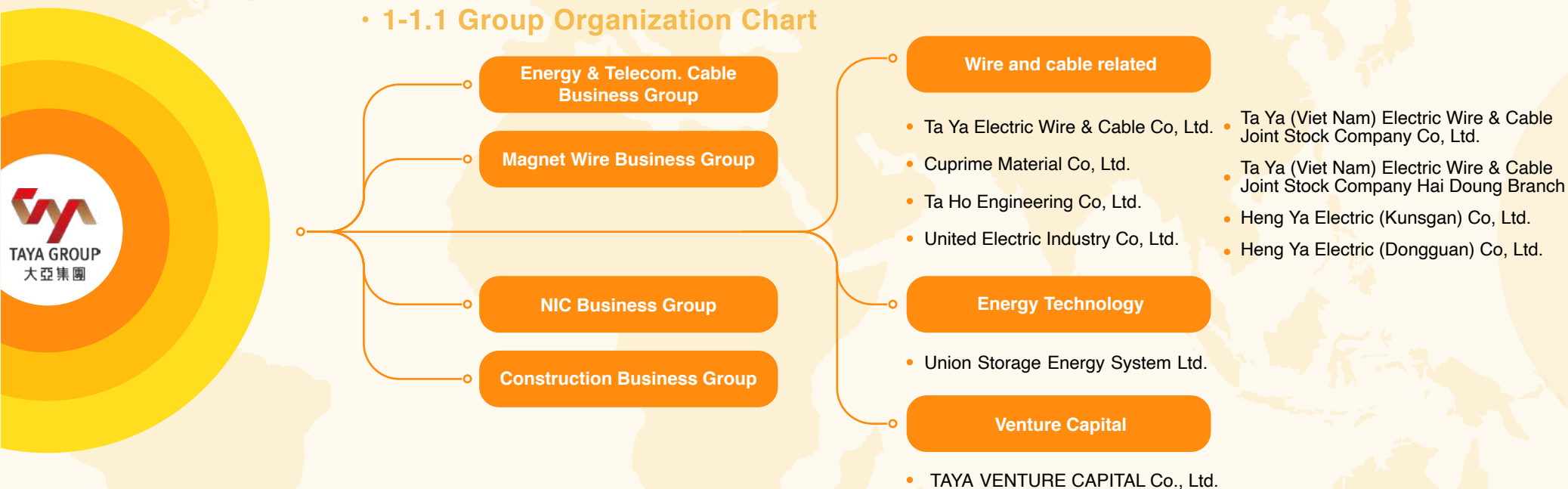
In 2011, the Board of Directors formed the Compensation Committee. In 2012, three seats for independent directors were added to the Board. We entered the renewable energy electricity generation industry in 2014. President Tsai Ing-wen visited our Guanmiao headquarters in 2016 and highly recognized our green products and environment-friendly electricity generation systems.

With our headwaters in Taiwan, we established production bases in China and Vietnam in 1992 and 1995, respectively. In the last 60 years, we were fortunate to have a team of employees who worked diligently together with the Company. They are constantly exploring and seeking diversification into new businesses.

Vision: To become A leading brand in energy connection
A creator of harmonious environment and pristine homeland
A business trusted by employees, customers, shareholders and society



• 1-1.1 Group Organization Chart



• 1-1.2 Ta Ya Electric Wire & Cable

Ta Ya Group comprises of the Head Office and five business groups. The Head Office controls finances, human resources, and information, with the Business Planning Office responsible for the integrated control and development of affiliated enterprises and business groups. The five business groups are:



Energy and Telecom Communication Cable Business Group

Operates the production, development, and sales of electricity and communication cables and monitors affiliated enterprises, including Ta Ho, AD, and UEI.



New Business Development, Investment and Copper Management Business Group:

Operates the production, development, and sales of encapsulation solder wires, copper procurement, management of the Taipei Branch, and the evaluation of overseas investments.



Magnet Wires Business Group

Operates the production, development, and sales of enamel wires and monitors affiliated enterprises, including Heng Ya Electric Ltd. (Hong Kong), Heng Ya Electric (Kunshan) Co., Ltd., Ta An Precision Co., Ltd., and Ta Yi Plastic Co., Ltd. °



Construction Business Group:

Operates building construction and sales management.

Heng Ya Electric
(Kunshan) Co., Ltd.

Heng Ya Electric
(Dongguan) Co., Ltd.

United Electric Industry Co., Ltd.
Cuprime Material Co., Ltd.

Ta Ya Electric Wire & Cable Co., Ltd.
Ta Heng Electric Wire & Cable Co., Ltd.
Ta Ho Engineering Co., Ltd.
AD Engineering Co., Ltd.
Ta Ya Green Energy Technology Co., Ltd.

Ta Ya (Viet Nam) Electric Wire
& Cable Joint Stock Company
Hai Dong Branch

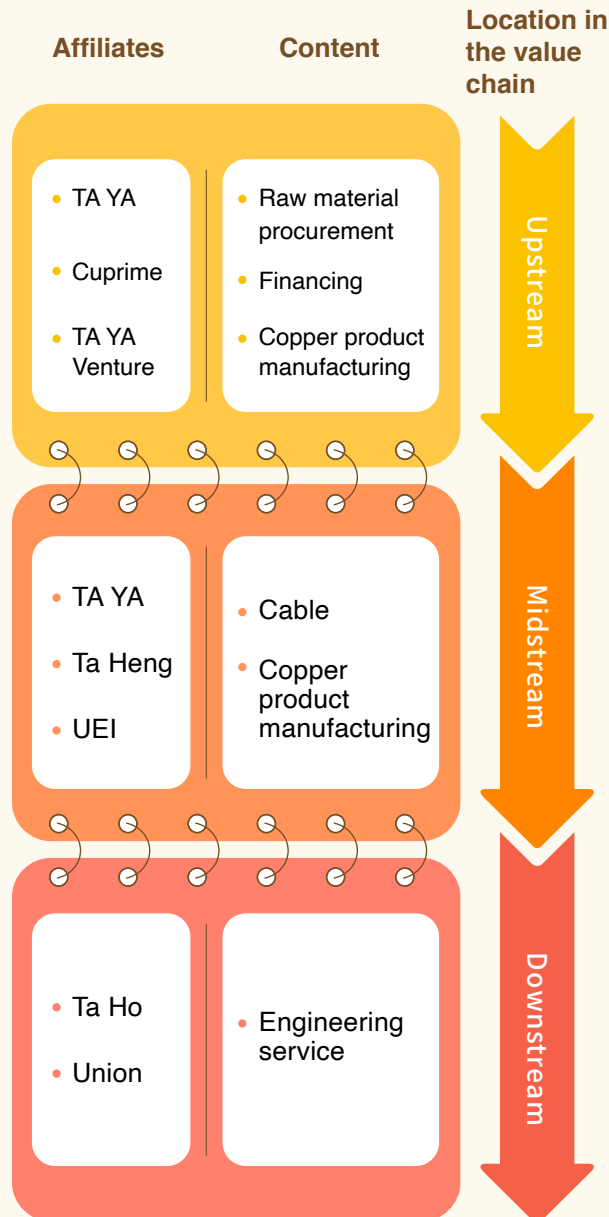
Ta Ya (Viet Nam) Electric Wire
& Cable Joint Stock Company
Co., Ltd.

• 1-1.3 Affiliates

The following are the fields of operation of the companies covered in this Report:

Taiwan	Cuprime	Operates the production, processing, and sales of copper products.
	Ta Heng	Operates the production, processing, and sales of wire and cable materials.
	Ta Ho	Operates the design, installation, repair, and support services for electric cables.
	UEI	Manufacturing and sale of transition joint, terminal joint and protective device for high-voltage power cables.
	Ta Ya Green Energy	An energy technology company that primarily invests in solar power plants.
	Venture	Pay attention to the local innovative development enterprises in Taiwan, seeking cooperation opportunities, and assisting enterprises to go international.
Vietnam	Union	Sales of battery and energy storage microgrid system products.
	Dong Nai	Manufacturing, processing and sale of wire/cable materials. production of enameled wires, Litz wires, wrapped wires, copper-clad aluminum wire, and enameled aluminum wire.
	Hai Duong	
China	Dongguan	Production of enameled wires, Litz wires, wrapped wires, copper-clad aluminum wire, and enameled aluminum wire.
	Kunshan	

• 1-1.4 Industrial Chain



• 1-1.5 Production and export of products

Production quantity, business share and sales area of main products (2021)

Company	Items	Quantity (ton)	Revenue share (%)	Domestic sales (%)	Major exporting countries
TA YA	Plastic wires and cables	8,954	14.33%	99.87%	Southeast Asia
	XLPE Power Cables	20,261	39.55%	99.7%	Southeast Asia
	Rubber wires and cables	386	0.73%	100%	
	Bare copper wires	6,272	12.23%	99.77%	Japan, India, China, Southeast Asia
	Magnet wire	11,748	26.9%	87.82%	Southeast Asia
	Telecom cables & Optical cables	1,209	2.19%	100%	
	Construction & others	2,486	4.07%	99.55%	
Cuprime (Note 1)	copper rod	57,899	54.83%	94.05%	Kunsgan
	phosphorus copper ball & copper nugget	5,659	36.48%	66.01%	KCEE, KCET, Suzhou
	phosphorus copper ball (trading)	-	8.62%	100.00%	
	others	-	0.08%	100.00%	
Ta Heng	data transmission cable	149,213	2.97%	82.70%	Australia
	signal control cable	239,861	5.45%	94.22%	
	power cable	3,336,810	80.25%	99.80%	
	UL/CSA appliance wire material & power cord	470,269	11.33%	99.95%	
Dong Nai	wires	2,757	42%	99.31%	Myanmar
	magnet wire	3,491	56%	98.76%	India, Japan
	cable	69	2%	100%	
Hai Duong	wires and cables	2,394	99.87%	100%	
Dongguan	magnet wire	13,330	100%	82%	Vietnam
Kunsgan	magnet wire	8,052	100%	96.90%	South Korea, Thailand, India, Vietnam

Note 1: Other projects of Cuprime are copper raw material trading without production, so there is no production data.

1-1.6 External Organizational Involvement

Ta Ya has for a long time participated in many domestic industrial unions and associations to keep up to date with industrial news and technological development trends in order to raise the competitive strength of the industry, improve sustainable strategies, and enhance sustainable capabilities.

Ta Ya believes that this kind of partnerships with external organizations is instrumental to achieving sustainable development, and that exchange on related issues helps lead the industry forward.

Chairman Shen, Shang-Hung served as the Executive Director of the Taiwan Electrical and Electronic Manufacturers' Association (TEEMA) and the Director of TEEMA's Southern Branch Office. He is committed to serving as a bridge between the central and southern levels of TEEMA. Since 2002, Chairman Shen Shang-Hung, also served as Vice-Chairman of the Taiwan Electric Wire and Cable Industries Association, where he assists with the promotion of exhibitions. Chairman Shen, Shang-Hung also served as Executive Director of the Tainan Industrial Association, which represents local enterprises vis-à-vis the local government and helps these enterprises better understand the government's laws and regulations.

Added a new "Motor Sanction Alliance" in 2021, which is formed based on the patent achievements of National Cheng Kung University (NCKU) Electric Motor Technology Research Center. The alliance members have entrusted NCKU's Center for Corporate Relations and Technology Transfer with patent licensing support via industry-university cooperation based on the founding principle of knowledge sharing and protection. When alliance members encounter intellectual property disputes, the alliance will also assist in clarifying the technical scope and timely apply for intellectual property use protection.

Ta Ya Group's External Organizational Involvements (Note 1)

Name	TA YA	Cuprime	TA Heng	Ta Ho	Dong Nai	Venture	Union	Hai Duong	Kunsgan
TEEMA (Note 2)	🚩						🚩		
Wire & Cable Association Synergy Development Center (Note 3)	🚩	🚩	🚩						
Electric-Electronic & Environmental Technology Development Association	🚩								
Tainan Industry Association (Note 4)	🚩								
TwNWEA	🚩								
TWTIA	🚩								
STGSTA	🚩								
TGTIA									
Taiwan Electric Wire Association		🚩							
TNCIA	🚩		🚩						
TTECA	🚩								
Taiwan Water Pipe Engineering Industries information Portal (Note 5)	🚩								
Taiwan Refrigeration & Air-conditioning Engineering Association	🚩								
Dong Nai Provincial Chamber of Commerce (Note 6)					🚩				
VietnamTaiwan Chamber of Commerce (Note 6)					🚩				
VietnamTaiwan Chamber of Commerce Haiphong Branch (Note 7)								🚩	
Kunsgan Taiwan Business Association (Note 8)									🚩
Kunsgan Quality Association									🚩
Venture Capital Business Association of the Republic of China (Note 9)						🚩			

Note 1: 🚩 Participate in the organization and hold important positions. 🚩 Participate in the organization.

Note 2: Chairman Shen Shanghong serves as the executive director of the chairman of the Taiwan Electrical and Electronic Industry Association, the chairman of the International Affairs Committee and the chairman of the Southern Regional Office.

Note 3: Chairman Shen Shanghong is the vice chairman of the chairman of the Taiwan Electric Wire and Cable Association.

Note 4: Chairman Shen Shanghong serves as the executive director of the chairman of Tainan Industrial Association.

Note 5: Taiwan Motor Industry Association, the chairman serves as the chairman.

Note 6: General Manager Dong Nai is a senior director of Dong Nai Chamber of Commerce and VietnamTaiwan Chamber of Commerce.

Note 7: The Deputy General Manager of Hai Duong Factory is the Advisory Committee Member of Haiphong Branch of VietnamTaiwan Chamber of Commerce and a member of Da Nang Branch.

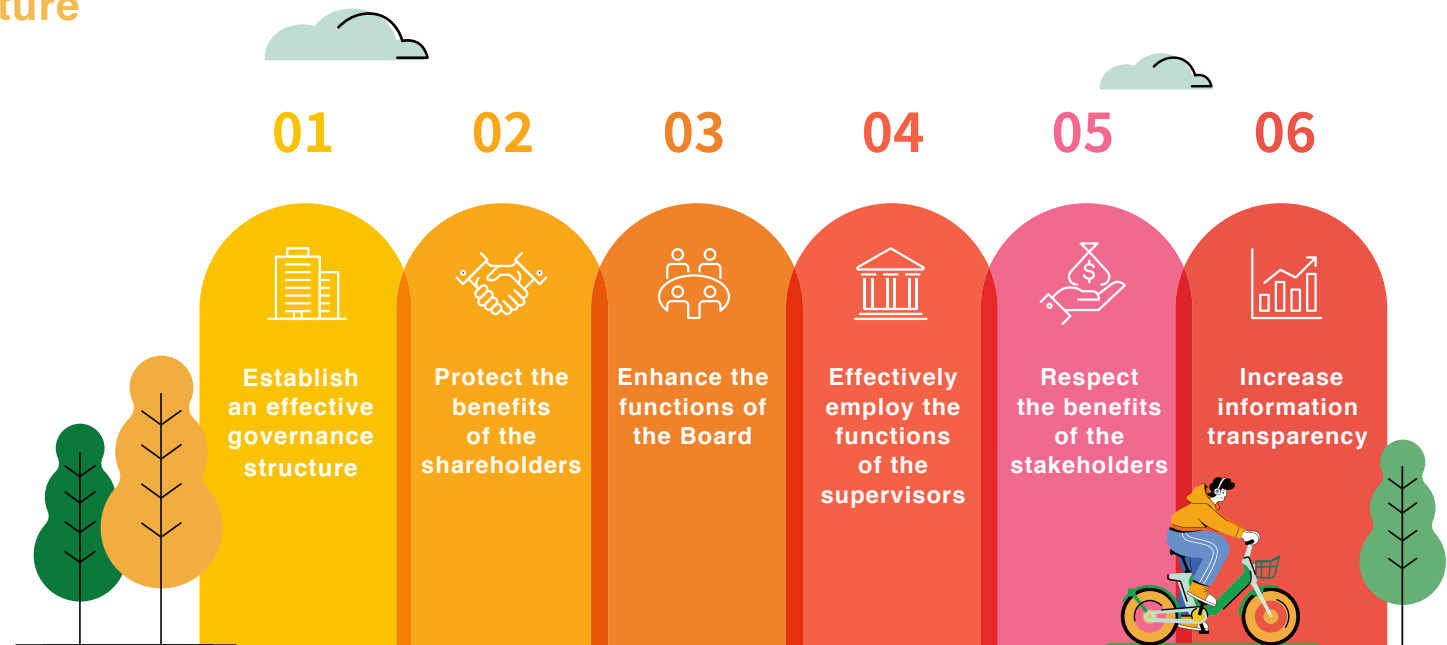
Note 8: The general manager of the Kunsgan factory serves as the director of the association.

Note 9: The general manager of TA YA Venture serves as a director.

I 1-2 Governance Structure

The Board of Directors is the highest managing body, charged with the task of electing and nominating top managers, and defining CSR and sustainable development strategies. An able and functioning Board, accompanied by the auditing unit, engages in the auditing of the internal control system and promotes corporate governance issues.

The company is governed in accordance with the six principles provided by the Code of Practice for Governance of Listed and OTC Corporates:

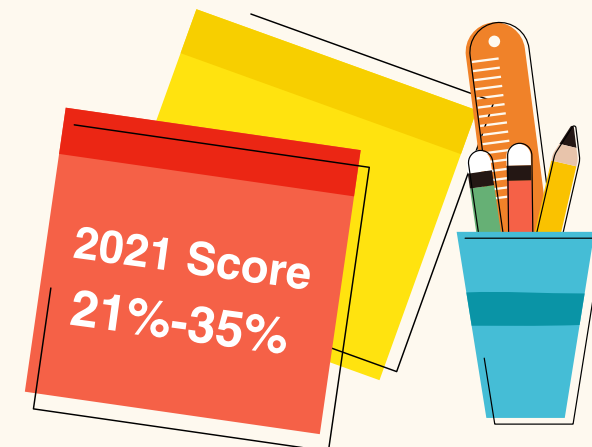


• 1-2.1 Corporate Governance Rating

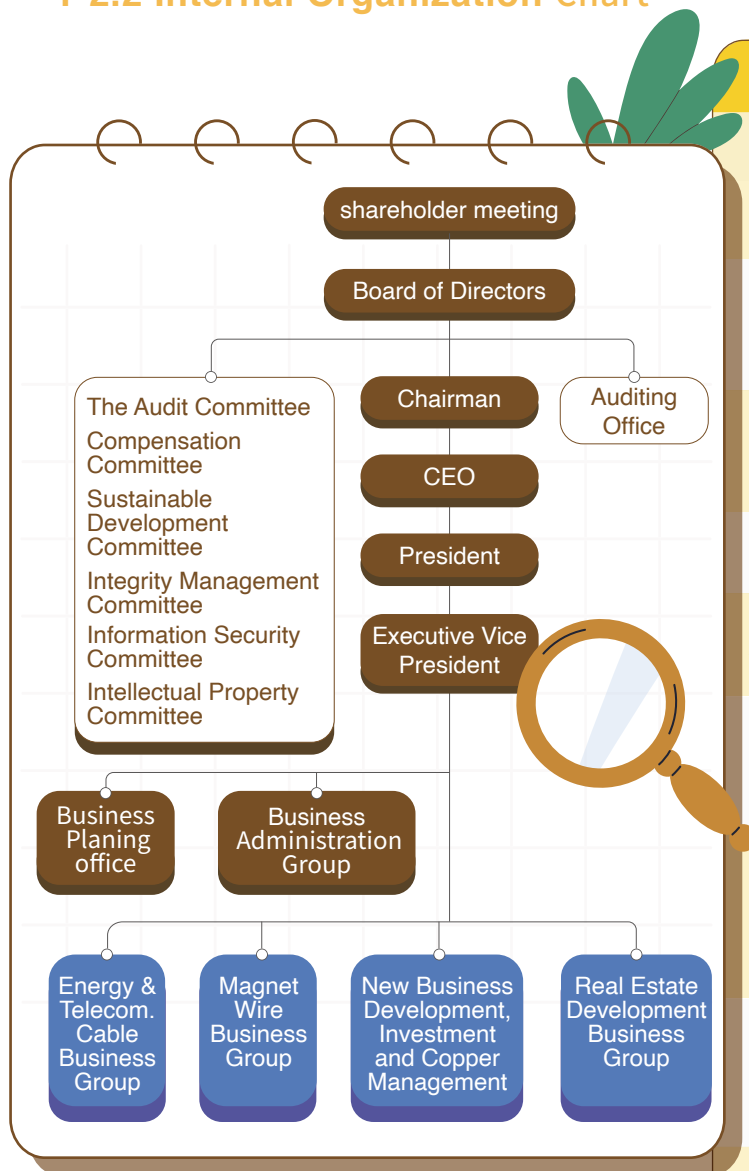
In December 2013, the Financial Supervisory Commission published a 5-year“ Corporate Governance Enhancement Roadmap” and introduced a corporate governance evaluation system. The evaluation system is a comparison of corporate governance practices across the entire market and is aimed to help investors and businesses understand how effective a company’s governance practices are. It is intended to inspire progressive competition and motivate companies to take the initiative in enhancing and improving their corporate governance culture.

Although the total TA YA corporate governance evaluation score for 2021 has increased compared to 2020, the ranking has dropped one spot compared to 2020.

This time, the main reason for failing to achieve the standard is that multiple indicators for improving information transparency did not meet the scoring criteria. The Company will actively improve information transparency in the future to implement corporate governance.



1-2.2 Internal Organization Chart



Department	Name	Position	Main Business
Director and CEO	Shen Shang-Hong	Director and CEO	Responsible for leading the vision and direction of the company's growth strategy. Execute and take charge of the Company's actual operations. Make decisions on all major business operations of the Company, such as the increase or decrease of finance, business direction, and business scope.
business group	Shen Shang-Yi	General manager	Responsible for the comprehensive management of the Company's business groups, handling the management business of each business group, and supervising and guiding the operation, development, and implementation of each business group.
business group	Shen Shang-Dao	General Manager	Assist the president in implementing comprehensive management of the Company's business groups, handle the management business of each business group, and supervise and guide the operation, development, and implementation of each business group.
Auditing room	HUANG-I-CHING	Audit Supervisor	Responsible for planning, auditing, and reviewing Company rules and regulations on internal audit and internal control systems.
Business Administration Group	Chen Chung Kuang	General Manager	Responsible for supervising the various operations of finance, general affairs, information, human resources, business planning, and other departments and offices
Energy & Telecom. Cable Business Group	Chuang, Pa-Kuei	General Manager	Customer credit and quality assurance for power and communication cable production, R&D, marketing, and business expansion. Responsible for supervising and assisting affiliate companies: Ad Engineering Corporation, United Electric Industry (UEI) Co., Ltd., Ta Ho Engineering Co., Ltd.
Magnet Wire Business Group	Shen, Shang-Hui	General Manager	Customer credit and quality assurance for enameled wire production, R&D, marketing, and business expansion. Supervise and assist affiliate companies: Hong Kong Hengya Electrician Limited Company, Hengya (Kunsgan) Electrician Limited Company, Ta An Precision Co., Ltd., and Ta Yi Plastic Co., Ltd.
NIC Business Group	Lee, Wen-Bing	General Manager	Customer credit and quality assurance for packaging bonding wire production, R&D, marketing, and business expansion. Responsible for copper procurement, Taipei branch management, and foreign investment plan evaluation and control.
Construction Business Group	Chiu, Tsung-Jen	General Manager	Responsible for building construction and sales management-related matters.

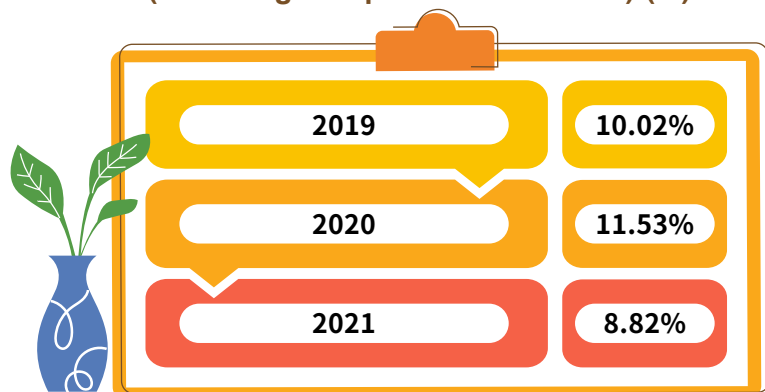
• 1-2.3 Board of Directors

Functions of the Board

TA YA director will be re-elected director 5 seats and Independent director 4 seats on June 5, 2018. Each member has extensive management experience and professional backgrounds, and is dedicated to maximizing shareholder benefits. The Board defines the measures for proceedings in accordance with the Procedures for Public Company Boards. For matters related to a director's own interests and where there is conflict with the interests of the company, directors can participate in commenting and answering, but neither in discussions nor voting, and must avoid situations to execute any other voting rights for any other Board members. The re-election of directors and supervisors will take place in August 2022.

In December 2011, the Ta Ya Board established a compensation committee, and added three independent directors at the shareholder's meeting held in June 2012. This made us the first company to establish independent directors in the wire and cable industry in Taiwan. The qualifications of the directors of the Board are in accordance with the relevant regulations of the relevant competent authorities. The company's Articles of Association also states that the election of directors and independent directors must be in accordance to the nomination system. In 2021, the Board of Directors of Ta Ya held 11 meetings, and the attendance rate of all Directors and supervisors was 96.77.

Proportion of Total Remuneration of Ta Ya Directors (including Independent Directors) (%)



Note: The total remuneration of directors is the accumulated sum of: salary, retirement pay, surplus.

TA YA's Board Members Comply with the Diversity Requirements

Item Director Name	Gender	Employees	Independent director			Business Administration	Leadership and Decision-making	Industry Knowledge	Financial Accounting	Financial Science	Economic	Law	Risk management
			1-3 years	4-9 years	over 9 years								
Shen Shang-Hong	Male	✓				✓	✓	✓	✓				✓
Shen Shang Pang	Male	✓	Vice Chairman			✓	✓	✓					✓
Shen Shang-Yi	Male	✓				✓	✓	✓					✓
Shen Shang-Dao	Male	✓				✓	✓	✓					✓
Horng Ian Horng	Female					✓	✓	✓	✓	✓			✓
Wei Chun Hsien	Male				✓	✓	✓	✓	✓	✓			✓
Ho Chun-Huei	Male		✓			✓	✓	✓		✓	✓		✓
Yu Kuang Hsun	Male		✓			✓	✓	✓					✓
Chou Wen Ching	Female		✓			✓	✓	✓		✓		✓	✓

Note: Effective June 5, 2019.

2021 Board Meetings and Board Member Detail

	Director	Independent director	Supervisor	Number of meetings	Average attendance rate	Female director
TA YA	5	4	0	11	96.77	2
Cuprime	7	0	2	2	100	0
Ta Heng	7	0	2	1	100	0
Ta Ho	3	0	2	1	60	0
UEI	8	0	2	3	75	0
Venture	5	0	2	2	100	0
Union	7	0	2	4	100	0
Vietnam	8	3	3	14	100	0
Dongguan	6	0	0	7	100	0
Kunsgan	6	0	0	12	100	0

Note1: The average attendance rates indicate the average of the actual attendance rate of the holding company.

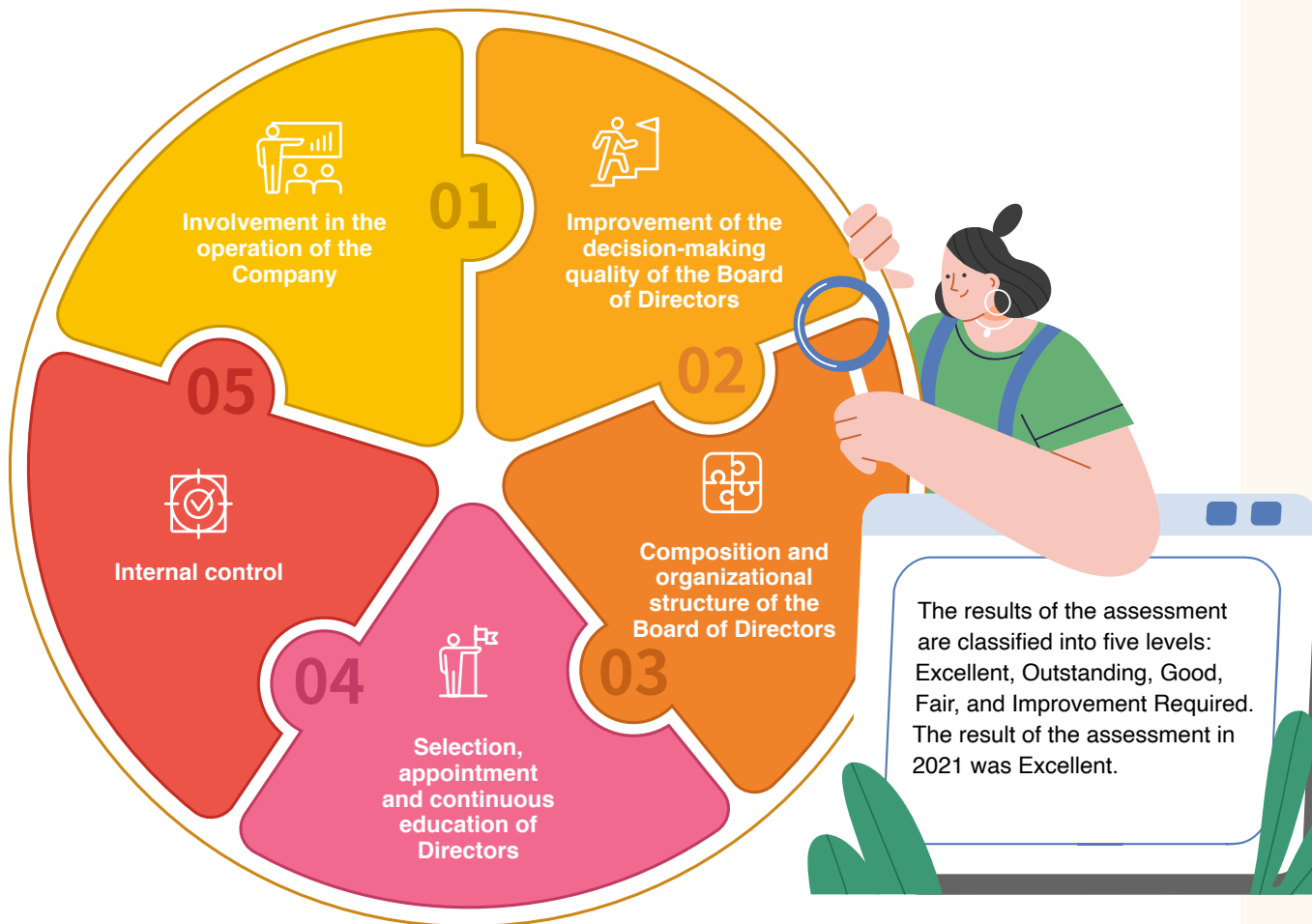
Actual attendance rate is calculated by dividing the actual attendance by the number of board meetings held

Note2: Ta Ho attended the meeting with two directors and one supervisor. The meeting was held online, so only two directors were present to sign.

Board Function Improvement

Board of Directors Performance Assessment Policy

In November 2015, Ta Ya's Board of Directors passed the "Board of Directors Performance Assessment Policy" that introduced a set of performance targets aimed at improving board functionality and efficiency. Internal performance assessment of the Board of Directors must be made once a year and an annual performance assessment must be made at the end of the year. An assessment must be made by an external independent institution or expert team once every three years. In addition to the Board of Directors being assessed for its overall operation status, every director must be assessed separately. The Board of Directors of Ta Ya is subject to assessment in five major aspects:



Board Effectiveness Assessment

At the end of 2018, Ta Ya Group commissioned the Taiwan Corporate Governance Association to conduct a board efficacy evaluation, which will be conducted in 2022.

The assessment results are disclosed on the official website of the Company:



• 1-2.4 Functional Committees


The Company has an Audit Committee, a Remuneration Committee, a Sustainable Development Committee, and an Ethical Business Committee. The Company has also added a New Information Security Committee and Intellectual Property Committee in 2020. These committees are responsible for formulating and reviewing policies within the scope of the committee's responsibilities to strengthen corporate governance.

The following is the participation status of each functional committee:



Position	Name	Audit Committee	The Salary and Remuneration Committee	Ethical Business Committee	The Salary and Remuneration Committee	Intellectual Property Committee
Chairman	Shen Shang-Hong	-	-	Committee	-	Committee
Vice Chairman	Shen, Shang-Pang	-	-	-	-	-
Director	Shen Shang-Yi	-	-	-	-	Committee
Director	Shen Shang-Dao	-	-	-	-	Committee
Director	Horng Lan Horng	-	-	-	-	-
Independent Director	Wei Chun Hsien	Convenor and Chairman of the committee	Convenor and Chairman of the committee	-	Convenor and Chairman of the committee	-
Independent Director	Ho Chun-Huei	Committee	Committee	-	Committee	Convenor and Chairman of the committee
Independent Director	Yu Kuang Hsun	Committee	Committee	Committee	-	-
Independent Director	Chou Wen Ching	Committee	Committee	Convenor and Chairman of the committee	-	-

Audit Committee







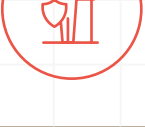
- The Company established the Audit Committee on June 5, 2018.
- An accountant checks the financial status of the Company, adjustments to entries, the impact of updates of the IFRS standards on the Company, internal control, and overall operations. The accountant reports the findings to the Independent Directors at least once a quarter and maintains sufficient communication on key audit matters.

Committee Members and Attendance:

Position	Name	Attendance	Actual attendance
Independent director (First)	Chang Lee Chiou (Convenor and Chairman of the committee)	6	3
Independent director (First)	Cheng Duen Chian	6	6
Independent director (Renew)	Wei Chun Hsien (Convenor and Chairman of the committee)	9	9
Independent director	Ho Chun-Huei	3	3
Independent director	Yu Kuang Hsun	3	3
Independent director	Chou Wen Ching	3	3

Operating Situation

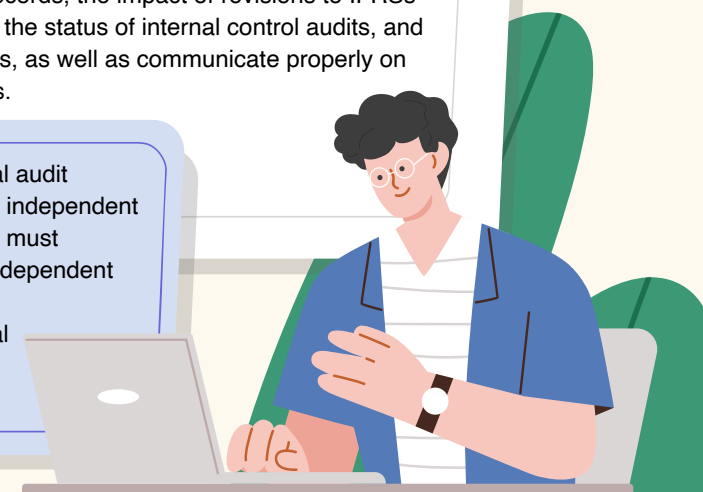
The Audit Committee held nine meetings in 2021, and matters discussed included:

-  Fair presentation of the Company's financial reports.
-  The independency and performance of the CPAs appointed and dismissed by the Company.
-  The effective implementation of the Company's internal control system.
-  The Company shall comply with the relevant regulations and rules.
-  Control of existing and potential risks faced by the Company.

Communication methods between independent directors and internal audit supervisors and accountants:

The accountants must report to the independent directors on the audit committee at least once a quarter regarding their audits of the company's financial status, adjustments in records, the impact of revisions to IFRSs on the company, the status of internal control audits, and overall operations, as well as communicate properly on key audit matters.

Besides the regular sending of internal audit reports from our auditing unit to the independent directors, the internal audit supervisor must report at least once a quarter to the independent directors on the process and performance of our company's internal auditing and control operations at the audit committee.



The Salary and Remuneration Committee

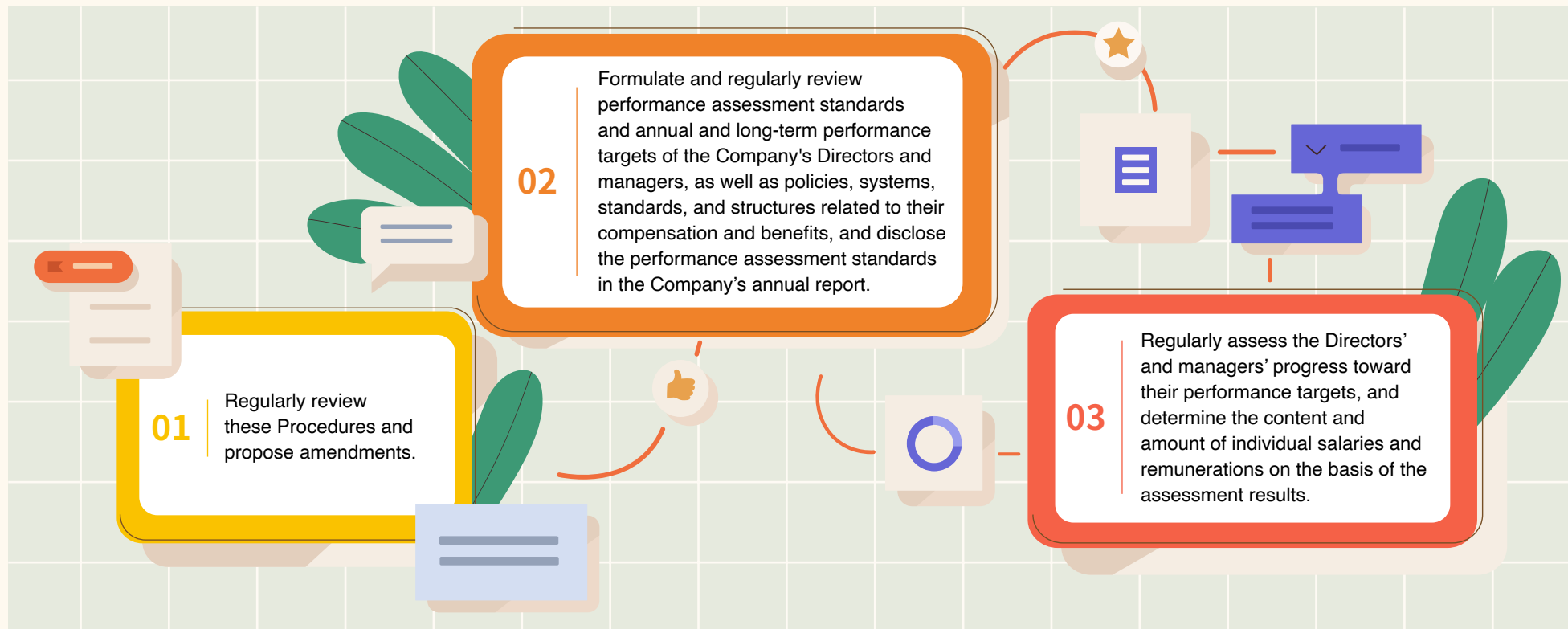


- In December 2011, the Board of Directors resolved to establish a Remuneration Committee.
- The Salary and Remuneration Committee convened three times in 2021.

Committee members' qualifications and their attendance are as follows:

Position	Name	Attendance	Actual attendance
Independent director (Fourth)	Chang Lee Chiou (Convenor and Chairman of the committee)	1	1
Independent director (Fourth)	Cheng Duen Chian	1	1
Independent director (Renew)	Wei Chun Hsien (Convenor and Chairman of the committee)	3	3
Independent director	Ho Chun-Huei	2	2
Independent director	Yu Kuang Hsun	2	2
Independent director	Chou Wen Ching	2	2

Management and submit recommendations to the Board of Directors for discussion:



Ethical Business Committee




- The Company resolved to establish an Ethical Business Committee on 15 March 2018.
- In 2021, Ethical Business Committee convened one times in 2021.

Committee members' qualifications and their attendance are as follows:

Position	Name	Attendance	Actual attendance
Independent director	Chou Wen Ching (Convenor and Chairman of the committee)	0	0
Independent director	Yu Kuang Hsun	0	0
Chairman	Shen Shang-Hong	0	0

Note: Due to the re-election of director supervisors, the number of attendance is 0.

The committee formulates and oversees the Company's ethical business policies and prevention program to implement the following matters:



- Help integrate integrity and ethical values into the Company's business strategy.
- Establish preventive measures to ensure ethical business in compliance with the regulatory system.
- Manage the reporting system and ensure its effectiveness.
- Promote ethical business policies and related education and training.
- Other matters related to the establishment and oversight of ethical business policy.

Operating Status in 2021:

- As required by Article 2 of the Company's "Ethical Code of Conduct," the Company has formulated the "Regulations for Reporting Unlawful or Unethical Conduct" and the "Regulations for Complaints Filing and Violations Reporting" to encourage employees to report any unlawful issues. However, we didn't receive any reporting in 2021.
- On September 6, the Company hired professional lecturers to the Company to lecture on "How Enterprises Can Better Corporate Governance through TIPS Intellectual Property Management."
- To conform to ISO27001, the Company has formulated the "Contractor Confidentiality Undertaking" and signed the same with contractors to ensure the Company's interests. In addition, the Company assesses raw materials suppliers according to our "Contractors Management Procedures" every year.
- The Company donated NT\$5,252,831 in 2020, accounting for 0.06% of total income, which complied with Article 10 of our "Ethical Corporate Management Operating Procedures and Code of Conduct."
- Amend the Company's "Integrity Management Operating Procedures and Behavior Guidelines."

Information Security Committee



- The company's board of directors approved the establishment of an information security committee on August 5, 2020.
- In 2021, the committee held one meetings to present reports regarding the status of its functions .

Committee members' qualifications and their attendance are as follows:

Position	Name	Attendance	Actual attendance
Independent director	Wei Chun Hsien (Convenor and Chairman of the committee)	1	1
Independent director	Ho Chun-Huei	1	1
External information security experts	Lai Fei pei	1	1



The Information Security Committee's duties include the following matters in addition to regular reporting to the Board of Directors:

- Formulate information security policies, management principles and operational standards.
- Ensure that the ownership and control of information assets are properly managed.
- Monitor, record and investigate information security incidents.
- Draw up annual reports on information security risks, and report to the Board of Directors at least once a year.
- Responsible for the implementation of information security work promotion and policy planning.

Operating status in 2021:

- The year's first meeting was held on 12/9 to report the company's 2021 information security implementation results and 2022 information security work plan.
- Information security education and training:
 - a. Training courses to introduce ISO 27001 and Cyber Security Management Act and its sub-law on March 3, 2021.
 - b. Training courses on information security risk assessment and business continuity on March 17, 2021.
 - c. Seminar to introduce the ISO27001 system on September 13, 2021.
- The 2021 operation and execution status was reported to the 12/9 director meeting.



Intellectual Property Committee



- The company's board of directors approved the establishment of an intellectual property committee on August 5, 2020.
- In 2021, Intellectual Property Committee convened one times in 2021.

Committee members' qualifications and their attendance are as follows:

Position	Name	Attendance	Actual attendance
Independent director	Ho Chun-Huei (Convenor and Chairman of the committee)	1	1
Independent director	Chou Wen Ching	1	1
External legal experts	Su wen pin	1	1

This committee has the following responsibilities and must regularly report to the Board of Directors

- Establish a plan to link intellectual property rights (IPR) to operational goals, including IPR strategies, management systems, risks and countermeasures.
- Ensure regular internal audits to strengthen IPR administration and management.
- Develop a management system of patents and trademarks.
- Promote IPR policy through education and training.
- Other matters related to developing and overseeing IPR policy.

Operating status in 2021:

- Held the first meeting on 11/12 to report 2021 annual implementation results and discuss an application for TIPS
- The intellectual property management system timeline and planning verification.
- Three sessions of educational training: two sessions of new employee orientation were held on May 10 and November 15 to promote the Company's intellectual property rights management system. On September 6, the Company commissioned Taiwan Corporate Governance Association to lecture "How Enterprises Can Better Corporate Governance through TIPS Intellectual Property Management" for managers at or above the section level.
- The 2021 operation and execution status was reported to the 12/9 director meeting.

I 1-3 Financial Performance

Copper is our primary raw material. It is expensive and priced in US dollars, and its vulnerability to fluctuations caused by international political and economic factors has affected our profitability. The Taya Group's hedging policy regarding copper futures and exchange rates will make adjustment to take the most appropriate positions in response to different trends in order to minimize disadvantages and maintain stable profits in an uncertain and changing business environment.

The revenue in 2021 is NT\$13,419,090,000, which showed an increase of NT\$4,479,002,000 (or 50.10%) over 2020. The recognized investment income of the reinvestment affiliated enterprises increased by NT\$281,726,000 in 2020. The EPS for 2021 was NT\$2.30, which grew compared to 2021. The consolidated revenue in 2021 was NT\$27,457,879,000, which increased by NT\$9,157,074,000 (or 50.04%) over 2020.

• 1-3.1 Financial Performance (2021)

Unit: 1000 TWD

		TA YA	Cuprime	Ta Heng	Ta Ho	UEI	Venture	Union	Dong Nai	Hai Duong	Dongguan	Kunshan
Direct economic value	Revenue	13,637,707	4,363,555	1,613,408	119,249	822,915	297,703	68,427	1,826,336	768,103	4,084,504	2,419,179
Economic value of distribution	Operating costs	2,823,093	4,104,112	1,338,914	105,946	272,322	21,822	63,697	1,682,891	700,151	3,857,605	2,346,337
	Employee benefits	803,943	88,497	102,117	22,383	82,218	38,069	14,189	58,052	27,815	104,218	70,850
	Payments to investors	1,448,337	0	32,250	2,500	216,216	615	289	56,138	27,723	0	0
	Payments to the government	9,555	936	694	214	55,653	3,061	162	120,726	82,999	29,552	17,920
	Community investment	5,850	22	100	50	270	100	0	0	129	0	0
	Retained value	8546928.7	-	-	-	196,236	234,035	-9,749	-91,471	-70,714	93,129	-15,928
	Capital amount	6,458,954	600,000	215,000	25,000	710,384	1,285,380	72,926	373,812	0	503,703	770,061

Note 1: All financial data is taken from financial reports.

Note 2: The financial data of Ta Ya, Cuprime Material Co., Ltd., Ta Heng Electric Wire & Cable Co., Ltd., Ta Ho Engineering, Co., Ltd, Heng Ya Electric (Dongguan), HENG YA Electric (Kunshan) Ltd. Co., Ltd. has been certified by Solomon & Co., CPAs. The financial report data of United Electric Industry Co., Ltd. has been certified by Deloitte Touche Tohmatsu Limited. The financial report data of AD Engineering Corp. was certified by Ernst & Young CPAs. The financial report data of Hengs Technology Co., Ltd. was certified by PricewaterhouseCoopers Taiwan. The financial report data for Vietnam was certified by KPMG Vietnam.

Note 3: The applied exchange rate of New Taiwan dollar (TWD) to Vietnamese dong (VND) is 1:821. The applied exchange rate of New Taiwan dollar (TWD) to Chinese renminbi (CNY) is 1:4.3454.

I 1-4 Integrity Management

• 1-4.1 Code of Conduct and Anti-Corruption

Ta Ya upholds the business philosophy of integrity toward its employees, clients and suppliers. The Ta Ya Employee's Code of Conduct is required to be signed by all employees when reporting for duty to ensure all behaviors are in accordance with the regulations, which include employees being forbidden to accept any gifts, treatments or treats from any dealing manufacturers and clients. In addition, all employees are prohibited from engaging in transactions with individuals that have records of dishonesty in order to protect the interests of Ta Ya and its stakeholders. An employee may not engage in activities outside the company that are in conflict with the interests of the corporation, may not engage in external activities that may counteract their responsibilities at Ta Ya, and may not engage in relevant Ta Ya transactions for their own self interests. Ta Ya has established the "Insider Trading Prevention Procedures" and "Code of Ethics" that explicitly prohibit corporate insiders from trading securities against non-public information.

In 2020, there wasn't any case of corruption in the Taya Group.

| 1-5 Risk Management

Ta Ya has implemented risk management measures on a group scale based on Financial Supervisory Commission's "Regulations Governing Establishment of Internal Control Systems by Public Companies." It also has a robust, efficient internal control policy in place to oversee its eight main operational cycles and management systems. The Auditing Office serves two purposes:

Mission 1

Assist the Board of Directors and managers in the inspection and review of internal control system for defect, performance and efficiency, and offer improvement advices where appropriate to rectify the internal control system while ensuring its effectiveness.

Mission 2

Devise annual audit plans based on internal control self assessments and priorities, and execute accordingly in the following year with the approval of the accountable manager and the Board of Directors.

The 2020 audit plan was devised with 86 audit actions, of which 86 (100%) were completed. The plan was comprised of 6 audit actions on the sales and collection cycle, 4 actions on the procurement cycle, 7 actions on the production cycle, 2 actions on the R&D cycle, 6 actions on the salary cycle, 42 actions on the financing cycle, 2 actions on the property, plant and equipment cycle, 9 actions on the data processing cycle, and 8 actions on the administrative cycle.

With regards to supervision of subsidiaries, the Company obtains monthly management reports as a means of insight into subsidiaries' operations, and regularly participates in subsidiaries' administrative meetings. In 2021, the Company audited its subsidiaries, which represented a completion rate of 71.4%. 14 subsidiaries were initially arranged in the 2020 audit plan. The failure to achieve the target was mainly due to impacts from the epidemic. The auditors were unable to perform on-site inspections at the Plant of Heng Ya Electric (Dongguan), the Plant of HENG YA Electric (Kunshan) Ltd. and the Vietnam Dong Nai Plant. Even so, the auditors analyzed the financial information from the monthly management reports of the subsidiaries and attended regular operations and management video conferences of the subsidiaries to gain insight into their operating conditions.

| 1-6 Information Disclosure

The Group values all comments and suggestions from stakeholders, given that it is the basis on which CSR is implemented upon. It is to this end that specialized personnel are responsible in coordinating and acting as a communications bridge between the corporation and its stakeholders. They are tasked with understanding and rapidly responding and implementing the necessary responses when required, and enhancing information disclosure. In terms of improving information transparency, details of the Investor Conferences, consolidation of operations, and the Group's financial-related information are periodically released on the official website. Furthermore, detailed listings are provided in the annual reports regarding the company's current operating status, future plans, strategic implementations and financial performance so as to provide investors with the best available service.

We have different mechanisms, such as the spokesman, deputy spokesman, and agent of stock affairs, to deal with the suggestions, questions, disputes, and litigations with respect to our shareholders and protect their rights and benefits. In order to allow a few shareholders' rights to be implemented without the constraints of space and time, the Investor Conferences starting in 2014 will adopt the method of electronic voting and voteby- case. This protects shareholders' rights and makes possible another channel for them to express their opinions.

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CH2

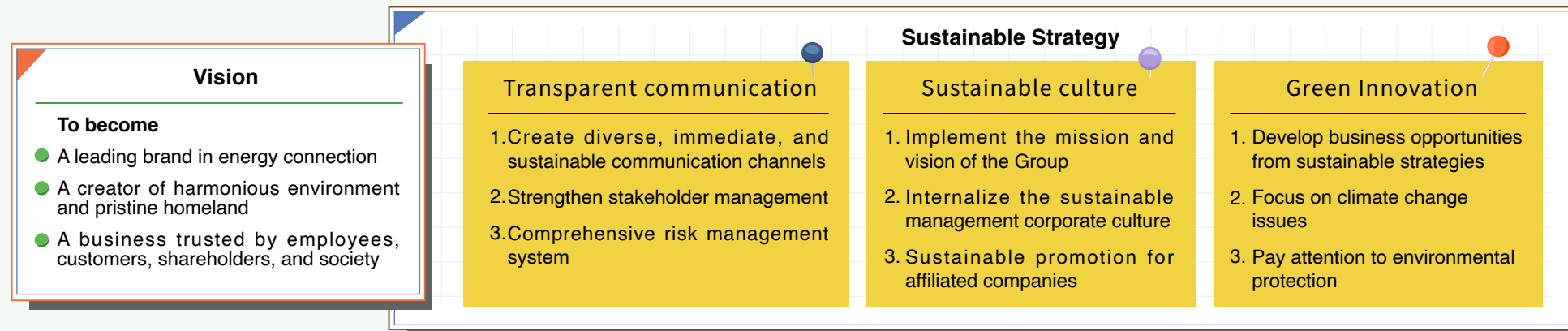
Sustainable Management

- 2-1 Sustainable Development Committee
- 2-2 Sustainable Business Strategy
- 2-3 Identification of Major Issues
- 2-4 Multiple Communication Flows



CH2. Sustainable Management

I 2-1 Sustainable Business Strategy



I 2-2 Sustainable Development Committee

Goal is to strengthen corporate governance, enhance environmental protection, and fulfill social responsibilities. The director meeting agreed to change its name to the Sustainable Governance Committee in April 2022. Convened 2 times in 2021.

● The duties of this committee include the following:



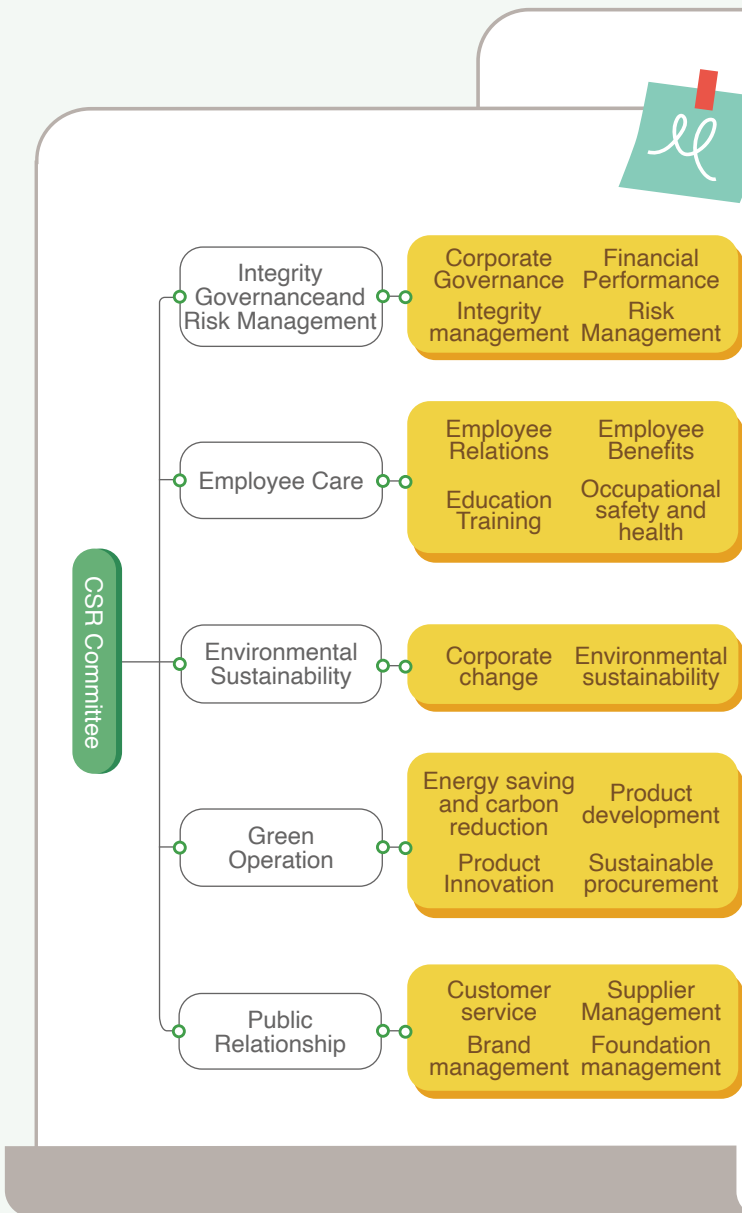
● Committee Membership and Participation Rate:

Position	Name	Attendance	Actual attendance
Independent director	Yu Kuang Hsun (Convenor and Chairman of the committee)	1	1
Independent director	Wei Chun Hsien	1	1
General Manager	Chen Chung Kuang	2	2

● Activities in 2021:

- Reviewed the Corporate Social Responsibility Reports.
- Undertook corporate social responsibility work as always, including the formulation and review of policies, systems, or management guidelines related to corporate social responsibility as well as specific promotion plans and their implementation.
- The 2020 CSR Report won the Silver Award for Sustainability Reports of the Taiwan Corporate Sustainability Awards.

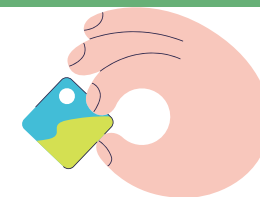
• 2-2.1 Organizational Chart



• 2-2.2 Responsibilities of Each Group

Committee	Coordinator	Issues of Concern	Responsibilities
Ethical Governance and Risk Management	Hung, Chung-Ming Assistant Vice President	Corporate governance, financial performance, ethical management, risk management	Regularly following up on important domestic and international trends in corporate governance to develop an appropriate system for the Company; improving transparency in the disclosure of company information to fulfill the idea of ethical management; developing strategies for the Company to respond to all possible risks and minimize such risks.
Employee Care	Hsieh, Sung-Mao Manager	Employee relations, employee welfare, education and training, occupational safety and health	Committed to the vision of happy employees, the committee focuses on important issues of human resources including education and training, talent development, protection of human rights, employee care and workplace health in order to design an appropriate human resource system.
Environmental Sustainability	Huang, Ming-Chin Factory Director	Business change, environmental sustainability, product R&D, product innovation	Aiming for environmental sustainability and sustainable management, the committee is responsible for developing appropriate environmental strategies to achieve the objective of green production through R&D and innovation without causing burdens to the environment.
Green Operations	Lin, Hui-Yeh Manager	Energy efficiency and carbon reduction, sustainable procurement, supplier management	Supervising energy efficiency, carbon reduction and resource recycling in the operations of the Company to achieve circular economy; managing suppliers and regularly inspecting and visiting suppliers that value CSR management.
Public Relations	Chen, Chung-Kuang Vice President	Customer service, brand management, management of the Foundation	The committee focuses on stakeholder engagement to strengthen the public image of Taya through brand management; the Foundation organizes events for environmental protection to create more influence in a soft way.





• 2-2.3 Group Goal Setting

Team	Target Setting	2021's Targets (Short-Term)	2021's Actions	Target Achieved	2022 Targets	2025's Targets (Mid- to Long-Term)	2030's Targets
Public Relations Team	Continue to sponsor technical (vocational) schools every year to promote Taiwanese technical and vocational education	Southern Vocational School	1. National Tainan Industrial High School's electric wire is equivalent to NT\$239,000. 2. National Xinhua Industrial Vocational High School's electric wire is equivalent to NT\$393,000.	Achieved	Continue to proceed	North Central Vocational School	Vocational Schools Throughout Taiwan
	Actively participate in community care and contribute to neighborhood safety	Continue to sponsor	785000 See Attachment for Details	Achieved	Continue to proceed	Continue to sponsor	Continue to sponsor
	Marathon competitions are held every year to encourage employees to exercise more and promote the national sports atmosphere	Continue to hold	Postponed to 2022.3.27 due to the COVID-19 epidemic	Achieved	Continue to proceed	Continue to hold	Continue to hold
	Sponsor embarkment cleaning for thousand-mile trail for employee family day	Continue to proceed	Co-organized a total of 4 events with the Thousand Miles Trail Association	Achieved	Continue to proceed	Continue to proceed	Continue to proceed
Green Operations Team	Improve Customer Satisfaction	Market Share (%): Telecommunication: 12.76%; enameled wire: 26%	Telecommunication 12.63%; enameled wire: 31.33%	Partially achieved	Telecommunication 12.76%; enameled wire: 30% (No. 1 amongst peers)	Market Share (%): Telecommunication: 15%; enameled wire: 30%	
	Require raw material suppliers to use materials free of harmful substances to maintain health and protect the environment. If customers have RoHS-REACH specifications, we must 100% comply with the customers' requirements.	Raw material suppliers that use non-harmful substances are increased by 3% every year.	In 2020, 44 raw material suppliers used harmful substances, and 5 were added in 2021, totaling 49. This represents an increase of about 11%, and the achievement rate is higher than the target.	Target achieved	Raw material suppliers that use non-harmful substances are increased by 3% every year.	Raw material suppliers that use non-harmful substances are increased by 3% every year.	Raw material suppliers that use non-harmful substances are increased by 3% every year.
	Review the quality/environment/HSF system audit form for key suppliers every year to ensure that 100% of them do not use conflict minerals.	Completed 85% of the quality/environment/HSF system audit form review for key suppliers annually to ensure they do not use conflict minerals.	The short-term goal for key supplier evaluation is to complete 85% evaluation by 2023. There were 56 key suppliers in 2021, and 45 were audited. 80% was completed, and the completion rate will increase yearly according to the plan. We also made sure that the audited suppliers did not use conflict minerals.	Target achieved	We have 71 key suppliers in 2022, and 58 are expected to be audited, which will increase to 82% according to the annual plan. We will also ensure that they do not use conflict minerals.	Completed 95% of the quality/environment/HSF system audit form review for key suppliers every year to ensure they do not use conflict minerals.	Completed 100% of the quality/environment/HSF system audit form review for key suppliers annually to ensure they do not use conflict minerals.

Team	Target Setting	2021's Targets (Short-Term)	2021's Actions	Target Achieved	2022 Targets	2025's Targets (Mid- to Long-Term)	2030's Targets
Green Operations Team	Continue to pass the TA YA Group sustainability questionnaire and monitor the suppliers to ensure they comply with the TA YA CSR procurement policy.	Completed 80% of the key supplier sustainability questionnaire with a pass rate of 80%.	The short-term goal is to complete 80% with a pass rate of 80% by 2023. We had 56 key suppliers in 2021, sustainability questionnaires were passed out to 45 of them, and 39 questionnaires were retrieved. The completion rate was 70%, and the passage was 100%.	Target achieved	We have 71 key suppliers in 2022, and 55 are expected to complete the sustainability questionnaire, which is increased to 77% according to the annual plan. The passage rate target is 80%.	Completed 95% of the key supplier sustainability questionnaire with a pass rate of 90%.	Completed 100% of the key supplier sustainability questionnaire with a pass rate of 100%.
	Encourage key suppliers to focus on sustainable actions such as energy conservation and carbon reduction, emission reduction, waste reduction, and continuous R&D for recycling and reuse technologies. Sign the Sustainable Management Commitment, and work together to reduce climate change risks and greenhouse gas emissions.	Completed signing the Sustainable Management Commitment with 80% of the key suppliers.	There were 56 key suppliers in 2021, of which 39 (70%) signed the Sustainable Management Commitment. That rate will increase each year according to the plan.	Target achieved	We have 71 key suppliers in 2022, and 55 are expected to complete the sustainability questionnaire, which is increased to 77% according to the annual plan.	Completed signing the Sustainable Management Commitment with 95% of the key suppliers.	Completed signing the Sustainable Management Commitment with 100% of the key suppliers.
Ethical Governance and Risk Management Team	Risk management system	Implement ISO27001 certification	Continue to Improve and Meet ISO 27001 Requirements	Target achieved	Obtained ISO 27001 certification on 2022/02/17 and continued to improve/improve questionnaire, which is increased to 77% according to the annual plan.	Completed ISO27001 certification	Implement ISO-27001 to the entire group, deepen intellectual property management and operational strategy integration
		Implement preliminary TIPS certification work and hold over 2 meetings	An intellectual property committee meeting was held on 2021/11/12 and passed the TIPS intellectual property management system verification application schedule and planning. Signed a tutoring contract with Deloitte Taiwan and started tutoring in 2022.	Target achieved	Complete the patent and trademark verification by the end of September 2022, complete the patent and trademark re-verification in 2023, and introduce business secrets without verification. Complete the patent, trademark, copyright, and business secret verifications in 2024. Gradually expand the scope of verification and complete the intellectual property management system.	Completed TIPS certification and held over 4 meetings	Expand the scope of verification, obtain TIPS A-level verification, and hold over 4 meetings
	Persist. Corporate governance appraisal Ranking	The evaluation results were within the top 6% to 20%	Top 21% to 35% (Described in 1-2.1 Corporate Governance Evaluation)	Not achieved	The evaluation results were within the top 6% to 20%	The evaluation results were within the top 6% to 20%	The evaluation results were within the top 5%

Team	Target Setting	2021's Targets (Short-Term)	2021's Actions	Target Achieved	2022 Targets	2025's Targets (Mid- to Long-Term)	2030's Targets
Employee Care	Improve employee satisfaction	Over 90%	97%	Target achieved	Over 90%	Over 90%	Over 90%
	Reduce quit rate	Under 18%	14%	Target achieved	Under 18%	Under 16%	Under 15%
	Childcare leave and reinstatement rate reached 100%	100%	100%	Target achieved	100%	100%	100%
	Attract and retain talents via a comprehensive welfare system and competitive salary levels (compared to listed peers)	Over P80	The remuneration of listed peers is disclosed at the end of June each year and is consolidated subsequently. 2020 was P80~P90.	Target achieved	Over P80	Over P80	Over P80
Environmental Sustainability Team	Electricity consumption per ton of finished product in the Guanmiao plant (Based on 2020) (kWh/ton)	Reduced electricity consumption by 1% in 2021 compared to 2020	3.04% lower in 2021 than in 2020	Target achieved	Reduce by 1.5% using 2020 as a benchmark	Reduce by 3% using 2020 as a benchmark	Reduce by 5% using 2020 as a benchmark
	Water consumption per ton of finished product (Increase the water consumption for the recycling process) (Based on 2020) (kWh/ton)	Reduce water consumption by 20% per ton of finished product	24.5% lower in 2021 than in 2020	Target achieved	Reduce by 25% using 2020 as a benchmark	Reduce by 28% using 2020 as a benchmark	Reduce by 30% using 2020 as a benchmark
	Waste reduction (%)	Waste output was reduced by 2% in 2021 based on the average amount of waste in the 5 years before the inventory year (2015-2019).	7.27% reduction	Target achieved	5% reduction	Cumulatively reduce waste output by 10% in 2025.	Cumulatively reduce waste output by 20% in 2030.
	Reduction of GHG emissions (1%)	The 2021 greenhouse gas emission intensity reduction target is 1%	28% reduction	Target achieved	1% reduction	The 2025 greenhouse gas emission intensity reduction target is 5%	The 2030 greenhouse gas emission intensity reduction target is 10%
	Conducted production safety training audit for new/incumbent employees, and the compliance rate is over 95% (%).	The 2021 safety training compliance rate target is 95%	100%	Target achieved	95%	The 2025 safety training compliance rate target is 97%	The 2030 safety training compliance rate target is 99%
	The goal of zero injury, zero occupational disease, and zero accident is to create the best working environment for all employees. (quantity, loss date)	There were less than 10 occupational accidents in 2021, and the number of lost days was less than 60 days.	The number of occupational accidents was 10, and the number of days lost was 75.5 (Described in 5-4.3 Occupational Accidents Prevention)	Not achieved	There were less than 10 occupational accidents, and the number of lost days was less than 60 days	There were fewer than 8 occupational accidents in 2025, and the number of lost days was less than 50.	There were less than 6 occupational accidents in 2030, and the number of lost days was less than 40 days.

I 2-3 Identification of Major Issues

• 2-3.1 Stakeholder Identification

The Company must identify stakeholders requiring communication according to its current operating status by complying with the five AA1000 stakeholder identification principles (responsibility, influence, tension, multiple perspectives, and dependencies). The CSR Committee decides annually whether stakeholders need to be added or removed. This year's identified stakeholders are employees, customers, government agencies, suppliers, communities, and shareholders/investment institutions.

Stakeholder	Issues	Communication Methods	Frequency
Employees	Product credibility and quality 、 Pollution prevention 、 Harmonious labor relations 、 Compliance 、 Energy management	Electronic bulletin board, Team+, Labor-management meeting, organise event	Irregular, 4 times/year, Irregular
Customer	Product credibility and quality 、 Pollution prevention 、 green product 、 Occupational Health and Safety 、 Brand management	Customer Service Line project Manager	On demand, According to the project volume
Government Agencies	Compliance 、 Pollution prevention 、 Talent training and education 、 Risk management 、 waste	Seminar exchange, Environmental product certification, Environmental awards	2~3 times/year, 1~2 times/year, According to the number of awards
Suppliers	Product credibility and quality 、 Pollution prevention 、 Occupational Health and Safety 、 Compliance 、 Energy management	On-site audit Supplier Questionnaire	Irregular, 1 time/year
Communities	Product credibility and quality 、 Sustainable Supply Chain 、 Climate Change and Corporate Carbon Management 、 Occupational Health and Safety 、 Sustainable Manufacturing	Participate in community activities/ donations	Irregular
Shareholders/ Investment Institutions	Brand management, Sustainable Manufacturing, Climate Change and Corporate Carbon Management, Talent training and education, Risk management	Corporate Information Meeting Shareholders' Meeting	1 time/year, 1 time/year

• 2-3.2 Analysis of Materiality

Analysis Process

We believe that pro-active communication and dialogue with stakeholders will help us understand their issues of concern, and respond and act accordingly, which forms the actual basis for implementing corporate social responsibility. Therefore, we follow the steps below to identify and weigh key Sustainable issues in Asia, and to assess issues of concern to stakeholders with the help of industry experts and units.

01 Identifying Topics

Reference benchmark corporations in combination with the current situation and determine the stakeholders needed to communicate with. Then collect comments and feedback through the interactions with the stakeholders.



02 Prioritize

We gather topics that benchmark companies may find material and assign the CSR Committee to rate each topic based on "extent of impact" and "level of stakeholders' concern." The "extent of impact" refers to how each topic affects the Company's operations, while "level of stakeholders' concern" represents how the topic may affect the Company's images and business opportunities.



03 Analyze Results

A materiality matrix is produced by plotting "extent of impact" against "level of stakeholders' concern." The area in the top-right corner represents topics that demand our immediate action and are addressed in the first priority in this year's report.



04 Continuous Improvements

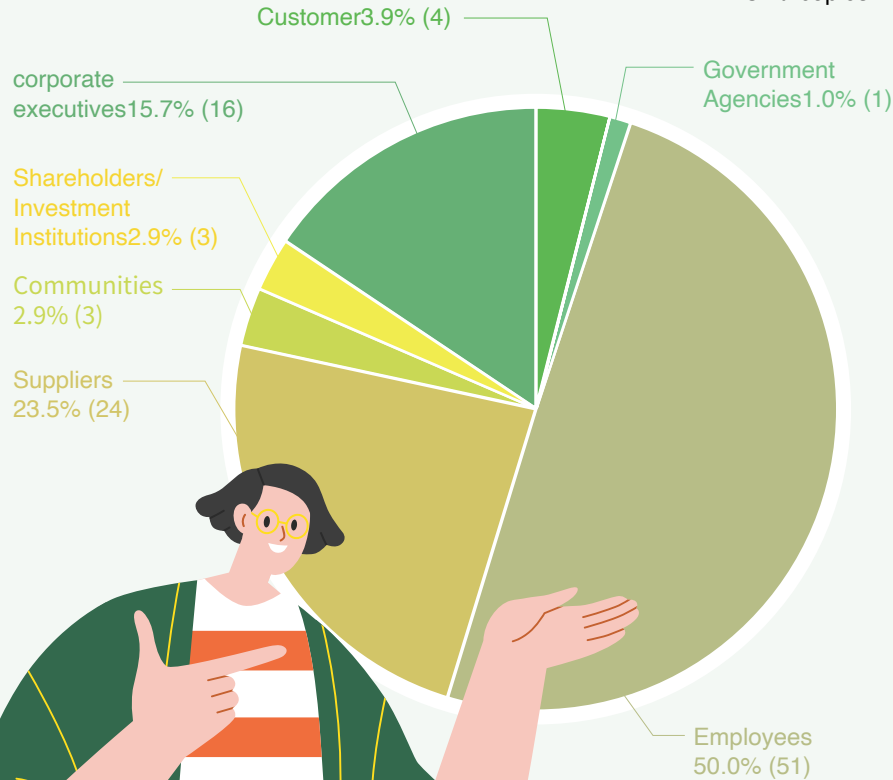
Understand the public's satisfactory level on information disclosure, as well as develop, execute and evaluate every approach to implement continuous self-improvements.



• 2-3.3 Questionnaire Recovery Results

2021 Stakeholders' Concerned Issues Survey

Unit: copies



• 2-3.4 Materiality Matrix

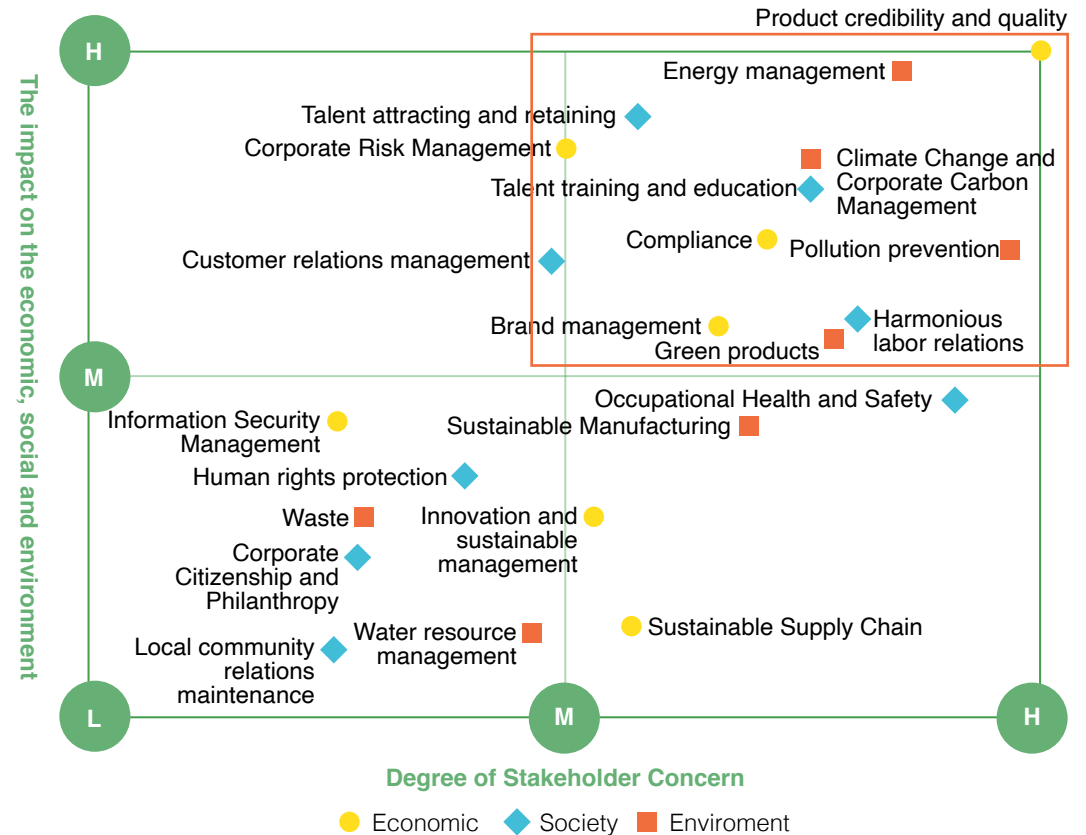
The horizontal axis is the degree of concern of the stakeholders of the issue, and the vertical axis is the degree of the issue's impact on society, economy and environment.

Items of this investigation:

- 1 New Issue: Enterprise Risk management, Sustainable Manufacturing, local community relationship maintenance.
- 2 Issue of name change: The original supply chain management was changed to Sustainable Supply Chain, Sustainable innovation was changed to innovative sustainable management, and climate change and carbon management was changed to Climate Change and Corporate Carbon Management.
- 3 Deleted issues: Anti-Corruption, Win-win collaborations, Corporate governance, Financial performance, Investor Relations, Organizational Optimization.

The red boxes are the major issues identified in this survey; See below for a detailed comparison table.

2021 Survey on the issues concerned by the stakeholders of Taya



• 2-3.5 Comparison Table of Material Issues

A total of 11 major issues were identified in 2021, of which 4 are economic-related issues, 4 are environmental-related issues, and 3 are social-related issues.

Compared with 2021, 3 new major issues have been added: Climate Change and Corporate Carbon Management、Sustainable Manufacturing、Customer relations management；Issues that have been included in 2020 but not included in major issues in 2021 are: Employee health and safety、Talent attracting and retaining、Environmental Policy/Management System、Harmonious labor relations.

	2021	Result	2020	2019	2018
1	Product credibility and quality	↑	Sustainable innovation	Sustainable innovation	Product credibility and quality
2	Climate Change and Corporate Carbon Management	New	Product credibility and quality	Pollution prevention	Talent attracting and retaining
3	Corporate Risk Management	↑	Pollution prevention	Product credibility and quality	Harmonious labor relations
4	Energy management	↑	Employee health and safety	Energy management	Risk management
5	Talent training and education	↑	Energy management	Brand management	Corporate governance
6	Brand management	↑	Risk management	Employee health and safety	Energy management
7	Talent attracting and retaining	↑	Brand management	Talent training and education	Employee health and safety
8	Sustainable Manufacturing	New	Talent training and education	Financial performance	Financial performance
9	Harmonious labor relations	↑	Talent attracting and retaining	Corporate governance	Pollution prevention
10	Pollution prevention	↓	Environmental Policy/Management System	Compliance	Anti-corruption
11	Customer relations management	New	Harmonious labor relations	Harmonious labor relations	Customer relations management
12				Talent attracting and retaining	
13				Risk management	
14				Win-win collaborations	

Note : Words in red are social issues. Words in blue are economic issues. Words in green are environmental issues.



• 2-3.6 Major Theme Comparison Table

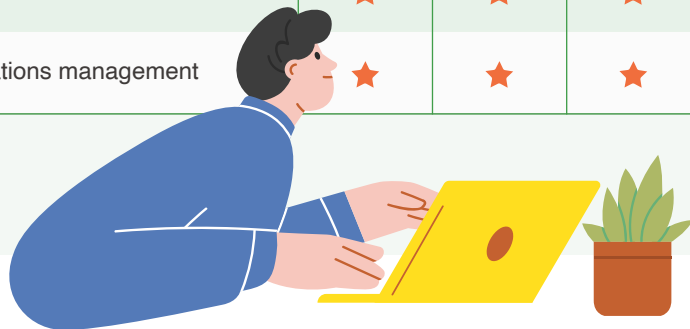
Priority issue	Significance for TA YA	Internal	External					GRI Standard	Report Chapter	Pages
		employees	customers	shareholders (Note2)	suppliers	Government	Communities			
Product credibility and quality	It is TA YA's responsibility to improve product quality. The goal is to ensure that products and raw materials comply with health and safety regulations.	★	★	★	★		★	417-1	3-1 Group value creation	
Climate Change and Corporate Carbon Management	The climate change management measures include preventing risks and identifying opportunities from the extreme conditions brought by climate change.	★		★		★	★	305-1、305-2 305-4、305-5 305-7	4-2 Adapt to climate change	
Corporate Risk management	Avoid unnecessary losses and risks from the operation audit status of the Company and its subsidiaries.	★		★		★		205-2	1-2 Governance	
Energy management	By reviewing its own energy usage, Taya seeks to reduce unnecessary energy consumption and decrease carbon emissions to fulfill environmental protection objectives.	★	★	★	★			302-1、302-3 302-4	4-1 Environmental Policy and Management	2
Talent training and education	New employees can understand the company better, and senior employees can improve their skills through education and training.	★	★	★		★		404-1	5-1 Human rights protection 5-3 Welfare and Care	3
Brand management	Establish multiple communication channels and create multiplied corporate value via communication with stakeholders in all aspects.	★	★	★				Custom theme	1-1 About TA YA Group	4
Talent attracting and retaining	Attract talents to join the Company, assign positions appropriately, create a performance for the Company, and reduce internal costs.	★						401-2	5-1 Human rights protection	
Sustainable Manufacturing	Production efficiency increases, and production costs are reduced via the digitalization of factory management.	★						Custom theme	3-1 Sustainable Manufacturing	
Harmonious labor relations	To promote two-way communication, regular trade union meetings can maintain the balance between labor and management.	★	★	★	★			402-1	5-1 Human rights protection	
Pollution prevention	The internal environmental management mechanism and data monitoring can minimize the ecological impacts caused by production manufacturing operations.	★	★		★	★	★	306-2	4-3 Pollution Prevention and Management	
Customer relations management	We will continue to improve our products and services by tracking customer satisfaction and maintaining good customer relationships to create mutual benefits.	★	★		★			Custom theme	3-2 Customer satisfaction survey	

Note 1: Significant and disclosed in this report; © Significant plans to be disclosed in the next report

Note 2: Shareholders include shareholders and investment institutions

• 2-3.7 Scope of Disclosure Covered by Material Issues

Priority issue	TA YA	Cuprime	Ta Heng	Ta Ho	UEI	Venture	Union	Dong Nai	Hai Duong	Dongguan	Kunsgan
Product credibility and quality	★										
Climate Change and Corporate Carbon Management	★	★	★	★	★	★	★	★	★	★	★
Risk management	★										
Energy management	★	★	★	★	★	★	★	★	★	★	★
Talent training and education	★	★	★	★	★	★	★	★	★	★	★
Brand management	★										
Talent attracting and retaining	★	★	★	★	★	★	★	★	★	★	★
Sustainable Manufacturing	★		★	★	★	★	★	★	★	★	★
Harmonious labor relations	★	★	★	★	★	★	★	★	★	★	★
Pollution prevention	★	★	★	★	★	★	★	★	★	★	★
Customer relations management	★	★	★		★						



I 2-4 Multiple Communication Flows

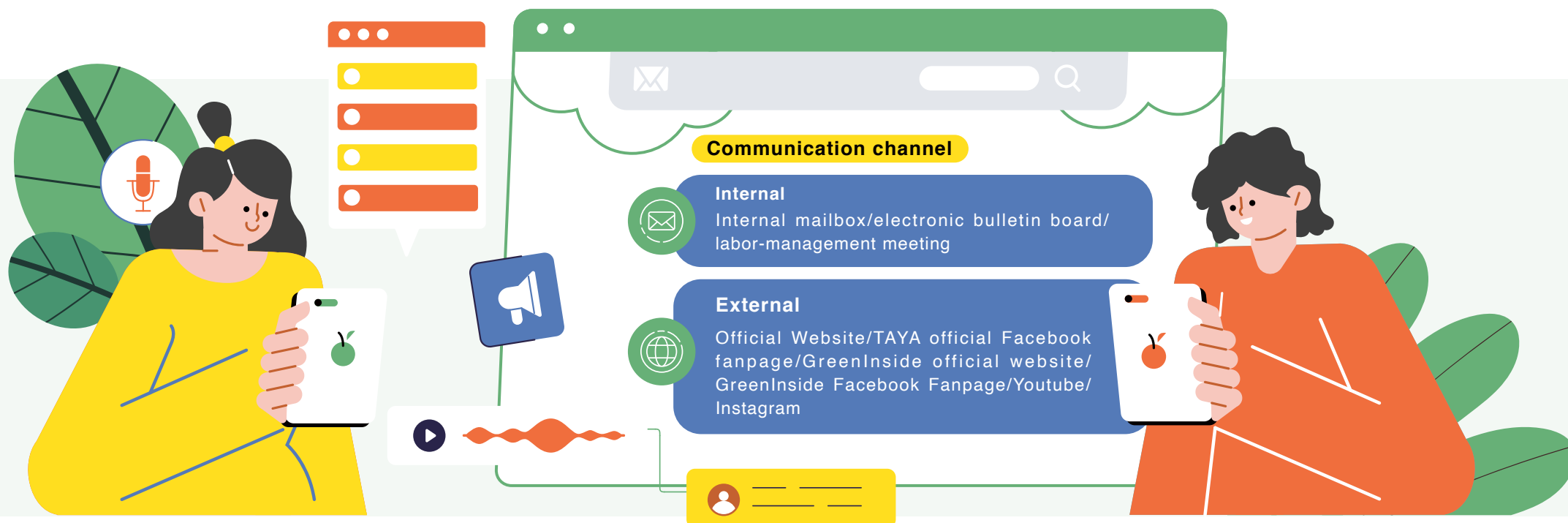
Setting great store with the opinions and suggestions of all stakeholders, Ta Ya has designated a dedicated officer to facilitate communication between the Company and its stakeholders, to listen and respond to their needs, and taking measures where necessary to strengthen the Company's information disclosure.

• 2-4.1 Stakeholder Interaction

In terms of improving information transparency, details of the Investor Conferences, consolidation of operations, and the Group's financial-related information are periodically released on the official website. Furthermore, detailed listings are provided in the annual reports regarding the company's current operating status, future plans, strategic implementations and financial performance so as to provide investors with the best available service.

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CH3

Group Value Creation

- 3-1 Sustainable Manufacturing
- 3-2 Customersatisfaction Survey
- 3-3 Quality Management
- 3-4 Product Information Labeling
- 3-5 Innovation Management
- 3-6 Sustainable Supply Chain



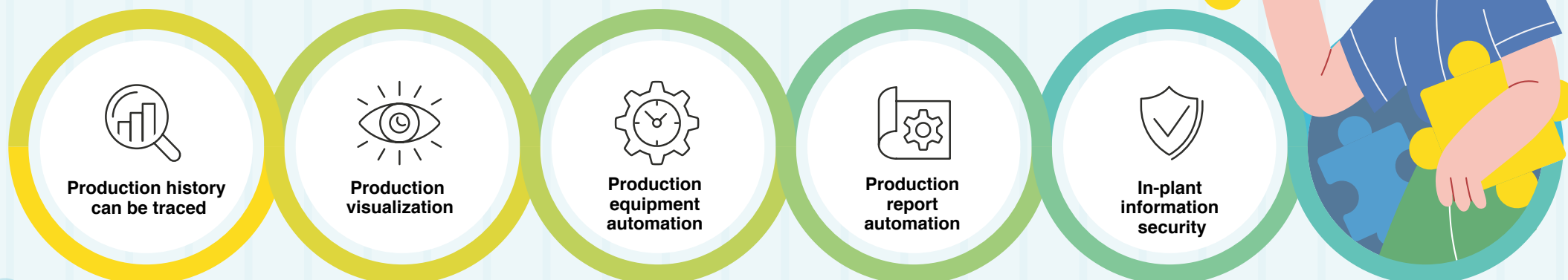
CH3. Group Value Creation

I Management Policy

Priority Issue	Management Policy	Evaluation Mechanism	Report Chapter	page
Product credibility and quality	Quality Policy Corporate Social Responsibility Code of Practice	ISO system certification	3-3 Management system certification	51
Customer relations management	ISO 9001 customer satisfaction survey procedure	Customer satisfaction survey	3-2 Customer satisfaction survey	50
Sustainable Manufacturing	To provide customers with sustainable products and services, when increasing the value of products, we must take into account the reduction of environmental impact and prevention, give priority to the safety and health of employees, and continue to build and optimize green product manufacturing and management.	Comply with all applicable laws and regulations. Manage hazardous substances in products and raw materials. Product solutions to improve energy efficiency and smart production. Reduce the environmental impact of manufacturing, packaging and transportation.	3-1 Sustainable Manufacturing	49

I 3-1 Sustainable Manufacturing

TA YA Group has actively promoted Industry 4.0-related policies since 2017 to improve production efficiency via monitoring the digital production process. The remote monitoring system has transcended the concept of man-machine configuration in the traditional industry for many years. It can further improve the production capacity and efficiency of the production line, and it is the key force of industrial transformation.



• Expected Achievement Results

A

Big Data collection: Currently, manually copying the manufacturing condition data is scattered, with low accuracy and few samples. So it is impossible to monitor and analyze the manufacturing condition data records accurately.

B

The plants have numerous devices, and the old and new equipment must be collected and standardized to facilitate integrated control.

C

Optimizing energy consumption, detecting wire breakage, and predicting motor equipment maintenance time are necessary to improve operational efficiency and optimize cost structure.

D

Due to the rapid work order changes and complex specifications, we must highly integrate flexible dispatch and progress tracking and establish a complete production history.

E

High temperature and multi-machine production environments are not conducive to communication transmission and talent retention. We must optimize the environment and streamline the maintenance and operation workforce.

• Challenges Faced and Response Measures

Challenges	<ul style="list-style-type: none"> • Wire and cable production • The process is complex and changeable 	<ul style="list-style-type: none"> • Bulky and heavy equipment • High-security requirements • Long life cycle 	<ul style="list-style-type: none"> • Difficult process conversion • Small volume and a wide variety • Product has high gross profit, but even higher cost
Problems Faced	<ul style="list-style-type: none"> • Cannot apply the traditional assembly line production management method. • Quality control and production backtracking are difficult. • There is no real-time data for scheduling reference, and human scheduling is difficult. • Production efficiency and quality vary significantly from person to person. 	<ul style="list-style-type: none"> • Most of the old equipment's electronic control systems and components are old or even discontinued, and the electronic control system must be updated urgently. • The degree of automation of the machine is low and completely dependent on personal craftsmanship. The quality and efficiency vary from person to person, equipment, and time. • Parts failure is likely to cause long-term downtime, or there is no substitute. 	<ul style="list-style-type: none"> • Most manufacturers prefer simple specification mass production, but the gross profit of the Red Sea market is extremely low and under severe competition. • Small volume diverse markets have high manufacturing costs. • If the machine performance cannot be improved via rapid process conversion, it would cause huge time and material losses and result in time wasted waiting for processes and new production capacity bottlenecks. This would eliminate the competitive advantages and significantly reduce profits.
Coping Methods	<ul style="list-style-type: none"> • The electronic controls of old equipment are upgraded and updated, many sensing components are deployed, and the IoT and standard operating systems of various processes are introduced to modernize old equipment. • Integrate innovative and optimized production equipment designs, adjust hardware/firmware/industrial control designs, and incorporate the IoT application design platforms to create a system that can achieve close network information and physical production line integration. The goal is to combine smart production lines with advanced analysis techniques to generate fast and correct decisions and enable flexible production of small quantities of multi-sample items. • Collect production line information via IoT devices to conduct real-time Big Data confluence analysis to provide effective data analysis, monitoring, and early warning. The goal is to capture experiences and production line parameters through the digital intelligent networking system to supplement the workforce gap and skill mismatch. The efforts can accelerate training for multi-skilled workers; achieve predictive maintenance, energy management, and value chain integration, and provide management with real-time decision-making. The system can effectively reduce machine downtime, process conversion losses, process waiting time wastes and losses, and enhance industrial competitiveness. • Integrate innovative and optimized production equipment designs, adjust hardware/firmware/industrial control designs, and incorporate the IoT application design platforms to create a system (CPS) that can achieve close network information and physical production line integration. The goal is to combine smart production lines with advanced analysis techniques to generate fast and correct decisions. • After the entire plant has been integrated for the entire plant, the production equipment no longer binds the operator due to the distributed HMI control, and the human and mechanical operations are separated. Humans are responsible for anomaly and emergency handling, while machines are responsible for production. Production line equipment can be combined into building blocks through various scheduling and automation methods to achieve an N:M combination model. The efforts can improve the machine utilization rate, per capita output value, and the division of labor in the production line. 		

I 3-2 Customersatisfaction Survey

Customer Satisfactory Survey Honesty and trust is paramount in our dealings with clients. The Group complies with client and contractual demands to protect customer rights in providing satisfactory services. All business units individually conduct customer satisfactory surveys to understand client demands.

• 3-2.1 Results of Customer Satisfaction Survey

Company		Survey project	Target value	Actual value	Description
TA YA	ETC BG	Service, quality, manufacturing, customer evaluation, competitive standards	88	93	Goal achieved
	MW BG	Service, quality, manufacturing, hazardous substances, delivery, competition standards	85	99.6	Achieving the goal is between 85 points and 100 points.
	NIC	Based on departmental policy considerations, it was decided to terminate the existing product: package copper bonding wire business, and to develop alloy bars for semiconductor testing consumables, so no customersatisfaction survey was conducted.			
Cuprime		Service, quality, delivery, competition standards	80	88.09	Achieving the goal is between 80 points and 100 points.
Ta Heng		Product quality, product price, delivery of goods, document report, packaging, new product development, sample response, customer consultation, customer complaint handling, business communication skills	80	84.4	The full score is 100 points, the KPI target value is 80, and the target will be achieved in 2021.
Ta Ho		Service, quality, construction	good	excellent	Take 10 points and score up to 10 points; achieve the goal
UEI		Service, quality, packaging, delivery	80	100	100 points - satisfied; 60 points - acceptable; 30 points - dissatisfied

I 3-3 Quality Management

We uphold an ethos of “quality first, client first, speedy service” in providing the best service to our customers. ° Ta Ya Energy and Telecom Cable Business Group owns various types of cutting-edge precision testing equipment in the world, including: HAEFELY lightning voltage analog testing equipment; high pressure (EHV) power system switch surge simulation equipment; AC-DC high voltage damage test equipment; prolonged (high voltage, high current, high temperature) accelerated aging testing equipment; partial discharge non-destructive testing equipment; high pressure test site, network analyzer; communications cable near/farend cross talk high-frequency testers; various fiber optic cable property test equipment (such as optical-time domain reflecto-meter OTDR, polarization mode dispersion analyzer PMD, geometric characteristics meter); low-smoke and non-toxic laboratory; and a variety of heat/ flame-resistant testing equipment. Aided with professional knowledge and continuous enhancement of the assessment technique, we are able to reduce the product malfunctioning rate, expand cable lifespans, and improve electrical safety. The Magnet Wires Business Group has the first lab to pass the CNLA ISO/IEC 17025 test. All the products meet the EU RoHs requirements and make a contribution to the reduction of the environmental load and possible hazards to human bodies.



• 3-3.1 Management System Certification

The management system certificates that each company acquires are described in the following table.

	TA YA			Cuprime	Ta Heng	Ta Ho	UEI	Dong Nai	Hai Duong	Dongguan	Kunsgan
	ETC BG	MW BG	NIC								
ISO 9001	★	★	★	★	★	★	★	★	★	★	★
ISO 14001	★	★	★					★	★	★	★
ISO 50001	★	★	★								
ISO 27001	★	★	★								
ISO/TS 16949		★	★					★		★	★
ISO/IEC 17025	★	★									
ISO 45001 (Conversion completed in 2019.11)	★	★	★								
TOSHMS/CNS 15506	★	★									
IECQ QC080000		★		★							

• 3-3.2 Responsible Business Alliance (RBA)

Cuprime recently developed phosphorus copper balls for domestic and overseas PCB industries and, thus, know the importance that customers in the electronics industry place on the compliance to EICC. In January 2016, the EICC handbook was issued according to Electronic Industry Code of Conduct and will continue to revise according to requirement to establish all policies related to five major aspects of management system, labor, health and safety, environment and moral standard.

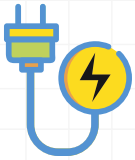
After introduced the EICC, Cuprime has added supplier EICC questionnaire in the business partner evaluation form, requiring the suppliers to cooperate with implementation of environmental policies and to emphasize in corporate social responsibility for environmental safety and health, human rights and anti-bribery. Cuprime will evaluate 10 suppliers in 2021, with a total evaluation score of more than 80 points, and the transaction conditions are normal without abnormal conditions. The lower score of the evaluation item is 70 points. The evaluation items and suppliers are as follows.

Occupational Health and Safety

NO.	Item	Score	Supplier
2.5	Does the factory arrange regular safety and health training for all employees and occupational disease protection training for operators in special positions, including new employees and transferred employees, and keep complete records?	70	Yonggao
2.11	Is there a written contingency plan, including posting contingency plans, emergency numbers, evacuation plans, etc. to inform employees of escape methods?	70	Yonggao
2.26	Are there complete OH&S management system audit standards and internal audit records maintained? ?	70	Fu Lin
2.27	Are procedures in place to promptly correct nonconformities identified by occupational health and safety inspections, investigations and audits?	70	Fu Lin

I 3-4 Product Information Labeling

• 3-4.1 Business Group for Electrical Power and Communication:

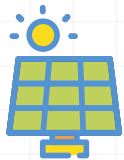


The 600V lead-free PVC insulated electrical wire is in compliance with the CNS 679 C2012 standard, and is marked with information including the CNS Mark, the Product Inspection Mark of the Bureau of Standards, Metrology and Inspection, LF and the EU's Restriction of Hazardous Substances Directive (RoHS). The purpose is to ensure customers using the products fully understand the information concerning product quality and the safety of product use indicated on the products, so that appropriate measures can be taken for products which have expired to lower their environmental and social impact.

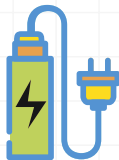
Markings concerning certain contents in the products include those indicating LF (lead free) and the EU's Restriction of Hazardous Substances Directive (RoHS).

For example: the 600V PVC electrical cable (LF 600V IV) 22 mm² has the following product markings:

□ R63006 RoHS □ 1649 LF 600V IV 22 mm □ Taya TA YA (Year)



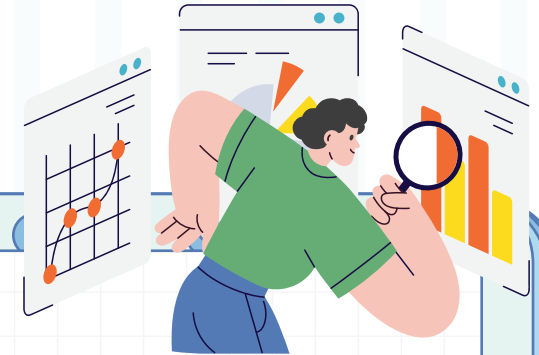
The DC-1500V power cable PV-CQ for solar power stations uses halogen-free and flame-retardant XLPO materials to make it self-extinguishing so that it will not produce halogen acids, toxic and corrosive gases and black smoke. The materials are in compliance with the RoHS and have received the JECTEC certification in Japan, where they are sold with their quality recognized by customers. When the products are expired, the procedures for their subsequent disposal will not cause hazardous impact to the environment.



The flat cable (2C-FL-NSS-BIBSM fiber) products have been certified by the Taiwan Electronic Testing Center, TAF-accredited laboratories and the Bureau of Standards, Metrology and Inspection, Ministry of Economic Affairs to be in compliance with the specifications and standards of the Green Mark set by the Environmental Protection Administration, Executive Yuan. The products are made with low-smoke, halogen-free and flame-resistant PE materials and do not use prohibited substances under the Montreal Protocol and the toxic chemical substances under restrictions announced by the Environmental Protection Administration. Hence, burning of the products will not release dioxin, the "toxicant of the century", to prevent toxic substances from accumulating in and polluting the environment. The product packages do not use PVC or other halogen plastics. Instead, packaging cartons made with at least 80% of mixed recycled paper are used to promote waste reduction, recycling and reuse. They have received the certification of the Green Mark for industrial products.

In order to promote and raise consumer awareness of the careful selection of recyclable and low-polluting products for improvement of environmental quality, the product packages are marked with the Green Mark that can be identified by the people buying the products. The relevant product information has been registered on the Greenliving Information Platform of the Environmental Protection Administration, Executive Yuan for public access: <https://greenliving.epa.gov.tw/Public/Product/ProductQuery>.

• 3-4.2 Business Group for Magnet Wires



- ▶ All magnet wire products have passed the U.S. UL certification and have been designed and manufactured in accordance with NEMA, IEC, JIS and other standards.
- ▶ Product information includes: Wire type, specifications, quantity (length, weight), date of manufacture, etc.
- ▶ The product management systems include the information of quality system certification (IATF 16949 and ISO 9001), Green Mark, RoHS and REACH. The purpose is to ensure customers fully understand the information concerning product suppliers and the safety of product use, so that appropriate measures can be taken for products which have expired to lower their environmental and social impact.
- ▶ Product materials are selected solely based on their eco-friendliness. For environmentally hazardous substances, we are committed to the principles of “no design, no purchase, no acceptance, no manufacture and no leak” to build factories with no hazardous substances. Furthermore, all applicable laws and regulations and customer requirements are regularly reviewed, and a “Database for the List of Substances Prohibited by the Customers of Taya” is created to manage the relevant requirements in order to ensure that all controlled values are in compliance with the latest requirements of the RoHS and special customers:

Pb | Pb content:
≤ 1000ppM.

Hg | Hg content:
≤ 1000ppM.

PBB | PBB content:
≤ 1000ppM.

BBP | BBP content:
≤ 1000ppM.

DBP | DBP content:
≤ 1000ppM.

Cd | Cd content:
≤ 100ppM.

Cr⁶⁺ | Cr⁶⁺ content:
≤ 1000ppM.

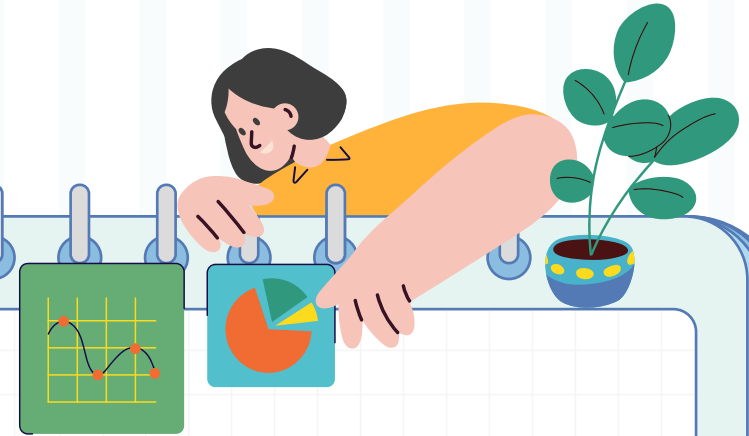
PBDE | PBDE content:
≤ 1000ppM.

DEHP | DEHP content:
≤ 1000ppM.

HBCDD | HBCDD content:
≤ 1000ppM.

- ▶ By introducing the clean production model, an environmental protection strategy with comprehensive precautions will continue to be applied in the production processes and products to reduce or eliminate the hazards and risks they may possibly cause to humans and the environment, and to meet human needs for the maximization of social and economic benefits. Furthermore, we will gradually move toward the greenization of industries and building green industries to keep up with the international trend in environmental protection and promote the sustainable development of industries.
- ▶ Based on customer needs and the requirements of the countries where our products are sold, the outer container of each product is marked with the information of product certification system, e.g., IATF 16949 and ISO 9001 for quality management systems, ISO/IEC 17025 for testing laboratories, ISO 45001 for occupational health and safety management systems, ISO14001 for environmental management systems, TOSHMS (Taiwan Occupational Safety and Health Management System CNS15506) and IECQ QC080000 for hazardous substance management systems.

• 3-4.3 Business Group for Copper and New Business Development



- Products for packaging and wire bonding are designed and manufactured in accordance with customer requirements and specifications.
- Product information includes : Wire type, specifications, length, date of manufacture, expiry date, etc.
- The product management systems include the information of quality system certification (ISO 9001) and RoHS. The purpose is to ensure customers fully understand the information of product suppliers and the safety of product use, so that appropriate measures can be taken for products which have expired to lower their environmental and social impact. Based on customer needs and the requirements of the countries where our products are sold, the outer container of each product is marked with the information of product certification system, e.g.,: ISO 9001 for quality management systems, ISO 45001 for occupational health and safety management systems, ISO14001 for environmental management systems, and TOSHMS (Taiwan Occupational Safety and Health Management System CNS15506).
- The laws and regulations applicable to the products are regularly reviewed, and the products are regularly sent to impartial third-party organizations to be tested for safety against hazardous substances under the RoHS, in order to ensure that all controlled values are in compliance with the latest requirements of the RoHS and special customers :

Pb Lead (Pb) content: 1000ppM or less.	Cr⁶⁺ Content of hexavalent chromium (Cr ⁶⁺): below 1000ppM.	DEHP Content of bis(2-ethylhexyl) phthalate (DEHP): 1000ppM or less.	DIBP Content of diisobutyl phthalate (DIBP): 1000ppM or less.
Cd Cadmium (Cd) content: 100ppM or less.	PBB Content of polybrominated biphenyls (PBB): 1000ppM or less.	BBP Content of butyl phthalate benzoic acid (BBP): 1000ppM or less.	HBCDD Content of hexabromocyclododecane (HBCDD): 1000ppM or less.
Hg Mercury (Hg) content: 100ppM or less.	PBDE Content of polybrominated diphenyl ether (PBDE): 1000ppM or less.	DBP Content of dibutyl phthalate (DBP): 1000ppM or less.	

- Based on customer needs and the requirements of the countries where our products are sold, the outer container of each product is marked with the information of product certification system, e.g.,: ISO 9001 for quality management systems, ISO 45001 for occupational health and safety management systems, ISO14001 for environmental management systems, and TOSHMS (Taiwan Occupational Safety and Health Management System CNS15506).

I 3-5 Innovation Management

• 3-5.1 Wire and Cable

UHV 345KV XLPE cable lengthening and production technology improvement

In response to the demand for long lines between Taipower substations, we started the long-term mass production of 345KV cables and advanced production technology to ensure the service life and quality of ultra-high voltage cables.

Development and commercialization of lead-free PVC materials

PVC wires, PVC cables, XLPE power cables, and medium-voltage XLPE power cables have all been made lead-free and mass-produced and commercialized, in order to contribute to the global environment.

Development of wires for solar power generation systems

In line with the government's green energy policy, it fully supports the construction of solar power projects, and provides high-quality solar wiring and solar power generation system power lines with temperature resistance to improve operational performance.

Development of environmentally friendly cables

Develop low-smoke, non-toxic and environmentally friendly materials, which are widely used in public works and high-tech workshops and other application fields.

Development of overhead superheat-resistant conductors

In response to the rapid construction of green energy and cooperation with Taipower to strengthen the backbone of the overhead power grid, the development and certification of the overhead superheat-resistant wire has been successfully completed, providing the overhead power grid to transmit more power and increasing the span to reduce the impact of overhead lines on the environment.

Development of low-voltage DC cables(750V and 1000V)

In line with the wire requirements of the MRT system, the certified low-voltage DC cables have been successfully developed. The quality conforms to international norms and standards and has been certified by a third-party notary organization to ensure the safety of rail system transportation.

• 3-5.2 Magnet Wires

Surge-resistant magnet wires

In response to the increasing use of frequency switching, we have developed anti-surge magnet wires for industrial use. The anti-surge magnet wires have a longer life cycle, better anti-surge properties, and greater stability when used in high-temperature and otherwise harsh electrical environments in comparison with general magnet wires.

Thermal conductive enameled wire

When an electric vehicle accelerates quickly, the engine generates a large amount of currents through the electromagnetic coil. When the currents flow through the wire, a large quantity of heat energy is generated due to the current's thermal effect in the conductor. Therefore, electromagnetic coils in electric engines must have the ability to quickly remove thermal energy. If the insulating varnish applied to a wire has good heat transfer capacity, the heat generated when currents flow through the wire can be quickly removed.

Magnet wire

The miniaturization and light weight trend in electronic equipment has led to the development of high-frequency transformers. During the conversion from electrical energy to magnetic energy, energy will be lost. This is even more so in the case of high voltages. Our newly developed magnetic conductive magnet wire uses magnetic materials to interfere or guide magnetic force lines, to overcome the proximity effect and skin effect of the wires and reduce high-frequency AC resistance, which conserves much energy.

Low-dielectric magnet wire

Hybrid electric vehicles (HEV), electric vehicles (EV), and various industrial equipment motors driven by voltage converters have currents of different voltages to be converted, which causes instant current leakage to the coils, resulting in capacitive effects between conductors, and degrading insulation due to recharging and discharging. Our newly developed low-dielectric magnet wire prevents this partial discharge and prolongs the engine's service life by reducing the capacitance effect between the wires.

Flat-angle magnet wire for electric cars and motorbikes

Within given winding space, a square wire fits with fewer gaps than a round wire. This means that a squarely wound wire takes up less space for the same wiring, or the same space can hold more wiring. It improves coil efficiency and the engine can be miniaturized while achieving higher output. The heat-resistant grade of our flat-angle magnet wire can reach 240°C, the highest in the industry.

Silk-wrapped magnet stranded wire

The multi-stranded wires and covered wires developed by our company increase the surface area of the conductor at a given diameter, which reduces the skin effect and the high-frequency equivalent resistance, which in turn increases the Q value.

Ultra-smooth magnet wire

Using eco-friendly materials developed by our company to replace the wax oil from our external suppliers leads to better characteristics and a process that is more environmentally friendly and meets our company's GREEN INSIDE goal.

• 3-5.3 R&D Investment (costs, methods, etc.)

With the domestic wire and cable industry having matured and growing steadily, Ta Ya maintains an entrepreneur spirit of making continuous enhancements through active investment in the research and development of various products to reinforce our competitive advantage.

Ta Ya Research & Development Fund

	2019	2020	2021
Funding (Unit: 1000)	64,375	67,013	42,445
Net income ratio (%)	0.74	0.75	0.32

I 3-6 Sustainable Supply Chain

• 3-6.1 Procurement Policy

The Group takes measures to prevent shortages and supplier monopoly of materials by selecting two or more qualified suppliers for evaluation. When there is only one supplier, we search for new sources. Suppliers qualify after our quality assurance and R&D departments have certified the materials. We then establish strategic alliances with the suppliers to ensure reliability. Our procurement personnel are closely in tune with market trends. Suppliers of imported materials are notified early on so they can arrange for the materials, or materials are ordered in bulk to be delivered in batches to prevent late deliveries and minimize inventory.

• 3-6.2 Ta Ya Supplier Categories

Type	Description
Material	Suppliers of copper sheets for cables and enameled wires, copper and aluminum wires, optical fibers, varnish, plastics chemistry materials, insulation, and packaging
Equipment	Suppliers of machinery, equipment, instruments, and information software and hardware
Engineering	Contractors for construction, civil engineering, steel structures, air conditioning, fire protection, pure water supply, wastewater treatment, environmental engineering, interior design, electrical engineering, and utilities
Other	Suppliers of molding, lighting, accessories, environmental protection, occupational health and safety, pneumatic and hydraulic equipment, welding, transportation, testing, printing, stationery, hygiene, and miscellaneous materials and services

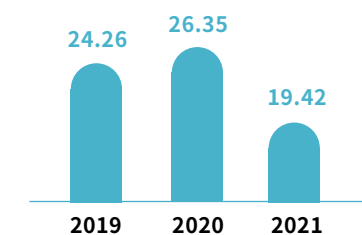
• 3-6.3 Procurement Locally

The overall procurement amount in 2021 was NT\$11.9 billion, which increased by about NT\$4.44 billion compared to 2020 (NT\$7.48 billion). The total domestic purchase in 2021 was NT\$2.3 billion, which accounted for 19.42% of the total purchase amount and decreased by 6.92% from 26.35% in 2020.

Copperplates are the most critical raw material for TA YA, and Taiwan is not a copper-producing country and can only rely on imports. The total copper plate procurement amount in 2021 accounted for about 79% of the overall total procurement amount. Copperplate supplies come from Chile, China, Japan, Indonesia, and other regions. The amount of outsourcing purchases have increased by about NT\$4.1 billion compared to 2020, which was one of the main reasons for the decrease in the overall ratio of in-house purchases in 2021.

In addition to copper wire, the main raw material of enameled wire is varnish water, which is mainly procured domestically. The total amount of domestic purchases in 2021 was about NT\$79.51 million, and the ratio of in-app purchases accounted for about 73% of all domestic and foreign varnish water purchases. It is the largest raw material purchased by TA YA domestically.

Ta YA Proportion of Procurement from Local (%)



Note: Local procurement ratio = Amount of purchases from local sources / Total purchase amount

Proportion of Procurement from Local (%)

	Cuprime	Ta Heng	UEI	Union
2019	3.86	96.48	32.07	-
2020	5.28	96.17	35.11	-
2021	3.65	96.82	38.72	93.72

Note: Union is the first disclosure so no past data

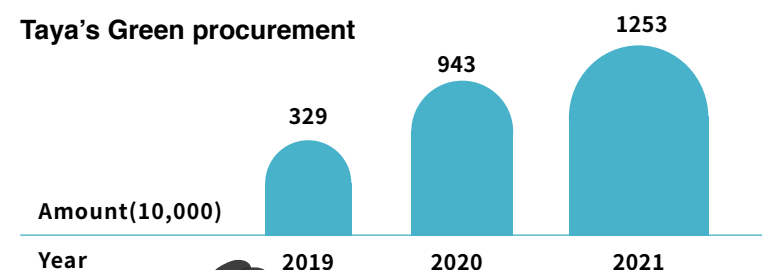
• 3-6.4 Green Procurement Strategy

Ta Ya has a green procurement strategy: we are a manufacturer that complies with Sony GB certification, provides non-hazardous products, has environmental protection/energy conservation/water conservation/green building materials/energy star labels, and has obtained ISO 50001 energy management system certification, which are listed as priority Purchasing objects.

TA YA supports the government's environmental policies: Established a green procurement plan and procured at least 4 or more environmental protection products (including environmental protection labels, energy saving labels, water saving labels, carbon reduction labels, and other environmental protection labels or products). The green procurement projects in 2021 were mainly: corrugated boxes, air-conditioning equipment, business machine leasing, waste disposal, company vehicle leasing, high-speed rail, and LED energy-saving lamps with a total amount of NT\$12,538,513. Increased by NT\$3,106,308 compared to 2020 (NT\$9,432,205).

About 100 chemical substances are used to produce electric wires and cables. Therefore, we usually record statistics, conduct spot checks on the usage and discharge, and execute implementation control operations to ensure that the chemical substances used do not affect ecosystems or cause environmental pollution. We also manage from the source. TA YA and Cuprime obtained IECQ / QC 080000 certification in 2007 and 2008, respectively. We also procure non-harmful substance materials to safeguard the employees' health and provide further protection for consumers.

Taya's Green procurement



• 3-6.5 Supplier Sustainability Assessment

Special key suppliers identification was implemented in 2021 for supplier management according to the cost and benefit considerations. The suppliers are divided into A, B, and C types. A type comprised of outsourced manufacturers with a transaction amount of over NT\$10 million in 2020. B type comprised of internal manufacturers with a transaction amount of over NT\$10 million in 2020. C type comprised of (Hazardous Substance Free) HSF suppliers. TA YA's key suppliers are the A, B, and C types. They comprised 56 suppliers, and their total procurement amount accounted for 76% of the overall purchase. In 2021, TA YA conducted a regular evaluation and two questionnaires for key suppliers as follows:

Regular evaluation:

Before the end of 2021, 45 key suppliers were evaluated according to the "Quality/Environment/HSF System Audit Form for Third-Party Manufacturers." Among these 45 evaluated suppliers, 32 were Hazardous Substance Free (HSF), which scored the highest 5-point score for corporate social responsibility. The content of the CSR scoring questions in the third-party audit form mainly focused on taking the initiative to protect the environment, encouraging the development and promotion of environmentally friendly technologies and materials, etc. The full score for each question is 5 points. Purchasing personnel will review the items with less than 4 points, provide relevant information for reference, and share the Company's experience with the supplier to fulfill corporate social responsibility together. In 2021, a total of 56 key suppliers were identified. They included 8 type A, 4 type B, and 44 type C suppliers. Evaluations for 80% of these key suppliers were completed. In 2022, a total of 71 key suppliers were identified. They included 9 type A, 13 type B, and 49 type C suppliers, 58 suppliers are expected to be audited. Evaluations for 82% of these key suppliers were completed. Short-, medium-, and long-term goals were also set, and 100% of the key supplier evaluation is expected to be completed by 2030.

Taya Supplier CSR Evaluation Quantity and Results

	Total number of evaluations	HSF supplier	Average 4 points or less
2019	42	25	0
2020	43	27	0
2021	56	44	0

Supplier/contractor CSR and Satisfaction Survey

In March 2021, CSR and satisfaction surveys were also conducted for 54 key suppliers. A total of 54 questionnaires were issued, and 49 were retrieved with a retrieval rate of 91%. TA YA's brand image and management evaluation are quite good. In particular, the "business integrity and financial status" feedback score is 99.39 points (the highest satisfaction score), and the "law compliance" as well as the "fair human rights" feedback scores are both 98.98 points. The results indicated that the suppliers agree with TA YA's business integrity conduct and legal compliance standards!

Sustainability Questionnaire

In November 2021, we conducted a questionnaire survey for key sustainability suppliers and signed a letter of commitment to sustainable management. We will introduce the sustainable management concept to key suppliers and jointly practice our commitment to fulfilling social and environmental responsibilities. A total of 45 questionnaires and letters of commitment were issued, and 39 were retrieved, with a retrieval rate of 87%. The passing score for the questionnaire is 70 points. 39 companies scored above 70 points, which met our Company's sustainable operation requirements.

2022 Implementation Plan

In addition to the regular evaluation schedule in 2022, we have also planned to conduct a key supplier CSR and satisfaction survey in April. 71 sustainable questionnaire surveys will be issued in November. In the future, we will continue to require manufacturers to meet the Company's environmental policy and pay attention to corporate social responsibility, environmental safety, human rights, and anti-bribery issues through order forms, third-party quality/environment/HSF system audit forms, supplier sustainability questionnaires, as well as supplier/contractor CSR and satisfaction survey forms.



CH4

Environmentally Sustainable Operations

- 4-1 Environmental Policy and Management
- 4-2 Adapt to climate change
- 4-3 Pollution prevention Management



CH.4 Environmentally Sustainable Operations

I Management Policy



Priority Issue	Management Policy	Evaluation Mechanism	Report Chapter	Page
Climate Change and Corporate Carbon Management	Climate Risk and Opportunity Identification	Evaluation by CSR Committee	4-2 Responding to Climate Change	64
Energy management	Through ISO50001 management system	Measure and monitor energy usage to improve the efficiency of energy usage.	4-1.2 Energy resource usage	62
Pollution prevention	Environmental policy Corporate Social Responsibility Code of Practice	Regular declaration, regular inspection of regulations and amendments, regular inspection of licenses, emergency response mechanism.	4-3 Pollution prevention management	69

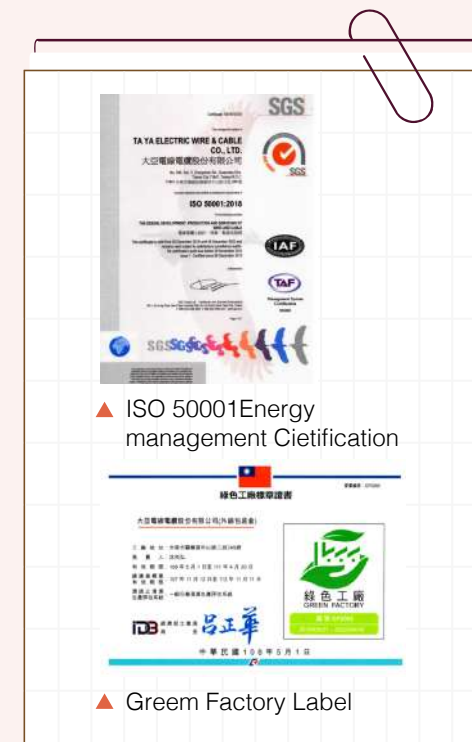
I 4-1 Environmental Policy and Management

• 4-1.1 Environmental Policy and Management

The environmental policy of the Group is to implement government environmental protection regulations and client demands, educate employees in environmental protection awareness, improve pollution treatment, recycling responsibly, and make continued improvements.

We Pledge to:

1. Continue the implementation of environmental management policies and goals, in order to reduce our environmental impact in the process of operations.
2. Comply with environmental regulations and other issues in response to global environmental protection movements;
3. Value labor safety and health, reduce the risk of disasters.
4. Continue the implementation of waste reduction and promote pollution prevention measures.
5. Improve the promotion of environmental protection concepts to all colleagues to enforce resource and energy recycling, and reduce waste of resources and energy.
6. Proactively participate in all kinds of environmental protection events, and use the Internet and relevant advertisements to raise awareness of environmental issues.



• 4-1.2 Energy Resource Usage Overview

The Group is primarily in the business of manufacturing wires and cables, and our main raw materials include copper, PVC powder, XLPE particles, plastic pellets, plasticizers, varnishes, and fiber optic wire. Our main materials also include iron shafts, wooden shafts, sealing plates, plastic shafts, cartons, stack boards, liquid nitrogen, palladium salts, gold salts and charcoal. Our main materials also include iron shafts, wooden shafts, sealing plates, plastic shafts, cartons, and stack boards. Apart from metal reels, wooden reels and cartons, no other raw materials are renewable. Copper materials are sourced mainly from Chile, Peru, Japan, South Africa and Indonesia. Imported copper plates are outsourced to Cuprime where they are processed into 8 mm copper rods. Cross-linked PE granules cannot be produced in Taiwan because of their distinctive characteristics, which is why these materials need to be imported from USA, Sweden and Korea. Spun optic fibers are mostly imported from Japan. Other materials are entirely supplied by local suppliers.

The Taya Group directly consumes gasoline, diesel, natural gas and LPG, and indirectly consumes electricity, which is the main source of energy consumption. The total energy used by TA YA in 2021 was 157,643 GJ with an emission intensity of 11.56, which decreased by 27% compared to 15.81 in 2020. The Company's 6 subsidiaries in Taiwan had a total energy consumption of 336,358 GJ, with an annual increase of 33%.



Application Status of Main Raw Materials and Materials (2021)

	Item (Unit)	Application	TA YA	Cuprime	Ta Heng	Ong Nai	Hai Duong	Dongguan	Kunshan
renewable	Copper (KG)	Main material for power cables	37,461,000	12,188,098	4,625,935	6,419,593	2,446,114	12,848,622	8,137,977
	Palladium salts (g)	Inhibits oxidation of copper rod surface and raises production yield	0	0	0	N.A.	N.A.	N.A.	0
	Gold salts (g)	Improves operational stability and extends useful life of welding pins	0	0	0	N.A.	N.A.	N.A.	0
	Iron spools (new and used) (PCS)	Packaging reel for high-voltage cables	6,532	0	35	0	0	N.A.	0
	Charcoal (KG)	Removes oxygen from copper melt during production of oxygen-free copper	N.A.	81,000	0	52,585	12,406	N.A.	0
	Wooden spools (new and used) (PCS)	Packaging reel for medium-voltage cables	23,002	0	19,222	5,356	5,927	N.A.	0
	Corrugated case (PCS)	Packaging box for magnet wires	452,482	241,450	13,128	136,287	0	852,375	330,645
	Pallets (PCS)	For loading finished goods and raw materials	12,160	1,050	3,471	1,320	0	0	14,959
	Shrouding (new and used) (PCS)	Packaging material for power cables	165,849	0	4,413	13,260	13,406	N.A.	0
unrenewable	PVC Powder (KG)	Main material for plastic granules used in power and telecom cables	1,281,500	0	0	N.A.	N.A.	N.A.	0
	XLPE particles (KG)	Material for insulation and internal/external conducting layers for power cables	2,988,743	0	162,050	212,117	144,175	N.A.	0
	Plastic pellets (KG)	Raw material for power cable cover or insulation	574,772	0	2,762,772	1,000,040	918,457	N.A.	0
	Plasticizer (KG)	Critical material for plastic granules used in power and telecom cables	591,660	0	0	N.A.	N.A.	N.A.	0
	Varnishes(KG)	Key insulated coating for magnet wires	1,343,348	0	0	336,081	N.A.	1,799,318	828,706
	Fiber Optic Wires (KM)	Main material for optical cables	8,123	0	0	N.A.	N.A.	N.A.	0
	Liquid nitrogen (KG)	For cooling of power cables and drying of telecom cables during production	231,360	0	0	8,360	N.A.	N.A.	0
	Plastic spools (new and used) (PCS)	Packaging reel for magnet wires	459,525	0	1,266	146,287	0	1,161,170	332,575

Note 1: N.A.= not applicable. The pallet consists of a wooden pallet and a plastic pallet. Since the amount of plastic pallets is small and not calculated separately, the pallets are listed as non-renewable.

Note 2: The Cuprime and Hai Duong Factories use the quantity received for calculation, while other factories base their calculation on the quantity purchased.



Volume of Energy Usage (2021)

Factory	TA YA	Cuprime	Ta Heng	Ta Ho	UEI	Venture	Union
Petro (L)	1,309	2,977	0	18,618	2,104.00	4,339.44	10,358.3
Diesel (L)	77,540	30,300	11,200	19,672	0	0	1,859.48
Natural Gas (m3)	0	3,508,151	0	0	0	0	0
LPG (kg)	2	0	1080	0	0	0	0
Electricity (kWh)	43,786,736	13,332,000	2,930,700	4,158	641,600	31,655	36,239
Energy Usag (GJ)	157,643	165,488	10,651	20	2,310	114	132
energy intensity	11.56	37.92	6.60	0.17	2.81	0.38	1.94

Note 1: Direct energy consumption includes gasoline, diesel, natural gas, and liquefied petroleum gas; indirect energy consumption is electricity.

Note 2: For UEI, liters of gasoline consumed were estimated from total expenses, as the Company used no diesel, natural gas or liquefied petroleum gas during the year.

Note 3: Energy intensity = total calorific value (GJ) / operating income (million TWD).

Note 4: Energy Product Unit Calorific Value Table 108 (2019) of the Energy Bureau of the Ministry of Economic Affairs.

Energy Usage in Overseas Plants (2021)

Factory	Dong Nai	Hai Duong	Dongguan	Kunshan
Petro (L)	7,731	295	0	2,092
Diesel (L)	83,540	21,235	0	0
Natural Gas (m3)	0	0	0	0
LPG (kg)	6,171	2,835	0	0
Electricity (kWh)	15,715,757	3,624,326	35,170,080	12,989,289
Energy Usag (GJ)	57,155	13,311	126,612	46,762

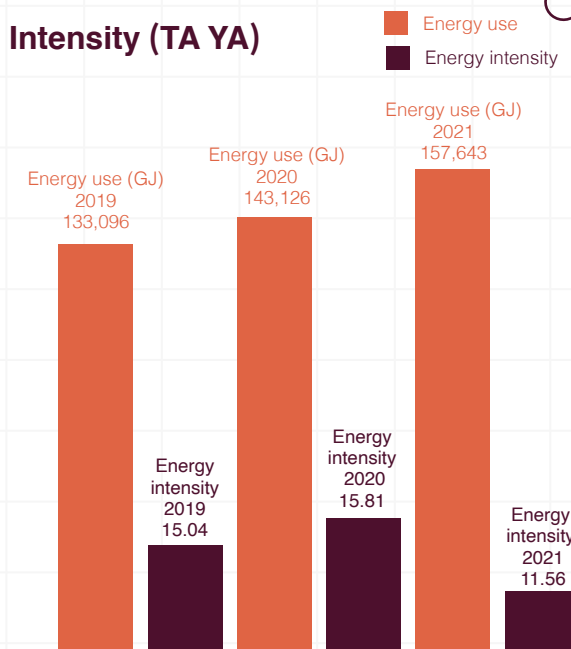
Note 1: The direct energy consumption items are gasoline, diesel, natural gas and liquefied petroleum gas; the indirect energy consumption items are electricity.

Note 2: UEI gasoline liters are estimated based on the total annual cost, without the use of crude oil, natural gas and liquefied petroleum gas.

Energy Usage and Energy Intensity (TA YA)

Year	Energy use (GJ)	Energy intensity
2019	133,096	15.04
2020	143,126	15.81
2021	157,643	11.56

Note: Energy intensity = calorific value / revenue (millions)



• 4-1.3 Solar Power Plant - TA YA Green Energy

TA YA Green Energy Technology Co., Ltd. was established in 2014 by TA YA Group with Hengs Technology Co., Ltd. (a leading solar power plant system integration brand with 21 years of experience) to enter the solar energy industry. This echoes TA YA Group's commitment to becoming a top energy connection brand. We look forward to meeting the development needs of various customer layers and achieving the goal of "where there is sunshine, there are TA YA products." In 2021, we completed the construction of the first large-scale land category change solar power plant in Taiwan - Sin Jhong Electric 76MW. Its cumulative installed capacity is 122MW, and 62 solar power plants have an annual power generation rate of up to 170 million kWh.

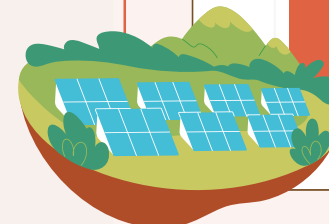
The government plans to develop 20% renewable energy by 2025, of which 20GW of solar energy is expected to be completed. The "fishery and electricity symbiosis" solar energy project promotion is an important path at the moment. Its goal is to achieve the benefits of "breeding-based value-added green electricity" that considers the rights and interests of farmers and landlords. TA YA has invested approximately 160 hectares for the "Jhih-Guang Energy" project in the Qigu Fishing and Electricity Symbiosis Zone. Phase I construction is expected to be completed by the end of 2022 with a total installed capacity of 85MW. Phase II construction is expected to be completed by 2023 with capacity of 35MW, and the total installed capacity of the Group will reach 250MW. The annual power generation capacity of 350 million kWh can supply over 100,000 households with electricity for one year, and the annual carbon reduction is estimated to be 200,000 metric tons.

TA YA is committed to becoming a "leading brand in energy connection" and collaborates with the government's energy transformation policy. The goal is to upgrade the breeding industry by making solar photovoltaic power generation a part of the added value for breeding operations. We hope the fishery and electricity symbiosis model can help to achieve harmony between ecology, environment, and industry.

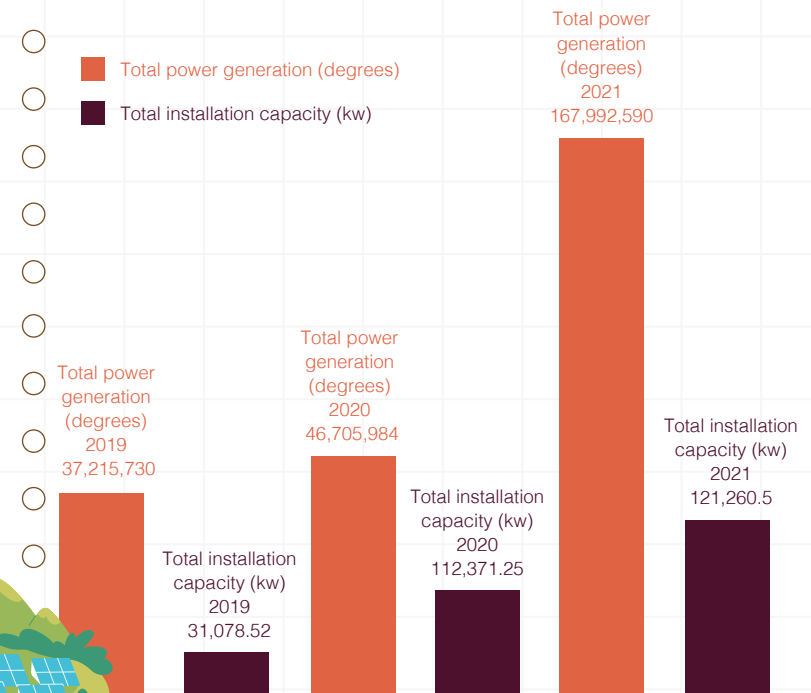
Suppliers are also required to use renewable energy in response to the subsequent international enterprises' commitment to use 100% renewable energy. By extension, this has driven global green supply chain companies to use renewable energy in large quantities, and domestic enterprises have an increasing demand for renewable energy certificates. In 2021, TA YA established the "Bo Yao Power Co., Ltd." to take charge of green electricity sales, mediate Ta Ya Green Energy case transfer, and expand green electricity sales services. Its objective is to match the application and carbon emission reduction of the entire green supply chain for Ta Ya Green Energy so the Group can get on the train for net zero emissions early.

3 Type 1 Solar Photovoltaic Plants - Electrical Grade

- ✓ a. Touch Solar Power 2392.25 kW - the first electric power plant in Tainan City
- ✓ b. Bravo Solar Power 5546.1kW - entered the science park in response to regulatory requirements
- ✓ c. Sin Jhong Electric 75969.6kW - the first case of a private enterprise integrating private land to change the land category
- ✓ d. Jhih-Guang Energy 120 MW - fishery and electricity symbiosis solar energy project (expected to be completed in 2023)



	Total installation capacity (kw)	Total power generation (degrees)
2019	31078.52	37,215,730
2020	112371.25	46,705,984
2021	121260.5	167,992,590



I 4-2 Adapt to Climate Change

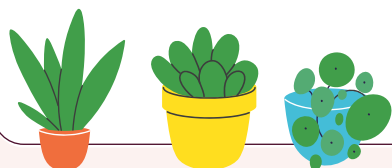
• Decrease and Adjust

In response to the impact of climate change and extreme weather on corporate operations and daily life, the Group's action strategy is divided into two aspects: reduction and adjustment.

The reduction strategy can be divided into clean production in the factory, which is self-reduction, and the provision of low-carbon related products and investment in Ta Ya Green Energy industry, which helps others to reduce the amount. Although TA YA itself is a low-energy-consuming industry, it continues to pay attention to reducing the use of energy resources, and reviews the reduction effect through greenhouse gas inspections. At the same time, we also develop green products that contribute to energy conservation and carbon reduction, and invest in the construction of solar power plants, with a total installed capacity of 121MW in 2021. Internally, although its own low water consumption, rainwater recycling facilities are still being built in the factory area. The Group responded positively to the TCFD, which is expected to complete the identification of climate risks in 2022.

Climate Change Financial Disclosure

Governance	Strategy	Risk management	Indicators and goals
Disclosures on an organization's governance and climate-related risks and opportunities	Disclosures on actual and potential climate-related impacts on an organization's business, strategy, and financial planning.	Disclosures on how an organization identifies, assesses, and manages climate-related risks.	Disclosures on material information, indicators and targets used to assess and manage climate-related issues.
Ta Ya's Response			
<p>Ta Ya has a Corporate Social Responsibility Committee to lay down policies, strategic plans, annual plans and project plans for the group's sustainable development. The committee meets twice a year to track and evaluate the implementation of CSR strategic plans, annual plans and project plans. It reports these CSR results to the Board of Directors every year.</p> <p>The committee has an environmental sustainability group responsible for issues related to climate change.</p>	<p>Regulatory risks, regular carbon inventories, improvements made in equipment efficiency to meet energy-conservation requirements, and government-mandated use of a certain percentages of renewable energy in the future may all increase operating costs in the short term.</p> <p>However, the business opportunities brought about from expanded use of renewable energy far outweigh the risks: increased demand for new products and new investment opportunities for our company.</p> <ul style="list-style-type: none"> ● Solar photovoltaic: building solar power plants, developing solar power DC cables and composite optical-fiber floating solar cables. ● New energy vehicles: the high-frequency and high-temperature engine environments call for new types of surge-resistant magnet copper wire, magnetic conductive magnet copper wire, thermal conductive magnet copper wire, polyimide magnet copper wire, and more. 	<ul style="list-style-type: none"> ● Investigate potential risks with various departments every year, discuss SWOT analyses on future risks at the group's annual conference, report during meetings, and review regularly. ● In accordance with the Financial Supervisory Commission's "Regulations Governing Establishment of Internal Control Systems by Public Companies," Ta Ya Group has taken risk management measures, integrated eight internal control operating cycles and management systems, and established a robust and efficient internal control system. ● To monitor the company and swiftly respond to changes in the environment, the Audit Office distributes, each fourth quarter, an internal control self-assessment form to all units to review the risk levels of current operations, and to adjust the design and implementation of the internal control system. 	<ul style="list-style-type: none"> ● The annual CSR report discloses energy consumption, greenhouse gas emissions, and waste generation. It tracks climate change-related indicators, and reviews optimization plans for those indicators from time to time to create an operating model that serves the company and the environment. ● The group currently lacks targets for various indicators. These targets are being formulated and will be disclosed in the 2021 CSR report.



• 4-2.2 Greenhouse Gas Inventory

In 2009, TA YA adopted the ISO 14064-1:2006 standards for the first time to implement the greenhouse gas (GHG) inventories. Through third-party verification, the total emissions were 25,969.65 tons of CO₂e. We have since conducted activities concerning energy efficiency and carbon reduction on that basis. After 2009, all the inspections were conducted independently, and the plan to restart the inspection is currently being planned. The GHG emissions primarily come from purchased electricity (Scope 2), which accounts for 75%. In contrast, the emissions from stationary combustion sources, sources of manufacturing processes, mobile combustion sources, and dissipative GHG sources (Scope 1) account for 25%. Meanwhile, with regard to other indirect GHG emissions from outsourced activities (Scope 3), collecting some data has been difficult. Hence the inventories have currently been conducted on a qualitative basis.

In 2021, TA YA's greenhouse gas inventory conducted under ISO14064-1 totaled 24,211.55 metric tons of CO₂e with an emission intensity of 1.78, which showed a 28% annual reduction based on emission intensity. Purchased electricity (Scope 2) accounted for 90.78% and was Ta Ya's primary source of carbon emission. The scope of GHG inventory was expanded in 2018 (to include blowtorches, gas, acetylene, welding rods, refrigerants, CO₂-based fire extinguishers, and septic tanks under Scope 1) in response to the low-carbon and sustainable management business trend. Optimization of equipment configuration, processes, and energy efficiency will continue to be our key focus toward sustainability.

The total emissions of the seven companies in Taiwan (TA YA, Cuprime, Ta Heng, Ta Ho, UEI, Venture, Union) are 40,618.04 metric tons of CO₂e, which showed an annual increase of 28.77% compared to 31,543.41 metric tons of CO₂e in 2020. Among them, TA YA's total emission was 24,211.55 metric tons of CO₂e (accounting for 59.61% of the Group's emissions in Taiwan), followed by Cuprime's total emission of 13,370.18 metric tons of CO₂e (accounting for 32.92%). TA YA Group's revenue was outstanding last year, which affected production data. Although the greenhouse gas emissions increased, TA YA's emission intensity was 1.78, which decreased by 28% compared to 2.47 in 2020.

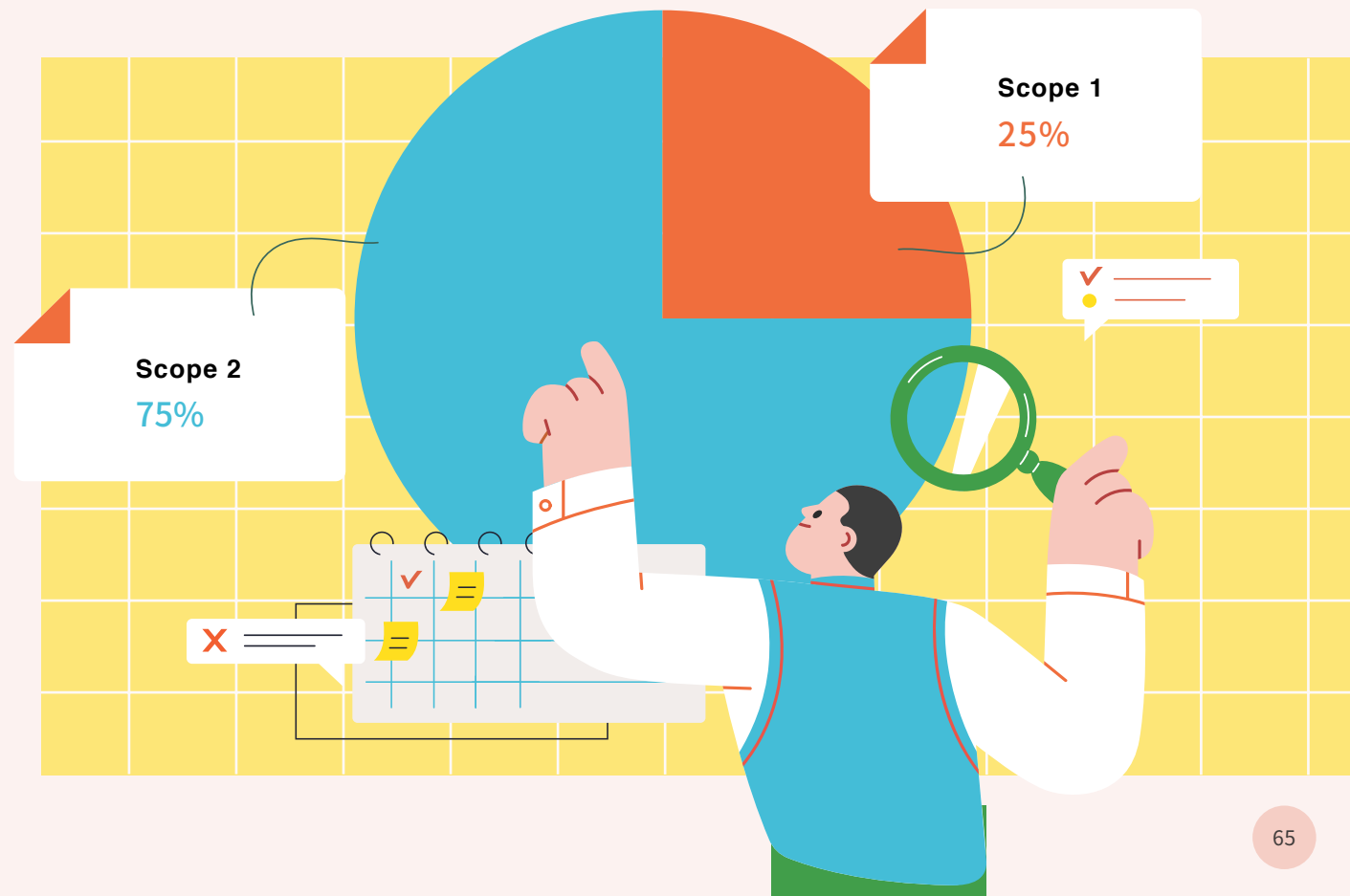
Total Emission of Greenhouse Gasses in Taiwan (2021)

Unit : tons CO₂e

Emission ratio of each category	Scope1	Scope2	Total
Total Emission of Greenhouse Gasses (tons CO ₂ e)	10,117.40	30,500.63	40,618.04
Percentage of total emissions (%)	24.91%	75.09%	100.00%

Note: The source of this emission factor is the Energy Bureau of the Ministry of Economic Affairs. Direct emissions are emissions from the combustion of gasoline, diesel, natural gas, and liquefied petroleum gas, while indirect emissions are emissions from the use of purchased electricity. The global warming potential (GWP) version used is: IPCC Fourth Assessment Report (2007)

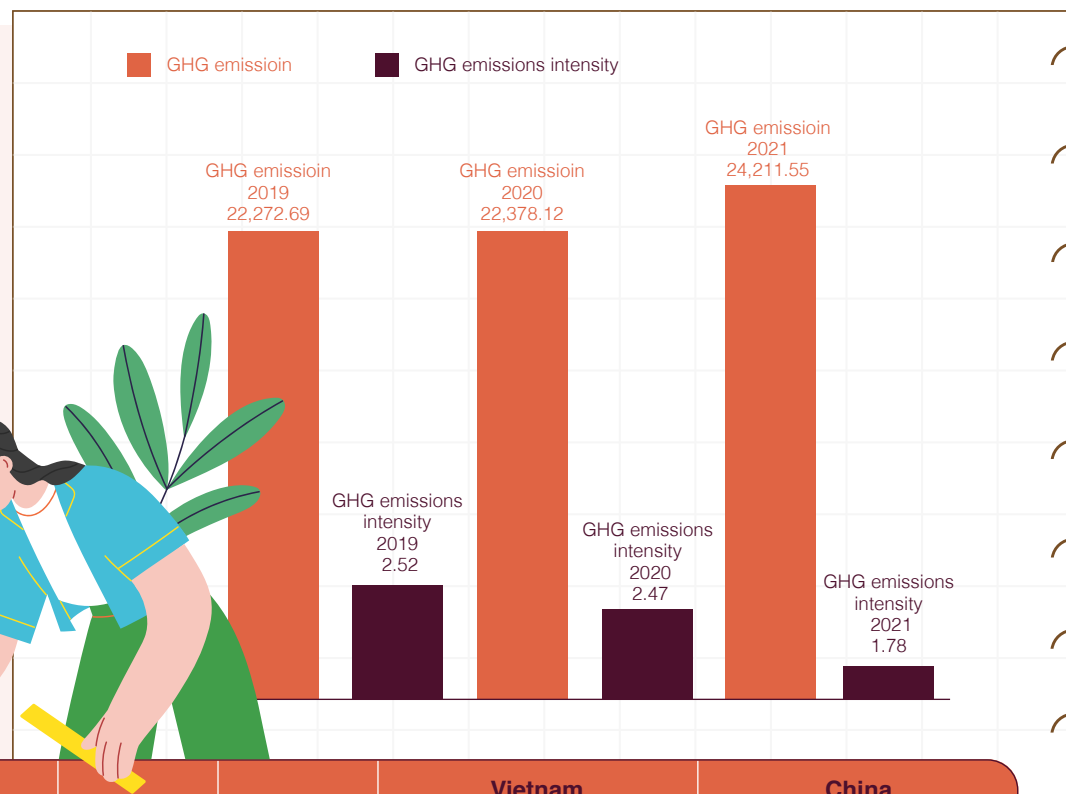
Total Emission of Greenhouse Gasses (ton CO₂e/year)



Greenhouse gas emissions and emission intensity (TA YA)

Year	GHG emission	GHG emissions intensity
2019	22,272.69	2.52
2020	22,378.12	2.47
2021	24,211.55	1.78

Note: Greenhouse gas emission intensity = total greenhouse gas emissions (metric tons) / operating income (in NT\$ million)



Affiliates gas emissions and greenhouse emissions intensity (2021)

	Cuprime	Ta Heng	Ta Ho	UEI	AD	Hengs	Vietnam		China	
							Dong Nai	Hai Dong	Dong Nai	Hai Dong
Scope1	6,677.51	1,070.57	93.40	4.76	9.82	28.29	6,185.57	2,789.64	0.00	4.73
Scope2	6,692.66	1,471.21	2.09	322.08	15.89	18.19	3,033.14	699.49	34,361.17	12,690.54
Total emission	13,370.18	2,541.78	95.49	326.84	25.71	46.48	9,218.71	3,489.14	34,361.17	12,695.27
Emission intensity	3.06	1.58	0.80	0.40	0.09	0.68	5.05	4.54	8.41	5.25



• 4-2.3 Energy-Saving and Carbon-Reduction Measures

Although the group is comprised entirely of low-energy and low-water consumption businesses, it continues to improve the ways business operation is managed and introduce new energy-saving equipment. Several energy-saving measures have been adopted to date, such as: natural ventilation, power usage monitor, power efficiency improvement, use of energy-efficient lighting equipment, recycling of heat through thermal cycle, inverter device for cooling tower motor, and power-saving incentives for employees.

In 2021, TA YA Group implemented energy saving and carbon reduction measures, saving a total of 961,237.32 kWh of electricity, equivalent to 3,460.46 joules, and reducing carbon emissions by 482.54 metric tons.



Company	Item	Directions	After Improvement		
			Power saving (kWh)	Reduced Joules (GJ)	Reduced Carbon Emissions (metric tons CO ₂ e)
TAYA	Production equipment update	D2 tap water pressurization station 75HP motor with frequency converter	240,575	886.07	120.77
		Replacing ordinary motors with high-efficiency motors	208.648	751.13	104.74
		The 120MM lighting of the extruder in the communication factory was improved; (the old energy-consuming mercury lamps (200W~250W) in the communication factory were replaced with LED patio lights (150W))	5,040	18.14	2.53
Ta Heng	Lighting Equipment Update	In-plant traditional fluorescent lamps (4 feet, 2 feet) replace LED	2,095	7.54	1.05
		Replacing the lighting cover of the communication workshop to increase lighting and reduce the use of lighting	5,303	19.09	2.66
	Lighting Equipment Update	LED patio light 150W*30pcs	32,760	117.94	16.45
UEI	Adjust equipment operating time	Mold temperature machine, injection molding machine, ice water machine, air compressor	50,662	182.38	25.43
	Equipment Update	cooling tower	2,230	8.03	1.12
Dongguan	Equipment Update	The solar heat exchange machine was replaced by Shengyong heat cycle machine	21,943	78.99	11.02
		The vertical heat exchange machine was replaced by Shengyong heat cycle machine	62,402	224.65	31.33
Kunshan	Equipment Update	H06 complete machine replacement	329,579.32	1,186.49	165.45
total			961,237.32	3,460.46	482.54

Note: Estimates of energy consumption reduction assume 12-month duration of energy saving measures and are not actual monitoring results. The estimation of carbon reduction is based on the 2019 electricity emission factor of 0.502KgCO₂e/kWh.

• 4-2.4 Risks and Opportunities

Extreme high and low temperature and extreme heavy rain appear more frequently due to climate change. How to generally understand the risks and find potential opportunities is indispensable for an enterprise to pursue sustainable development.

All the factories of Ta Ya must enhance the drainage and maintain the factory buildings to face the risks in the change of the climate conditions and defend the attack of the extreme heavy rain and fierce typhoon. As for the opportunity, three consecutive typhoons (Magi, Meranti, and Nepartak) in 2016 brought about power failure and about 6 million households were affected merely because the wire poles were broken. To defend against typhoons thoroughly, Taipower started a disaster-preventive resilience project to lay cables underground in the section where roads are against the wind and seriously damaged. For Taiwan where earthquakes occur frequently, laying cables underground is most effective to ensure stable supply of electricity. To implement this project, Taipower prepares a budget of NT\$ 7.4 billion to lay cables of 463 kilometers underground within 3 years. Ta Ya 25kV cables are used for the project. It will be beneficial to the operation of the Company.

As for the legal and regulatory risks, regular carbon inventory, improvement of equipment efficiency to meet the energy saving requirement, or use of renewable energy to an extent required by the government may lead to increase of the operating cost before long. However, the opportunities created by using more renewable energy is much greater than the risk. This not only encourages use of new products, but also bring the new investment opportunities.

- ● — Photovoltaics: Construction of solar power plant, development of special PV DC cables and optical fiber composite floating solar cables.
- ● — New energy vehicle: Anti-surge magnet wires, magnet wires, thermal wires, polyimide magnet wires are developed to solve the problems of the higher frequency and temperature in the operation environment of the vehicle motors.
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Risks and Opportunities in the Climate Change

	Amendment of laws and its impact	Change of the climate conditions and its impact
Risk	Emission report requirements >> increase of operating costs Regulations and standards of product efficiency >> increase of operating costs General environment regulations >> Increase of operating costs	Extreme raining model >> increase of operating costs
Opportunity	Regulations and standards of product efficiency >> increase of the needs for service Renewable energy regulations >> investment opportunities, more social benefits	Extreme raining model >> new products/business services

• 4-2.5 Group Greenhouse Gas Inventory Plan

Area	Inventory Category	Implementation	Estimated Completion Date
Taiwan	TA YA 、Cuprime 、Ta Heng 、Ta Ho 、UEI 、Union 、Venture	processing	Third-party verification expected in February 2023
China	Dongguan	Launch in May 2022	Third-party verification is expected in May 2023
	Kunshan	processing	Third-party verification expected in August 2022
Vietnam	Dong Nai	processing	Third-party verification expected in July 2022
	Hai Duong	processing	Third-party verification expected in December 2022

I 4-3 Pollution Prevention Management

• 4-3.1 Air Quality Management

The fixed pollution sources of the Ta Ya factory in Guanmiao are all equipped with pollution prevention devices. The pollutants include volatile organic compounds (VOC) and granular pollutants. The pollution prevention equipment includes a catalytic converter, a bag-type dust collector, and a venturi scrubbing tower. In accordance with air pollution prevention laws and regulations, we monitor and report emissions from our fixed sources. Cuprime's fixed air pollution source emissions are regularly tested once a year, the results of which are reported to the authorities. It has been certified by the environmental protection authority to comply with stationary air pollution standards.

Emissions of Stationary Pollution Sources (tons)

Year	Company	TA YA	Cuprime	Dong Nai	Hai Duong	Dongguan	Kunsgan
	Factory						
2021	SOx	0	N.A	0.058	NA	NA	0
	NOx	0	4.425	0.041	NA	NA	0
	VOC	22.78	0.817	N.A.	NA	NA	0
	Particulate Pollutants	0.00115	0.035	0.125	0.44	NA	0

Note: There are no emissions from fixed sources in the other plants not mentioned here.

Note 2: The emission of Dongguan VOC will be monitored online in 2021 according to the requirements of the local government and transmitted to the platform in real time, so it is impossible to count the specific amount. According to the national standard, if the emission exceeds the standard, it will be notified immediately and improved immediately

• 4-3.2 Toxic Substance Management

The company has complete toxic chemical handling and chemical disaster prevention measures and drills in place. As varnishes and plasticizers are used in the manufacturing process, which are listed as regulated items of toxic chemicals by the EPA, Ta Ya is required to implement one emergency toxic chemical disaster prevention drill and two unscheduled drills annually in compliance with the relevant regulations. Moreover, the company implements one fire drill and one public hazardous material disaster prevention drill annually. Other affiliated companies do not use toxic substances.

• 4-3.3 Water Management

All factories in Taiwan and Vietnam use only tap water. In order for the wastewater from the factories to meet the regulations for industrial effluent, Ta Ya's Guanmiao and Dawan factories and Cuprime periodically inspect the water quality, maintain handling equipment, and have sewage treatment equipment in place. Every year, two sample tests are conducted on commissioned certified water quality facilities, and the processed effluent is discharged into the drains outside the factories. The receiving water bodies for the Guanmiao and Dawan factories are the Erren and Sanyegong rivers, respectively, while for Cuprime, it is the Fusen River.

With regard to wastewater recovery, in addition to the soft water recycling system of our cable PVC and PE extrusion process and the cooling water of the CV production line, our enameled wire production process recovers its pure water in order to save water resources. In 2021, the water consumption and wastewater discharge by the Guanmiao plant decreased by 17,791 metric tons (or 14.3%) compared to 2020. In 2011, storage tanks with a total capacity of approximately 60 tons were set up in the Guanmiao Factory area for rainwater harvesting. The water collected has been used for garden watering, toilet flushing, and floor cleaning in the factory area. In June 2015, water meters were installed for recording. As of 2021, the cumulative volume of rainwater harvested was 131 tons. No recycling of production water or rainwater has been adopted at the Dawan Factory.

Among our affiliated enterprises, Cuprime has adopted water-saving measures such as collecting and processing wastewater from production in a recovery reservoir and then reusing the water for cooling water circulation in the casting zone. Ta Heng set up a 150 MT reservoir for rainwater recovery. This reservoir supplies water for circulation in the extrusion process and toilet flushing.

The Guanmiao plant has implemented tap water reuse. Before the implementation (2020), the average monthly water consumption was 930 m³. After the execution (2021), the average monthly water consumption was 629 m³. The calculation indicated that the annual water saving was about 3612 m³.

Water Consumption (2021)

Unit : tons

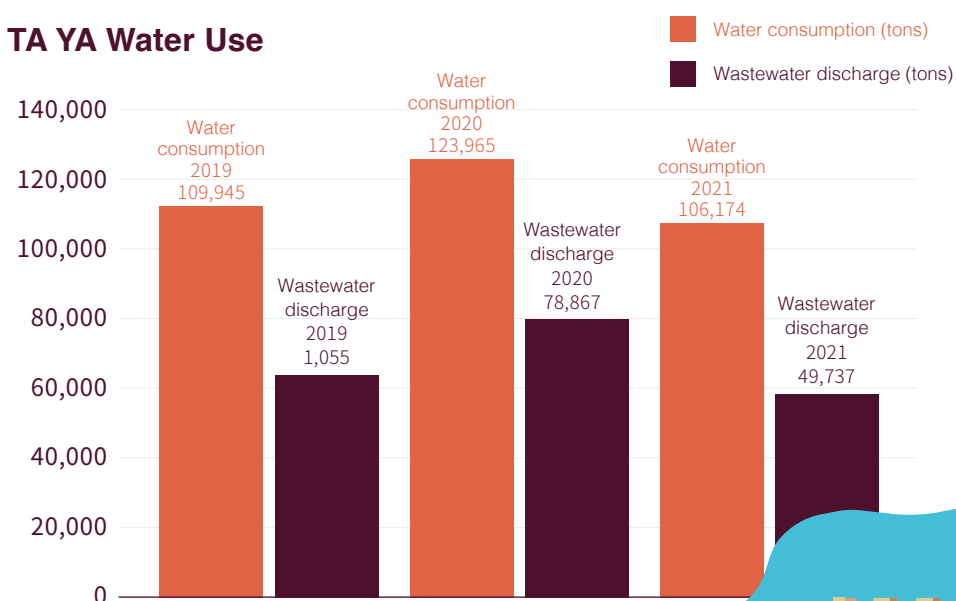
TA YA	Cuprime	Ta Heng	Ta Ho	UEI	Venture	Union	Dong Nai	Hai Duong	Dongguan	Kunsgan
106174	29258	5031	303	1564	166	166	18962	14356	83210	32197

Note: 1 degree of water = 1 metric ton = 1 cubic meter = 1,000 liters

TA YA Water Use

Year	Water consumption (tons)	Wastewater discharge (tons)
2019	109,945	1,055
2020	123,965	78,867
2021	106,174	49,737

TA YA Water Use



Wastewater Discharged (2021)

Unit : tons

TA YA	Cuprime	Dong Nai	Hai Duong	Dongguan	Kunsgan
49,737	2,253	11,377	2,246	0	0

Note: Ta Heng, Ta Ho and AD do not require emission permits, so the wastewater discharge is not counted.



Average Effluent Quality (2021)

Item	Effluent standard	TA YA		Cuprime
		Guan miao	Da wan	
Chemical oxygen demand (mg/L)	100	11.3	ND	97.4
Biological oxygen demand (mg/L)	30	1.8	N.A	N.A.
Suspended solids (mg/L)	30	4	11.1	4.8
Heavy metal - copper (mg/L)	3	0.016	0.341	0.23

Note: Below the limit of method detection is indicated by ND

Company	Vietnam			
Factory	Dong Nai		Hai Duong	
Item	Standard	Actual measurement	Standard	Actual measurement
Chemical oxygen demand (mg/L)	800	267	Not specified	23
Biological oxygen demand (mg/L)	500	150	60	8
Suspended solids (mg/L)	300	142	120	<10
Heavy metal - copper (mg/L)	N.A.	N.A.	N.A.	KPH (0.04)

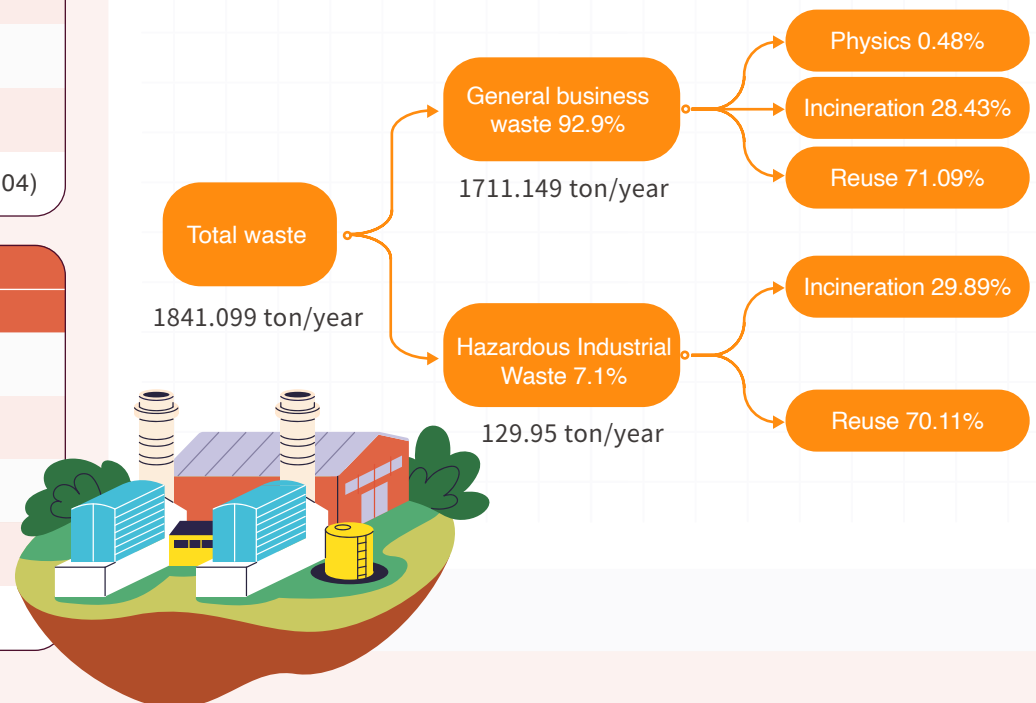
Company	China		
Factory		Dongguan	Kunshan
Item	Standard		
Chemical oxygen demand (mg/L)	500	213	0
Biological oxygen demand (mg/L)	300	51.6	0
Suspended solids (mg/L)	400	162	0
Heavy metal - copper (mg/L)	N.A.	NA	0

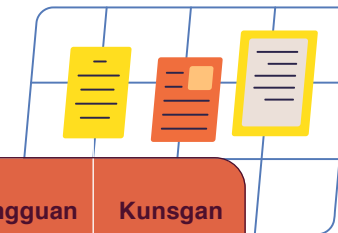
4-3.4 Waste Management

The promotion of industrial waste classification and resource recycling is one of our annual goals carried out with the aim to encourage all our business units to implement waste classification and effective resource recycling in reducing environmental damage. Ta Ya divides waste classification into four categories: waste oil, waste solvents, waste fiber, and general waste. Waste in the first three categories is treated by waste treatment contractors certified by the Environmental Protection Administration. Waste oil is processed with physical treatment while waste solvents, wood, pallets, and general waste are incinerated.

All construction materials used by contractor - Hengs for the construction of solar power plant are reusable, including aluminum, iron and stainless steel. All construction waste is recovered and disposed by professional environmental service providers. Only fresh water, not chemical solution, is used for cleaning at construction sites, which poses minimal impact to the surrounding environment.

TA YA Guanmiao Plant Waste Flow Diagram





Waste Disposal Amount (2021)

Company Factory	Item	Treatment	TA YA	Cuprime	Ta Heng	UEI	Dong Nai	Hai Duong	Dongguan	Kunsgan
General Waste	Waste Oil (ton)	Physical treatment	247.23	0	N.A	2.55	14,946	2,392	NA	4
	Waste Fiber (ton)	Incineration	8.28	N.A	N.A	N.A	N.A.	0	NA	N.A.
	Waste Wooden Boards (ton)	Incineration	61.43	0	7.13	N.A	N.A.	3,155	4.8	N.A.
	General waste (ton)	Incineration	161.81	54.93	25.35	11.66	25,200	3,245	11.9	4.8
	Waste plastic mixture	Incineration	N.A	N.A	N.A	1.25	N.A	N.A	N.A	N.A
	Non-hazardous organic waste liquid or waste solvent	Incineration	N.A	N.A	N.A	4.17	N.A	N.A	N.A	N.A
Hazardous Industrial Waste	Waste Solvent Cleanup (Metric Tons)	Incineration	38.84	N.A	N.A	N.A	1,060	N.A	46.8	N.A

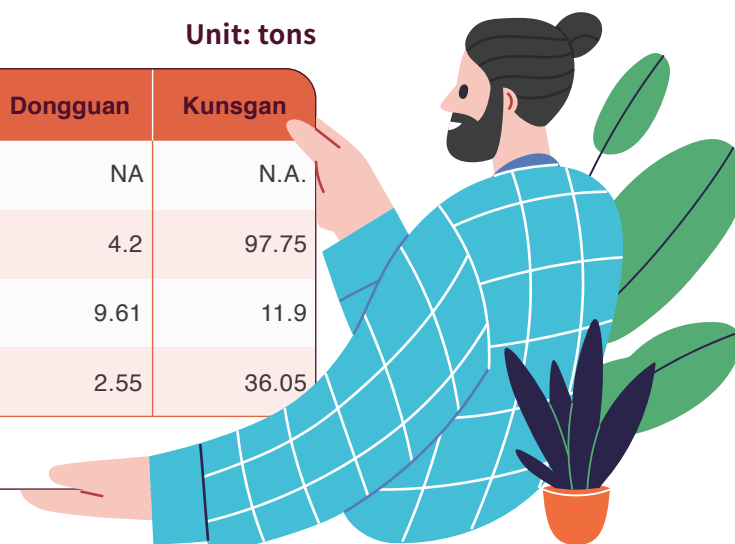
Note: The general waste disposal volume of the TaYa Dawan plant is estimated based on the monthly clearance volume signed with the waste manufacturer. Da Heng's waste wood pallets are brought back to the supplier for disposal. Ta Ho is located in the Taya Guanmiao Factory, and its waste committee is handled by Guanmiao Factory.

Resource Recovery Amount (2021)

Unit: tons

Company	TA YA	Cuprime	Ta Heng	UEI	Dong Nai	Hai Duong	Dongguan	Kunsgan
Waste Wires/Cables	1,234.31	0	46.3	0	35,203	0	NA	N.A.
Waste Metal Composites (iron, steel)	127.23	62.49	12.44	2.74	62,404	5,052	4.2	97.75
Waste Paper	64.08	11.39	4.76	5.56	N.A.	0	9.61	11.9
Waste Plastic Composites	67.344	0.41	2.32	0.31	63,489	65,494	2.55	36.05

Note: The volume of UEI is estimated.



CH5

Employee Health and Welfare

- 5-1 Human Rights Protection
- 5-2 Overview of Employees
- 5-3 Welfare and Care
- 5-4 Occupational Safety and Health
- 5-5 Educational Training



CH5. Employee Health and Welfare

I Management Policy

Priority Issue	Management Policy	Evaluation Mechanism	Report Chapter	Page
Talent training and education	Talent development quality management system (TTOS), training policy and training commitment, education and training operation procedures, lecturer selection and appointment management methods	Training performance evaluation Professional training: experience report On-the-job training: quiz score sheet Statistical table of training number and cost	5-5 Educational Training	90
Talent attracting and retaining	Measures for annual performance appraisal of employees, measures for distribution of bonuses and bonuses, measures for key talent retention, and measures for promotion of employees	Annual promotion examination, bonus and bonus method, key talent retention method, personnel entry rate, exit rate statistics table, turnover rate	5-3 Welfare and Care	80
Harmonious labor relations	Corporate Social Responsibility Code of Practice Hold regular labor-management meetings	labor meeting minutes Number of mediations and lawsuits	5-1 Human rights protection	76

Employees are the most valued assets of Ta Ya Group. The Group understands that happy and healthy employees are the driving force for improvements that maintain the company's competitive strength. Only happy and healthy employees would have the endless energy for innovations. We value the relationship between our employees as more than mere contractual relationships. We see them as family members, so we take the initiative to care for their work environment. Harmonious labor relations are the cornerstone of our continued growth.

The Group proactively promotes every kind of welfare measure for its employees. The established trade union and laborers' conference effectively serves as the channel of communications between the two sides. We periodically hold educational trainings and professional skill evaluations for the staff and encourage our employees to serve as corporate volunteers for the company, promoting inner and outer growth. Our goal for employees is to assist them in obtaining a good balance between work and family life. By providing a conducive environment for such a lifestyle, we bring forth continuous quality work performance.

I 5-1 Human Rights Protection

The Group complies with domestic laws and international human rights conventions, and the employment of employees will not be discriminated based on race, class, language, religion, party affiliation, nationality, gender, marriage, appearance, physical and mental disabilities, birthplace, and age. Salaries are not differentiated by gender; all employees have equal opportunities for advancement.

When there are major changes in company operations that may affect labor rights and interests, inform those who have served in the company for more than three months but less than one year before 10 days; notify those who have served in the company for more than one year but less than three years before 20 days; notify those who have served the company for more than three years before 30 days Those who have served in the company for more than three years are considered to protect the working rights and interests of employees.



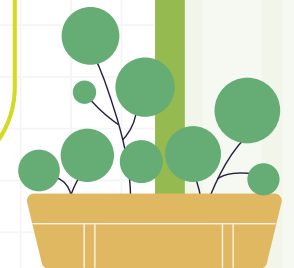
• 5-1.1 Gender Equality

The Taiwan region guarantees gender equality in accordance with the law, and promises a notice period for major operational changes in the contract. We have established "Complaint and Punishment Measures for Sexual Harassment Prevention and Control in the Workplace" and regularly conduct related publicity activities. The balance between work and life is one of the values we attach importance to. The company provides flexible measures such as parental leave without pay, family care leave, and miscarriage leave for employees to choose.



• 5-1.2 Employee Union

The group respects employees' right of association and their legal entitlement to assemble unions and engage in collective bargaining. Ta Ya and Cuprime both have worker unions created within them. Ta Ya organizes regular labor-management meetings, places dedicated hotlines and emails, and engages unions in collective bargaining negotiations on an ongoing basis. In 2021, the group received no complaint and encountered no occurrence of employment dispute or violation against freedom of association in any of its offices, affiliated enterprises or suppliers thereof.



• 5-1.3 Employeesatisfaction Survey

Help managers understand employees' satisfaction and work status as a reference for improving management measures and methods, strengthening work morale or decision-making, and achieving a win-win between the Company and employees. Each year, the Company's electronic bulletin board invites TA YA's unit managers or lower-level personnel to fill in a questionnaire, and 242 copies were retrieved in 2021. The questionnaire is divided into 5 categories: "supervisor leadership," "working conditions," "colleague relations," "organizational atmosphere," and "work environment."

The questionnaire survey results indicated that the overall average satisfaction of colleagues in 2021 is lower than that in 2020. Part of the satisfaction level decrease is due to the work diversion or work from home due to COVID-19. The transaction processing is not as smooth as before, the environment is not as convenient as in the office, and communication between personnel takes longer. A lot of work content has been added due to legal requirements. Although new personnel had been hired, they could not alleviate the situation, and the time pressure became dire.

The scores for the supervisor leadership items such as "clear job performance benchmarks from supervisors" and "your fairness assessment for supervisors" have dropped. In addition to conveying relevant opinions to supervisors, we will also timely advocate the spirit of performance appraisal and work methods during meetings and require supervisors to conduct interviews to reduce inaccurate communication and improve staff satisfaction.



I 5-2 Overview of Employees

In 2021, there are 874 employees from seven companies in the Taiwan region (including TA YA, Cuprime, Ta Heng, Ta Ho, UEI, Union, and Venture).

There are 706 employees in four companies in overseas regions (Dong Nai, Hai Duong, Dongguan, Kunsgan).

The total number of employees in TA YA in 2021 is 600. Due to the nature of the work that requires a lot of physical strength and the factory works in 24-hour shifts, the proportion of males employed is higher than that of females, and the proportion of males and females is 89% and 11%; irregular contract personnel 594 88% and 11% of men and women are employed, and there are 6 fixed-term contract staff, and the proportion of men and women employed is 1% and 0%. Our starting salary does not differ by gender, and we support the government in promoting the employment of people with disabilities. In 2021, 8 people will be hired, and 7 indigenous employees and 65 foreign migrant workers will be hired.

The ratio of male and female supervisors in the TA YA management level is as follows: 40 teachers (deputy) supervisors, accounting for 38% and 12.6% of men and women; 21 managers (deputy) managers, accounting for 22.8% and 3.8% of men and women 8 people at the assistant level are male, accounting for 10.1%; 10 people above the deputy general level are male, accounting for 12.7%. The personnel transfer mechanism makes personnel adjustments based on promotion, talent cultivation, expansion, etc.

• 5-2.1 Employees Composition

			TA YA		Cuprime		Ta Heng		Ta Ho		UEI		Venture		Union		Dong Nai		Hai Duong		Dongguan		Kunshan	
			number of people	%	number of people	%	number of people	%	number of people	%	number of people	%	number of people	%	number of people	%	number of people	%	number of people	%	number of people	%	number of people	%
Gender	Male		533	89	61	78	65	73	25	93	39	80	10	33	15	79	201	84	88	72	175	81	93	73
	Female		67	11	17	22	24	27	2	7	10	20	5	67	4	21	39	16	34	28	42	19	34	27
Age	Under 29 (inclusive)		77	13	7	9	12	13	2	7	2	4	0	0	0	0	37	15	11	9	17	8	12	9
	30~49		357	60	49	63	52	58	11	41	34	69	6	40	12	63	158	66	107	88	178	82	103	81
	Over 50 (inclusive)		166	28	22	28	25	28	14	52	13	27	9	60	7	37	45	19	4	3	22	10	12	9
Employment contract	Irregular Agreement	Male	527	88	46	59	65	73	25	93	39	80	10	33	15	79	45	19	72	59	93	43	52	41
		Female	67	11	17	22	24	27	2	7	10	20	5	67	4	21	6	3	25	20	7	3	23	18
	Regular Contract	Male	6	1	15	19	0	0	0	0	0	0	0	0	0	0	156	65	16	13	82	38	41	32
		Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	33	14	9	7	35	16	11	9
Type of Employment	Full-time	Male	533	89	61	78	65	73	25	93	39	80	10	67	14	74	201	84	88	72	175	81	94	74
		Female	67	11	17	22	24	27	2	7	10	20	3	20	2	11	39	16	34	28	42	19	33	26
	Part-time	Male	0	0	0	0	0	0	0	0	0	0	0	0	1	5	0	0	0	0	0	0	0	0
		Female	0	0	0	0	0	0	0	0	0	0	2	13	2	10	0	0	0	0	0	0	0	0
Total			600		78		89		27		49		15		19		240		122		217		127	

Note1: Employee data was accurate as of December 2021; recruits who complete the initial onboard procedures are treated as permanent employees.

• 5-2.2 Number of Employees and Current Ratio (2021)

	TA YA		Cuprime		Ta Heng		Ta Ho		UEI		Venture		Union		Dong Nai		Hai Duong		Dongguan		Kunshan	
	number of people	%	number of people	%	number of people	%	number of people	%	number of people	%	number of people	%	number of people	%	number of people	%	number of people	%	number of people	%	number of people	%
New Employees																						
Under 29 (inclusive)	23	30	4	57	3	25	0	0	2	4	0	0	0	0	15	41	2	18	15	7	7	58
30~49	36	10	23	47	3	6	1	9	34	69	0	0	5	42	9	6	5	5	28	13	16	16
Over 50 (inclusive)	13	8	1	5	0	0	0	0	13	27	0	0	5	71	1	2	0	0	0	0	0	0
Male	70	97	24	86	5	83	1	100	39	80	0	0	8	53	24	96	6	86	33	15	17	18
Female	2	3	4	14	1	17	0	0	10	20	0	0	2	50	1	4	1	14	10	5	6	18
Resignation																						
Under 29 (inclusive)	29	38	4	57	2	17	0	0	0	0	0	0	0	0	28	76	4	36	23	11	7	58
30~49	32	9	14	29	2	4	0	0	0	0	0	0	2	17	13	8	13	12	38	18	22	21
Over 50 (inclusive)	25	15	3	14	1	4	0	0	1	2	0	0	6	86	5	11	0	0	8	4	1	8
Male	82	95	17	81	3	60	0	0	1	3	0	0	7	47	39	85	12	71	57	26	26	28
Female	4	5	4	19	2	40	0	0	0	0	0	0	1	25	7	15	5	29	12	6	4	12

• 5-2.3 Gender Ratio of Management Employees (2021)

		TA YA	Cuprime	Ta Heng	Ta Ho	UEI	Venture	Union	Dong Nai	Hai Duong	Dongguan	Kunshan
(Deputy) Department Heads	Male	30	5	5	1	1	0	0	12	10	10	10
	Female	10	5	2	0	0	0	0	4	2	3	3
(Assistant) Managers	Male	18	5	1	0	1	0	2	8	5	10	5
	Female	3	1	1	0	2	1	0	1	0	2	0
Associates	Male	8	2	4	0	1	2	1	0	0	1	1
	Female	0	0	0	0	0	2	0	0	0	0	0
Vice Presidents or above	Male	10	4	4	1	1	7	2	1	1	1	1
	Female	0	0	0	0	0	0	0	0	0	0	0
Total		79	22	17	2	6	12	5	26	18	27	20
Female supervisor(%)		16%	27%	18%	0%	33%	25%	0%	19%	11%	19%	15%

• 5-2.4 Diversity (2021)

	TA YA	Cuprime	Ta Heng	Ta Ho	UEI	Venture	Union
^(note1) Disability Employees (Required)	6	1	1	0	0	0	0
Disability Employees (Actual)	8	2	1	0	0	0	0
^(note2) Aboriginal employees (Required)	6	1	0	0	0	0	0
Aboriginal employees (Actual)	7	0	0	0	0	0	0
Foreign workers	65	15	13	1	0	0	0

Note 1: According to Article 38 of the Law on the Protection of the Rights and Interests of Persons with Disabilities.

Note 2: Article 12 of the Law on the Protection of the Right to Work of Indigenous Peoples.

I 5-3 Welfare and Care

• 5-3.1 Employee Salary and Benefits (2021)

	TA YA			
	2019	2020	2021	Difference
Number of employees (person)	618	614	599	an decrease of 15 people
Salary and benefits of employees (1000)	535,219	630,962	754,287	an increase of 123,000
Average salary and benefits per person (1000)	866	1,028	1,259	an increase of 231,000
Total number of full-time employees who are not in supervisory positions (person)	584	588	569	19 fewer people
Average salary of full-time employees who are not in supervisory positions (1000)	663	760	927	an increase of 167,000
Median salary of full-time employees in non-supervisory positions (1000)	627	722	860	an increase of 138,000

Description

Employee remuneration packages mainly include basic fixed salaries, bonuses, and benefits. They are determined based on personal ability, contribution to the Company, performance, market value of their positions, and the Company's future operational risks, which are positively correlated to business performance. As for welfare design, multi-faceted measures are planned according to the needs of employees.

The statistical increase in 2021 compared to 2020 is due to the annual salary adjustment, the Company's good operating performance, and the Company's management method. The difference is positively correlated.

*Statistical subjects exclude those who are on leave without pay

• 5-3.2 Salaries and Benefits of Employees of Affiliated (2021)

	Cuprime	Ta Heng	Ta Ho	UEI	Venture	Union
Employee salary and benefits (thousands of dollars)	88,497	64,055	16,117	82,218	38,142	14,189
Total number of employees (person)	97	89	27	49	15	19
Salary and benefits per capita (thousands of dollars)	912	681	597	1,678	2,432	747
Number of full-time employees who are not in supervisory positions (weighted average)	85	63	19	40	2	11
Average salary of full-time employees who are not in supervisory positions (thousands of dollars)	498	566	532	1,000	1,314	753
Median salary of non-supervisory full-time employees (thousands of dollars)	484	563	583	943	1,314	764

Note: Data from 1 to 3 of Cuprime is the combined calculation of Cuprime and its affiliate Dayan Metal Technology Co., Ltd.

Employee welfare committees have been formed at Ta Ya, Cuprime, and Ta Heng. Their main responsibilities are: the examination, implementation, and supervision of employee welfare affairs; the planning, custody, and withdrawal of employee welfare funds; the allocation, auditing, and budgeting of employee welfare funds; and other relevant employee welfare affairs.

Ta Ya

Ta Ya has 21 seats of representatives on the employee welfare committee, comprised of one from the employer as an ex-officio member, six from the staff, and 14 from the guild. One chairperson is elected from the representatives. Except for the ex-officio member, the committee members have three-year terms and may be re-elected. The employee welfare committee meets once every three months.

Cuprime

Cuprime has 13 seats of representatives on the employee welfare committee, made up of three from the employer as ex-officio members and 10 from the staff. One chairperson is elected from the representatives. Except for the ex-officio members, the committee members have three-year terms and may be re-elected once. The employee welfare committee meets once every three months.

Ta Heng

Ta Heng has seven seats of representatives on the employee welfare committee, composed of one from the employer as an ex-officio member and six from the staff. One chairperson is elected from the representatives. Except for the ex-officio member, the committee members have three-year terms and may be re-elected. The employee welfare committee meets once every four months.

• 5-3.3 Welfare Measures

The Group's employee welfare includes: year-end, profit-sharing, and long-employment bonuses; uniforms and safety shoes; marriage/funeral cash gifts/celebratory curtains/garlands applications; educational training, language, lunch, and employee travel subsidies; Labor Day, Dragon Boat Festival, Mid-Autumn Festival, Spring Festival gifts, parties and dinners (organized by the welfare committee); club activity subsidies; birthday gifts; employee insurance (extended to employee family members, paid by the members at a discounted price); and employee accident condolences. The company also holds physical examinations annually, organized by the Occupational Safety & Health Office. In addition, employees have voluntary marriage/funeral/celebration subsidies and employee mutual assistance funds on the death of the employee, family members, spouse, or children.



• 5-3.4 Social Activities

To help staff relieve work pressure, enhance team spirit, promote fitness, and foster a cultural atmosphere, Ta Ya has recreational employee clubs for biking, yoga, hiking, charity, photography, culture appreciation, badminton, mountain hiking, skating, and KTV, adding to the employees' quality of life.

• 5-3.5 Salary System

The Group has a competitive overall remuneration system, the components of which include the base salary, performance bonuses and profit-sharing bonuses. Each employee's overall remuneration is defined in accordance with their professional knowledge and skills, duties and performance, and combined with the operational goals of the company. It does not differ based on gender, religion, race, nationality or factional preferences. Our starting salaries meet the minimum wage provisions.

Ta Ya amended its Annual Employee Performance Evaluation Procedure in 2013 to reflect an employee's contribution and performance based on fair and reasonable regulations. The goal is combined with performance, and when evaluating the performance and setting up goals, the chief evaluator should interview the employee. For low-performing employees, an improvement counseling program is in place whereby the manager provides assistance, counseling and prompt advice to achieve the goal of the performance evaluations.

• 5-3.6 Pension System

TA YA established the Labor Retirement Reserve Supervision and Management Committee in August 1984, and deposited 15% of the total salary to the special Taiwan Bank Retirement Fund account monthly to ensure the employees' retirement rights. As the Labor Standards Act requires, the Company estimates the balance of its pension fund account before the end of each year and reimburses the differences before the end of March during the following year. The Labor Pension Fund Supervisory Committee reviews all calculations and actions. For employees who opted for the new pension scheme introduced under the "Labor Pension Act" in July 2005, the Company contributes 6% of their monthly salary into their individual pension fund accounts held with the Bureau of Labor Insurance.



| 5-4 Occupational Safety and Health

• 5-4.1 Management Measures

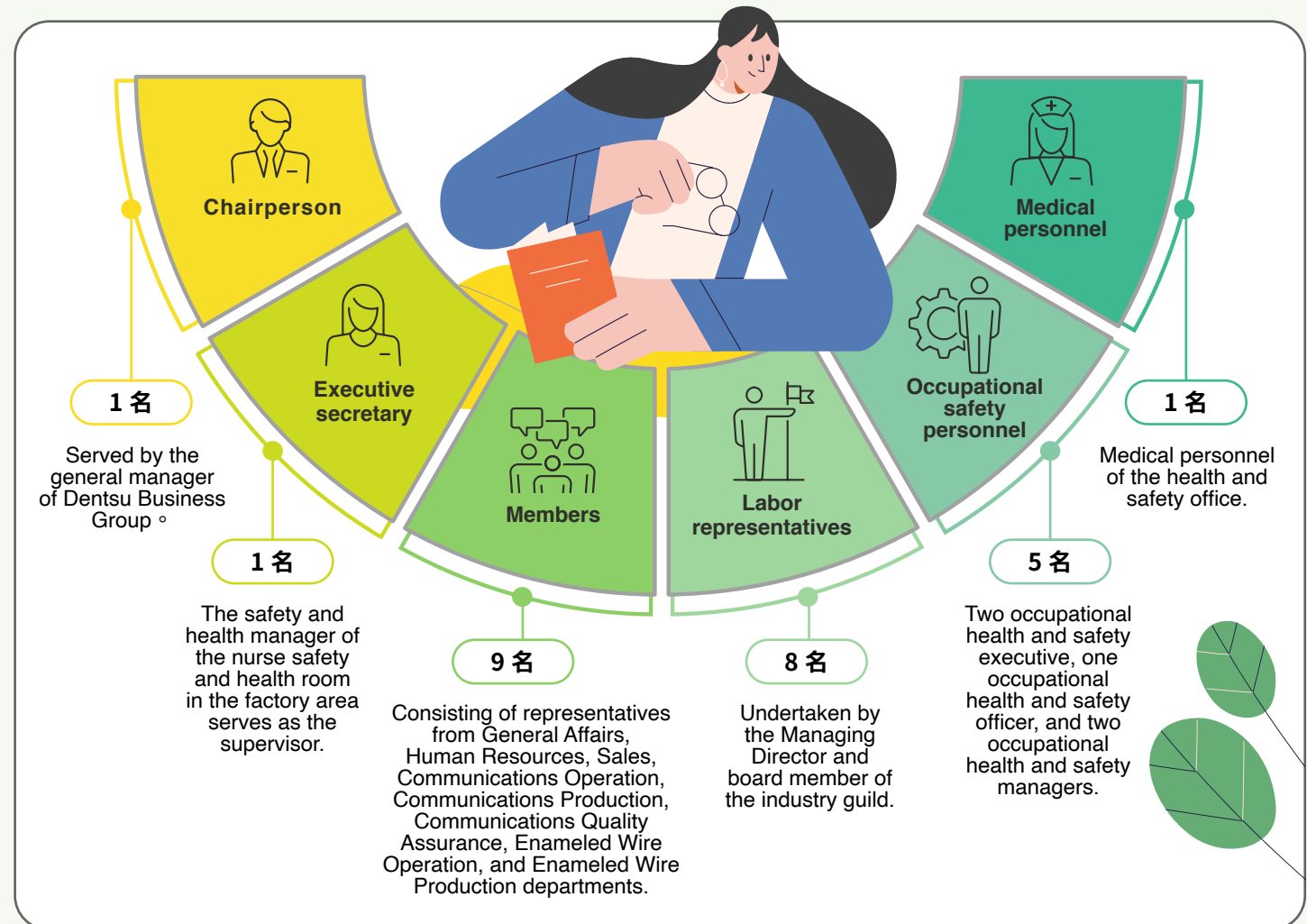
Our factories are spacious, well-lit and have good air circulation, providing our staff with a comfortable work environment. Although the manufacturing processes have no environmental pollution issues, we still place great emphasis on the environmental protection measures at our factories. There are environmental protection groups and security and health offices to ensure the promotion of environmental protection and employee safety as we work toward the goal of zero-pollution.

With emphasis on employee safety and health during the manufacturing phase, Ta Ya first obtained the ISO14001 environmental management system certification in 2005 and also acquired the OHSAS18001/TOHSMS occupational health and safety management system accreditation in 2009. As the audit verification of the external verification units and replacement procedures of the three verifications were conducted in November 2013, we also acquired the ISO 14001, OHSAS 18001, and CNS 15506 certifications. We have established a safe and healthy work environment, and implemented the identification and evaluation of potential risks in the work environment to further control and take preventative measures against them.

• 5-4.2 Occupational Safety Committee

The Committee on Occupational Safety and Health at Ta Ya is responsible for deliberating, coordinating, and suggesting matters regarding occupational safety and health.

The committee comprises of one chairperson (4.2%), one executive secretary (4.2%), eight members (33.3%), five labor representatives (20.8%), and five occupational safety personnel (20.8%):



Ta Ho and United are not set up with the Committee on Occupational Safety and Health, the practices of other affiliates are as follows :

Cuprime	The Committee is comprised of 1 Safety and Health Officer (10%), 5 safety and health committee members (50%), 1 work safety person (10%), 3 labor representatives (30%).
Ta Heng	One Chairperson (10%), one Executive Secretary (10%), five Members (50%), and three Labor Representatives (30%).
UEI	The Company has a Workers' Safety and Health Officer in place to oversee related matters. In addition to section chiefs, managers also pay random visits to work sites for safety inspection and to promote employees' safety awareness. Adequate numbers of safety gear have been provided for the different works involved to prevent accident.

Note: Ta Ho and UEI do not need to set up an occupational safety committee according to law.

In order to improve the operational performance of the organization, implement the relevant requirements of occupational safety and health, and create high-quality environmental protection, safety, high efficiency and high-tech production conditions, "Occupational Safety and Health Education and Training Operation Procedures" are set up for all employees, third-party manufacturers, contractors of TA YA. Business education and training are implemented to establish a solid foundation for the company's sustainable development. In 2021, a total of 5 occupational safety and health related education trainings will be held (the total training hours are 38 hours), and relevant certification training will also be arranged for colleagues working with special hazards. (403-5)

• 5-4.2 Affiliate Employee's Salary and Benefits (2021)

Item	Course	Training hours	Attendance
Forklift back training	Forklift back training (first stage)	3	45
	Forklift back training (second stage)	3	62
	Forklift back training (third stage)	3	46
Crane back training	Crane back training (first stage)	3	48
	Crane back training (second stage)	3	36
	Crane back training (third stage)	3	20
	Crane back training (fourth stage)	3	20
Lifting load	Safety for operators of stationary cranes with a hoisting load of more than 3 tonnes (first stage)	38	30
Training	Safety for operators of stationary cranes with a hoisting load of more than 3 metric tons (second stage)	38	15
	Supervisor Training for Hazardous Work	6	26
	Environmental safety auditor training	3	31
	Noise work training	3	43
Total		109	422



• 5-4.3 Prevention of Occupational Hazards

TA YA has installed dust collectors at locations prone to such hazards to mitigate the effect of dust caused by PVC granules used in cable manufacturing. In addition, these work areas are partitioned while employees are given protective masks to limit the impact of dust. The PVC components of all marketed cables are free of lead. We have changed our formula and switched to using a non-lead-based stabilizer to avoid contact with even the smallest trace of lead and thereby mitigate employee hazards.

Enameled wire are made from copper rods and various types of coating, the latter of which comprise mainly of "organic solvents." To avoid harm to employees' health and the environment, we add "catalysts" into our production process so that organic solvents can be incinerated at high temperatures and turned into vapor and carbon dioxide, which cause no harm to employees' health or the environment. During the production of brazing wires (for packaging), we use ultrasound to clean wires; to prevent noise hazards, workers are issued earplugs as protection.

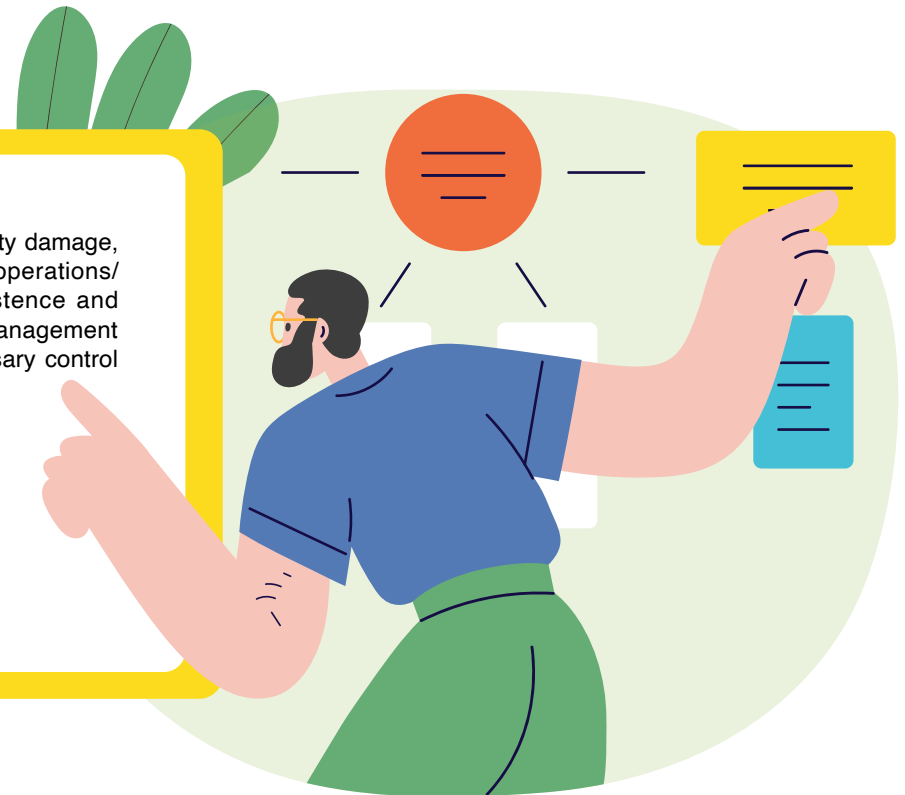
Moreover, for the safety of the operational environment and employees' health, smoking is prohibited anywhere in the factory. Office air conditioning and cooling tower are maintained regularly to ensure the health of office employees. The workshop and office lighting system is regularly maintained and measured, and the illuminance is above 300 lumens. This illuminance is optimal for employees to work using their eyes. We also offer regular health inspections and follow-up management to general, noise, dust, and lead work employees. TA YA has set up a special unit to take charge of environmental safety and hygiene to improve the working environment and safety effectively. The unit also implements safety education and safety drills and inspects the work environment, safety, and hygiene-related matters at the quarterly Safety and Health Committee meetings.

TA YA has established the "Administrative Measures for the Safety and Health of Contracted Operations" to stipulate the safety and health management matters for contractors entering the factory. The goal is to prevent occupational disasters such as personal injury and property loss during engineering or non-engineering operations by third-party contractors contracted by the Company. TA YA has also established the "Occupational Safety and Health Contractor Management and Control Operation Procedures" so that contractors can take relevant measures to prevent industrial safety incidents when they work in the factory. (403-7)

• 5-4.4 Hazard Identification, Risk Assessment and Accident Investigation (403-2)

TA YA is to identify potential sources or conditions that may lead to injury, illness, property damage, and damage to facilities and equipment in the working environment during various operations/ activities such as production, service, and product provision. And identify the existence and characteristics of hazards, and set up a "hazard identification and risk assessment management program" to continuously identify hazards and evaluate risks and determine the necessary control methods.

In the event of property loss or disaster (accident) in the process equipment or employees in the factory, necessary first aid measures and disaster rescue can be taken, the cause of the accident can be investigated, analyzed and counted, and effective countermeasures can be taken to prevent similar accidents. There is an "Occupational Hazard Management and Incident Investigation Procedure" for reoccurrences.



5-4.5 Occupational Hazard Statistics Table (2021)

	TAYA	Cuprime	Ta Heng	Ta Ho	UEI	Venture	Union	Dong Nai	Hai Dong	Dongguan	Kunshan
Total working hours	1,037,496	116,775.5	176,576	70,539.5	97,216	25,897	34,864.5	667,404.5	392,894	422,173	422,173
Recorded number of disabling injuries	0	0	4	0	0	0	0	4	0	0	0
Number of serious disabling injuries	0	0	0	0	0	0	0	1	0	0	0
Number of false alarms	0	0	0	0	0	0	0	0	0	0	0
Occupational injury rate	2.3	0	4.53	0	7.7543	0	0	1.180978278	0	1	1
Occupational disease rate	0	0	0	0	0	0	0	0	0	0	0
Lost day rate	20.7	0	12.46	0	9.0467	0	0	0	0	0	0
Total number of workrelated deaths	0	0	0	0	0	0	0	0	0	0	0

Note 1: Injury rate (IR) = total number of industrial injuries/total hours worked * 200,000. Occupational Disease Rate (ODR) = Number of Occupational Diseases / Total Hours of Work * 200,000. Lost Time Rate (LDR) = Total days lost / Total hours worked * 200,000. Absence rate (AR) = (total absence days/total working days) * 100%, total absence days include lateness, early departure, personal leave, sick leave (half day deduction), work injury leave, absenteeism, excluding typhoon leave.

Note 2: TAYA's occupational disaster data is calculated by combining Guanmiao Factory and Dawan Factory.

5-4.6 2021 Prevention of Occupational Hazards

Factory	Types of occupational hazards														Particularly hazardous work			Total
	1	2	3	4	5	6	7	8	11	12	13	17	18	20	1	2	25	
TA YA		Male2	Male2				Male2	Male1						Male5				12
Cuprime																		0
Ta Heng							Male1							Male3				4
Ta Ho																		0
UEI														Male3				3
Venture																		0
Union																		0
Vietnam	Dong Nai		Male1		Male1									Male2				4
	Hai Duong																	0
China	Dongguan		Male1											Female1				2
	Kunshan													Male1				1

Note 1: Occupational Hazard Type Code: (1) falling, rolling; (2) falling; (3) collision; (4) falling objects; (5); (6) being hit; (7) being caught, caught (8) Being cut, cut, scratched; (11) Contact with high temperature and low temperature; (12) Contact with harmful objects; (13) Electric shock; (17) Improper action; (18) Others; (20) traffic accident. Codes for special health hazards: (1) high temperature; (2) noise; (25) dust.

Note 2: The green background color is the main operation risk type identified by the company. The figures are the annual number of employees and contractors. (403-9)

Note 3: Dongguan one piece female other item is paint burn.

• 5-4.7 Precautions in Each Plant Area

Factory	Occupational Accident Type	Precaution
TA YA	(2) Fall (3) Collision (7) Being clamped and rolled (8) Being cut, cut, scratched (20) Traffic accident	1. Convey work safety guidelines with employees 2. Convey traffic rules. 3. Enforce use of safety gear. 4. Wearing of earplugs; health check for special operations
Cuprime	No occurrence	1. Enforce wearing of protective suits and placement of air-conditioned resting area 2. Wearing of earplugs; health check for special operations 3. Wearing of face masks; health check for special operations
Ta Heng	(7) Being clamped and rolled (20) Traffic accident	convey work safety guidelines compliance with traffic rules
Ta Ho	No occurrence	Enforce standard operating procedures
UEI	(20) Traffic accident	1. Conduct random safety inspections at various workplaces to promote employees' safety awareness. 2. Provide adequate number of protective gear for the different works involved, and thereby prevent accident from happening. 3. Promote safety awareness during commuting and business trips.
Vietnam	(3) Collision (5) Objects collapse, collapse	1. Outline standard operating procedures and place reminders at work site 2. Enforce use of safety boots by workers, and helmets by truck drivers and forklift operators 3. Place first aid kits on-site to facilitate preliminary treatment of injuries 4. Procure social insurance and accident insurance for employees who are required to perform duties outside of business premise
China	(2) Fall (18) Others: Paint burns (20) Traffic accident	1. Advise employees on the safety aspects of their work. 2. Advocate compliance with traffic rules. 3. Wear safety gear. 4. Set the standard operating procedures and remind you at the site. 5. Place the medicine box on site to initially handle simple wounds. 6. Those who are required to go out to work, in addition to social insurance, insured accident insurance.

Note: Venture and Union have no production lines, only work in the office area

• 5-4.8 Health & Care

TA YA is committed to promoting workplace smoke prevention and health promotion. In 2021, it will continue to obtain the "Healthy Workplace Certification - Health Startup Mark" by the National Health Administration.

TA YA plans an appropriate health check program based on the age and working environment of colleagues, in order to early detect health hazards and potential pathogenic factors. Medical staff conduct annual health checks, and evaluate items that need to be improved according to the abnormal proportion of employees, annual trends, and ethnic trend screening. According to the urgency of the projects that need to be improved, and plan a complete intervention plan, understand the individual needs of colleagues, assist in arranging for a follow-up visit to the hospital, conduct irregular health care tracking, and provide comprehensive health care. After employees' health check, the following practices are used for the privacy protection and control of employees' health check information: 1. Relevant files will only be sent to personal computers; 2. Basic data in electronic files will be encrypted; 3. Paper data will be encrypted. Save will be locked.

Health Management Implementation Effectiveness

01	Health classification is conducted for people with health examination results. A total of 85 level 2 personnel received health education information and care. Occupational doctors were commissioned to conduct health consultations and work suitability assessments for 8 level 2 & 3 high-risk personnel. We have also conducted work site hazardous-factor assessment and implemented improvements.
02	The Company's electronic bulletin board will announce health information from time to time according to the government's health and hygiene policies.
03	In response to the employee health management plan, we have appointed Kaohsiung Veterans General Hospital' s chief occupational specialist to provide on-site services. The goal is to provide individual health consultation for employees, perform work suitability assessments for colleagues with work-related or serious injuries, provide maternal health protection consultation, improve the workplace environment, and provide other services.
04	The abnormal workload hazard plan was implemented to require employees to fill in the overload assessment questionnaire and overload scale. The goal is to arrange one-on-one interviews between high-risk colleagues and occupational doctors and conduct health guidance and work suitability assessment to prevent cardiovascular disease.



COVID-19 Epidemic Control Measures

We have established the "Infectious Disease Emergency Response Team" in response to the COVID-19 epidemic. We have set up body temperature measurement and disinfection devices at the entrances, and the latest epidemic status information is announced irregularly. The company has provided care and tracked colleagues who have been in contact with the confirmed cases according to the requirements from the Ministry of Health and Welfare of the Central Government and the local government health bureau. A total of 17 people worked from home, 28 were under health management, and 4 received PCR tests (the result was negative).

We will provide epidemic prevention propaganda from time to time as required to give colleagues a healthy and safe workplace.



Strengthen advocacy for emergency response and epidemic prevention measures.

Strengthen advocacy for personal hygiene and daily life precautions.

Take the initiative to provide care and assistance for colleagues infected with notifiable infectious diseases or quarantined.

Unsubstantiated COVID-19 rumors must be clarified immediately to avoid spreading incorrect information, causing people to panic, and affecting work.

Health Management Program

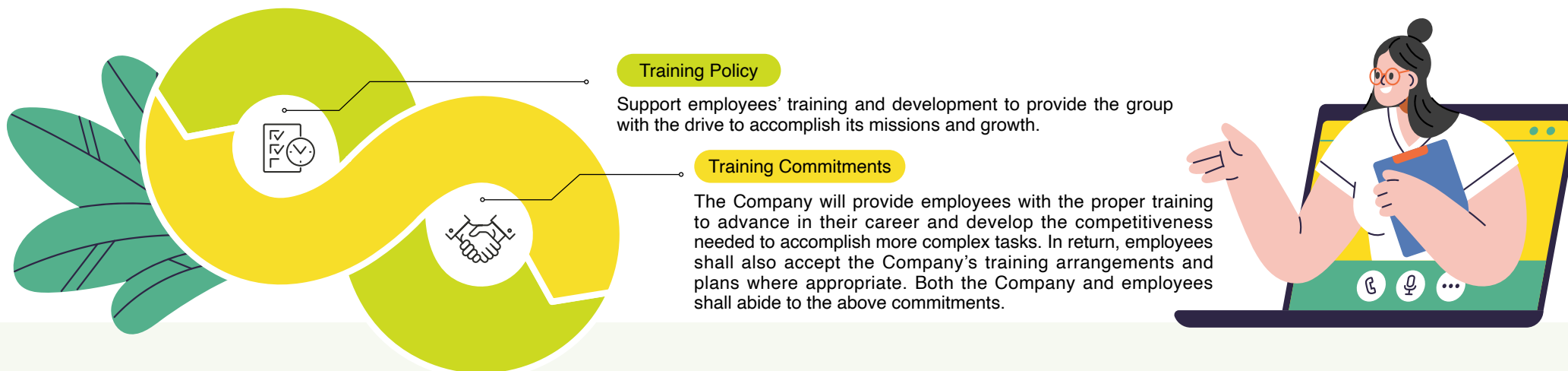
According to the annual health check-up results analysis, BMI, cholesterol, and blood pressure are among the top three abnormal rankings. Employees in the shift-work group are especially susceptible to having irregular work and rest habits, unbalanced diets, and a lack of exercise. The following improvement plans have been made available to all employees and have been implemented:

Program	Content
A healthy workplace without smoke and betel nut	Smoking is prohibited in the entire factory area of Guanmiao Factory, and signs of total no smoking and no betel nut are posted in obvious places in the factory. Set up outdoor designated smoking areas in accordance with statutory regulations, effectively separate them, avoid employees from being exposed to second-hand smoke hazards, maintain a clean environment, and prevent the occurrence of discarded cigarette butts, and set penalties for violations.
Provide health related information	In line with the government's health and hygiene policies, the company's electronic bulletin board will announce health information from time to time.
Conduct health promotion health talks	Health Talks on Arrhythmia and Pain-Free Retirement
Blood pressure measurement activities	Conducting blood pressure measurements every three months at each department for early diagnosis and treatment.
Measuring blood sugar activity	Health education is provided to employees with higher-blood sugar levels based on physical examination, and they are listed for tracking and care.
Continue to promote sports clubs	Yoga, motor bike, badminton, hiking, and cultural studies clubs are available and events are held periodically.
TA YA walking trail	A 0.9 km hiking track is made available to encourage colleagues to walk ten thousand steps every day to prevent and improve chronic disease conditions.
Set up feeding (set) milk room	There is a milk collection room in the medical room for colleagues in need
Health education promotion activities	Cooperate with the health center to conduct colorectal cancer and oral cancer screening activities
Health guidance consultation	In cooperation with the employees' health management plan, Kaohsiung Rong Chief Occupational Specialist is specially appointed to provide on-site services to provide employees with individual health consultation, work-related suitability assessment for employees with work-related injuries and serious injuries, maternal health protection consultation, and workplace environment improvement services.
Fill out the Overwork Coupon Survey	Understand the degree of overwork of employees, and then screen out high-risk groups. The temporary factory medical doctor will provide one-to-one health guidance to assess whether it is necessary to adjust or shorten working hours and change work content, and then arrange to visit the hospital according to individual needs. Carry out health care tracking irregularly. Provide comprehensive health care.
Regular health check	The company provides regular general health examinations that are superior to the laws and regulations. Those over 40 but under 65 years old shall have an examination every two years; those under the age of 40 shall have an examination every three years.

I 5-5 Educational Training

• 5-5.1 Training and Assessment

Human resources are the most important key factor for the sustainable development or transformation of an enterprise. TA YA adheres to the training policy and training commitment to build a complete training system, provides employees with a systematic and targeted learning environment and training channels, and formulates "education and training". "Operating Procedures" integrates internal and external resources, so that employees' training programs can be more systematic, and the results can be effectively implemented and verified, thereby enhancing the company's competitive advantage.



TA YA's internal education and training system conducts training according to job categories, and the contents are management functions, general functions, professional functions and self-enlightenment. For on-the-job training such as management functions and general functions, each business group proposes training needs for every other year before the end of each year, and the Human Resources Department compiles the annual training needs summary table for planning; professional training proposes training needs according to the strategic planning or current situation of each business group, the Human Resources Department collects relevant training courses or teachers for reference, and conducts or dispatches training according to the plan.

In terms of training for new employees of TA YA, the human resources department plans training courses, and each business group provides lecturers for training. The training content focuses on organizational introduction, historical evolution, business philosophy, personnel rules and regulations, benefits, insurance introduction, salary description, job safety introduction, labor safety and hygiene knowledge, ISO system introduction, quality policy and on-site training. In addition, for the newly recruited and transferred colleagues, according to the content of the job, arrange job-on-the-job training. Each department will be taught by the department supervisor or department familiar with the skills and attitudes in the actual work. , organizational culture, etc. have a more in-depth understanding.

In view of the need for frequent international communication in business operations, in 2010 TA YA issued the "Approach to Employees for On-the-job Training in Foreign Languages", which not only provides subsidies for training expenses, but also increases salaries based on learning results. At the same time, foreign language ability is listed as a priority in promotion and transfer. . In 2011, a more comprehensive "on-the-job training method for employees" was formulated, and all tuition and miscellaneous fees will be subsidized by the company for those who choose to study for a master's degree or a doctorate degree in disciplines related to business management or future development.

TA YA attaches great importance to the training and cultivation of employees. In terms of results (including external training, internal training, and on-the-job training), the total investment in education and training in 2021 will be more than 1,051,000 yuan, and the total training hours will be more than 9,400 hours. A total of more than 2,300 people participated in the training. The average training hours per colleague is 15.6 hours. In order to achieve the purpose of experience inheritance and knowledge sharing, the internal lecturer group is an indispensable and important part of the organization. The company currently has more than 30 certified internal lecturers, and arranges courses every year to enhance the interaction between colleagues. In order to shape the active learning organization culture.

• 5-5.2 Education and Training System

Education and training system diagram of Ta Ya Wire and Cable Co., Ltd.

Class	Management functions	General functions	professional function	self-inspiration
Management level (inclusive) or above supervisor	<ul style="list-style-type: none"> ★ MSP strategy planning ★ MCA communication and coordination ability advanced ★ MAA problem analysis ability advanced ★ MLD leadership and control ability advanced ★ MTP middle and senior management training 	<ul style="list-style-type: none"> ★ NWS work skills training ★ NSF Labor Safety Basic Cognition ★ NCM staff career management ★ NII innovation and improvement ★ NTQ full staff quality ★ NDO execution trace 	<ul style="list-style-type: none"> ★ PPS production technology ★ PMS marketing business ★ PHR human resources ★ PRD research and development ★ PFA Financial Accounting ★ PIT Information Technology ★ PSL Environmental Safety Certificate ★ PAP general affairs procurement ★ PQS quality system ★ PTA internal lecturer ★ PMA project management 	<ul style="list-style-type: none"> ★ On-the-job training in DSA institutes, universities, and junior colleges) ★ DLA foreign language training (English, Japanese)
Supervisors below the class level, including class leaders	<ul style="list-style-type: none"> ★ MCB communication and coordination ability foundation ★ MAB problem analysis ability foundation ★ MLA Leadership and Governance Ability Foundation ★ MTB grassroots supervisor training 			
Professional and technical staff				
New staff	<ul style="list-style-type: none"> ★ Organization introduction ★ Personnel system rules ★ Work safety introduction 	<ul style="list-style-type: none"> ★ Historical evolution ★ Business philosophy ★ Salary description 	<ul style="list-style-type: none"> ★ Welfare and insurance introduction ★ On-site internship 	<ul style="list-style-type: none"> ★ ISO system introduction, quality policy ★ Labor safety and hygiene knowledge

• 5-5.3 Cultivation of Key Talent Plan

TA YA continuously implements the key talent plan. In addition to arranging management courses, it enriches the knowledge and knowledge of management functions, expands horizons, enhances capabilities, and trains key talents through direct teaching by supervisors, so that key talents can combine what they have learned and used, and make accurate plans The future strategic direction of the department and the company, and promotion at the appropriate time. Affiliated companies can also participate in relevant training courses to undertake the mission and vision of the group and implement the business philosophy.

• 5-5.4 Training Hours of Ta Ya

	Female			Male			General Staff			Managers below Department Head (including organizers)			Managers and above		
	Training Hours	Number of People	Average Training Hours	Training Hours	Number of People	Average Training Hours	Training Hours	Number of People	Average Training Hours	Training Hours	Number of People	Average Training Hours	Training Hours	Number of People	Average Training Hours
2019	1,027.5	73	14.08	6,703.5	543	12.35	4,726.5	487	9.71	1,892	94	20.13	1,112.5	35	31.79
2020	1,085	69	15.72	5,808	545	10.66	4,007	485	8.26	1,762.5	91	19.37	1,123.5	38	29.57
2021	1,163	67	17.36	8,328.5	539	15.45	5,667	481	11.78	2,387.5	88	27.13	1,437	37	38.84

• 5-5.5 Training Hours of Affiliated Enterprises (2021)

	Female			Male			General Staff			Managers below Department Head (including organizers)			Managers and above		
	Training Hours	Number of People	Average Training Hours	Training Hours	Number of People	Average Training Hours	Training Hours	Number of People	Average Training Hours	Training Hours	Number of People	Average Training Hours	Training Hours	Number of People	Average Training Hours
Cuprime	17	17	1	108	61	1.77	76	49	1.55	27.5	17	1.62	21.5	12	1.79
Ta Heng	81	36	2.25	429	65	6.6	412	139	5.7	71	7	7.1	30	10	3
Ta Ho	28	2	14	60	3	20	48	2	24	40	3	13.3	0	0	0
UEI	36	10	4	136	35	4	0	39	0	0	4	0	0	5	0
Venture	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Union	72	1	72	422	7	60.29	398	6	66	0	0	0	96	2	48
Dong Nai	8	1	8	160	20	8	160	20	8	0	0	0	8	1	8
Hai Duong	304	38	8	1,100	100	11	1,023	93	11	376.2	39	9.65	4.8	6	0.8
Dongguan	336	42	8	1,400	175	8	1,536	192	8	104	13	8	96	12	8
Kunshan	360	34	10.59	685	93	7.37	877	109	8.05	106	13	8.15	62	5	12.4

CH6

Social Prosperity

- 6-1 Environmental Protection
- 6-2 Corporate Volunteer Team
- 6-3 Electricity Safety Education Promotio
- 6-4 Social Participation



CH6. Social Prosperity

| 6-1 Environmental Protection

• 6-1.1 TAYA Pristine Homeland Foundation

Since the founding of Taya in Tainan in 1955, the roots have been in Tainan. The beautiful customs of Tainan not only inspire the feelings of the people on their homeland, but also encourage local enterprises to practice corporate social responsibility and protect their homes forever. Therefore, at the end of 2011, I applied to the Environmental Protection Agency of the Executive Yuan for the establishment of the "TAYA Pristine Homeland Foundation" in Tainan. Based on environmentally friendly concepts such as environmental protection, life care, and global sustainability, the Foundation is committed to promoting environmentally friendly and concrete actions for the future of a beautiful home that is symbiotic with the environment. It also promotes environmental education activities for a long time, and fosters environmental friendliness. Talents exert their influence on green thoughts, and they also call on employees and their families to participate in volunteer services for a long time to invest in social welfare.

TA YA Cable Beautiful Home Foundation (and its predecessor CSR program) has been conducting green collection selection since 2007, and has added Phoenix Forum since 2012. For thousands of communities, a beautiful home is our goal, and the starting point is a friendly environment. There are many actions that need to be passed in the middle. The green collection is an action, and the Phoenix Flower Forum is an inductive discussion on actions.

Foundation official website and fan page

Founded in February 2011, it uses new media (Blog, FB) to provide employees and the general public with an approachable concept of environmental protection, in order to promote the public to develop environmental protection habits in their daily lives.

Foundation official website



• 6-1.2 Delonix Regia Forum

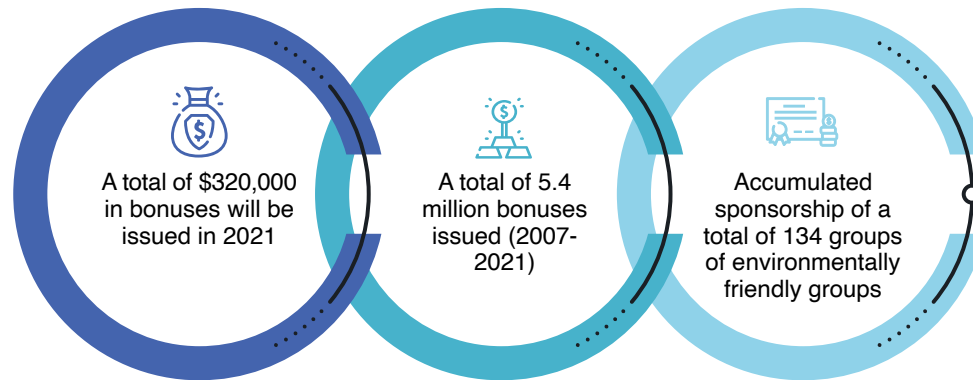
The topic of the 2021 Delonix Regia Forum was "Between Mountains and Seas - the Texture of Taiwan." Ancient biography: "When Zheng Chenggong crossed the sea and reached Taiwan, it was from the shore of the Taijiang Inland Sea. Yushan mountain stood like a lighthouse when he gazed at Taiwan from the sea, and that is when the history of Taiwan began."

The distance from 0 K at the Taijiang National Park Management Office to the top of Yushan mountain (the highest peak of Taiwan) at 3952 meters above sea level is 177 kilometers long. They are connected by 4 major themes: Inland Sea Trail, Mountain to Sea Trail, Hometown Trail, and Sacred Mountains Trail. They combine to form the unique pilgrimage route of Taiwan: Mountain to Sea.

CEO Wen-Ruey Wang of the Thousand Miles Trail Association was invited to give the "From Trail to Greenway - The National Greenway to Fulfill your Dreams" speech in this forum. Author Wen-Jing Wang hosted the Mountain to Sea Comprehensive Forum "Immersed the Body and Soul on Taiwan's Pilgrimage Road." The panelists included Mao-Cheng Wu, founder of Da Miao Xing Xue (Revitalizing Learning in the Temple), guests from Hatta Yoichi Memorial Foundation, etc.



• 6-1.3 Green Inside Project



The Taya Pristine Homeland Foundation (and its predecessor Taya CSR Plan) has been managing Green Inside Project since 2007 and has begun to organize the Phoenix Blossom Forum since 2012. For tens of thousands of communities, the Pristine Homeland is our goal. Many eco-friendly activities are necessary to achieve such a goal. The Green Inside Project is an interaction between activists, and the Phoenix Blossom Forum is a sum-up and restart of activities.

During the first decade of the Foundation, the themes we selected included renewable energy, rainwater harvesting, friendly agriculture, green transportation, environmental education and various aspects of life. Every theme is like a small part of the community life, an attempt by citizens to use social resources and solve social problems.

In the second decade of the Foundation, we hope to connect all small parts into modules. In 2018, adjustment was made to the Green Inside Project to adopt a dual-track system of “seeking new winners-incentivizing former winners”.

Awards:

- ◆ Southern Spirit Award: This is for individuals or groups dedicated to environmentally friendly activities on a long-term basis. The prize is at least NT\$100,000.
- ◆ Pristine Homeland Award: This is for individuals or groups promoting environmentally friendly projects. The prize for each winner is NT\$30,000.
- ◆ Green Connection Award: This is for the winners of Green Inside awards who have registered again. In particular, the winners of Green Inside awards are encouraged to combine their creative ideas.

List of Candidates and Winners of the 12th Green Inside Project Awardse 12th Green Inside Project Awards

List of award winners: 1 winner of Southern Spirit Award; 7 winners of Pristine Homeland Award; 1 winners of Green Connection Award.

A total prize of NT\$320,000 was awarded. The list of award winners is as follows:

Award	Winner
Southern Spirit Award	簡 O 宏 基隆河流域臺車之路
Pristine Homeland Award	吳 O 涵 登山第三方偕同留守網路平臺
Pristine Homeland Award	陳 O 伶 山系子女 - 無痕山林推廣專案
Pristine Homeland Award	溫 O 泰 167 文化生態觀光廊道
Pristine Homeland Award	楊 O 鑫 貢寮水梯田復育計畫
Pristine Homeland Award	葉 O 嫻 馬崗極東漁村特色保存及再造計畫
Pristine Homeland Award	柳 O 玲 永續漁村 - 振興家計型漁業社區特色海鮮計畫
Pristine Homeland Award	林 O 洪 文化傳承 - 蓮草園之建置
Green Connection Award	柳 O 盈 東港溪禮川運動進行式 — 研發沼液供應中繼站





• 6-1.4 2021 TAYA Group North District Family Day -- "Giving" and Caring for the Earth

There is only one Earth, and environmental protection cannot be delayed. With the advancement of the times, different environmental problems have arisen one after another. To this end, TAYA Pristine Homeland Foundation independently initiates corporate volunteer activities every month as it calls on corporate employees and encourages them to bring their families along. With a core concept of "Caring for the Environment and Creating a Pristine Homeland," we promote the importance of environmental protection in an entertaining way

According to statistics of the Ocean Conservation Administration, 1.67 million pieces of marine debris were removed from Taiwan between 2017 and 2020. Out of this, PET bottles were the most pernicious as they accounted for 18.7%. Meanwhile, fishery waste accounted for 11.8%, plastic bottle caps contributed 10.9%, and cigarette butts and straws made up 7.5% and 7.1% respectively.

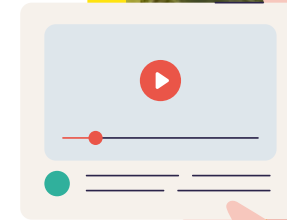
For this year's North District Family Day, a "beach cleanup" was held on the morning of Saturday 13 November at Blue Bay Park in Gongliao District, New Taipei City. 150 North District employees and their families participated in this grand event. Although Yanliao Beach in Gongliao is a good holiday spot for many, the pandemic has led to the cancellation of many beach cleaning activities. As a result, a lot of marine debris has been left lying on the beach. Despite poor weather on this day, colleagues of the TAYA Group were unafraid of the wind and rain as they ventured out under the leadership of Chairman Shen, Shang-Hung. By working in small groups to remove the debris from the beach, everyone also came to understand that environmental protection must be achieved through the common and continuous effort of all individuals.



Through the efforts of all, 89 kg of recyclable garbage and 102 kg of non-recyclable garbage were picked up in this beach cleanup. The top three largest proportions of garbage were plastic bottle caps, beverage cups, and plastic bottles. This initiative also demonstrated that while environmental protection awareness is gradually taking hold among most people, the natural environment can only become sustainable by changing our living habits.



Only through environmental conservation can species living in Taiwan enjoy a favorable living environment. On this occasion, we teamed up with the Environmental Ethics Foundation of Taiwan to arrange an afternoon bird watching experience at the Tianliaoyang Wetland. Everyone first got to know the characteristics and habits of various birds through simple board games and with introductions given by a local commentator. Afterward, they were taken to actually observe the birds outdoors in the Tianliaoyang Wetland. Through the commentator's explanations, TAYA colleagues not only gained better knowledge and understanding of birds inhabiting Taiwan, they also came to understand that environmental protection is closely related to the habitats of these.





Finally, with the full participation of Chairman Shen, Shang-Hung, head of the TAYA Group, we completed today's meaningful environmental conservation journey. By means of practicing what one preaches, Chairman Shen, Shang-Hung conveyed to everyone that we have only one Earth to live on and we should protect it unconditionally and that beach cleanup is just one of many ways to protect the environment. In any case, we must continue to sow the seeds of sustainable survival for them to flourish now and in the future. This is an urgent mission. It is also hoped that such meaningful activities can continue to flourish through TAYA, not only for the sake of fulfilling corporate social responsibility but so that we can do our best to protect the Earth's environment.

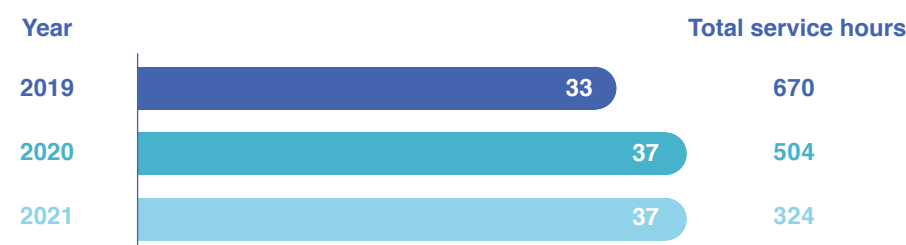


I 6-2 Corporate Volunteer Team

The Group established the Wire Safety Volunteer Team in 2013 and is affiliated to the Daya Cable Beautiful Home Foundation. In 2016, after the implementation of the "Key Points for the Implementation of the Enterprise Volunteer Team", some of the provisions were added to stipulate that "the number of volunteers who participated in the volunteer team's activities during the year was 24 hours and served as a volunteer of the volunteer team. The team leader asked the human resources department to pay the award once."

Since 2015, the number of volunteer team members and total volunteer service has continued to increase. In 2021, A total of 6 events will be held, attracting a total of 669 people to participate in the event, 37 members of the volunteer team contributed a total of 324 hours of volunteer service hours, of which eight personal service hours exceeded 24 hours. The Group encourages more employees and their families to participate in volunteer service and invest in social welfare, and expand the concept of the Group's beautiful home to every corner.

Volunteer Service Hours



2021 Volunteer Activities

Date	Title	Hours	Number of participants
2021.01.23	環境環淨 福蝠 DIY	4	128
2021.03.20	環境環淨 手作 DIY	4	40
2021.04.24	生態環淨 手作 DIY	4	81
2021.09.25	鳳凰花論壇	8	123
2020.11.13	北區家庭日	8	151
2021.11.27	環淨滯洪池	4	89
Total		32	612

I 6-3 Electricity Safety Education Promotion

Ta Ya Electric Wire and Cable uses its knowhow to offer education on electricity safety. Since October 2017, the Taiwan Professional Electrical Engineers Association R.O.C. (TPEEA) and Ta Ya's Pristine Homeland Foundation have jointly undertaken Old House Electrical Safety Inspections to offer comprehensive checks of residents' electrical equipment, distribution boards, electrical leaks from equipment casings, and wires and cables. The same volunteer team will also go around communities to raise awareness of the importance of electricity safety and the offer information and education on the topic.

• 6-3.1 Electrical Wiring Safety Check Program for old buildings



Cumulative number of inspected households **258** households

2018 marked the second year of Ta Ya's Pristine Homeland Foundation's giving old houses a power safety check-up. Since October 2017, TPEEA and Pristine Homeland have jointly undertaken Old House Electrical Safety Inspections to offer comprehensive checks of residents' electrical equipment, distribution boards, electrical leaks from equipment casings, and wires and cables.

However, it is difficult to check the electric wires installed in the deep wall, and it is necessary to rely on the high-resistance device this time: if the high-resistance device shows that the insulation resistance value is higher (generally more than 1MΩ), indicating that the insulation coating is good, and the chance of short circuit is lower. After completed each check process, the electrical engineer will provide an initial explanation of results and recommendations right after completion of each inspection.

Implementation Status in 2021

Area	Service households
Taipei, New Taipei, Taoyuan	1
Taichung, Changhua, Nantou	1
Tainan, Kaohsiung, Pingtung	1
Total	3

Note: In 2020, due to the epidemic, inspections will be suspended from February to June, so the number of implementations is less than in 2019.

I 6-4 Social Participation

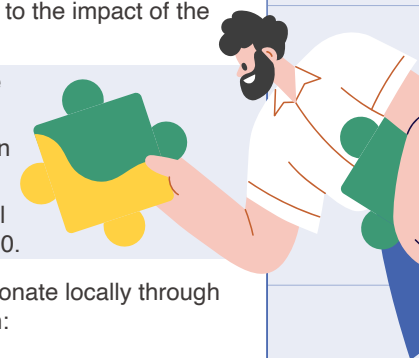
• 6-4.1 Partner with Environmentally Friendly Groups – Taiwan Thousand Miles Trail Association

TA Ya came across the Thousand Mile Trail program through the Green Inside Project in 2020, and we started a series of cooperation activities in 2021. TA YA has led its colleagues to hike through the Da Zhen Trail, Sacred Mountains Trail, and Hometown Trail of the Mountains to Sea National Greenway to observe the wonders of Taiwan through hiking. TA YA's partnership with the Thousand Mile Trail program enables more stakeholders to walk into the mountains and forests together to learn about harmonious coexistence with nature.

Item	Program	Participant
Mountains to Sea Greenway, , Special Lectures and Experience Activities	Mountains to Sea Greenway Bike Ride	Employees
	Mountains to Sea Greenway 2 Days 1 Night Hometown Tour	Foundation director
	Raknus Selu Trail hike	Customers
Working holiday	Working holiday at Yushan Forest Road	Volunteers

Event in 2021





• 6-4.2 My One Acre Farm Adoption Program

Since the program's beginning of 2010, Ta Ya has participated in the My One Acre Farm Adoption Program every year, creating a win-win for the Earth, farmers, and consumers. Our Company also continued to participate in local public welfare activities related to arts, culture, police, and government, including continued sponsorship of the Tainan Arts Festival. The program which supports small farmers, promotes Taiwan's rice industry, and promotes social welfare and corporate social responsibility, has been highly successful and well-received. As the program enters its 10th year, Ta Ya will continue its membership and support this social welfare activity. Ta Ya continued its adoptions of 2 hectares in 2021.

• 6-4.3 Affiliates Social Participation

Affiliates	Social participation content
Cuprime	<p>Cuprime does its best to give back to the support of local agriculture and the community:</p> <ul style="list-style-type: none"> ● In 2021, the amount of supporting local agriculture, sponsoring neighborhood activities and community patrol teams is 22,000 yuan. ● Donate 200,000 yuan to the Beautiful Homeland Foundation in 2021.
Ta Heng	<ul style="list-style-type: none"> ● Donate 100,000 yuan to the Ta YaPristine Homeland Foundation in 2021. ● Other community activities are temporarily suspended due to the impact of the epidemic.
UEI	<ul style="list-style-type: none"> ● In 2021, the amount of sponsorship for the Beautiful Home Foundation is \$200,000. ● The amount of sponsorship for Touhu Elementary School in Linkou District, New Taipei City is \$30,00. ● The amount of sponsorship for Zhongyi Elementary School in the Central and Western District of Tainan City is \$40,000.
Dong Nai	<p>For the implementation of corporate social responsibility, donate locally through Dong Nai Chamber of Commerce and Ho Chi Minh Taiwan:</p> <ul style="list-style-type: none"> ● Chinese New Year charitable donation of VND 20 million. ● VND 20 million for vaccination fund. ● Donated VND 10 million for stainless steel water tower in Chenwenshi County, Suzhuang Province. ● Donated USD10,000 to Taiwan Beautiful Home Foundation. ● Scholarship and TA YA Cup Basketball Tournament will be cancelled in 2021 due to the impact of the epidemic.
Hai Duong	<ul style="list-style-type: none"> ● Donations for COVID19 prevention in Kamyang County: VND 100 million. ● In 2021, the company's internal employees' children's scholarship will be issued, with a total amount of VND 10.2 million.

Appendix

I GRI Standard Guidelines

• GRI 102 : General Disclosures 2016



	Disclosure Item	Pages	Omit/Explain	Report Chapter	External Assurance
Organizational profile	102-1 Name of the organization	5		Editorial Principles	★
	102-2 Activities, brands, products, and services	11		1-1 Group Profile	★
	102-3 Location of headquarters	5		Editorial Principles	★
	102-4 Location of operations	5		1-1 Group Profile	★
	102-5 Ownership and legal form	5		Editorial Principles	★
	102-6 Markets served	20		1-1 Group Profile	★
	102-7 Scale of the organization	33		1-3 Financial Performance	★
	102-8 Information on employees and other workers	77		5-2 Overview of employees	★
	102-9 Supply chain	58		3-6 Sustainable Supply Chain	★
	102-10 Significant changes to the organization and its supply chain		No related affairs in 2021		★
	102-11 Precautionary Principle or approach	23		1-2 Governance structure	★
	102-12 External initiatives		No participation in external initiatives in 2021	1-1 Group Profile	★
	102-13 Membership of associations	22		1-1.6 Membership of associations	★
Strategy	102-14 Statement from senior decision-maker	6		Chairman's Statement	★
Ethics and Integrity	102-16 Values, principles, standards, and norms of behavior	19		1-2 Governance structure	★
Government	102-18 Mechanisms for advice and concerns about ethics	24		1-2 Governance structure	★
Stakeholder Communication	102-40 List of stakeholder groups	41		2-3.1 Identification of Stakeholders	★
	102-41 Collective bargaining agreements		No signed group agreement		★
	102-42 Identifying and selecting stakeholders	41		2-3.1 Identification of Stakeholders	★
	102-43 Approach to stakeholder engagement	41		2-3.1 Identification of Stakeholders	★
	102-44 Key topics and concerns raised	43		2-3.2 Analysis of Materiality	★

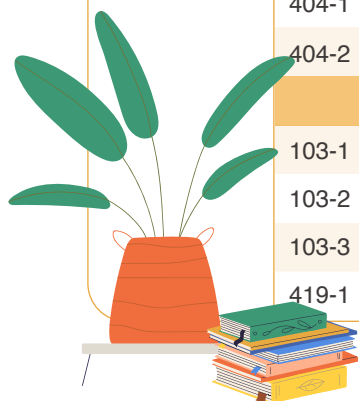
Disclosure Item			Pages	Omit/Explain	Report Chapter	External Assurance
Reporting Practice	102-45	Entities included in the consolidated financial statements	33		1-3 Financial Performance	★
	102-46	Defining report content and topic Boundaries	5		Editorial Principles	★
	102-47	List of material topics	43		2-3.2 Analysis of Materiality	★
	102-48	Restatements of information		No related affairs in 2021		★
	102-49	Changes in reporting	5	Disclosure scope changes	Editorial Principles	★
	102-50	Reporting period	5		Editorial Principles	★
	102-51	Date of most recent report	5		Editorial Principles	★
	102-52	Reporting cycle	5		Editorial Principles	★
	102-53	Contact point for questions regarding the report	5		Editorial Principles	★
	102-54	Claims of reporting in accordance with the GRI Standards	5		Editorial Principles	★
	102-55	GRI content index	102		Appendix GRI Content Index	★
	102-56	External assurance	5		Editorial Principles	★

• GRI Specific Subject Disclosure

Priority Issue	Disclosure Item		Pages	Omit/Explain	External Assurance
Economic	Marketing and Labeling 2016				
	103-1	Explanation of the material topic and its Boundary	44		★
	103-2	The management approach and its components	48		★
	103-3	Evaluation of the management approach	48		★
	417-1	Requirements for product and service information and labeling	52		★
	Anti-corruption 2016				
	103-1	Explanation of the material topic and its Boundary	44		★
	103-2	The management approach and its components	18		★
	103-3	Evaluation of the management approach	18		★
	205-2	Communication and training on anti-corruption policies and procedures	34		★

Priority issue	Disclosure Item		Pages	Omit/Explain	External Assurance
Enviroment	Energy 2016				
	103-1	Explanation of the material topic and its Boundary	44		★
	103-2	The management approach and its components	60		★
	103-3	Evaluation of the management approach	60		★
	302-1	Energy consumption within the organization	62		★
	302-3	Energy intensity	62		★
	302-4	Reduction of energy consumption	67		★
	Emission 2016				
	103-1	Explanation of the material topic and its Boundary	44		★
	103-2	The management approach and its components	60		★
	103-3	Evaluation of the management approach	60		★
	305-1	Direct (Scope 1) GHG emissions	66		★
	305-2	Energy indirect (Scope 2) GHG emissions	66		★
	305-4	GHG emissions intensity	66		★
	305-5	Reduction of GHG emissions	67		★
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	69		★
	Waste 2020				
	103-1	Explanation of the material topic and its Boundary	44		★
	103-2	The management approach and its components	60		★
	103-3	Evaluation of the management approach	60		★
	306-1	Waste generation and significant waste-related impacts	71		★
	306-2	Waste by Type and Disposal Method	72		★
	Compliance 2016				
	103-1	Explanation of the material topic and its Boundary	44		★
	103-2	The management approach and its components	18		★

Priority issue	Disclosure Item		Pages	Omit/Explain	External Assurance
Enviroment	103-3	Evaluation of the management approach	18		★
	307-1	Violation of environmental regulations	108	Cuprime happens once	★
Social	Labor/Management 2016				
	103-1	Explanation of the material topic and its Boundary	44		★
	103-2	The management approach and its components	74		★
	103-3	Evaluation of the management approach	74		★
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	81		★
	Employment 2016				
	103-1	Explanation of the material topic and its Boundary	44		★
	103-2	The management approach and its components	74		★
	103-3	Evaluation of the management approach	74		★
	402-1	Minimum notice periods regarding operational changes	75		★
	Training and education 2016				
	103-1	Explanation of the material topic and its Boundary	44		★
	103-2	The management approach and its components	74		★
	103-3	Evaluation of the management approach	74		★
	404-1	Average hours of training per year per employee	92		★
	404-2	Programs for upgrading employee skills and transition assistance programs	91		★
	Social Compliance 2016				
	103-1	Explanation of the material topic and its Boundary	44		★
	103-2	The management approach and its components	18		★
	103-3	Evaluation of the management approach	18		★
	419-1	Violating social laws		No related affairs in 2021	★



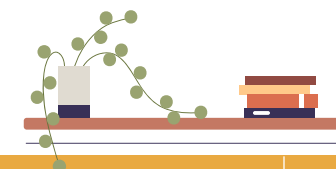
• Custom Theme Reveal

Disclosure Item		Pages	Report Chapter	Note	External Assurance
Brand management					
103-1	Explanation of the material topic and its Boundary	44	2-3.6 Major theme comparison table		★
103-2	The management approach and its components	10	Brand management		★
103-3	Evaluation of the management approach	10	Brand management		★
Sustainable Manufacturing					
103-1	Explanation of the material topic and its Boundary	44	2-3.6 Major theme comparison tableBrand		★
103-2	The management approach and its components	48	3-1 Sustainable Manufacturing		★
103-3	Evaluation of the management approach	48	3-1 Sustainable Manufacturing		★
Customer relations management					
103-1	Explanation of the material topic and its Boundary	44	2-3.6 Major theme comparison tableBrand		★
103-2	The management approach and its components	50	3-2 Customer relations management		★
103-3	Evaluation of the management approach	50	3-2 Customer relations management		★

I SASB Sustainability Disclosure Topics & Accounting Metrics

The Sustainable Industry Classification System (SICS® Look-up Tool) is used to refer to applicable criteria to identify applicable indicators related to the "electrical and electronic equipment and parts industry".





Topic	Code	Accounting Metric	Disclosure	Report Chapter	Pages
Energy Management	RT-EE-130a.1	(1) Total energy consumed	(1) 157,642.91 J	4-1.2 Overview of energy use	62
		(2) percentage grid electricity	(2) 100%		
		(3) percentage renewable	(3) 0		
Hazardous Waste Management	RT-EE-150a.1	Amount of hazardous waste	38.842 tons	4-3.4 Waste management	71
		hazardous waste recycling percentage	0%		
	RT-EE-150a.2	Number and aggregate quantity of reportable spills,	0 times		
			0 KG		
Product Safety	RT-EE-250a.1	Quantity recovered	0	3-4 Product information label	52
		Number of recalls issued	0		
	RT-EE-250a.2	Total units recalled	0 tons		
Product Lifecycle Management	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	NT\$0		
	RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	0%	N/A	
	RT-EE-410a.2	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	0%	N/A	
Materials Sourcing	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	NT\$0	N/A	
	RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	Reference report chapters	3-6.1 Purchasing Policy	56
Business Ethics	RT-EE-510a.1	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	Reference report chapters	1-4 Integrity management 1-5 Risk management	33
	RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	NT\$0		
	RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations ⁸	NT\$0		

Accounting Metric	Number of units produced by product category	Number of employees
Code	RT-EE-000.A	RT-EE-000.B
Disclosure	Reference report chapters	Reference report chapters
Report Chapter	1-1.5 Production and export of products	5-2 Employees profile
Pages	22	77

Violating environmental regulations

Cuprime

Number of fines issued: 1
Amount of fine: 60,000 yuan
Penalty content: Violation of Article 7, Paragraph 1 of the Water Pollution Prevention and Control Law

Improvement

On October 26, 2020, the Environmental Protection Bureau sent staff to spot-check Cuprime's discharge water. The sampling result showed that the chemical oxygen demand of Cuprime's discharge water was 214mg/L, which did not meet the discharge water standard (120mg/L), which violated Article 7 of the Water Pollution Prevention and Control Law. One of the regulations, and sent a letter to Cuprime on April 8, 2021 to impose a fine of 60,000 yuan. After Cuprime improved the wastewater treatment facilities, the discharge water has met the discharge standards.



Assurance Statement



ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE TAYA ELECTRIC WIRE & CABLE CO., LTD.'S SUSTAINABILITY REPORT FOR 2021

NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by TAYA ELECTRIC WIRE & CABLE CO., LTD. (hereinafter referred to as TAYA) to conduct an independent assurance of the Sustainability Report for 2021 (hereinafter referred to as the SR Report). The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, included the sampled text, and data in accompanying tables, contained in the report presented during verification. SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all TAYA's Stakeholders.

RESPONSIBILITIES

The information in the TAYA's SR Report of 2021 and its presentation are the responsibility of the directors or governing body (as applicable) and management of TAYA. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the report content within the scope of verification with the intention to inform all TAYA's stakeholders.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognized assurance guidance, including the Principles contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) 101: Foundation 2016 for report quality, and the guidance on levels of assurance contained within the AA1000 series of standards and guidance for Assurance Providers.

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard Options and Level of Assurance

A.	SGS ESG & SRA Assurance Protocols (based on GRI Principles and guidance in AA1000)
B.	AA1000ASv3 Type 1 Moderate Level (AA1000AP Evaluation only)

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TWLPP 5008 Issue 2201

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria Options

1. GRI Standards (Core)
2. AA1000 Accountability Principles (2018)

- AA1000 Assurance Standard v3 Type 1 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018) at a moderate level of scrutiny; and
- evaluation of the report against the requirements of Global Reporting Initiative Sustainability Reporting Standards (100, 200, 300 and 400 series) claimed in the GRI content index as material and in accordance with.

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, Sustainability committee members and the senior management in Taiwan, documentation and record review and validation with external bodies and/or stakeholders where relevant. In response to COVID-19 pandemic situation the assurance process was conducted via Teams.

LIMITATIONS AND MITIGATION

Financial data drawn directly from independently audited financial accounts, Task Force on Climate-related Financial Disclosures (TCFD) and SASB related disclosures has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification, quality, environmental, social and ethical auditing and training, environmental, social and sustainability report assurance. SGS affirm our independence from TAYA, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 28000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

FINDINGS AND CONCLUSIONS

VERIFICATION/ ASSURANCE OPINION

On the basis of the methodology described and the verification work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the reporting criteria.

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

AA1000 ACCOUNTABILITY PRINCIPLES (2018) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

Inclusivity

TAYA has demonstrated a fair commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, sustainability experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. For future reporting, TAYA may proactively consider having more direct two-ways involvement of stakeholders during future engagement.

Materiality

TAYA has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders.

Responsiveness

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback.

Impact

TAYA has included in this report the disclosures of the organisation's impacts on stakeholders and on the organization itself. Measurements and evaluations on potential impacts, such as direct and indirect, intended and unintended, and positive and negative impacts and the relevant management process to address these impacts are to be further described in future report.

GLOBAL REPORTING INITIATIVE REPORTING STANDARDS CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

The report, TAYA's SR Report of 2021, is adequately in line with the GRI Standards in accordance with Core Option. The material topics and their boundaries within and outside of the organization are properly defined in accordance with GRI's Reporting Principles for Defining Report Content. Disclosures of identified material topics and boundaries, and stakeholder engagement, GRI 102-40 to GRI 102-47, are correctly located in content index and report. For future reporting, it is recommended to have more descriptions of TAYA's involvement with the impacts for each material topic (103-1) and how efforts were given to mitigate the impacts. When reporting on goals and targets for each material topic, the expected results are suggested to be set, if applicable, with quantitative objectives.

Signed:

For and on behalf of SGS Taiwan Ltd.

David Huang
Senior Director
Taipei, Taiwan
22 June, 2022
www.sgs.com



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