

2022 TA YA GROUP Sustainability Report



About this Report

Ta Ya is dedicated to achieving corporate sustainability and is committed to open, transparent, and comprehensive information disclosure. We demonstrate our unwavering commitment towards achieving sustainability by continuously issuing sustainability reports and engaging in open dialogue with stakeholders and the community. The sustainability report information is presented to the Board of Directors for review through the Sustainability Development Committee, and simultaneously disclosed on the official Ta Ya website.

Reporting Period:

January 1, 2022 to December 31, 2022
(Fiscal 2022)

Publication date : June 2023
(Annual publication)

Report Scope:

This report discloses information about the Ta Ya Group's operations in Taiwan, Vietnam, China. The scope includes consolidated financial reports, subsidiaries with equity stakes of over 20% and substantial control (excluding purely investment-based companies). The disclosure scope encompasses 97% of Ta Ya's consolidated net income.

This year's sustainability report includes Ta Ya's subsidiaries, Ta Ya Green Energy Technology and Ta Ya Energy Storage Technology, as they hold 85% and 100% stakes, respectively, and have substantial control. Therefore, these companies are within the scope of the sustainability report. Since Ta Ya Green Energy and Ta Ya Energy Storage utilize resources, premises, and manpower from Ta Ya Electric Wire & Cable, the environmental and manpower data are integrated into Ta Ya Electric Wire & Cable's statistics. Additionally, data on electricity and water usage from the Ta Ho Engineering, which leases office space to Ta Ya Guanmiao Plant, are also included in Ta Ya Guanmiao's data.

Reference Guidelines

This report is prepared in accordance with the GRI Universal (Global Reporting Initiative) Sustainability Reporting Guidelines framework. It also references the following guidelines for reporting:

1. SASB (Electrical & Electronic Equipment Industry)
2. TCFD

External Assurance:

This report has undergone Type 1 moderate assurance based on AA 1000 AS (2018) conducted by SGS-Taiwan LTD. The information and data in this report are based on the GRI Universal Standards 2021.

The financial data disclosed in this report is derived from the audited financial reports signed by SOLOMON & CO., CPAs..

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Entities Included:

	Entities	abbreviation
Taiwan	Ta Ya Electric Wire & Cable (Guanmiao Plant, Dawan Plant)	Guanmiao / Dawan
	Ta Ya Electric Wire & Cable Taipei Branch	Taipei
	Cuprime Material Co., Ltd.	Cuprime
	Ta Heng Electric Wire & Cable	Ta Heng
	Ta Ho Engineering	Ta Ho
	United Electric Industry	UEI
	Ta Ya Venture Capital Co., Ltd.	Venture
	Union Storage Energy System	Union Storage
Vietnam	Ta Ya Green Energy Technology Co., Ltd	Ta Ya Green Energy
	Ta Ya Green Energy Technology Co., Ltd	Ta Ya Energy Storage
	Ta Ya (Viet Nam) Electric Wire & Cable Joint Stock Company	Dong Nei
China	Joint Stock Company Hai Duong Branch	Hai Duong
	Heng Ya Electric (Dongguan)	Dongguan
	HENG YA Electric (Kunshan) Ltd.	Kunshan

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“TAYA is committed to implementing corporate sustainability and promises to disclose information publicly and transparently.”



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01

Business Overview

0.1 Message from Chairman

0.2 Group Overview

0.3 Products and Services

0.4 Sustainable Vision

0.5 Sustainability Performance

0.6 Sustainability Ratings and
Awards

0.1 Message from Chairman

Ta Ya Group, guided by the spirit of "Well begun is half done" integrated ESG into its corporate vision since 2013, continuously practicing sustainability in various dimensions - environmental, social, and governance. We not only develop eco-friendly products and promote renewable energy, but also actively engage in various philanthropic activities.

In recent years, in response to climate change and the net-zero trend, the Group has conducted carbon footprint assessments, disclosed climate-related financial information based on TCFD recommendations, and in 2023, formulated a decarbonization blueprint and targets to implement climate change mitigation and adaptation measures. Amidst the rapidly changing environment and landscape, Ta Ya remains steadfast in its core principles of corporate sustainability and continues to explore new opportunities to enhance the Group's resilience and competitiveness.

Leading Brand in Energy Connection

Ta Ya's primary vision is to become a leading brand in energy connection. Beyond our core business in electric wires and cables, we have expanded into the realm of smart grids, providing comprehensive solutions for energy generation, transmission, conversion, storage, and management, positioning ourselves as experts in energy chain management.

Through our energy chain services, we wholeheartedly respond to the government's green energy policies and strive to create mutual benefits and prosperity within the local communities.

Our Double E Strategy

Ta Ya Group has always embraced the "Double E" strategy which represents Energy and Emerging Markets. In the face of emerging fields, Ta Ya invests in industries and teams with future growth opportunities through corporate venture capital, and leverages external resources to reduce the risk of entering emerging industries. "Not solely for financial returns, but also preparing Ta Ya in advance for future business opportunities!" When renewable energy development takes off in the future and becomes one of Ta Ya's core businesses, the power of venture capital can be leveraged to enter the next innovative market to continuously enhance Ta Ya's competitiveness.

Sixty-eight years after its establishment, Ta Ya Group is still looking toward the future with a strategy that balances both heritage and innovation, focusing on the continuity and innovative investment using the "Double E" strategy. Through a tripartite approach of core electric wires and cables business, renewable energy industry, and innovative corporate venture capital, we stride towards the next sixty years.

Shen, Shang-Hung
Chairman

**"Well begun
is half done."**



0.2 Group Overview

In response to the trends and opportunities of energy transformation, Ta Ya is actively developing a comprehensive energy supply chain encompassing energy generation, transmission, conversion, storage, and management, aspiring to become the “Leading Brand in Energy Connection.”



Operational Information

- Industry: Electric Wire and Cable Manufacturing
(SASB Industry: Electrical & Electronic Equipment)
- Location of the Headquarter:
No. 249, Section 2, Zhongshan Road, Guanmiao District, Tainan City, Taiwan
- Number of Production Sites : 9
(Guanmiao, Dawan, Cuprime, Ta Heng, UEI, Dong Nei, Hai Duong, Dongguan, Kunshan)
- Total Employees: 1566
- Paid-in Capital (NTD): 6,846,491,260
- Consolidated revenue (in thousands of NTD): **26,749,017**
- Operating Income (in thousands of NTD) : **846,199**

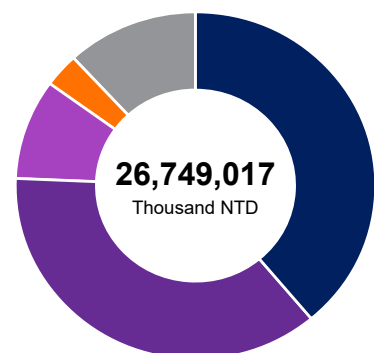
Sustainable Economic Activities

TA YA discloses sustainable economic activities according to the Taiwan Sustainable Taxonomy announced by the Financial Supervisory Commission (FSC). TA YA's Solar Energy Service and Energy Storage Services align with categories outlined in the taxonomy: Forward Looking Economic Activities (FLEAs)"1. Construction of renewable energy" and "3. R&D and system installation of smart grid and energy storage technologies." They also comply with the criterion of "not causing significant harm to other environmental purposes and social safeguards." Therefore, they qualify as recognized sustainable economic activities under this taxonomy.

Economic Activities	Service	Revenue (Thousand NTD)	Revenue Share
Total economic activities that is Taxonomy-Aligned		1,041,653	3.89%
FLEAs-1. Construction of renewable energy	Solar Energy Service	822,273	3.07%
FLEAs-3. R&D and system installation of smart grid and energy storage technologies	Energy Storage Services	219,380	0.82%

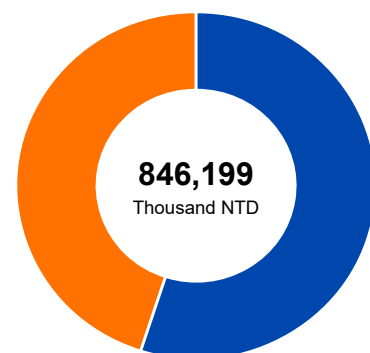
0.3 Products and Services

Revenue Share by Products



■ Power cables ■ Magnet Wire ■ Copper Rod
■ Solar power sales ■ Others

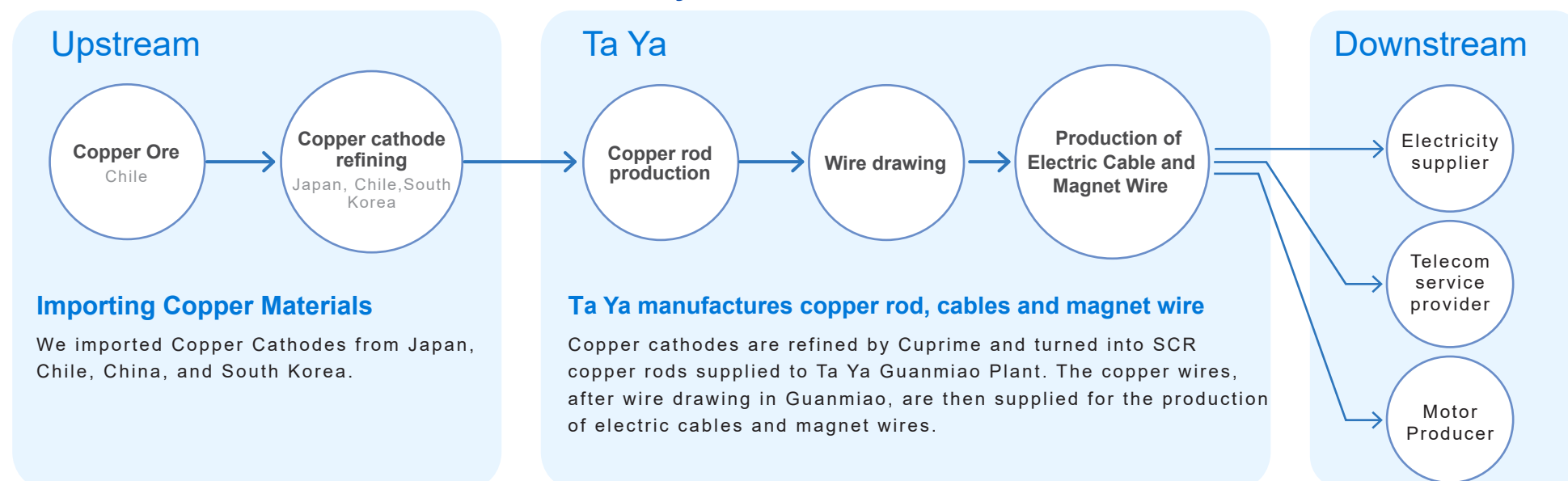
Profit Share by Division



■ Electric Wire and Cables Division : 55%
■ Solar Power Plant Division : 45%

Products and Services	Consolidated Revenue (thousands NTD):	Revenue Share
Power cables	10,030,018	37.5%
Communication and Optical Fiber Cable	371,012	1.4%
Magnet Wire	9,838,032	36.8%
SCR Copper Rod	2,498,601	9.3%
Others (copper bars, copper blocks, etc.)	3,169,646	11.8%
Solar power sales	822,273	3.1%
Energy storage system	19,435	0.1%

Value Chain of Electric Wire and Cable Industry



Energy Chain Service

TA YA has expanded its service into the realm of smart grids, providing comprehensive solutions for energy generation, transmission, conversion, storage, and management, positioning ourselves as experts in energy chain management.

01

Energy Generation

Ta Ya Group currently operates 62 solar power plants with a total installed capacity of 207MW. The target for the year 2025 is to achieve a total connected and under-construction capacity of 450MW.



03

Energy Conversion

- Magnet Wires for electric vehicle motors: Supplying electric vehicles, electric motorcycles, and electric bicycles.
- IE4 high-efficiency motor magnet wire



05

Energy Management

The Group has invested in NextDrive to assist customers in implementing intelligent management equipment on the user side.



02

Energy Transmission

- Ultra-high-voltage power cables
- Medium and low-voltage power cables
- Telecom cable
- Fiber optic cables



04 Energy Storage

Ta Ya Energy Storage is an integrated service provider for energy storage systems, offering services that include investment, development, construction, operation, energy storage, and power sales.



0.4 Our Sustainable Vision



0.5 Sustainability Performance

GHG Emission

-9.5%

Scope1&2 Emissions:

Emissions reduced by 8,394 tCO₂e
(compared to the 2021 baseline year)

GHG Emission

-7.1%

Scope1&2 Emission Intensity:

Emission intensity (tCO₂e / million
dollars of revenue) decreased from
3.21 tCO₂e/\$million in the 2021
baseline year to 2.98 tCO₂e/\$million.

Energy

-9.2%

Electricity consumption

In 2022, the group's electricity
consumption decreased by 11,890
kWh compared to 2021.

Energy

-41.4%

Energy intensity of HQ (compared to 2014)

The electricity consumption per ton of
product at the Guanmiao headquarters
was 1,050 kWh in 2022, marking a 41.4%
reduction from the 2014 level of 1,792 kWh.

Water Management

48,093

tons of water resources were recycled

Water resource recycling accounts for
17.3% of the water treatment ratio.

Waste Management

87.4%

Waste recycling rate

The group's waste recycling and reuse
rate has been progressively increasing
since 2020, rising from 67.43% in 2020
to 87.48% in 2022, marking a growth of
20.4% over two years.

Disclosure

63%

Coverage rate of TCFD disclosure

Entities in Taiwan
conducted climate-related
risk identification in 2022.

Verification

100%

ISO 14064-1:2018 Verified Ratio (2021)

The group completed the
verification and inventory of
GHG emissions data for the year
2021 in 2022.

0.6 Sustainability Ratings and Awards

In recent years, Ta Ya has actively participated in various international sustainability assessments, aiming to comprehend areas for improvement through feedback from assessment questionnaires. Our relentless pursuit of progress aligns with our commitment to corporate sustainability.

S&P Global's CSA Rating: 32

	2022	2021	Score Variation
ESG 總分	31	27	+4
環境	29	32	-3
社會	40	36	+4
公司治理與經濟	27	17	+10

FTSE Russel Rating: 3.2

Sustainalytics Rating: 20.75

CDP Climate Change Score: D

Awards and Certificates

- FY2021 Taiwan Corporate Sustainability Awards: **Bronze**
- **Green Factory Label** (Guanmiao facility)
- **Clean Production Assessment System** (Guanmiao facility)



01

Sustainable Management

We continuously strive towards a sustainable future by establishing transparent communication, cultivating a sustainable culture, and leading green innovation.

- 1.1 Sustainable Management
- 1.2 Stakeholder Engagement
- 1.3 Materiality
- 1.4 Supply Chain Management
- 1.5 Sustainable Procurement
- 1.6 Green Revenues
- 1.7 Brand Management



1.1 Sustainable Management

Ta Ya, in response to the global trends of ESG principles, has integrated sustainability issues into its corporate vision and strategy. Since 2019, the Sustainable Development Committee has been overseeing and managing the Group's sustainability endeavors. Through interdepartmental collaboration and the promotion of sustainable policies, we actively engage in actions that drive progress towards low-carbon manufacturing and green energy sectors, thereby actualizing corporate sustainability and fostering societal value sharing.

Sustainability Policy



Establishes transparent communication channels

Creates real-time channels for sustainable communication.

Enhances stakeholder engagement.



Cultivates the culture of sustainability

Internalizes a culture of sustainable

Encourages employees to actively participate in sustainable development.



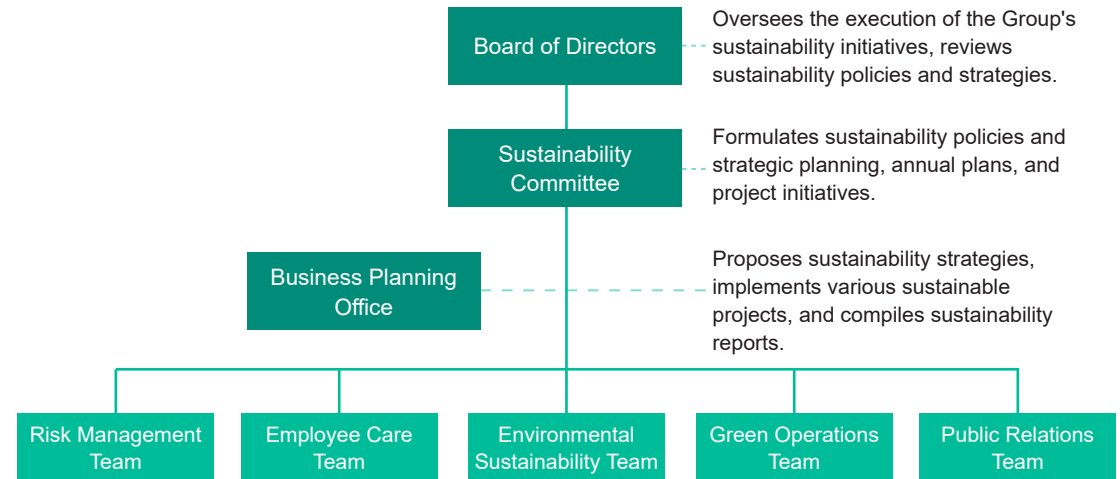
Pioneering green innovation

Develop opportunities for sustainable strategies.

Be attentive to climate change issues.

Collaboratively conceive strategies for sustainable innovation.

Sustainability Management Framework



Each sustainability team sets objectives, devises strategies, takes actions, and reviews outcomes for their respective responsibilities.

Sustainability Management Approach

In 2018, the Board established the Corporate Social Responsibility Committee, which was later renamed as the Sustainability Committee in 2022 following a board resolution. Empowered and overseen by the Board, the Sustainability Committee is entrusted with managing the Group's environmental, social, and economic impacts, integrating corporate sustainability into our operational strategies, and driving purposeful, systematic, and organized efforts to promote sustainable development.

Responsibilities of the Sustainability Committee

- Establish policies, strategic planning, annual plans, and project initiatives for sustainable development through collective deliberation.
- Implement annual plans and project initiatives for sustainable development, and evaluate their execution.
- Authorized by the Board of Directors to conduct the review, approval, and validation of sustainability reporting, subsequently presenting it to the Board.
- Provide an annual report to the Board of Directors detailing the accomplishments in sustainable development.

Members of the Sustainability Committee

Member	Position	Professional Background	Sustainability-related Experience	Attendance Rate at 2022
Wei, Chun-Hsien	Independent Director	MBA, University of Chicago	<ul style="list-style-type: none"> "2015 China Social Responsibility Outstanding Entrepreneur Award" 	100.0%
Chou, Wen-Ching	Independent Director	<ul style="list-style-type: none"> LLM degree in Law from Northwestern University EMBA degree in Finance and Financial Management from National Taiwan University Master's degree in Law from National Taiwan University 	<ul style="list-style-type: none"> Actively involved in charitable and philanthropic activities organized by Chong Hong Culture & Education Foundation Current Chairman of Hongding Investment Co., Ltd. 	100.0%
Yu, Kuang-Hsun	Independent Director	<ul style="list-style-type: none"> Bachelor of Mechanical Engineering, Chung Yuan University 	<ul style="list-style-type: none"> TCSA's "Corporate Comprehensive Performance Award" / Gold Level of the Corporate Sustainability Report Award. "National Occupational Health and Safety Award" in the category of Small and Medium Enterprises 	100.0%
Chen, Chung-Kuang	General Manager of the Business Administration Group	<ul style="list-style-type: none"> MBA from New York Institute 	<ul style="list-style-type: none"> Current General Manager of the Business Administration Group of Ta Ya Electric Wire & Cable. Actively engages in various charitable activities organized by Ta Ya Pristine Homeland Foundation. 	100.0%

Operations of the Sustainability Committee

Responsibilities	Executions
Carried out the approval of sustainability reporting and reported to the Board of Directors (authorized by the Board of Directors).	In the first meeting of May, discussed the results of material issue surveys and changes in sustainability reporting.
Established policies, strategic planning, annual plans, and project initiatives for sustainable development through collective deliberation.	In the second meeting of November, discussed the 2023 sustainability work plan, the preparation plan for the 2022 sustainability report, and the budget for the 2023 sustainability development.
Annually reported the achievements of sustainability development to the Board of Directors.	Presented the annual operational, execution, and stakeholder engagement status to the Board of Directors in December.
Informed the Board of Directors to communicate any key significant events during each reporting session.	In the December Board of Directors meeting, topics of discussion encompassed two key areas: the formulation of the Group's carbon reduction blueprint and the enhancement of investor relations.
Implemented the annual plans and project initiatives for sustainable development, and evaluated their execution.	Conducted a comprehensive inventory of the Group's greenhouse gas emissions in 2021, and disclosed climate-related financial information in line with TCFD guidelines.

Functional Teams

Committee	Coordinator	Responsible Issues	Responsibilities
Risk Management	Hung, Chung-Ming, Senior Manager	Corporate governance, Financial performance, Ethical management, Risk management	Devise appropriate mechanisms to enhance transparency in information disclosure on the company's behalf, formulate strategies to address various potential risks the company may encounter, and minimize risks.
Employee Care	Hsieh, Sung-Mao, Human Resources Manager	Corporate governance, Financial performance, Ethical management, Risk management	Adhere to the vision of fostering a contented workforce, focusing on critical human resource issues such as education and training, talent development, safeguarding of human rights, employee welfare, and workplace well-being. Formulate appropriate human resource systems and policies to address these matters.
Environmental Sustainability	Huang, Ming-Chin, Factory Manager	Environmental sustainability, Product R&D, Product innovation	With environmental sustainability and sustainable management as the goals, devise appropriate environmental strategies to achieve the objective of green production research, development and innovation without burdening the environment.
Green Operations	Lin, Hui-Yeh, Manager	Sustainable procurement, Supplier management	Supervise the company's energy-saving, carbon reduction, and resource recycling efforts to achieve a circular economy. Implement supplier management by selecting vendors that prioritize ESG management, and conduct regular reviews and inspections.
Public Relations	Chen, Chung-Kuang, Division President	Customer service, Brand management, Management of the Foundation	Enhance the company's image through comprehensive communication with stakeholders and the general public. Execute integrated marketing communication through brand management strategies, and disseminate the Group's principles and achievements on a regular basis.



1.2 Stakeholder Engagement

Our company values effective communication with stakeholders, promoting transparency through publicly available information and real-time channels. In response to feedback from stakeholders, for coordination of actions aimed to understand. In addition to physical communication, we also regularly publish information about the Group's consolidated operations and financials on our website.

Identification of Stakeholders

Following the AA1000 Stakeholder Identification Principles (accountability, influence, tension, diverse perspectives, and dependency), we identify stakeholders, and the Sustainable Development Committee decides annually whether adjustments are necessary. The stakeholders for this year encompassed six categories, namely employees, customers, government agencies, suppliers, communities, and investors.

Stakeholders	Issues of Concern	Communication Channel	Frequency	Actual Communication Actions
Clients	<ul style="list-style-type: none"> Product Credibility and Quality Low-Carbon Products Brand Management 	Supplier training and supplier conferences	Variable, 1-3 times per year	Participate in supplier conferences and supplier training courses organized by customers.
		Customer satisfaction surveys	1 time per year	Conduct a satisfaction survey of the top 30 customers in October.
		On-site audit by customer	According to customer requirements	On-site audit by Chunghwa Telecom.
Suppliers	<ul style="list-style-type: none"> Product Credibility and Quality Compliance with Regulations Energy Management 	Supplier evaluation (on-site audit)	1 time per year	In 2022, evaluations of 58 suppliers were completed.
		Supplier sustainability questionnaire and impact survey	1 time per year	In 2022, questionnaires of 3 suppliers were completed.
		Supplier satisfaction survey	1 time per year	Supplier satisfaction questionnaires were distributed.
Employees	<ul style="list-style-type: none"> Product Credibility and Quality Labor Relations Pollution Prevention 	Team+ and electronic bulletin board	Continue to implement	Continuously publish news and notifications through the electronic bulletin board.
		Labor-management meetings	1 time per year	Employee representatives provide feedback through labor-management meetings.
		Employee satisfaction survey	1 time per year	Employee satisfaction survey is conducted annually.
Government	<ul style="list-style-type: none"> Compliance with Regulations Pollution Prevention Talent Training and Education 	Seminar exchanges and participation in government forums	Variable, 3-5 times per year	Participate in briefings and forums organized by the Environmental Protection Agency and the Forestry Bureau
		Environmental product certifications	Variable	In 2023, obtain Clean Production and Green Factory certifications.
		Participate in various assessments	Variable	Corporate governance assessment ranking improved from 21-35% to 6-20%.
Investors	<ul style="list-style-type: none"> Risk Management Brand Management Climate Change Response 	Stakeholders' meeting and analyst briefings	1 time per year	Participate in self-conducted analyst meetings and securities analyst meetings, as well as one shareholder meeting.
		Publish annual reports and sustainability reports.	annually	Continue to disclose operational and sustainability information in financial and sustainability reports.
Community	<ul style="list-style-type: none"> Product Credibility and Quality Pollution Prevention 	Communicate through advertisements and social media	Variable, 3-5 times per year	Communicate with the public through advertisements, promotions, and social media posts.
		Corporate volunteer activities	Variable, 4-8 events/year	In 2022, due to the pandemic, only a weeding and river cleanup event was held on March 12.

1.3 Materiality

TA Y&A conducts annual identification of material issues, clarifying the significant matters that impact the Group and resolving it through management, responding, and taking action accordingly. We employ the GRI3 Materiality methodology for identification, surveying stakeholders and various units within the organization to select material issues for the Group.

Materiality Assessment Process

1. Pooling Material Issues



The sustainability team collects various issues by comprehending the organization's context and referring to international standards such as: GRI guidelines, SDGs sustainable goals, disclosure items from renowned ESG rating providers (FTSE and S&P), TWSE corporate governance evaluation, and peer case studies. A total of 22 sustainable issues were compiled and listed by the sustainability team.

2. Double Materiality Assessment



The negative impacts on "External impact on society or the environment" and "Internal impact on enterprise value" are assessed separately. During both impact assessments, managers and stakeholders are invited to evaluate the "severity" and "probability" of the impacts. A customized scoring system is designed, classifying severity as minor, moderate, or severe, and probability as rare, possible, or frequent. The impact quantification is calculated by multiplying the severity score by the probability score.

With scores ranging from 1 to 5, where 1 represents the lowest impact level and 5 indicates the highest. Finally, the impact quantification indicator is obtained by averaging the collected impact data (with adjustments made based on the distribution of the two impact scores).

3. Assessing Significance of Impacts



The implementation team has set the significance threshold at "medium to high impact" level, meaning that if the organization's ESG impact assessment score reaches 3.8 and ESG risk's financial impact evaluation score reaches 4.0, it will be considered a significant issue for the current year, with a total of 8 identified topics.

4. Prioritizing Material Issues



The material issues are submitted for confirmation to the Sustainability Development Committee, led by an independent director. Upon review and approval, they are identified as significant topics for the Group for the current year and prioritized for reporting. The final results are then presented to the Board of Directors.

External Impact × Internal Impact

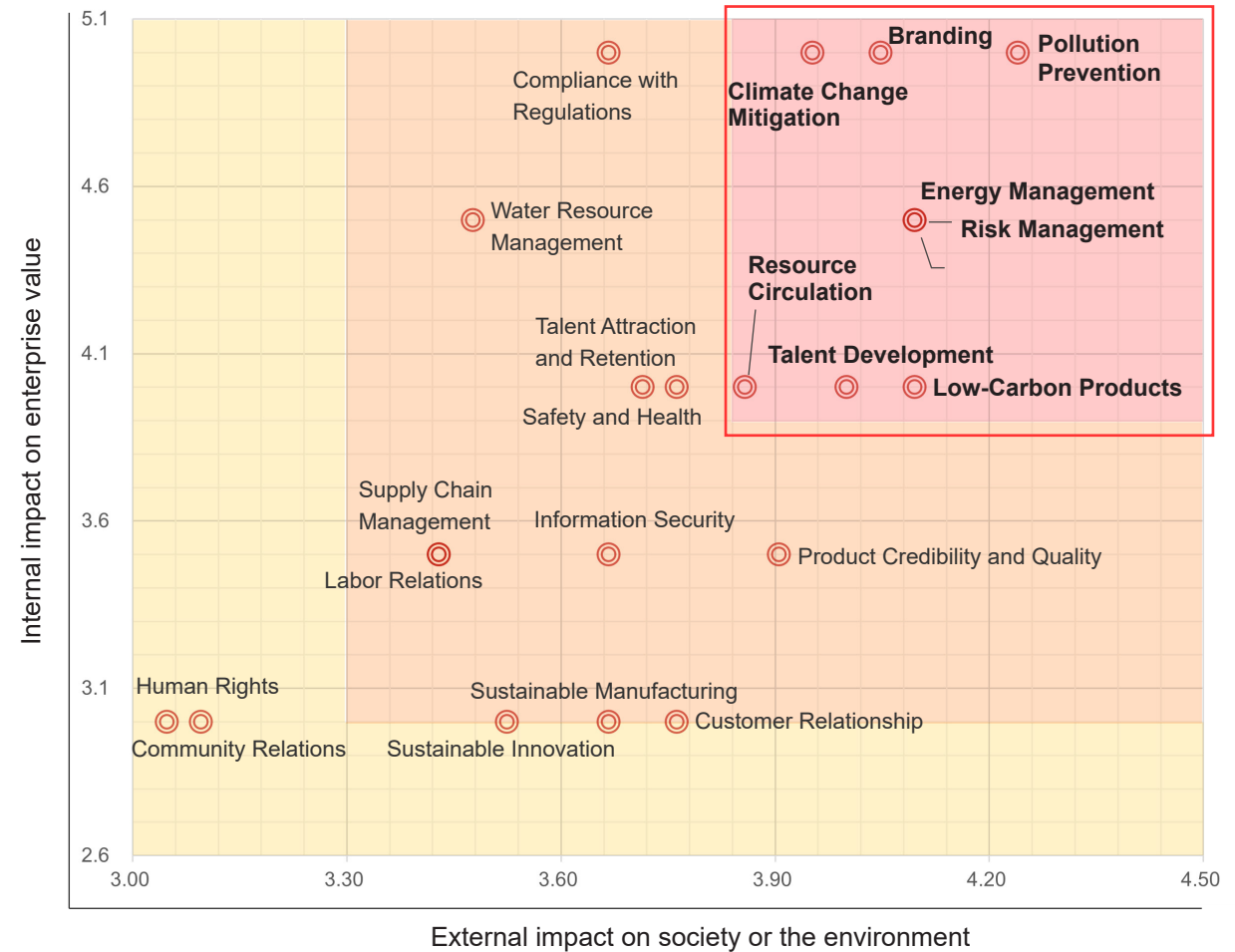
	Issues	External	Internal
High Impact	Pollution Prevention	4.24	5.0
	Risk Management	4.10	4.5
	Energy Management	4.10	4.5
	Low-Carbon Products	4.10	4.0
	Branding	4.05	5.0
Medium to High	Talent Development	4.00	4.0
	Climate Change Mitigation	3.95	5.0
	Product Credibility and Quality	3.90	3.5
	Resource Circulation	3.86	4.0
Medium Impact	Talent Attraction and Retention	3.76	4.0
	Customer Relationship	3.76	3.0
	Safety and Health	3.71	4.0
	Compliance with Regulations	3.67	5.0
	Information Security	3.67	3.5
Medium to Low	Sustainable Manufacturing	3.67	3.0
	Sustainable Innovation	3.52	3.0
	Water Resource Management	3.48	4.5
	Supply Chain Management	3.43	3.5
	Labor Relations	3.43	3.5
Low	Community Relations	3.10	3.0
	Human Rights	3.05	3.0
	Corporate Citizenship	2.71	3.0

Change of Material Issues

2022	2021
Pollution Prevention	Product Credibility and Quality
Climate Change Mitigation	Climate Change and Carbon Management
Branding	Risk Management
Risk Management	Energy Management
Energy Management	Talent Training and Education
Low-Carbon Products (Newly Added)	Branding
Talent Development	Talent Attraction and Retention
Resource Circulation (Newly Added)	Sustainable Manufacturing
	Labor Relations
	Pollution Prevention
	Customer Relationship Management

In 2022, we reduced the number of material issues from 11 to 8, facilitating effective management of key priorities.

Double Materiality Matrix



The horizontal axis represents external impact on society or the environment and the vertical axis represents impact to the company. The quadrants help identify where the combined views of the priority topics fall.

Pollution Prevention

Impact Description:

1. Environmental fines: Failure to comply with local environmental regulations may result in fines and other penalties for the company.
2. Opposition and reputation risks: Pollution may lead to opposition and dissatisfaction from local communities and environmental groups, which could damage the company's reputation and image.
3. Pollution may negatively affect the local ecosystem and residents.

Commitment :

Implement regular monitoring and reporting, install pollution control equipment to comply with fixed pollution source air emission standards.

Strategy :

Adopt measures like catalytic converters, baghouse dust collectors, and wet scrubbers to reduce emissions from pollution sources.

2023 Short-term Target

In compliance with the Department of Environmental Protection's standards for air pollutant emission from stationary pollution sources.

2030 Long-term Target

In compliance with the Department of Environmental Protection's standards for air pollutant emission from stationary pollution sources.

2022 Progress

It has been certified by the environmental protection authority to comply with stationary air pollution standards.

Corresponding Standards:

GRI 305-7

Corresponding Chapter:

3.7 Pollution Prevention

Energy Management

Impact Description:

With the continuous increase in electricity prices, TA YA faces the risk of rising energy costs, which could have a negative impact on its financial performance. Additionally, relying excessively on grid electricity may pose the risk of operational interruptions during power outages.

Commitment :

Continue to implement energy management measures, adopt energy-saving initiatives, and establish renewable energy sources to reduce grid electricity consumption.

Strategy :

Monitor energy usage through an energy management system and implement measures, such as equipment upgrades and process improvements to further reduce electricity consumption.

2023 Short-term Target

Guanmiao plant: Reduction of 1.5% in electricity consumption per ton of product (compared to the 2021 baseline).

2030 Long-term Target

Guanmiao plant: Reduction of 5% in electricity consumption per ton of product (compared to the 2021 baseline).

2022 Progress

Achieved a reduction of 8% in electricity consumption per ton of product compared to 2021. (2022 group-wide energy consumption target: 161,438 Mwh, a reduction of 1.5% compared to the 2021 baseline 163,896 Mwh)

Corresponding Standards:

GRI 302-1

Corresponding Chapter:

3.4 Energy Management

Climate Change Mitigation

Impact Description:

1. Climate change may cause damage to the company's assets, such as equipment damage or property loss from typhoons or floods.
2. Failure to enhance climate resilience could lead to financial and operational losses when climate disasters occur or climate regulations are adjusted.



Commitment :

Follow the climate action framework we established, focusing on carbon reduction within its operations and value chain, integrating climate issues into its business strategy, and influencing climate action in society.

Strategy :

Upgrade equipment, improve energy efficiency, reduce electricity consumption, and lower Scope 2 emissions.

2023 Short-term Target

Based on the 2021 baseline, achieve a 5% reduction in Scope 1 and Scope 2 GHG emissions.

2030 Long-term Target

Based on the 2021 baseline, achieve a 40% reduction in Scope 1 and Scope 2 GHG emissions.

2022 Progress

Achieved a 9.5% reduction of the Group's GHG emissions (scope 1 & scope 2).

Corresponding Standards:

GRI 305

Corresponding Chapter:

3.2 Climate Action

Resource Circulation

Impact Description:

If the enterprise fails to achieve circular regeneration or recycling, it may lead to resource wastage and increased costs, such as purchasing new raw materials, transportation, and waste disposal costs.

Commitment :

Continue with waste reduction and recycling measures to reduce resource consumption.

Strategy :

Implement measures including waste heat recovery, copper material recycling, solvent recycling, and recycling of spindle and wooden shafts to achieve circular economy practices.

2023 Short-term Target

Cumulatively reduce waste output by 5% in 2023.

2030 Long-term Target

Cumulatively reduce waste output by 20% in 2030.

2022 Progress

Waste reduction reached 12.69%, and the company will continue seeking to collaborate with recycling facilities for R-class waste.

Corresponding Standards:

GRI 306

Corresponding Chapter:

3.6 Resource and Circular Economy

Low-Carbon Products

Impact Description:

If the enterprise fails to effectively develop low-carbon products, it may face the risk of losing orders and a declining market share.

Commitment :

Continue product footprint reduction and conduct ISO14067 carbon footprint assessments for key products.

Strategy :

Conduct product life cycle analysis to understand emission hotspots and reduce production emissions through energy management, and reduce upstream emissions from suppliers through supply chain carbon management.

2023 Short-term Target

Analyze the carbon footprint of key products and identify emission hotspots.

2030 Long-term Target

Gradually expand the number of products investigated for carbon footprint and develop strategies for reducing carbon footprint.

2022 Progress

Each business group and subsidiary has completed the verification of the 14067 carbon footprint verification of key products and analyzed the emission hotspots in the product life cycle for subsequent improvement.

Corresponding Standards:

GRI 2-6

Corresponding Chapter:

3.3.6 Product Decarbonization

Branding

Impact Description:

1. Improper brand management may have an impact on the company's reputation and image in the market, leading to consumer distrust and affecting the company's market share and sales revenue.

2. Failure to timely and effectively address negative events may result in negative public perception, causing severe damage to the company's reputation and subsequently affecting its long-term development.

Commitment :

Establish public relations and brand strategies annually to continuously enhance the Group's brand value.

Strategy :

Ensure alignment between communication issues, role positioning, and core brand messaging. Additionally, employ cross-platform media operations, disseminate the latest information, and engage with stakeholders to fortify our brand image by combining sustainability and energy topics.

2023 Short-term Target

Energy supply chain management will be the core of our corporate communication in 2023, embodying the true value of our corporate brand.

2030 Long-term Target

N/A

2022 Progress

According to the 2022 brand advertising effectiveness survey, overall brand awareness has grown by 7% compared to 2021; brand familiarity and preference have also improved.

Corresponding Standards:

N/A

Corresponding Chapter:

1.7 Brand Management

Risk Management

Impact Description:

Failure to grasp severity of risk exposure, conduct risk assessments and implement risk controls, may lead to financial risks such as asset losses or increased liabilities. Moreover, it could trigger public discontent and resentment, causing severe damage to the company's reputation and subsequently affecting its market presence and development prospects.

Commitment :

Continuously manage information security, intellectual property rights, and climate-related risks.

Strategy :

Verify and continuously improve information security and intellectual property rights.

2023 Short-term Target

Obtain ISO 27001 certification and continue improvement efforts.

2030 Long-term Target

Expand the implementation of ISO 27001 across the entire group, enhance intellectual property management, and integrate these with operational strategies.

2022 Progress

Continued to improve and meet ISO 27001 requirements, plan and complete the application for TIPS (Technology and Intellectual Property System) verification, and conducted TCFD (Task Force on Climate-related Financial Disclosures) climate risk identification.

Corresponding Standards:

N/A

Corresponding Chapter:

2.2 Risk Management

Talent Development

Impact Description:

If the enterprise fails to effectively cultivate and manage talents, it may face the risk of talent loss and rising labor costs, negatively impacting its market competitiveness and the company's long-term sustainability..

Commitment :

Continue with employee training and development as a driving force to achieve the Group's mission.

Strategy :

Establish a comprehensive training system, providing employees with a systematic and targeted learning environment and learning channels.

2023 Short-term Target

Conduct 67 education and training sessions, including in-house training, project-specific training, and training for foreign labor.

2030 Long-term Target

N/A

2022 Progress

In 2022, the average training hours per employee in the Group reached an 13.7 hours, marking a growth of 4.1 hours from 2021.

Corresponding Standards:

GRI 404

Corresponding Chapter:

3.5 Talent Development

1.4 Supply Chain Management

TA YA values its supply chain partners and expects to jointly undertake sustainable transformation. In order to ensure the safety of the working environment, employee rights, environmental protection, and compliance with business ethics, TA YA Electric Wire & Cable has formulated TA YA Supplier Code of Conduct based on the Responsible Business Alliance (RBA) Code of Conduct 7.0. The code consists of five parts: Labor and Human Rights, Health and Safety, Environmental Protection, Business Ethics, and Management Systems. TA YA requires supplier partners to comply with and respond to this code in order to promote the sustainable development of the value chain.

Supplier Screening

Ta Ya effectively manages its supply chain by categorizing suppliers into two significant groups: **"Hazardous Substance-Free (HSF) Suppliers"** and **"Non-HSF Suppliers with an annual transaction amount of over 10 million NTD"**. In 2022, a total of 66 significant suppliers were identified, out of which 49 were HSF Suppliers.

Significant Suppliers	2022
Total number of Tier-1 suppliers	114
Total number of significant suppliers	66
Total number of significant suppliers in Tier-1	66
Percentage of total spend on significant suppliers in Tier-1	99.2%

Supplier Policies:

Hazardous Substance-Free (HSF) Suppliers:

Must provide products that meet government or regulatory safety and environmental requirements. They must also undergo evaluation through the "Special Product Partnering Supplier Assessment Form" in accordance to Ta Ya's "Special Product Procurement and Evaluation Management Operating Procedures," and provide one of the following documents: qualified product inspection reports for non-hazardous substances, a signed "Guarantee of Non-Use of Chemical Substances in Products," or a declaration of non-use of prohibited substances, in order to be included as an HSF significant supplier. 49 were HSF Suppliers.

Non-HSF Suppliers:

These suppliers are screened and evaluated according to Ta Ya's "Partnering Factory Management Operating Procedures."

Supplier Evaluation

Ta Ya has set short, medium, and long-term objectives for evaluating significant suppliers, and in 2022, it successfully evaluated 31 suppliers, completing 47% of the supplier evaluation process. The company is on track to achieve its short-term goal of evaluating 50% of significant suppliers by 2024. There are 3 approaches to evaluation methods:



1. On-site evaluation



2. Video Assessment



3. Supplier self-assessment

The evaluation process, based on the "Partnering Factory Product Quality/Environmental/HSF System Audit Form," not only emphasizes product quality but also integrates corporate sustainability as a significant evaluation criterion. Each category is rated on a scale of 1 to 5, and any item with a Corporate Social Responsibility (CSR) score below 4 receives attention from the procurement team, where insights are shared, and positive guidance is offered to fulfill the shared goal of corporate social responsibility.

The evaluation covers fundamental principles such as human rights, labor standards, environment, anti-corruption, anti-bribery, and prohibition of conflict minerals.

Ta Ya's suppliers are voluntarily advancing societal and environmental progress while striving for economic development, aligning with the goal of sustainable development. Going forward, in various forms such as orders, partnering factory product quality/environmental/HSF system audit forms, supplier sustainability questionnaires, and supplier/contractor CSR and satisfaction surveys, Ta Ya will explicitly request suppliers' cooperation in adhering to the company's environmental policy, prioritizing environmental health and safety, human rights, and anti-corruption in corporate social responsibility.

80.2% of significant suppliers have signed the sustainable commitment agreement.

Ta Ya continues to promote significant suppliers to sign the "Sustainability Commitment". By the end of 2022, a total of 57 commitment letters have been signed, covering 86.4% of significant suppliers.

Supply Chain Impact Survey & Management

The environmental and human rights impacts stemming from Ta Ya's supply chain may potentially lead to a negative reputation upon the Group, thereby influencing customers' willingness to place orders. With the objective of understanding potential supply chain impacts and implementing appropriate measures to mitigate risks, the Group is progressively driving the management of supply chain impacts.

Significant Supplier Environmental and Social Impact Assessment		2022
Percentage of significant suppliers assessed		47.0%
Suppliers assessed with substantial potential negative impacts		4
Suppliers assessed with substantial negative impacts that have taken actions to manage negative impacts		2
Percentage of suppliers with substantial potential negative impacts that have taken actions to manage negative impacts		50%

Starting from 2023, the Guanmiao headquarters initiated impact investigations on 66 significant suppliers. As a result, 31 responses were obtained, achieving a coverage rate of 47.0%, with 96.8% of significant suppliers willingly disclosing their information. We have dispatched the Ta Ya Electric Wire & Cable Significant Supplier - Environmental and Social Impact Survey Questionnaire to suppliers to inquire about existing and potential negative impacts on the environment and society. Subsequently, for suppliers identified with significant negative impacts (such as non-compliance with environmental laws and regulations or labor regulations resulting in penalties), we will further engage with them to understand their situation and offer improvement recommendations. If a supplier fails to make necessary improvements in a timely manner, we will evaluate the possibility of terminating cooperation.

In 2022, the supplier impact survey was successfully conducted, and the statistical analysis revealed that two suppliers had significant negative environmental impacts, while no suppliers were found to have significant negative human rights (social) impacts. After assessment, there was no need to terminate cooperation with any of the suppliers. Subsequently, we will engage in communication with the aforementioned suppliers and present them with improvement recommendations.

Moving forward, starting from 2023, the Guanmiao headquarters will conduct regular impact investigations on suppliers (once a year) and subsequently track and request actions from the suppliers identified as having a potential or actual negative impact to mitigate potential risks within the Group's supply chain.

Environmental Impact

• Water quality impact:

Only one manufacturer was identified to have discharged wastewater exceeding standards or causing negative implications for nearby water resources.

• Air pollution impact:

Only one manufacturer was identified to have emitted excessive exhaust gas.

• Ecological impact:

Only one manufacturer was found to have adversely affected the ecological system surrounding the plant, including habitat destruction and reduction in biodiversity.

83.9% of suppliers have been actively monitoring and managing negative environmental impacts, with 100% showing subsequent improvements in those areas.

Human Rights Impact

• Human rights impact:

Within the Ta Ya supply chain, there have been no occurrences of illegal child labor, workplace discrimination, or unequal job opportunities.

• Occupational health and safety impact:

Approximately 9.7% of the suppliers have experienced cases where employees were exposed to hazards resulting in occupational injuries. These cases will be thoroughly investigated and monitored.

1.5 Sustainable Procurement



Green Procurement Amount: **22,964,161** NTD
83.15% Growth compared to 2021

Ta Ya has supported the government's green procurement plan and continues to procure green, sustainable, and low environmental impact products. Our procurement unit sets clear purchasing policies in the purchase order and implements them accordingly. In 2022, the Group's green procurement amount reached 28,964,000 NTD, a growth of 131.1% compared to 2021.

Ta Ya responds to United Nations SDG 12 - "Responsible Consumption and Production" and will continue to increase the proportion of green procurement to promote a green economy and drive sustainable transformation in the value chain.

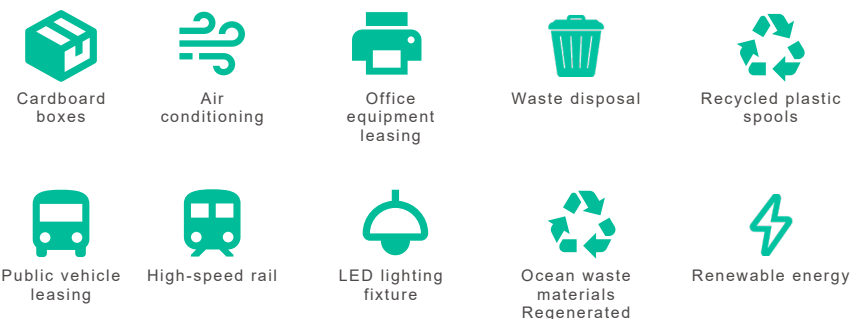
	2022	2021	2020
Green Procurement Amount (NTD)	28,975,403	12,538,513	9,432,205
Green Procurement YoY Growth Rate	131.1%	32.93%	N/A

Procurement Policy:

1. Prioritize raw materials with environmental, energy-saving, and water-saving raw materials, or those that have been approved or certified by Energy Star or the government.
2. Suppliers who have implemented ISO management systems, ISO 50001, IATF16949 certifications, and have implemented energy-saving, water-saving, and carbon reduction measures are considered preferred procurement partners.
3. Strictly enforce the prohibition of conflict minerals in the procurement of raw materials.

Green Procurement Initiatives

Ta Ya has established a green procurement plan and procures at least four environmentally friendly products. In 2022, the procurement items included:



Local Procurement

Overall Local Procurement Amount: **21.61%**

(Guanmiao Headquarters)

Ta Ya's Guanmiao Headquarters has classified internal purchases made in Taiwan as "local procurement". In 2022, the total amount of purchases from Taiwanese suppliers amounted to 2.9 billion NTD, accounting for 21.61% of the overall procurement total, and is an increase of 2.19% compared to 2021.

Copper cathode is a critical raw material for Ta Ya, and due to Taiwan not being a copper-producing country, the company heavily relies on imports. Copper cathode sources are from regions such as Chile, China, Japan, Indonesia, and others. In 2022, the total procurement amount for copper cathodes accounted for approximately 75% of the overall procurement total. To reduce the demand for imported copper cathodes, the headquarters will introduce a copper recycling mechanism in 2023 to process copper materials from discarded wires and cables for reuse in the manufacturing process.

1.6 Green Revenues

Ta Ya Group offers a diverse range of green products and services, including solar energy service, energy storage systems, AFC frequency modulation systems, and eco wires and cables. In recent years, we have actively expanded our solar energy and energy storage business and look forward to gradually increasing the revenue share from sustainable services and products.

1,472,582 thousand NTD of green revenue was generated in 2022

5.51% of the revenue comes from green products and services

Low Carbon Services

Low carbon service that avoid emissions for third-parties: Solar Energy Service

Low Carbon Services	2022
Revenue share of low carbon services (solar energy service)	3.1%
Total electricity generated by solar power plants developed by TA YA (kwh)	165,638,706
Estimated total avoided emissions (tCO ₂ e)	81991.16



Green Revenue Products and Services	Application	Company	2022 Revenue (in thousands of NTD)
Solar Power Sales	Wheeling	Ta Ya Electric Wire & Cable	822,273
Installation of Energy Storage Systems	Energy storage	Ta Ya Energy Storage Technology	19,435
Eco-friendly Cables	Transmission and distribution	Ta Ya Electric Wire & Cable	1,702
Solar Energy Cables	Solar energy transmission and distribution	Ta Heng	204,872
Inverter-Fed Driven Motors Wire (IFDW) (suitable for electric vehicles)	EV motors	Ta Ya Electric Wire & Cable	172,633
Thermal Conductive Magnet Wire (TD-*R) (suitable for electric vehicles)	EV motors	Ta Ya Electric Wire & Cable	1,422
Low Dielectric Magnet Wire (LDW) (suitable for electric vehicles)	EV motors	Ta Ya Electric Wire & Cable	73
Rectangular Enameled Copper Wire for Electric (Motor) Vehicles (RTW)	EV motors	Ta Ya Electric Wire & Cable	50,227
Installation of Energy Storage Systems	Energy storage	Union Storage Energy System	137,069
Battery Module (Lithium-ion Battery)	Battery module	Union Storage Energy System	59,769
Energy Storage Services	Energy storage	Union Storage Energy System	3,107
Total Green Revenue			1,472,582
Percentage of Green Revenue to Total Revenue %			5.51%

1.7 Branding



Management Approach:

The Group sets annual public relations and brand strategies to continually enhance the value in sustainable brand management.



Evaluation Mechanism:

Brand awareness, familiarity, and preference, along with post-advertisement testing, market share, and financial performance.



"Well begun is half done"

As an industry leader, Ta Ya connects with all stakeholders to form **#Team TOMORROW**, continuously driving the industry towards environmental harmony. From research and development to production, our core values are "environmentally friendly and beautiful home." Driven by this vision, Ta Ya is an industry pioneer, achieving milestones such as being the "First Company with Environmental Cables to Surpass EU Standards," "First Company with Lead-Free PVC Wires and Cables," and the "Industry's Only Company with Green Factory Certification." These achievements reflect our commitment to the "Well begun is half done" philosophy.

"A Stable Source of Power"

Stability is the foundation that enables Ta Ya Group to face uncertainties. Its stringent quality standards and commitment to wire, cable and magnet wire products ensure safety, durability, and stable energy output. The development of a complete energy chain solution, from generation and transmission to conversion, storage, and management, allows people to face life's uncertainties with peace of mind.

Brand Promotion Effectiveness:

Based on the 2022 Taiwan NielsenIQ survey, the results of advertising promotion effectiveness among the 30-54-year-old middle/high-income group, potential users, and potential buyers are as follows:

Ta Ya Brand Performance:

Brand Awareness:

The overall brand awareness of Ta Ya has grown compared to the previous year (47% → 54%, with growth observed in all regions). The brand awareness among the core target audience has surpassed 60%.

Brand Familiarity:

The overall familiarity with Ta Ya has increased compared to the previous year. The familiarity among the target audience is even higher, with nearly 50% of potential buyers expressing familiarity with the Ta Ya brand.

Brand Preference:

The overall brand preference has increased compared to the previous year, with the core target audience showing a preference rate of 40%.

Ta Ya Brand Performance:

Professionalism, deeply-rooted in Taiwan, and reliability are currently the key elements of Ta Ya's brand identity.

Ta Ya Brand Performance:

In 2022, the overall success of advertising has significantly increased consumer awareness and positive sentiment towards Ta Ya (over 90% reported a positive impact). The emphasis on environmental protection (48%), implementation of sustainability (47%), and caring for the land (41%) has left a profound impression on people. The TV commercials with the central theme "Well done is half begun" convey a sense of environmental concern and create a "heartwarming" atmosphere, garnering over 80% of the audience's attention and generating positive impression towards Ta Ya.

Public Relations

Through comprehensive communication with stakeholders and the general public, we enhance our corporate image. Our brand management strategy involves integrated marketing communication, regular dissemination of the Group's principles and actions. We also undertake environmentally friendly actions through the Ta Ya Pristine Homeland Foundation and collaborate with various eco-friendly organizations to expand Ta Ya's positive impact.

Market Share of Product

The energy and telecom cable and magnet wire business groups of our Guanmiao headquarters set annual market share targets. Every month, they track the market share from the previous month during management meetings, and assess the achievement of the market share for the previous year. The enameled wire products continue to dominate the market share, with the actual market share in 2022 reaching 34.86%, surpassing the target of 30%. Although the electrical communication business group did not reach the target market share, the actual market share of 10.83% in 2022 showed a growth of 0.32% compared to 2021.

2022 Market Share

	2022 Market Share Target	2022 Actual Market Share	Target Gap
Energy & Telecom Cable BU	13.58%	12.39%	-1.19%
Enameled Wire BU	30%	34.86%	4.86%



2022 品牌創意行銷：形象影片《初心篇》、《產品全新發布》系列平面

02

Corporate Governance

We firmly believe that a diverse and transparent governance approach is the foundation for building trust and enhancing corporate value. Through effective communication, management, and disclosure, we aim to increase stakeholders' trust in the company. With a robust governance framework in place, the Ta Ya Board of Directors plays a pivotal role in leading the transformation and growth of the Group.

2.1 Corporate Governance

2.2 Business Integrity

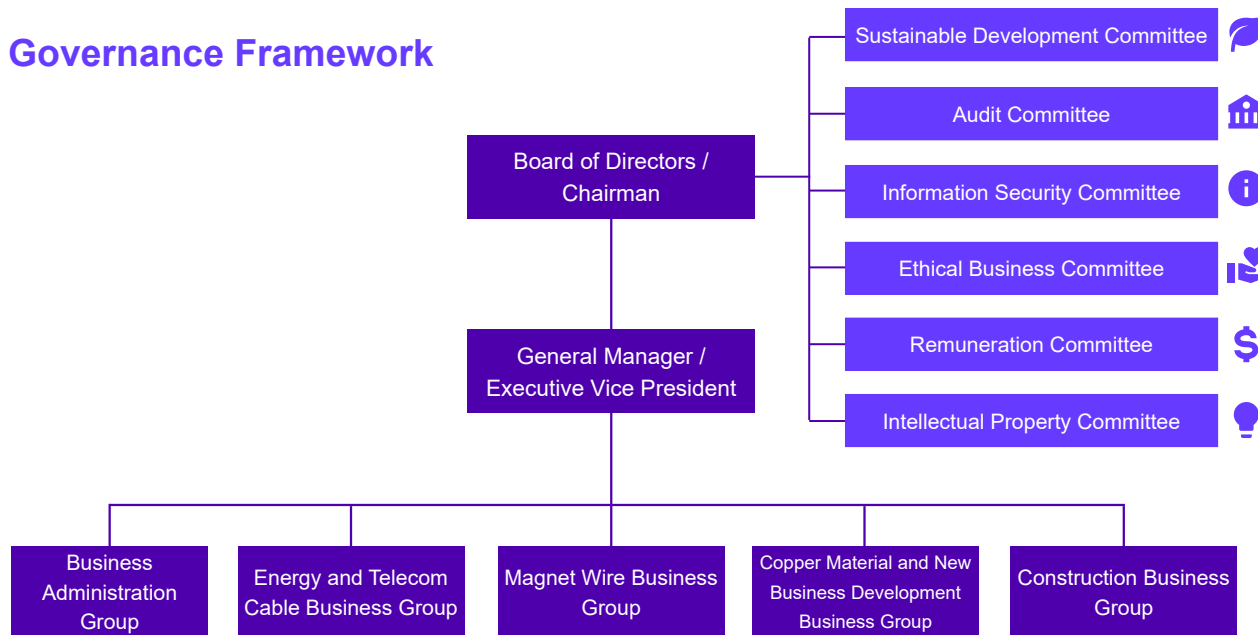
2.3 Risk Management

2.4 External Engagement



2.1 Corporate Governance

Governance Framework



Composition of the Board

The election of directors in our company follows the nomination system as provided in Article 192-1 of the Company Act. Candidates are nominated by the Board and undergo review before being appointed at the shareholders' meeting. The selection criteria consider the candidates' professional qualifications, experience, and independence. There has been no election of government or juristic persons, or their representatives, as stipulated in Article 27 of the Company Act.

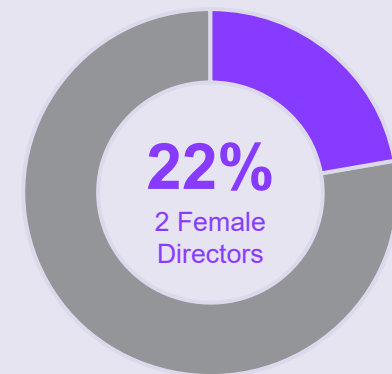
The Ta Ya Board of Directors comprises 9 members, including 2 female directors and 4 independent directors. The Board members possess expertise in finance, accounting, economics, finance, law, engineering management, and cable industry knowledge. The composition of the Board is diverse, with the professional backgrounds of its members closely aligned with the company's current operational and developmental needs.

Our Chairman, Shen, Shang-Hung, also serves as the CEO, aiming to enhance operational efficiency and decision-making execution. He maintains close communication with other directors to keep them informed about the company's operational status and strategic plans, thereby ensuring effective corporate governance. In 2022, there were no instances of conflicts of interest. Measures for conflict avoidance and mitigation are in place, as outlined in Article 2: "Preventing Conflicts of Interest" of the Ta Ya Electric Wire & Cable's Code of Ethics.

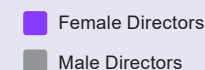
Board Diversity

Our company has established a policy for board diversity and adheres to corporate governance best practices to ensure the diversity of board members. When forming the composition of the Board, we consider diversity from various aspects, including but not limited to gender, age, cultural and educational backgrounds, ethnicity, professional experience, skills, knowledge, and tenure.

(Company Governance Operation, Page 12 > Board Composition and Responsibilities > 1.3 Implementation Status:)



Gender Composition



Member	Gender	Title / Position	Term	Professional Background	Related Experience	Attendance Rate at 2022 Meetings
Shen, Shang-Hung	Male	Chairman Executive Director	3	<ul style="list-style-type: none"> • MBA from Emory University • B.S. in Electrical Engineering from National Taiwan University 	<ul style="list-style-type: none"> • Chairman of Ta Ya Green Energy Technology • Independent Director of MDS • Independent Director of Asia Polymer Corp. • Independent Director of Partner Tech • Former Manager of AT&T (United States) 	100.0%
Shen, Shang-Pang	Male	Executive Director	3	<ul style="list-style-type: none"> • Chienkuo Industrial Junior College 	<ul style="list-style-type: none"> • Vice Chairman of Ta Ya Electric Wire & Cable • Chairman of Taya (Viet Nam) Electric Wire and Cable Joint Stock Company 	100.0%
Shen, San-Yi	Male	Executive Director	3	<ul style="list-style-type: none"> • Kun Shan University, Electrical Engineering 	<ul style="list-style-type: none"> • General Manager of Ta Ya Electric Wire & Cable • Chairman of Ta Heng Electric Wire & Cable 	100.0%
Shen, Shang-Tao	Male	Executive Director	3	<ul style="list-style-type: none"> • University of Southern California (USC), Bachelor of Electrical Engineering 	<ul style="list-style-type: none"> • Executive Vice President of Ta Ya Electric Wire & Cable 	100.0%
Hung, Yen-Hung	Female	Non-Executive Director	3	<ul style="list-style-type: none"> • Bachelor of Business Administration, National Cheng Kung University 	<ul style="list-style-type: none"> • Current Supervisor of Cuprime Material • Former President of Business Administration Group of Ta Ya Electric Wire & Cable 	100.0%
Wei, Chun-Hsien	Male	Independent Non-Executive Director	3	<ul style="list-style-type: none"> • MBA, University of Chicago 	<ul style="list-style-type: none"> • Current Chairman of DaChan Food (Asia) Limited • General Manager of P&G Greater China Beauty and Personal Care Division • Global Executive Director of Beiersdorf AG (Beiersdorf) Group • Senior Advisor of CVC Capital • CEO of Master Kong 	100.0%
Chou, Wen-Ching	Female	Independent Non-Executive Director	3	<ul style="list-style-type: none"> • Master of Law, Northwestern University, USA • EMBA, National Taiwan University 	<ul style="list-style-type: none"> • Current Chairman of Hongding Investment Co., Ltd. • Legal Counsel of Chong Hong Construction • Chairman of Evernature Developer Ltd. 	100.0%
Yu, Kuang-Hsun	Male	Independent Non-Executive Director	3	<ul style="list-style-type: none"> • Bachelor of Mechanical Engineering, Chung Yuan University 	<ul style="list-style-type: none"> • General Manager of Taiwan Cogeneration Corporation (TCC) • Engineer of Asia Cement Corporation, Hualien Plant • Director of Engineering Department of Yuen Foong Yu Paper 	100.0%
Ho, Chun-Hui	Male	Independent Non-Executive Director	3	<ul style="list-style-type: none"> • PhD in Economics, University of Pittsburgh 	<ul style="list-style-type: none"> • Current Managing Partner of CDIB Capital Healthcare Ventures • Former Director and General Manager of CDIB Capital Group • Chairman of PharmaEngine • Head of Healthcare Business Group of CDIB Capital Group • Chairman of CDIB Biomedical Venture Investment Co., Ltd. • Chairman of Huasheng Asset Management Consulting Co., Ltd. 	100.0%

Role of Board Supervision and Management

The Board serves as the highest governing body, responsible for appointing and nominating senior executives and formulating the company's sustainable development strategies. Its responsibilities include overseeing the execution of objectives, determining the Group's operational and sustainability policies, examining sustainability issues (including environmental, human rights, and economic impacts), and reviewing various proposals.

(Board Functions - Source: <https://www.taya.com.tw/msg/msg287.html>)

Board Authorization

Corporate Governance:

The Board of directors established a corporate governance supervisor in 2019, appointing Mr. Hung Chung-Ming (Senior Manager), who holds an accounting qualification, to oversee company governance-related affairs.

Regarding shareholder recommendations, doubts, disputes, and litigation matters:

The company has set up a spokesperson, proxy spokesperson, and shareholder services agency to handle these issues and follow the appropriate procedures.

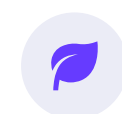
Supervision of the Board of Directors

An independent internal audit team was established, leveraging external professional accountants and other effective mechanisms to reasonably ensure corporate compliance and efficient operations, following the appropriate procedures.

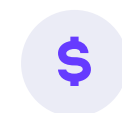
Functional Committees

The Board of directors oversees six functional committees, including the Sustainable Development Committee, Compensation Committee, Audit Committee, Integrity Operations Committee, Intellectual Property Committee, and Information Security Committee. Each committee is responsible for supervising and managing their respective areas of responsibility.

(For details on the work focus of each committee, refer to B0002 Company Governance Operations: from P.6)



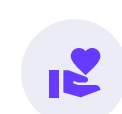
Sustainable Development Committee



Remuneration Committee



Audit Committee



Ethical Business Committee



Intellectual Property Committee



Information Security Committee

Board Remuneration Policy

The Board of directors' compensation includes remuneration, retirement benefits, director's fees, and executive expenses, totaling four components.

According to the company's bylaws, if the company generates profits in a fiscal year, a portion not exceeding 3% shall be allocated for director's fees. The compensation for the company's Board of Directors is determined by referencing industry standards, considering their level of involvement and contribution to the company's operations, the company's overall performance, and the results of the Board of directors' performance evaluation. In addition, Article 23 of the Company's Articles of Incorporation stipulates a compensation and transportation fee for directors performing their duties in the amount approximate to the industry standard. The amount of the compensation shall be a fixed monthly payment determined by the Board, as authorized by the Articles of Incorporation, based on the industry standard.

Board Performance Evaluation

In order to enhance the effectiveness of the Board and establish performance goals to strengthen operational efficiency, the Board of Directors of Taya conducts an internal board performance evaluation at least once a year based on the "Board Performance Evaluation Guidelines." Additionally, an external professional independent organization conducts the evaluation 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 overall evaluation of Taya's Board of Directors covers five major dimensions:

1. The level of engagement in company operations.
2. Improvement of the decision-making quality of the Board of Directors;
3. Composition and organizational structure of the Board of Directors;
4. Selection, appointment and continuous education of Directors;
5. Internal control.

External Board Evaluation

Our company entrusted the external organization, Taiwan Corporate Governance Association, in 2022 to conduct an evaluation of the Board of Directors' performance. We continue to implement improvements and track the feedbacks from the evaluation.



Board Competency Enhancement

1. The company has established the Compensation Committee and the Audit Committee, both consisting entirely of four independent directors, to assist the Board in fulfilling its supervisory responsibilities, thereby strengthening the Board's competencies.
2. To implement corporate governance and enhance the Board's effectiveness, the Board established the Corporate Governance Supervisor in 2019 and formulated standard operating procedures to assist in board operations.
3. The company's internal audit personnel prepare audit reports on the Board's operations to comply with regulatory requirements from the securities authority.
4. In addition to disclosing relevant information on the Market Observation Post System, the company has set up an investor relations section, corporate sustainability development section, corporate governance section, and internal regulations section on its official website. Regular corporate briefing sessions are also held to enhance transparency and enable stakeholders to understand the company's dynamics.

To enhance the competencies and awareness of board members in the field of corporate sustainability, the company continues to organize education and training sessions. In 2022, two sustainability education sessions were conducted for newly appointed board members: May 7 (online) and November 7 (on-site).

2.2 Business Ethics

The Group upholds the principle of integrity in its operations and has formulated the “Code of Ethics” and the “Prevention of Insider Trading Management Operation Procedures” to prevent incidents that may impact the company’s integrity, such as corruption or conflicts of interest within the organization. In 2022, there were no incidents of corruption, conflicts of interest, or anti-competitive behavior within the Ta Ya Group. As a result, no employees faced penalties for violating anti-corruption and anti-bribery policies, and the Group did not encounter any corruption-related risks.

In 2022, two education and training sessions were conducted to continue the implementation of the company’s integrity in business policy. These sessions took place in April, titled “New Corporate Governance Blueprint and Key Insights into Compliance with Laws,” and in July, titled “Management of Insider Holding and Legal Issues in Share Trading.”

Note: No political contributions in 2022.

Conflict of Interest Policy

If a director, manager, or employee of the company has a potential conflict of interest that may harm the company's interests, they should report and discuss it with their superiors.

Board of Directors:

Directors should voluntarily disclose any potential conflicts of interest with the company during board meetings. Also, they must abstain from participating in discussions and voting on such matters and cannot act as proxies for other directors' voting rights.

Note: Details of conflicts of interest involving directors are publicly disclosed on the company’s official website under the “Corporate Governance” section > “Director Nomination and Appointment” files. Currently, the directors’ involvement in other board positions has been disclosed. (Ta Ya Employee Code of Conduct)

Employees:

The company's "Code of Conduct" explicitly prohibits employees from engaging in activities outside the company that conflict with the company’s interests. Employees should not let their involvement in external activities affect their responsibilities within the company, nor should they gain personal benefits from transactions related to the company.

Anti-Corruption Policy

The company has established the “Code of Conduct” and the “Prevention of Insider Trading Management Operation Procedures” to prevent directors, executives, and employees from engaging in the following activities:

- Using company assets, information, or leveraging their position for personal gain or benefit.
- Using company assets, information, or leveraging their position to obtain personal gains or benefits. The company explicitly prohibits insiders from trading securities based on non-public information, and regularly conducts internal education and training on this matter.
- In July 2022, a 3-hour training session titled "Management of Insider Holding and Legal Issues in Share Trading" was conducted at the headquarters in Guanmiao. Participants included managers at various levels up to the Board of Directors.

Anti-Corruption Training:

Total Trained employees: 81
Share of trained employees: 13.1%
Total Trained Hours: 243

Avoidance of Anti-competitive Behavior

The Taya Group complies with domestic and international regulations, seeks fair market transactions, and strives to avoid any anti-competitive behavior. In 2022, the company was not involved in any legal disputes related to anti-competitive behavior, anti-trust, or monopolistic measures.

Complaint and Whistleblowing Channel

To encourage employees to report illegal, unethical, or dishonest behavior, the company has established the "Handling Procedures for Reporting Illegal, Unethical, or Dishonest Cases" and the "Complaint and Whistleblowing Channel" These are managed by a dedicated unit that ensures the safety and protection of whistleblowers. In 2022, no complaints were received.

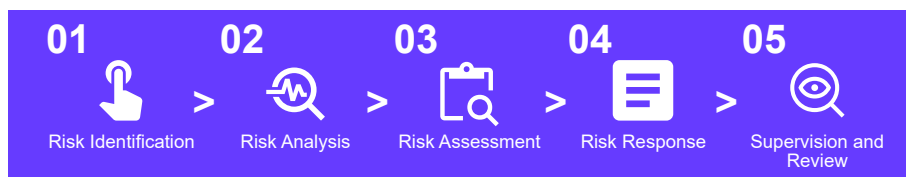
Whistleblower	Whistleblower and Complaint Channels
Shareholders, investors, and other stakeholders	Chen, Chung-Kuang (Spokesperson)
Customers, suppliers, contractors, subsidiary units	Yang, Mei-Chin (Audit Supervisor)
Company Internal Employees	Complaint Phone: 06-5953131 Ext. 240 Complaint Email: morf@mail.taya.com.tw

2.3 Risk Management

To establish a comprehensive risk management system, Taya passed the "Risk Management Best Practices" in November 2022. Furthermore, the Integrity and Risk Management Team was established under the Sustainable Development Committee to develop strategies for potential risks. The Internal Audit Department then formulates audit plans based on risk assessment results. Additionally, the company plans to establish a Risk Management Committee in 2023 to comprehensively assess various operation risks.

Risk Management Guidelines:

The company has formulated the "Risk Management Best Practices" by referring to the risk management practices of listed and over-the-counter companies. Based on these guidelines, the company has developed its own risk management policies and procedures to strengthen the risk management system.



Risk Management Policies:

Following the guidelines for establishing internal control systems for publicly listed companies, the company has implemented a comprehensive set of risk management measures across its operations. This integration covers eight major operational cycles and management systems, ensuring the establishment of a robust and efficient internal control systems.

Execution of Risk Management:

- Conduct investigations and SWOT analysis on potential risks during the annual group meeting. Regular reviews and reporting are performed during the meeting.
- In the fourth quarter, the internal audit department prepares an internal control self-assessment form that is distributed to each unit to review the current operations' risk exposure, in order to adjust the design and execution of internal control measures.
- The audit unit develops an audit plan based on the risk assessment results, implements oversight mechanisms, and controls various risk management aspects.

Board's Responsibilities in Risk Management:

- Approve the risk management policies, procedures and framework.
- Ensure that the strategic directions of operations are consistent with the risk management policies.
- Ensure that an appropriate risk management mechanism and risk management culture have been established.
- Supervise and ensure the effective operation of the overall risk management mechanism.
- Allocate and assign sufficient and appropriate resources to enable the effective operation of the risk management.

2.4 External Engagement

Public Associations Participated	Seats	Position / Membership Qualification
Public Association with Holding Positions		
Public Association with Holding Positions	7	Chairman Shen, Shang-Hung takes on the positions of Executive Director, Chairman of the International Affairs Committee, and President of the Southern Office.
Taiwan Electric Wire & Cable Industries Association	7	Chairman Shen, Shang-Hung takes on the position of Vice Chairman.
TAINAN Industry Association	4	Chairman Shen, Shang-Hung takes on the position of Executive Director.
Taiwan Motor Industry Association		Chairman Shen, Shang-Hung takes on the position of Executive Director.
Taiwan Photovoltaic Industry System Association (TPISA)		Chairman Shen, Shang-Hung takes on the position of the first-term Executive Supervisor.
Public Associations Participated		
Tainan City General Industrial Association	4	
Taiwan Listed Companies Association		
Electric-Electronic & Environmental Technology Development Association of R.O.C.		
Taiwan Cogeneration Association		
Taiwan Stock Affairs Association		

03

Environmental Sustainability

We're actively implementing environmental management to mitigate environmental impacts, from climate change mitigation, resource circulation, energy management, waste management, water resource management, to pollution prevention, conveying the concept of environmental friendliness.

- 3.1 Environmental Management
- 3.2 Climate Action
- 3.3 Carbon Emission Management
- 3.4 Energy Management
- 3.5 Water Resource Management
- 3.6 Resource Circulation
- 3.7 Pollution Prevention



3.1 Environmental Management

The company adheres to ISO 14001 environmental management system to establish an environmental management framework, and diligently implements internal environmental management measures to reduce negative impacts. Simultaneously, it complies with regulatory requirements and collaborates with authorities to continually monitor, disclose information, manage, and improve pollution, waste, and greenhouse gas emissions to ensure environmental sustainability.

Environmental Policy & Commitments

The Ta Ya Group adheres to government environmental regulations and customer requirements, instilling environmental awareness in its employees, fulfilling responsibilities for pollution treatment, resource recycling, environmental protection and striving for continuous improvement.

1

Continuously implement environmental management policies and goals to reduce operational environmental impacts.

2

Comply with environmental laws and other standards, responding to global environmental initiatives.

3

Continue to promote waste reduction and pollution prevention.

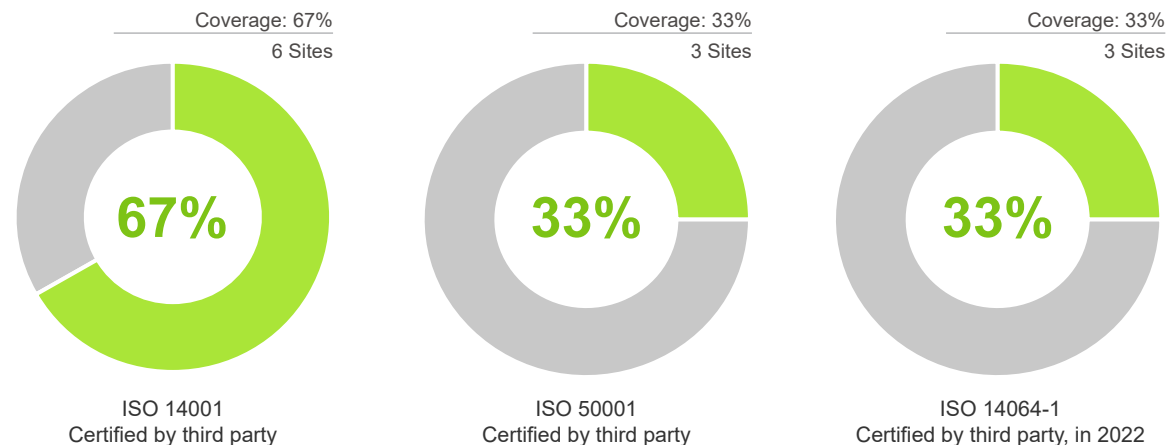
4

Enhance environmental awareness among employees and advocate environmental conservation principles.

Environmental Management System

TA YA implements ISO 14001 to ensure a robust environmental management system. The General Manager serves as the ultimate responsible person for the effective implementation of the company's EMS system.

(Coverage is based on % of group-wide production sites)



Internal Manual

TA YA has implemented environmental manuals and criterias to manage environmental impacts in our operation.

- Waste Control Operating Procedure
- Toxic Chemical Substance Control Operating Procedure
- Air Pollution Control Operating Procedure
- Noise Control Operating Procedure
- Water Pollution Prevention Operating Procedure
- Energy Use Control Operating Procedure
- Environmental and Safety Contractor Management and Control Operating Procedure
- Development and Design Management Procedure Book
(Environmental requirements should be taken into account during the product design and development process.)

3.2 Climate Action

In response to climate change, the Group actively engages in climate change mitigation and adaptation efforts. In 2022, a greenhouse gas inventory was conducted to identify emission hotspots, leading to targeted improvements for significant emission sources. A reduction blueprint was developed collaboratively by climate change response managers and external experts. Moreover, TCFD disclosures were applied to the company's Taiwan operations, allowing for a thorough understanding of potential climate-related risks and opportunities in Taiwan and the formulation of corresponding strategies to enhance climate resilience.

4 Pillars of our Climate Action

In May 2023, the Group's Sustainability Development Committee approved the Climate Action Framework, following recommendations provided by the World Economic Forum, and formulated four major action policies. Subsequently, this framework will serve as the highest-level climate action guideline, and specific targets and measures will be developed in accordance with each policy to achieve climate change mitigation and adaptation smoothly.



Metrics & Targets

- Absolute Target of Scope1+Scope2

Strategies

1. Enhance equipment energy efficiency
2. Implement process improvement to reduce energy demand.
3. Establish renewable energy sources
4. Replace high-carbon emitting fuels with low-carbon fuels.
5. Utilize process waste heat.
6. Strengthen forest carbon sink.

Metrics & Targets

- Waste recycling percentage
- The percentage of suppliers disclosing carbon emissions information

Strategies

1. Waste recycling and Circulation.
2. Waste reduction.
3. Implement green procurement
4. Communicate with suppliers on GHG emissions reduction.

Metrics & Targets

- Funds for low-carbon transition.

Strategies

1. Incorporate climate considerations into major decision-making processes.
2. Quantify climate-related risks & opportunities as financial impacts and integrate them into the risk management framework.
3. Incorporating carbon emission costs into operational considerations.

Metrics & Targets

- Targets for installed solar photovoltaic capacity.

Strategies

1. Increasing renewable energy capacity to assist customers and society in low-carbon transition.
2. Installing energy storage systems to assist in power supply management and enhance grid stability.
3. Collaborate with customers and suppliers to achieve low-carbon transition.

Climate Governance

The climate governance of Ta Ya Group is overseen and reviewed by the Sustainable Development Committee, which regularly reports the implementation status of climate actions to the Board of Directors. Additionally, the convener of the committee serves as the supervisory role for climate actions at the highest level.

In accordance with the third point of the "Climate Action Framework" we ensure that the company's governance fully considers climate change-related factors and incorporates climate issues and risks into the consideration of the Group's business strategy.

Integrating climate related risks into the overall risk management

We are in the process of planning to establish a Risk Management Committee and are expected to integrate climate-related risks into the overall risk management framework.

Climate-Related Risk Management

Ta Ya follows a procedure for climate-related risk management, which includes climate risk identification, climate change scenario analysis, assessment of risk impact and likelihood, prioritization of climate risks, and development of risk response strategies.

01

Identify climate-related risks and opportunities

We identify physical and transformational risks highly relevant to Taya Group by conducting research on international trend reports and benchmarking against exemplary cases from other companies.

02

Assess the magnitude, likelihood, and vulnerability of risks

We quantify the magnitude, likelihood, and vulnerability of each impact according to high, medium, and low degrees respectively.

03

Sort each climate risk and conduct the climate risk matrix

Based on the impact quantification indicators, we create a climate risk matrix.

04

Quantifying the financial impacts

We identify financial impacts as "substantive financial impact" based on the following indicators, including the percentage increase in operating costs and the percentage decrease in revenue. When climate impacts lead to a unit cost increase exceeding 30% or a consolidated revenue decrease of 10% or more, we define them as "substantive financial impacts."

05

Developing response strategies

We develop response strategies for each risk and take proactive measures to reduce the likelihood and potential impact of risks.

Climate-Related Risk Identification.1

	Risk Item	Risk Description	Time Horizon			Risk Level
			Short-term (within 2 years)	Mid-term (3-5 years)	Long-term (6-10 years)	
Transition Risks	Increasing sustainability regulations	Potential implementation of carbon emission controls by regulatory authorities may hinder the Group's expansion plans. Moreover, elevating the requirements for using renewable energy will raise operational costs.	Short-term Impact	Mid-term Impact		High
	Increased costs of GHG emissions	With the passage of Climate Change Response Act, carbon fees will be levied in 2024.		Mid-term Impact		Medium
	Costs of low-carbon technology transition	Adopting measures such as equipment upgrades, process optimization, waste recycling, and green procurement to facilitate low-carbon transformation will increase operating and capital expenditures.	Short-term Impact	Mid-term Impact		Medium
	Increased raw material costs	Suppliers implementing cost increases due to climate impacts and net-zero policy requirements will be reflected in the Group's procurement costs.		Mid-term Impact	Long-term Impact	Medium
	Customer's policy change	Increasing demand for low-carbon products by customers, along with heightened requirements for disclosing and managing product carbon information, will raise operational costs. Medium	Short-term Impact	Mid-term Impact		Medium
	Negative stakeholder feedback	When international rating agencies or investors provide negative feedback on Ta Ya's ESG performance, there may be a risk of reduced investments. Failure to manage this adequately could impede capital acquisition.		Mid-term Impact		Low
Physical Risks	Heatwaves & Rising average temperatures	The increase in temperature may lead to higher electricity consumption across Taiwan, potentially causing peak-time power outages that could impact production.		Mid-term Impact	Short-term Impact	High
	Rise in sea levels	Sea level rise may pose related risks to coastal facilities.			Short-term Impact	Low
	Extreme weather events - typhoons / heavy rainfall	According to flood simulations, there is a continuing trend of more heavy rain and torrential rain days that may occur in the locations where Ta Ya operates. Short intense rainfall and wind disasters may cause operational disruptions and transportation delays of materials and goods, while droughts could lead to limited water resources, potentially impacting processes and office operations.	Short-term Impact	Mid-term Impact		Medium
	Extreme weather events - drought	Droughts could lead to limited water resources, potentially impacting processes and office operations.		Mid-term Impact	Short-term Impact	Low

Climate-Related Risk Identification.2

	Risk Item	Impact Intensity	Likelihood	Vulnerability	Potential Financial Impact	Strategy
Transition Risks	Increasing sustainability regulations	High	High	Medium	1. Increased expenditure on carbon management. 2. Additional costs for green energy setup due to requirements. 3. An annual electricity cost increase of over 18,000 thousand NTD.	Continue monitoring GHG emissions and implementing reduction measures to respond to carbon levies.
	Increased costs of GHG emissions	Medium	High	Medium	If carbon emissions continue to increase, there may be a need to levy carbon fees, resulting in cost escalation.	Continue monitoring GHG emissions and implementing reduction measures to respond to carbon levies.
	Costs of low-carbon technology transition	Medium	Medium	Medium	The transformation measures such as equipment replacement and circular economy have led to increased production costs.	Initiate technological upgrading and transformation including replacement of high-efficiency motors and investments in waste reduction equipment.
	Increased raw material costs	Medium	High	Medium	The need to procure low-carbon footprint but higher-priced raw materials and products leads to cost escalation.	Implement resource circulation to reduce the demand for raw materials and reliance on suppliers.
	Customer's policy change	Medium	High	Medium	Increasing cost to meet customers' sustainable procurement standards.	Proactively invest in the research and development of low-carbon products to reduce the product's carbon footprint.
	Negative stakeholder feedback	Low	Medium	Low	The reputational impact caused by high carbon emissions may lead to order attrition.	Enhance communication with stakeholders through consulting experts to enhance positive feedback.
Physical Risks	Heatwaves & Rising average temperatures	High	High	Medium	The increasing average temperature has led to a significant rise in the probability of power outages and blackouts, impacting factory operations.	Establish renewable energy and energy storage systems to supply the factory during power shortages and outages.
	Rise in sea levels	Medium	Low	Low	Additional expenses for the installation of seawalls or relocation of the plant to prevent flooding from rising sea levels.	Implement crisis management procedures and establish disaster response systems.
	Extreme weather events - typhoons / heavy rainfall	Medium	Medium	Low	Loss of property and assets due to wind and flood disasters.	Implement crisis management procedures and establish disaster response systems.
	Extreme weather events - drought	Low	Medium	Medium	The loss caused by water restrictions leads to production disruptions.	Implement measures for water resource recycling and rainwater harvesting.

Significant Climate Risk & Opportunities

We identify "significant impacts" by using the following indicators, including the percentage increase in operating costs and the percentage decrease in productivity. When the impact results in a cost increase of more than 20% or a productivity decline of more than 2%, we define it as significant impact.



Increasing sustainability regulations

Transition Risk

Increasing Cost

Short-term

In 2024, Taiwan will begin imposing a carbon fee of TWD 320 per ton on large carbon emitters with annual emissions exceeding 25,000 tCO₂e. If our parent company's emissions reach 25,000 tCO₂e in the future and continue to increase annually, we will be required to pay NTD 8,000,000 in carbon fees each year. In order to avoid exceeding the threshold for carbon fees, we have set an emission reduction target for Scope 1 & Scope 2, continuing to reduce emissions. Emissions have reached the peak in 2021 and have been consistently decreasing.



Heatwaves & Rising average temperatures

Physical Risk

Loss of working hours

Heatwaves can lead to employee fatigue, worsened mental health, diabetes-related complications, and even heat exhaustion. If employees experience excessive heat stress at work, it could result in a potential annual loss of 2% of total working hours, leading to reduced productivity and increased labor costs. Additionally, the company needs to provide medical measures and emergency response procedures to address extreme high temperatures, which can add to the operational costs. To proactively address extreme high temperatures, we will need to develop adaptation policies to maintain the working environment's temperature and ensure employees receive adequate breaks to prevent excessive heat stress.



Increasing Demand for Renewable Energy

Opportunity

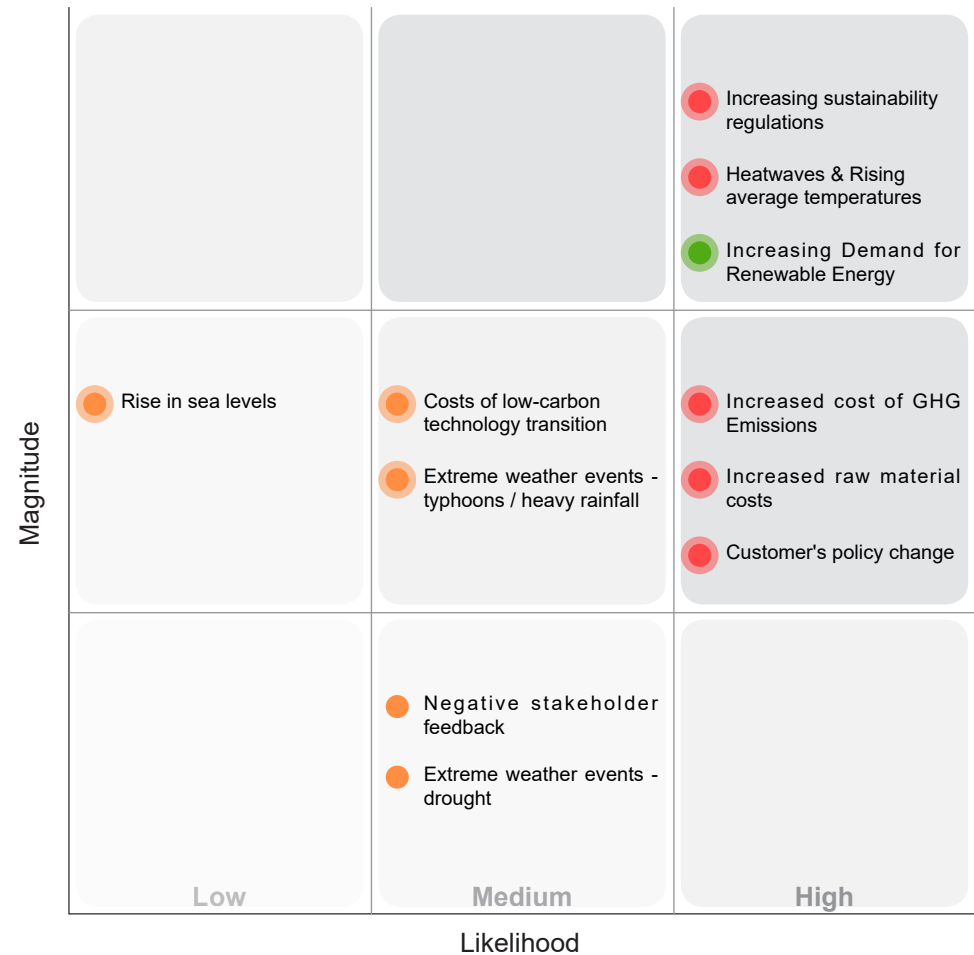
Increasing Profit

Short-term

An increasing number of businesses are generating a significant demand for renewable energy due to customer RE100 requirements and the energy authority's regulations on renewable energy installations for large electricity consumers. Therefore, Ta Ya will continue to grow in the solar energy service, energy storage systems service, and solar energy cables production, ensuring stable profitability.

Climate Risk Matrix

Based on the climate impact assessment, we create a climate risk matrix with indicators including magnitude, likelihood, and vulnerability. Risks in the upper right corner of the matrix represent higher magnitude and higher likelihood, and we will prioritize response measures to adapt these risks.



High Vulnerability



Medium Vulnerability



Low Vulnerability

Climate-Related Scenario Analysis

According to the IPCC AR6 Report, Taya analyzed climate scenarios based on physical scenario RCP 2.6, RCP 4.5, and RCP 8.5. We compared the global temperature rise, climate trends in Taiwan, and potential impacts on Ta Ya in these scenarios.

Aligning IPCC 1.5° C Scenario

To control temperature rise to not exceed 1.5° C by 2100, TA YA has established a carbon reduction roadmap based on SSP1 1.9 (IPCC 1.5 ° C scenario). We have set a target for Scope 1 and Scope 2 Net Zero by 2050 and are implementing strategies such as using renewable energy to reduce emissions.

Physical Scenario	Rising Temperature	Climate Events	Actions required to approach the scenario
RCP 1.9 (SSP1 1.9) Extremely Low emission state	Global temperature increase by 2100 1.5° C <u>CO2 Concentration (ppm):</u> 421-538	<ul style="list-style-type: none"> - Global sea levels rise by 0.56 meter. - 8% of the global population will face severe water shortages. - Coral reefs disappear completely. - Farmland is rapidly deteriorating. 	Requiring immediate and deep reductions in greenhouse gas emissions are required, reaching net-zero CO2 emissions by around 2050. A combination of mitigation and adaptation measures is necessary to achieve this goal
RCP 2.6 (SSP1 2.6) Low emission state	Global temperature increase by 2100 2.0° C <u>CO2 Concentration (ppm):</u> 421-538	<ul style="list-style-type: none"> - Global sea levels rise by 0.56 meter. - 8% of the global population will face severe water shortages. - Coral reefs disappear completely. - Farmland is rapidly deteriorating. 	Requiring immediate and deep reductions in greenhouse gas emissions are required, reaching net-zero CO2 emissions by around 2050.
RCP 4.5 (SSP2 4.5) Moderate emission state	Global temperature increase by 2100 2.6° C <u>CO2 Concentration (ppm):</u> 496-735	<ul style="list-style-type: none"> - Polar ice caps are melting severely, causing a 7 meter rise in sea levels. - High-altitude glaciers in the Himalayas are disappearing. - Regional fish species are facing extinction. - Marine ecosystems are on the brink of collapse. 	Requiring a peak in global CO2 emissions by around 2025 and a decline of about 50% by 2050 relative to 2010 levels, followed by a further decline to reach net-zero CO2 emissions by around 2100
RCP 8.5 (SSP5 8.5) Extremely high emission state	Global temperature increase by 2100 4.4° C <u>CO2 Concentration (ppm):</u> 769-1389	<ul style="list-style-type: none"> - Global sea levels rise by 9 meters, impacting 4.7 to 7.6 billion people worldwide. - The frequency of severe droughts increases significantly. - Severe food crises become prevalent. - Half of the world's flora and fauna face extinction. 	Requiring substantial reductions in greenhouse gas emissions, but does not require net-zero CO2 emissions this century.

3.3 Carbon Emissions Management

TA YA continues its efforts to reduce greenhouse gas emissions, employing a science-based carbon management framework. Our carbon management strategy is based on the Paris Agreement's 1.5-degree scenario to ensure that emission reduction targets and action plans align with international scenario simulations. We achieve these reduction goals through strategies like enhancing energy efficiency, utilizing low-carbon fuels, implementing a circular economy, and developing renewable energy sources. Furthermore, we maintain continuous monitoring and evaluation of our carbon emissions, conducting regular inventories and disclosures to ensure the effectiveness and transparency of GHG emissions management.

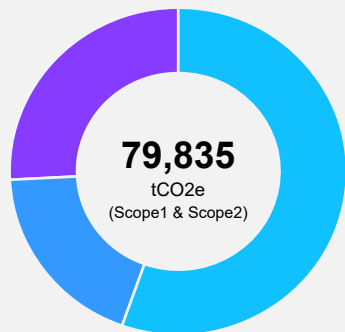
Carbon Management Process

In 2022, TA YA Group, consisting of 14 locations, completed the emissions inventory based on the 2021 baseline year, which was third-party verified according to ISO14064-1 (with 100% boundary coverage). The emissions for the year 2022 were self-assessed using a digital carbon management platform, and there is a plan to have third-party verification conducted every two years.



GHG Emissions

In 2021, the Ta Ya Group conducted a comprehensive greenhouse gas inventory and verification across the entire group, with 2021 set as the baseline year. The total emissions for Scope 1 and Scope 2 in the baseline year amounted to 88,231 tCO₂e. In 2022, the group's emissions were 79,835 tCO₂e.



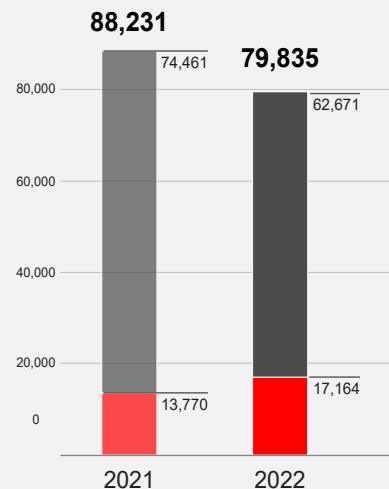
Emissions by region

Among the total emissions in Scope 1+Scope 2, Taiwan accounted for the highest percentage at 55.4%, followed by China at 25.8%, and Vietnam at 18.8%.

8,396 tCO₂e Reduced

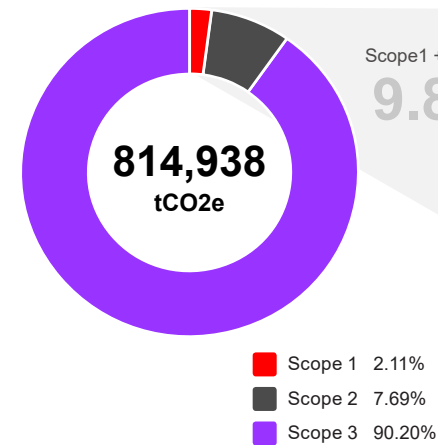
In 2022, the Ta Ya Group reduced its total emissions for Scope 1 and Scope 2 by 8,396 tCO₂e compared to 2021. At the same time, the emission intensity decreased from 3.21 tCO₂e/M\$ to 2.98 tCO₂e/M\$.

- Scope 1 (Direct Emissions)
- Scope 2 (Emissions from purchased electricity)



Scope1-Scope3 Emissions

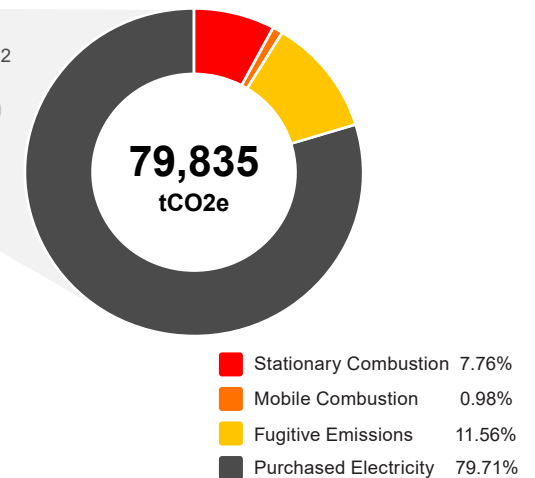
Boundary Coverage: 100%



Scope1 + Scope2
9.8%

Scope1 & Scope2 Emissions

Boundary Coverage: 100%



GHG Emissions (tCO ₂ e)	2022	2021	Y/Y %
Scope1 + Scope2	79,835	88,231	-9.52%
Scope1 (Direct Emissions)	17,164	13,770	24.64%
Stationary Combustion	6,101	6,630	-7.99%
Mobile Combustion	767	741	3.51%
Process Emissions	0	1,356	-100.00%
Fugitive Emissions	9,085	4,947	83.64%
Land Use Emissions	0	0	0
Scope 2 (Indirect Emissions)	62,671	74,461	-20.10%

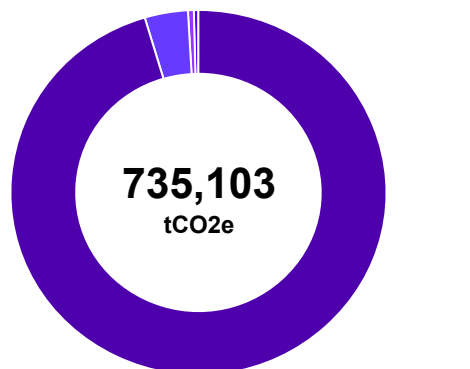
Note: Emission factors are based on the Environmental Protection Administration's Greenhouse Gas Emission Factor Management Table 6.0.4, and the emission factor for electricity is the coefficient announced by the Bureau of Energy: 0.495 tCO₂e/MWh. GWP values are based on IPCC-AR6's published data.

Emission Intensity	2022	2021	Y/Y %
tCO ₂ e GHG / million NTD Revenue	2.98	3.21	-7.12%

Scope 3

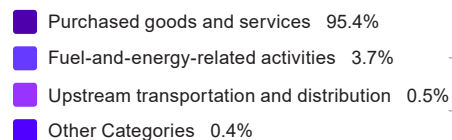
Value Chain Carbon Management

The Ta Ya Group's Scope 3 emissions totaled 735,103 tCO₂e in 2022, classified according to the GHG Protocol - Corporate Value Chain (Scope 3) Accounting and Reporting Standard.



Upstream Emissions

Among the upstream of the value chain, "Purchased goods and services" accounted for 95.4% of Scope 3 emissions, which is the largest single emission category. Copper raw material production and transportation in the supply chain are the most critical parts. Therefore, we plan to strengthen supply chain carbon management to control emissions from purchased goods.



Emissions associated with our operations

Indirect emissions associated with Ta Ya Group's operations include greenhouse gas emissions generated from business travel and employee commuting. (Currently, emissions from business travel are only calculated for certain locations and include emissions from taking high-speed rail.)

Downstream Emissions

Currently, downstream emissions are only investigated for downstream transportation and distribution, and downstream leased assets due to the difficulty in obtaining data. The investigation of processing of sold products has not been conducted yet. In order to present the emissions generated downstream from products comprehensively, there will be considerations to further expand the categories of emission sources in future investigations.

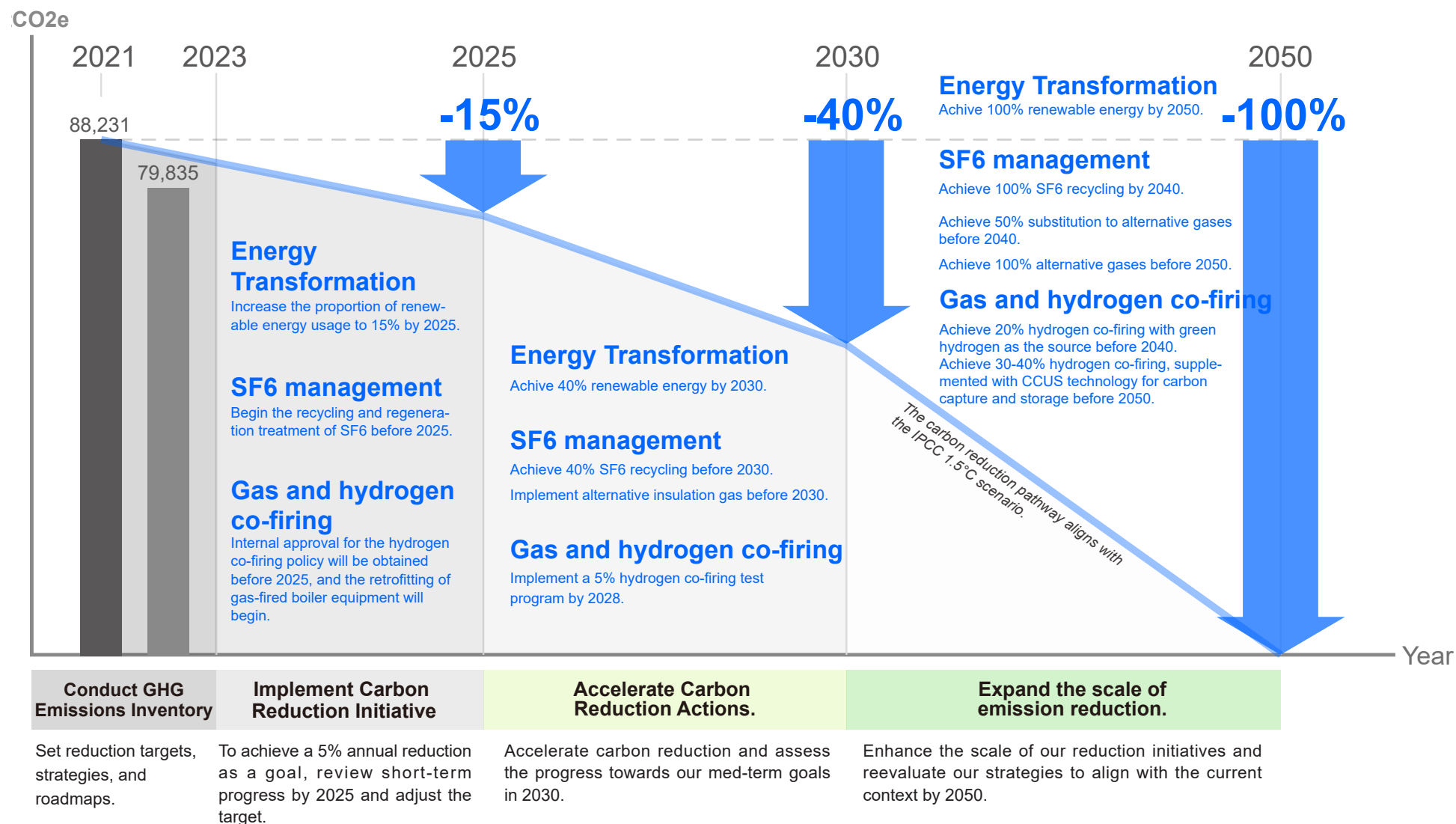
Scope 3 Emissions Inventory

GHG Emissions (tCO ₂ e)	2022	2021
Scope3 Emissions	735,103.5	728,905.8
category 1: Purchased goods and services	701,218.4	713,492.3
category 2: Capital goods ※	21.5	0
category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)	27,296.7	8,706.4
category 4: Upstream transportation and distribution	3,688.3	3,581.6
category 5: Waste generated in operations	2,082.8	2,171.7
category 6: Business travel ※	35.8	3.8
category 7: Employee commuting	521.5	474.6
category 8: Upstream leased assets	2.4	2.1
category 9: Downstream transportation and distribution ※	74.1	0.0
category 10: Processing of sold products	-	-
category 11: Use of sold products	-	-
category 12: End of life treatment of sold products	-	-
category 13: Downstream leased assets	162.0	473.2
category 14: Franchises	-	-
category 15: Investments	-	-
Other (upstream)	-	-

※ Indicates that the category has undergone boundary updates. Categories 2 and 9 are newly disclosed in 2022, while category 6 represents a newly disclosed boundary.

GHG Emissions Reduction Roadmap

The Ta Ya Group is actively developing a group decarbonization roadmap. We plan to use 2021 as the baseline year and aim to reduce emissions by 5% annually for Scope 1 and Scope 2. Our goal is to achieve a 40% reduction by 2030 and reach net-zero emissions by 2050.



GHG Emissions Reduction Strategy

To achieve the reduction targets, the Group has proposed six major reduction strategies :

Energy Management and Conservation

Implement energy monitoring and management for equipment. Improve energy efficiency of major energy-consuming equipment or replace outdated equipment with newer ones.

Scope 2

Group Wide

Increase the Percentage of Renewable Energy

Increase the percentage of renewable energy usage. Following our yearly reduction roadmap of 5%, we will need to increase green energy procurement or installation by 5.5 GWh annually, approximately equivalent to procuring or installing 4.2 MW of solar power each year.

Scope 2

Group Wide

SF6 Recovery and Management

Implement control measures for SF6 emissions. In the short term, we plan to prioritize SF6 recovery. In the medium to long term, we will consider introducing alternatives like 3M™ Novec™ 4710 insulation gas to replace SF6.

Scope 2

UEI

Hydrogen-enriched Combustion of Natural Gas

Implement hydrogen-enriched combustion in gas boilers. Upgrade or introduce new hydrogen-enriched combustion equipment to lower fuel carbon intensity. Aim for 5% hydrogen blending content in the short to medium term.

Scope 1

Cuprime

Adoption of Low-Carbon Fuels

Replace diesel used in processes with low-carbon diesel. Consider replacing forklifts with electric models; all China locations have already completed the transition.

Scope 2

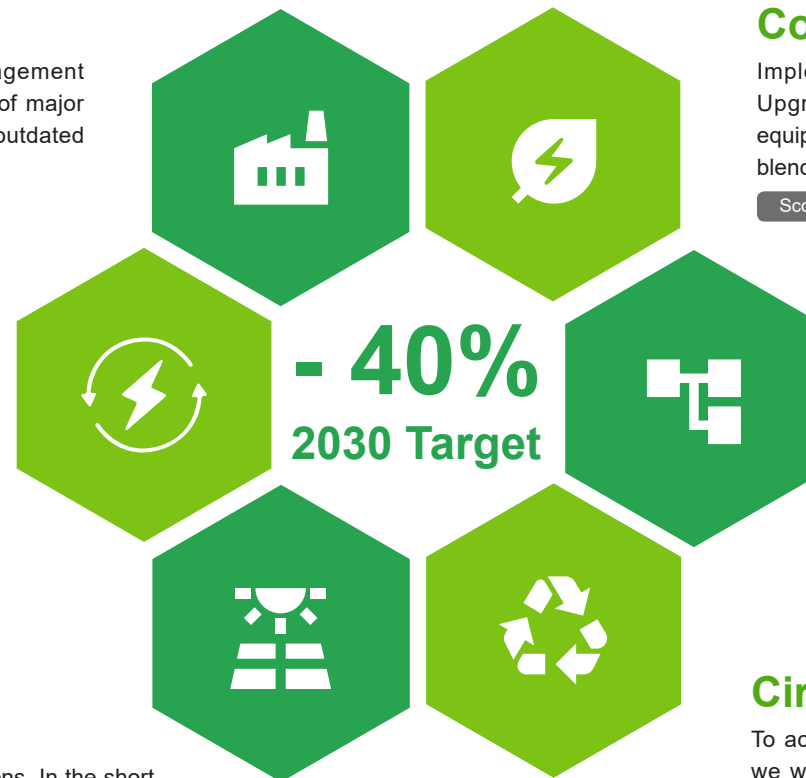
Group Wide

Circular Manufacturing

To achieve reduction in waste and resource consumption, we will recycle and reintroduce processed waste cables, copper wires, mixed plastics, and solvents as secondary materials in our manufacturing processes.

Scope 3

Group Wide



Metrics and Targets of Scope1 & Scope 2



Energy Transformation

Scope 2

2025 : 80% of major energy-consuming equipment replaced by energy-efficient alternatives, and the percentage of renewable energy use increased to 10%.

2030 : The percentage of renewable energy achieve 40%

2050 : The percentage of renewable energy achieve 100%



SF6 Management

Scope1 Fugitive Emissions

2025 : Initiate SF6 recycling and regeneration.

2030 : Achieve 40% SF6 recycling; Adopt alternative insulation gas.

2040 : Attain 100% SF6 recycling; Increase alternative gas usage to 50%.

2050 : Achieve 100% usage of alternative gases before 2050.



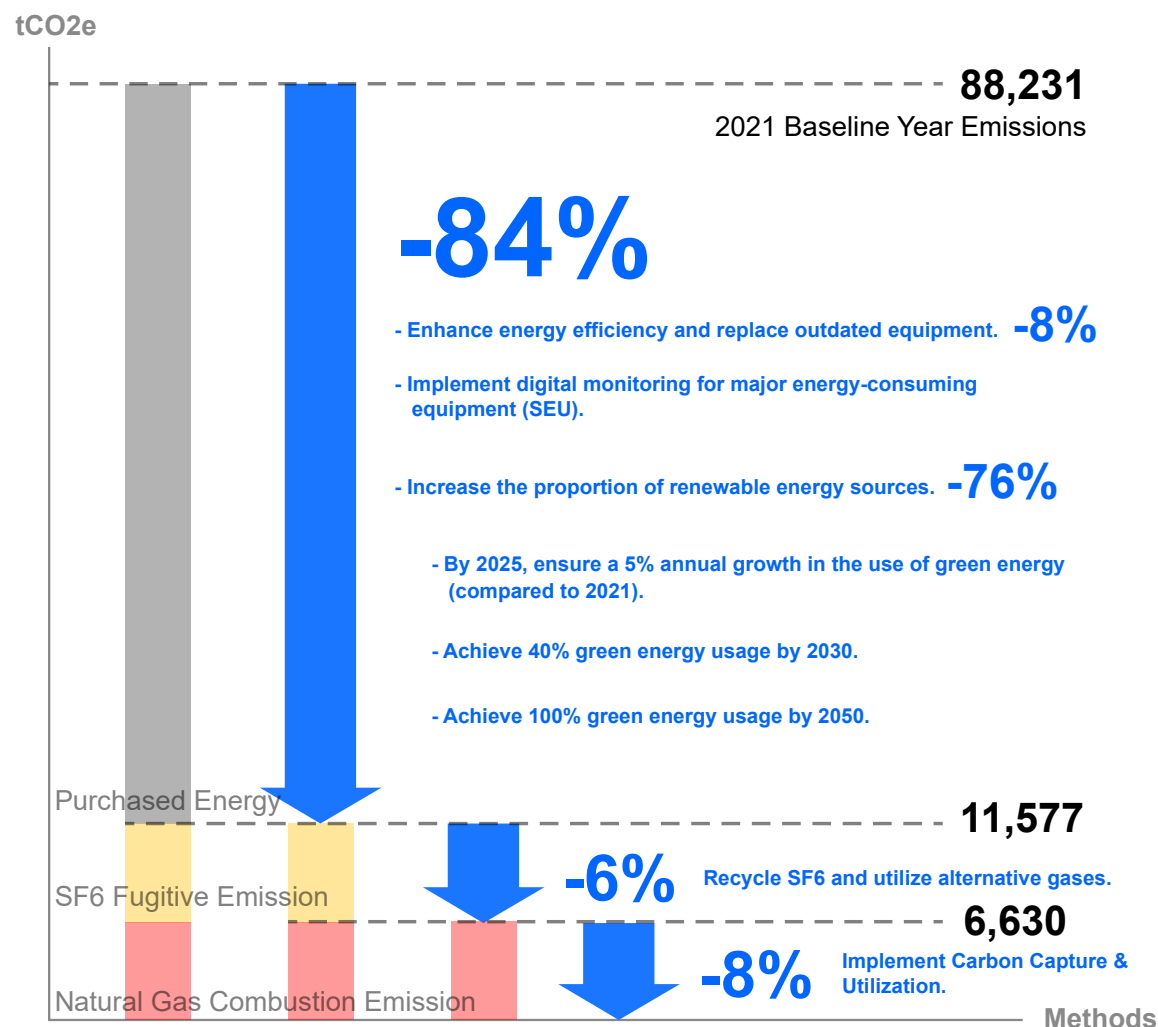
Carbon Capture

Scope1 Stationary Combustion

2025 : Implement hydrogen blending policy and retrofitting or technological introduction of gas equipment.

2030 : Execute 5% hydrogen blending test program.

2050 : Further increase the blending percentage with the support of CCUS technology for carbon capture and storage.



Product Carbon Footprint Management

Anticipating the trend of product decarbonization, the Group actively seeks to lower emissions during the product manufacturing stage, gradually transitioning our offered products and services towards low-carbon alternatives.

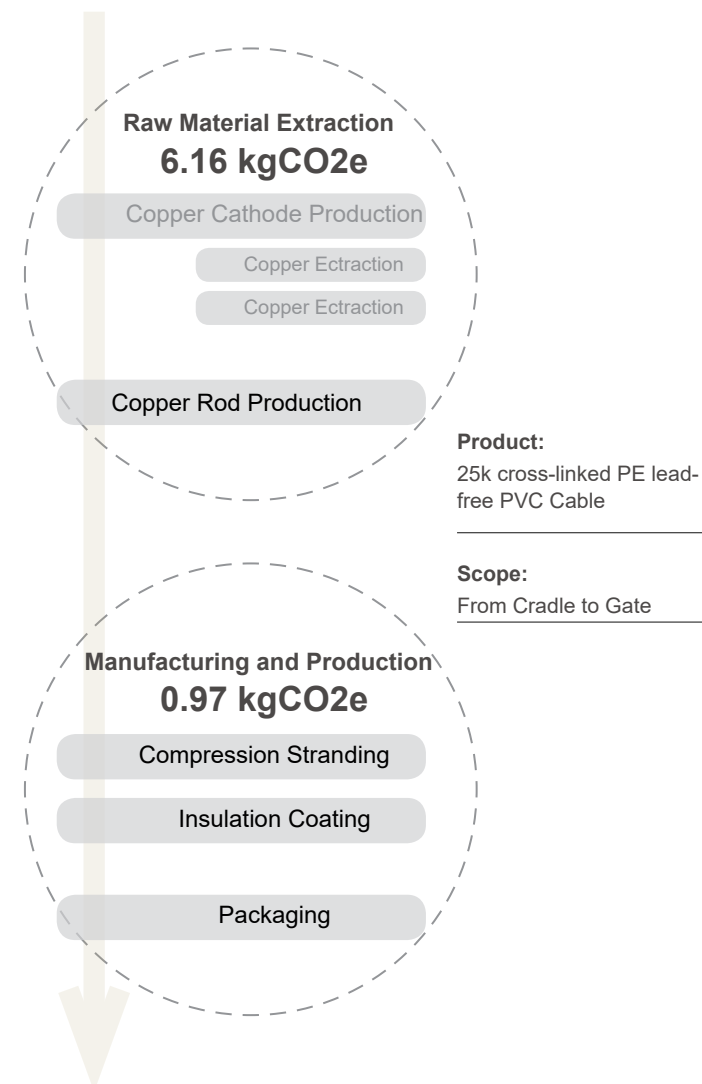
To achieve product decarbonization, in 2022, each company within the Group conducted ISO14067 product carbon footprint verification for key products. Research reports revealed that the emission hotspots during the product life cycle belong to the “Raw Material Acquisition Stage.” Except for palladium silver copper alloy wires, the emissions during the raw material acquisition stage accounted for over 85% for all products. To reduce raw material emissions, subsequent steps will involve a gradual implementation of supplier carbon management and assessment of the feasibility of using low-carbon materials.

" 9 products completed ISO14067 carbon footprint verification in 2022 "

Product	Declaration Unit	Production Site	Production Declaration Unit Emissions (kgCO ₂ e)		
			Unit Emissions	Raw Material Extraction Stage	Manufacturing and Production Stage
25k cross-linked PE lead-free PVC	kg	Guanmiao	7.14	6.161	0.973
Magnet Wire (round wire/flat wire)	kg	Guanmiao	8.69	8.016	0.677
Palladium Silver Copper Alloy Wire	kg	Dawan	28.59	6.469	22.121
600V PVC Insulated Wire, 2.0mm	meter	Ta Heng	0.161	0.145	0.015
8mm SCR Copper Rod	kg	Cuprime	7.25	7.054	0.201
8mm OFC Copper Rod	kg	Cuprime	13.55	12.455	1.095
Polyester or polyesterimide enamelled round copper wire, class 200	meter	Dongguan	6.59	5.532	1.058
Bunched solderable polyurethane enamelled round copper wires, class 155	kg	Dongguan	6.75	5.758	0.992
Bunched solderable polyurethane enamelled round copper wires, class 130 with silk covering	kg	Dongguan	8.54	7.300	1.240

Life Cycle Assessment

We conduct product LCA focusing specifically on GHG emissions. The application of the simplified life cycle assessment (carbon footprinting) is based on ISO 14067 standards.



3.4 Energy Management

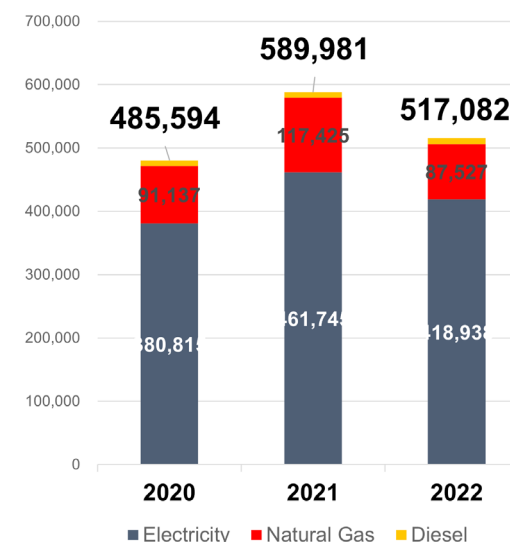
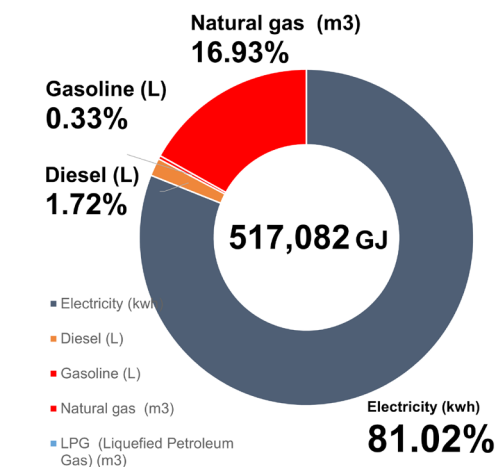
In 2022, the Group's total energy consumption reached 544,960 GJ, with electricity accounting for 77% and natural gas 21%. To decrease energy usage to lower electricity costs and indirect emissions, the plants actively implement energy management and adopt the ISO 50001 management system to monitor, manage, and improve energy consumption. Since 2013, the Group has been investing in production intelligence and efficiency optimization, employing measures such as motor replacement with higher efficiency models and introducing variable frequency devices. As a result, the electricity consumption per unit of product at the Guanmiao Headquarters has decreased by 41% compared to 2014. In the future, energy-saving efforts will continue, and the potential for using green energy will be evaluated to further achieve energy transformation.

Energy Consumption

In 2022, with increased production and improved electricity usage, the Group reduced electricity consumption by 1,346,000 kWh, decreased by 9.2% compared to 2021.

Energy	2022	2021	2020
Energy consumption (GJ)	517,082	589,981	485,594
Renewable energy	1,800	0.0	0.0
Non-Renewable energy	515,282	589,981	485,594
Change in energy consumption compared to 2020	6.48%	21.50%	-
Energy intensity (Energy consumption / Net sales revenue)	19.33	21.49	26.53
Net sales revenue (million NTD)	26,749	27,458	18,300.8
Change in energy intensity compared to 2020	-23.2%	-19.0%	-
Energy consumption by type			
Electricity (kwh)	116,371,785	128,262,540	105,781,875.0
Diesel (L)	247,941	245,346	246,033.3
Gasoline (L)	42,686	49,824	119,696.0
Natural gas (m3)	2,614,942	3,508,151	2,722,796.0
Liquefied petroleum gas (m3)	18	Not reported	Not reported

Note: The energy values are calculated based on the energy product calorific value table announced by the Bureau of Energy: Electricity: 3.6 MJ/kWh, Diesel: 35.9 MJ/L, Gasoline: 40.2 MJ/L, Natural gas: 33.5 MJ/m³, Liquefied petroleum gas: 25.5 MJ/m³



Energy Saving Strategy

Reducing process energy consumption is a critical strategy for Ta Ya. The Group has made long-term commitment to reduce energy consumption and implemented various energy-saving measures to reduce electricity usage.

- 1** Introduce energy management system to manage significant energy consumption.
- 2** Replace energy-consuming equipment more efficient ones.
- 3** Optimize production scheduling
- 4** Utilize waste heat recovery for steam generation in the Enameled Wire Business Group.

Energy Saving Performance

The Group's electricity consumption in 2022 decreased by 11,890,755 kWh, with 1,673,923 kWh attributed to energy-saving measures implemented.

These measures included energy savings of 660,000 kWh at the Ta Ya Headquarters, 120,000 kWh at the Vietnam plant, and 890,000 kWh at the China plant. The Group will continue to optimize energy efficiency and reduce energy demand to gradually lower electricity consumption. The unit product electricity consumption at the Guanmiao Headquarters decreased by 5% compared to 2021, and by 41.4% compared to the 2014 baseline year.

Using Renewable Energy

" We may not have joined RE100, but we are committed to striving towards the RE100 goal of increasing the percentage of renewable energy. "

Before 2021, the group had not used any renewable energy. In 2022, our Kunshan plant started using 500,000 kWh of solar energy for the first time. In response to the Group's reduction policy and the Bureau of Energy's requirements for using renewable energy, the headquarters in Guanmiao built a solar photovoltaic system with a capacity of 481.43 kW in 2023, and it was officially put into operation on April 27. Furthermore, the Group is actively evaluating the target for renewable energy usage to reduce the percentage of non-renewable energy usage and greenhouse gas emissions in Scope 2.

Electricity Intensity (Guanmiao Site)

Year	Electricity Consumption (kWh)	Energy Intensity (kWh/ton)	Trend of Energy Intensity (comparing to 2014)
2014(BL)	39,805,110	1,792	N/A
2020	39,360,000	1,140	-36.36%
2021	43,672,800	1,108	-38.14%
2022	41,953,599	1,050	-41.42%

Renewable Energy Use

Energy	2022	2021	2020
Electricity (kwh)	116,371,785	128,262,540	105,781,875
Solar Energy - purchased electricity (kWh)	500,000	0	0
Solar energy - self generated	0	0	0
Grid electricity percentage	100.0%	100.0%	100.0%
Renewable energy percentage	0.43%	0.0%	0.0%
Non-renewable energy percentage	99.57%	100.0%	100.0%

Energy Saving Performance

Equipment	Energy Saving Measures	Annual Energy Conservation (kWh)	Percentage of Energy Saved
Installation of variable frequency drive on 75HP water pump at D2 water booster station	After installing the variable frequency constant pressure system, the monitored and recorded energy consumption was 1.776 MWh, compared to 6.5875 MWh when using traditional electromagnetic contactors, resulting in a reduction of 4.81 MWh.	240,550.0	-73.0%
Replacement of traditional factory fluorescent lights (40W) with LED lights	Traditional fluorescent lights replaced with LED lights. Annual electricity consumption reduced from 3809 kWh to 1714 kWh, saving 2095 kWh.	2,095.0	-55.0%
Lighting fixtures	Updated lighting hoods to increase lighting, reducing the usage of 15 pendant lamps by 8 hours per day. This can save 1/3 of electricity, resulting in annual electricity savings of 5,305 kWh (4,244 hours x 0.25kW x 15 pendant lamps x 1/3).	5,305.0	-33.0%
Office hot water dispenser	Replaced seven hot water kettles (annual electricity consumption approximately 1,071 kWh) with one hot/cold water dispenser (annual electricity consumption approximately 300 kWh), resulting in an annual electricity saving of 771 kWh.	771.0	-72.0%
TeleCom 100mm coating machine gel tank energy-saving measures	(1) Changed operating method: Heating switches for the storage tank are turned off on weekdays, leaving only the pipeline heating. According to the technical manual, the electricity consumption for pipeline heating is approximately 4.8 kWh per day. (2) The gel tank is heated only one week before the order process to melt the gel inside, and heating is turned off after the process ends, leaving only pipeline heating.	44,774.0	-94.1%
Replacement of traditional factory fluorescent lights - 2nd Phase	Traditional fluorescent lights replaced with LED lights. Annual electricity consumption reduced from 5,634 kWh to 2,535 kWh, saving 3,099 kWh per year.	3,099.0	-55.0%
Upgrading of variable frequency drive on 75HP water pump at D2 water booster station	After replacing the pressurized motor, daily electricity consumption decreased from 1,125 kWh to 1,116 kWh.	46333	-0.8%
Replacement of CDCC2 and CDCC3 Chiller Motors	After replacing the CDCC2 chiller motor with an IE3 motor, the daily electricity consumption decreased from 244.3 kWh to 244 kWh. After replacing the CDCC3 chiller motor with an IE3 motor, the daily electricity consumption decreased from 155.8 kWh to 149.3 kWh.	3343.3	-1.7%
Hamana Stranding Machine replaced with Vanguard 6B+12B machines	Replacing with machines that have higher line speed and lower energy consumption. Energy consumption per meter of production reduced from 1.76 to 1.61.	89312.4	-8.5%

3.5 Water Resource Management

Ta Ya's water resource management strategy includes water recycling, rainwater harvesting, and water conservation. Through water resource management efforts, the Group's water withdrawal from municipal potable water was reduced by 3.94% in 2022 compared to 2021. Ta Ya will continue to implement water resource management to mitigate water risk.

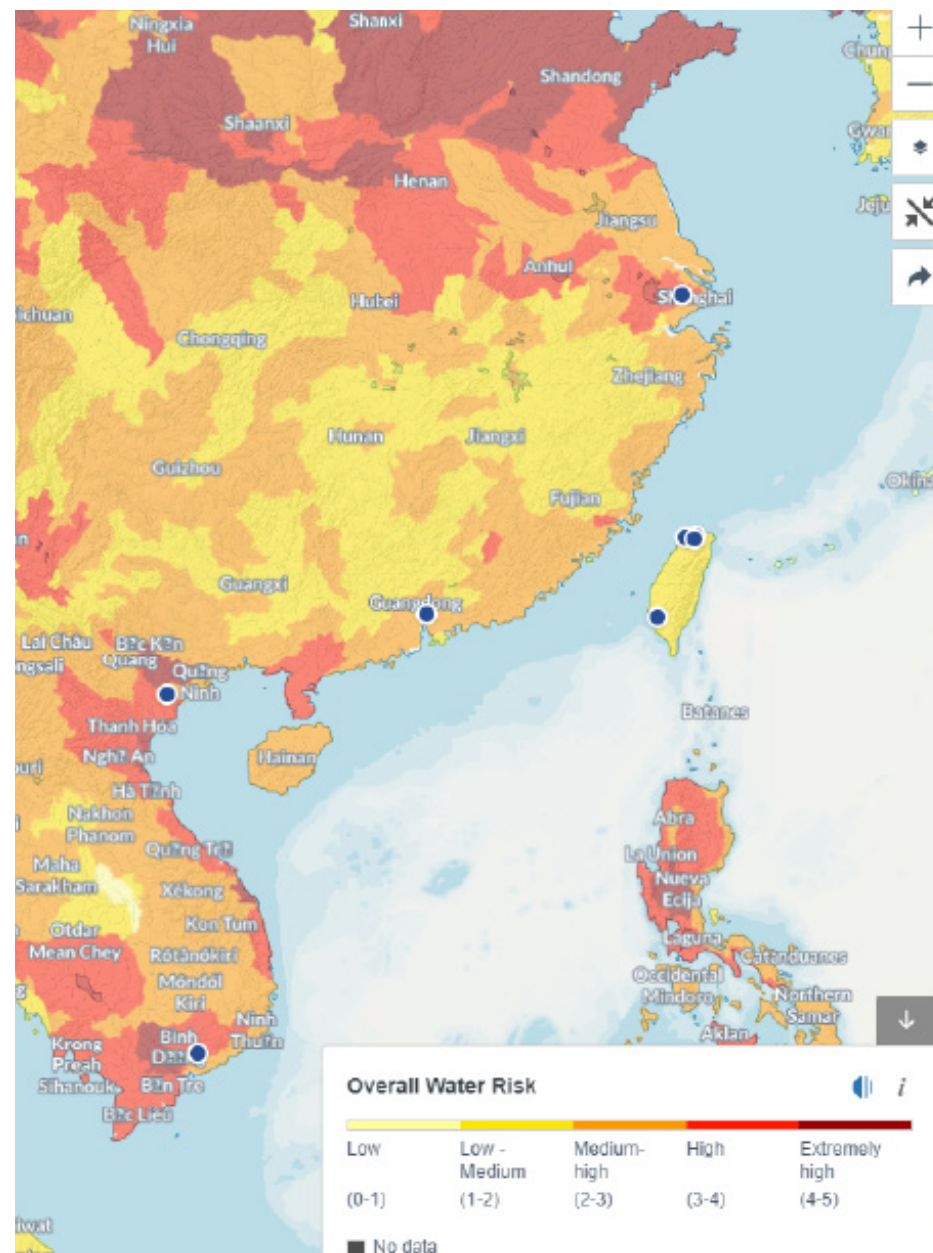
Water Resource Risks

According to the World Resources Institute's water risk atlas, 28% of the locations in the Ta Ya Group are in areas with medium to high water stress. Particularly, Hải Dương of Vietnam, and Kunshan of China, both of which are situated in high water stress areas, making effective water resource management crucial for the Group's operations.

Site	Country	Province	Drought Risk:	Water Stress	Overall Water Risk
Guanmiao	Taiwan	Tainan	-	Low (<10%)	Low - Medium (1-2)
Taipei	Taiwan	New Taipei	-	Low (<10%)	Low - Medium (1-2)
Đồng Nai	Viet Nam	Đồng Nai	Medium (0.4-0.6)	Low - Medium (10-20%)	High (3-4)
Hải Dương	Viet Nam	Hải Dương	Medium - High (0.6-0.8)	High (40-80%)	Extremely High (4-5)
Kunshan	China	Jiangsu	Medium - High (0.6-0.8)	High (40-80%)	High (3-4)
Dongguan	China	Guangdong	Medium (0.4-0.6)	Low (<10%)	Medium - High (2-3)

Note: Water Stress Baseline

It measures the ratio of total water withdrawal to the renewable surface water and groundwater supply. Water withdrawal includes consumptive and non-consumptive uses for households, industries, irrigation, and livestock. Renewable water supply includes the impact of upstream water consumption and the impact of dams on the availability of downstream water resources. Higher values indicate more intense competition among users.



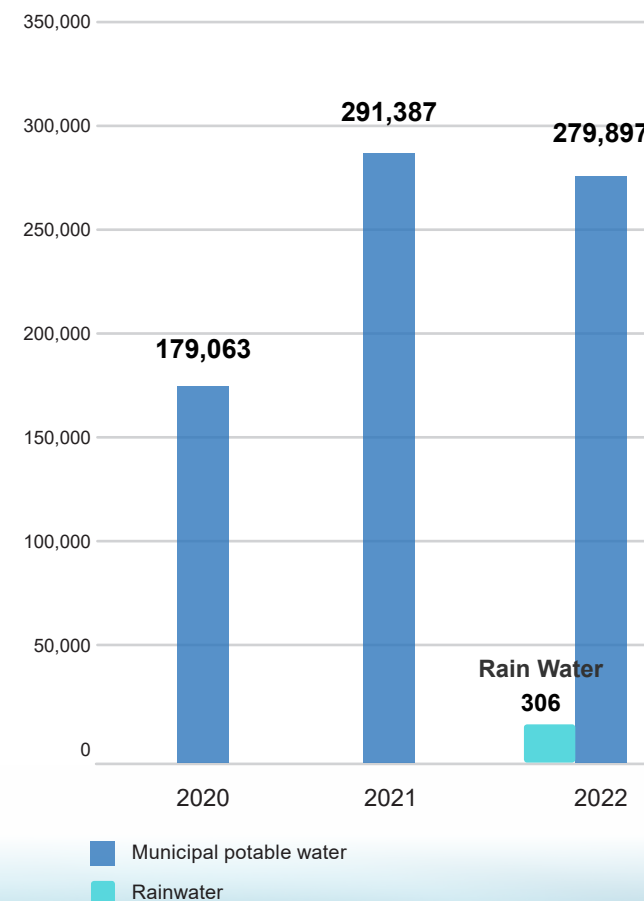
Source of information: Aqueduct Water Risk Atlas | World Resources Institute

Water Withdrawal

The Group's production sites all use tap water and rainwater recycling. In 2022, the total municipal potable water withdrawal was 279,894 tons, and rainwater recycling was 306 tons. Compared to 2021, tap water usage decreased by 11,493 tons, which is a reduction of 3.94%.

Water Resource Data	2022	2021	2020
Water withdrawal by source (ton)			
Total Water Withdrawal	280,203	291,387	179,063
Municipal potable water	279,897	291,387	179,063
Rainwater	306	-	-
Water Discharge by Destination (ton)			
Total Water Discharge	168,130	-	-
Wastewater treatment plant	103,141	-	-
Surface water	64,989	-	-
Water Consumed (ton) & Water Recycled (ton)			
Water Consumed	63,980	-	-
Water Reused	48,093	-	-
Water recycling rate (water reuse / total water withdrawal)	17.2%	-	-

Water Withdrawal by source (ton)



Water Discharge

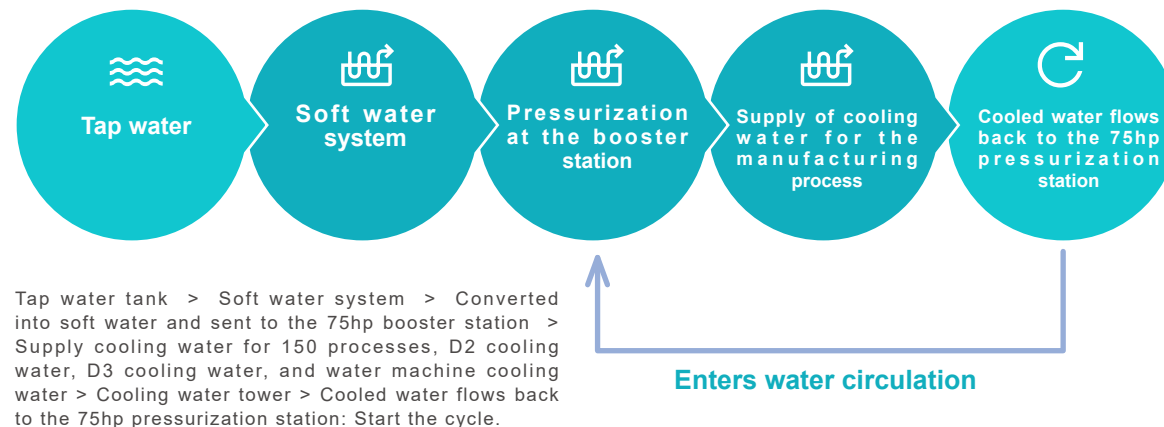
The Group discharges 61.4% of its wastewater to the wastewater treatment plant, while the remaining 38.65% of the wastewater undergoes on-site treatment and is then discharged into nearby watersheds. The plants conduct regular water quality tests to ensure that the discharged water does not impact the local watersheds and ecosystems.

In Taiwan and Vietnam, each plant has implemented wastewater treatment facilities to comply with the regulations and Effluent Standards regarding industrial water pollution control set by the government. In addition to regular water quality monitoring and maintenance of treatment equipment, Ta Ya Group (including Guanmiao Plant and Dawan Plant) and the Cuprime Plant have installed sewage treatment facilities. Each year, they outsource water sampling and testing to qualified third-party companies for effluent water. After treatment, the discharged water is released into external drainage channels. At the Guanmiao Plant, the receiving water body for wastewater is the Erren River. At the Dawan Plant, the receiving water body for wastewater is Sanyegong River. At the Cuprime Plant, the receiving water body for wastewater is Fushen River.

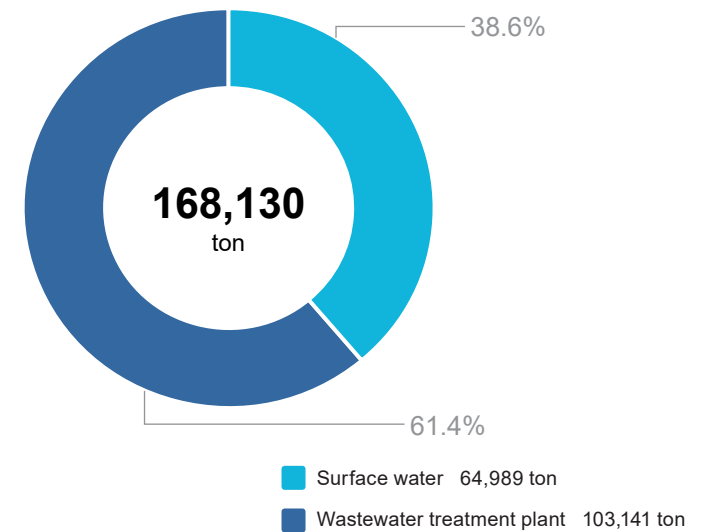
Water Resource Circulation

Regarding water recycling, the CV production line at the Ta Ya Guanmiao plant and the PVC and PE extrusion processes have implemented a soft water circulation system. The magnet wire production process also utilizes soft water and purified water circulation to reduce the consumption of cooling water.

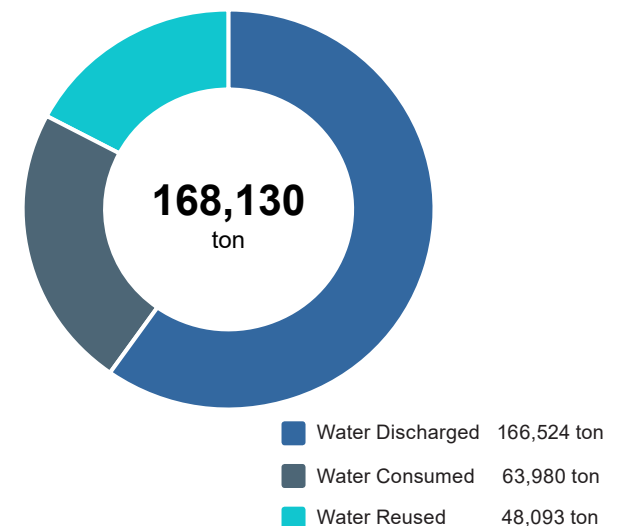
The Group continues to introduce water recycling measures to reduce water withdrawal, and currently, the water recycling rate has reached 17%.



Water Discharge by Destination



Water Disposal



3.6 Resource Circulation

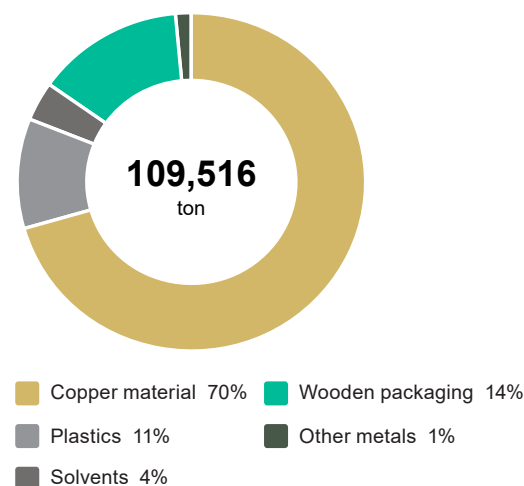
Circular economy is one of the key strategies of the Group. We continuously reduce waste generation and increase the percentage of materials recycled and reused, aiming for zero waste and resource circulation.

Ta Ya reduces waste generation and lowers procurement costs through recycling materials for production and reusing packaging materials. Currently, our facilities have implemented measures such as waste material recycling, packaging material reuse, and solvent recovery to promote resource circulation. For materials that are not suitable for in-house reuse, such as waste cables, we entrust qualified vendors for recycling and disposal. In the handling of critical raw copper materials, the “Copper Material Recycling” initiative has been implemented in the first quarter of 2023, allowing us to recycle and reuse 60 tons of copper each month.

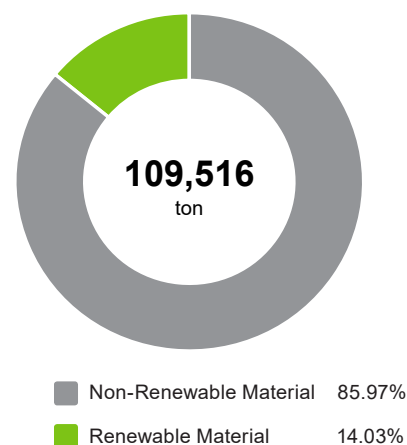
Raw Material Usage

The main materials used in the wire and cable manufacturing process of the Group include six types: copper materials, PVC powder, cross-linked PE granules, plasticizers, varnish, and optical fibers. The packaging materials consist of iron shafts, wooden shafts, pallets, plastic shafts, cardboard boxes, and pallets. Among them, wooden shafts, sealing boards, cardboard boxes, and pallets are renewable materials.

Material Usage



Renewable Material Usage



Share of Renewable Materials
Use in Total Raw Material Use: **14%**

In 2022, a total of **6,063** tons of materials were reused, accounting for **5.54%** of the input of raw materials.

Materials (tons)	2022	2021	2020
Raw Material Use	109,516	Not reported	Not reported
Share of Renewable Materials Use in Total Raw Material Use	14.03%	Not reported	Not reported
Non-renewable materials (tons)	94,155	Not reported	Not reported
Copper material	76,887	Not reported	Not reported
Other metals (including iron shaft)	1,222	Not reported	Not reported
Plastics	11,451	Not reported	Not reported
Solvents	4,077	Not reported	Not reported
Others (optical fibers, liquid nitrogen)	364	Not reported	Not reported
Renewable materials (tons)	15,360	Not reported	Not reported
Wooden packaging	14,988	Not reported	Not reported
Cardboard boxes	372	Not reported	Not reported
Materials (tons)	2022	2021	2020
Raw Materials by Purpose (ton)			
Raw Materials	90,948	Not reported	Not reported
Packaging Materials	18,567	Not reported	Not reported
Recycled and reused materials (ton)			
Total Recycled and Reused Materials (ton)	6,063	Not reported	Not reported
Share of Recycled and Reused Materials (%)	5.54%	Not reported	Not reported
Recycled and reused Raw Materials (ton)	664	Not reported	Not reported
Share of Recycled and Reused Raw Material %	0.73%	Not reported	Not reported
Recycled and Reused Packaging Material (ton)	5,398	Not reported	Not reported
Share of recycled and reused packaging material	29.07%	Not reported	Not reported

Utilization of Green Materials

In the aspect of production and packaging materials, we have continuously increased the percentage of recycled and environmentally-friendly materials. This not only creates a low-carbon and clean production process, but also promotes a circular economy in the market. The investment in green materials in 2022 increased to 000 tons, accounting for a 00% increase in the total resource usage compared to 2021.

(For more details, see Section 1.5 Green Procurement)

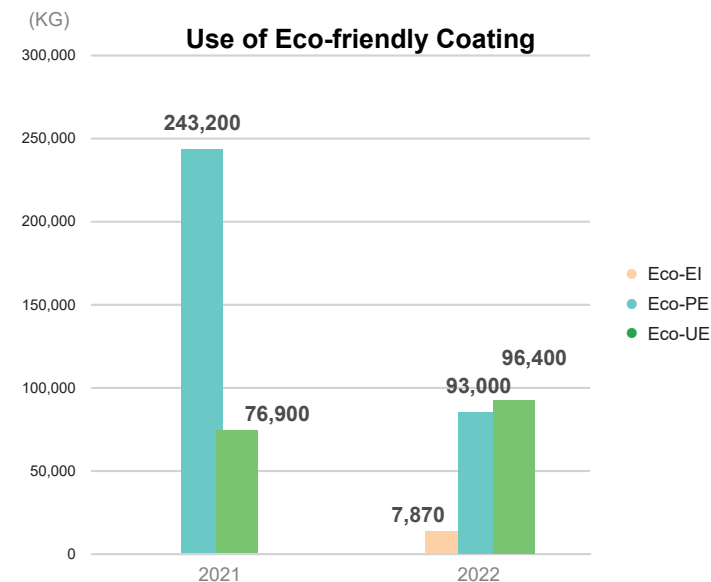
Marine Waste Recycled Pallets

Ta Ya advocates for eco-friendly logistics, partially using recycled pallets made from marine waste for product transportation to promote the use of recycled resources and encourage a circular economy.

Eco-friendly Coating

At the Guanmiao factory, within the Enameled Wire Business Group, we use environmentally friendly and eco-conscious coatings, reducing the use of harmful substances. In 2022, a total of 197.2 tons of eco-friendly coatings were used.

Note: Due to the shortage of eco-friendly solvents from suppliers in 2022, the proportion of eco-friendly coatings was lower until the second half of 2022 when the supply was restored.



Waste Disposal

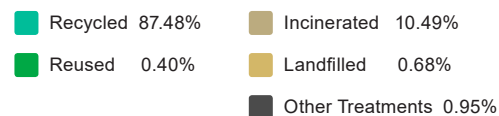
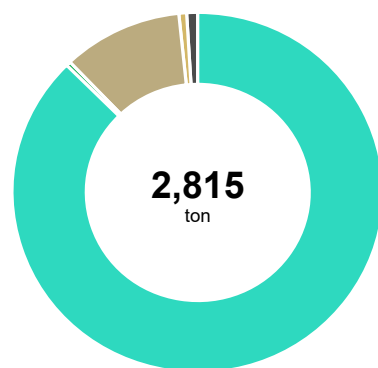
In 2022, the total amount of generated waste was 2,815 metric tons, of which hazardous waste accounted for 12.2%. Waste disposal methods included recycling (off-site) at 87.48%, internal reuse at 0.40%, incineration at 10.49%, and landfill and other treatments (e.g., physical processes), all of which were carried out in compliance with waste disposal regulations.

The Group's waste diverted from disposal rate has been increasing annually since 2020, growing from 67.43% in 2020 to 87.88% in 2022, a two-year increase of 20.4%.

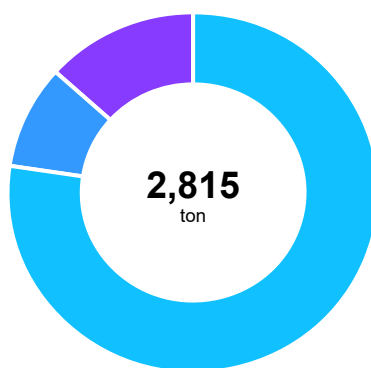
Overseas Factory Waste Disposal

In Dongguan and Kunshan plants, hazardous substances are handled by professional environmental companies in compliance with local government regulations. Non-hazardous general substances are outsourced for recycling and treatment, and there is no on-site disposal or landfill.

Waste by treatment



Waste by region



Note: The data for the Taipei Branch and the Ta Ya Dawan Plant were not included in the figures before 2021, hence the amount of waste in 2021 appears to be less compared to 2022. This is a normal phenomenon.

Waste by Types (tons)	2022	2021	2020
Total Waste Amount	2,815	2,782	2,902
Hazardous waste	343	87	239
Non-hazardous waste	2,472	2,696	2,663
Waste by Treatments (tons)	2022	2021	2020
Total waste diverted from disposal	2,474	2,035	1,957
Hazardous Waste			
Reused	11	-	-
Recycled	244	-	-
Non-Hazardous Waste			
Reused	0	-	-
Recycled	2,218	2,035	1,957
Total waste directed to disposal (Ton)	341	747	945
Hazardous Waste			
Incinerated	78	87	239
Landfilled	0	0	0
Other	9	0	0
Non-Hazardous Waste			
Incinerated	217	389	482
Landfilled	19	0	0
Other (physical treatment and others)	18	271	224
Recycling Rate of Total Waste %	87.88%	73.15%	67.43%
Total Waste Reused	11	0	0
Total Waste Recycled	2,463	2,035	1,957
Total Waste Incinerated	295	476	721
Total Waste Landfilled	19	0	0
Total Waste by Other Treatments	27	271	224

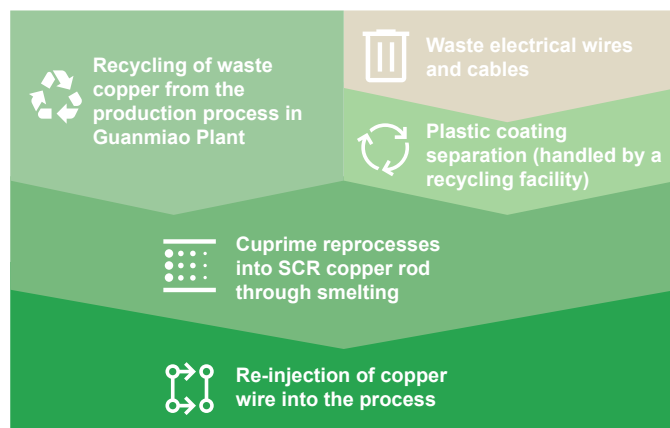
Circular Economy

Ta Ya considers circular economy as one of their key strategies and has been consistently implementing the recycling and reuse of raw materials and waste to reduce waste generation and promote resource circulation.

Recovery and Reuse of Copper Material

Re-smelting process for copper waste: In 2022, 135.7 tons of copper materials were recycled.

Waste electrical wires and cables: Starting from 2023, the company will begin to recycle 25 tons of copper materials per month.



Recycling PVC Waste

The PVC waste generated from the wire and cable production process is recycled and processed into secondary materials. These materials are then used as filling materials for multicore cables and are reintroduced into the production process. In 2022, a total of 177 tons of PVC materials were recycled.

Solvent Recycling

Since 2009, the magnet wire plant has adopted solvent recycling measures and continues this environmentally friendly practice.

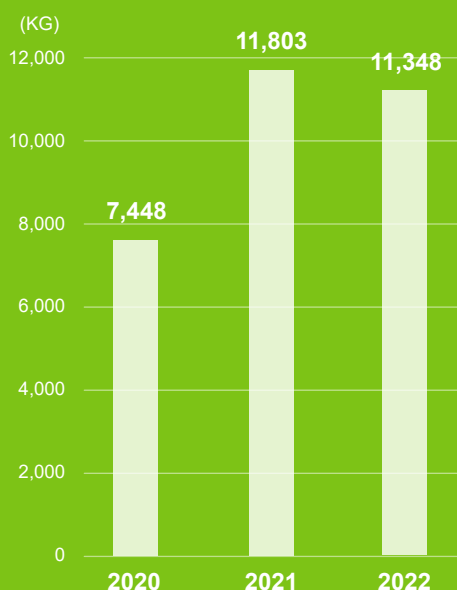
Indirect Material

Magnet Wire Manufacturing

In 2022, 11.34 tons of solvents were recycled.

Solvent recycling rate reaches 63%.

Solvent Recycling Trend



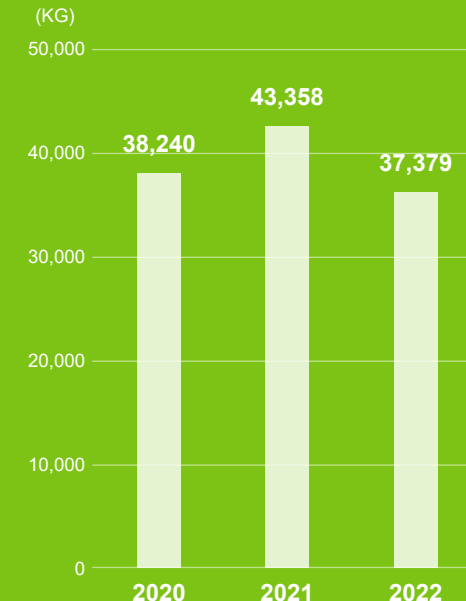
Plastic Shaft Recycling

Packaging Material

Magnet Wire Packaging

Plastic Shaft Recycling in 2022: 37,379 shafts

Plastic Shaft Recycling Trend



3.7 Pollution Prevention

The company monitors, measures, analyzes, evaluates, and takes action against pollution according to the ISO14001 management system. It also establishes procedures for controlling toxic chemicals, noise, and water pollution to manage and monitor various sources of pollution.

Air Pollution Management

At the Ta Ya Guanmiao Plant, all fixed pollution sources are equipped with pollution control devices. The pollutants monitored include Volatile Organic Compounds (VOC) and Particulate Matter (PM). The pollution control equipment consists of a catalytic converter, baghouse dust collector, and wet scrubber. The plant complies with the regulations of the Air Pollution Control Act by conducting emissions testing and declaration for fixed pollution sources. Cuprime measures stationary sources of air pollution once a year, and reports its measurements on a regular basis. It has been certified by the environmental protection authority to comply with stationary air pollution standards.

Overseas Locations Air Pollution Management

1. Kunshan's exhaust emissions are all processed through two sets of environmental protection equipment, including zeolite rotary wheels and catalytic combustion, followed by discharge through activated carbon. The company conducts regular monitoring as required by environmental assessment and emission permits, and all results meet the standards. Additionally, the local government conducts monthly supervision and monitoring of the company's exhaust emissions, and all results are compliant with standards.
2. Dongguan local government has required each workshop to directly connect the platform for monitoring daily VOC exhaust emissions. If there are any exceedances, immediate notifications for improvement are issued.
3. The Dong Nei magnet wire production has pollution control equipment in place. Emissions must comply with government standards and tested on an annual basis. Testing in 2022 showed that all values met regulatory requirements.
4. At the Hai Duong Plant in Vietnam, the government's environmental requirements include annual measurements of brightness, noise, on-site environmental temperature, and particulate matter. In 2022, all test results were compliant with regulatory standards.

Air Pollutant (kg)	2022	2021	2020
SOx	40	58	51
NOx	4,186	4,466	3,087
VOC	34,655	23,597	22,880
PM	621	601	4,688

Note: Due to the COVID-19 pandemic, environmental testing was not conducted at the Dong Nei Plant in 2022, and therefore its data is not included in this report.

Toxic Substance Management

We established comprehensive toxic chemical substance operations and chemical disaster prevention measures. Varnishes and plasticizers used in the production process fall under the Environmental Protection Administration's list of toxic chemical substances. The Guanmiao Plant conducts one annual emergency response drill for toxic substances in accordance with legal regulations, and performs two unannounced tests without warning. Additionally, the plant conducts annual fire drills and public hazardous materials disaster drills. Other related enterprises do not use toxic substances.

Reducing Hazardous Substances Use

Requirement to Production

TA YA has developed "Toxic Chemical Substance Control Operating Procedure" to manage the usage of hazardous substance, but we do not commit to phase out hazardous substances in our products. While we don't have regulatory standards that require the reduction of hazardous substances in our products, we are gradually substituting hazardous materials with non-hazardous alternatives.

Requirement to Suppliers

For the management of hazardous substances in raw materials, our purchasing policy in the magnet wire business group requires Hazardous Substance-Free Suppliers to provide products that comply with our company's standards for being free of hazardous substances, such as HSF (SONYSS-00259, etc.), as stipulated in the purchase order. Additionally, we require suppliers to commit to sustainable practices in our Supplier Sustainability Commitment, including efforts to reduce the use of pollutants, toxins, and proper management thereof.

04

Inclusive Workspace

- 4.1 Employee Composition
- 4.2 Human Rights
- 4.3 Health and Safety
- 4.4 Compensation and Benefits
- 4.5 Talent Development
- 4.6 Talent Attraction



4.1 Employee Composition

In 2022, the total number of employees at Ta Ya was 617. Due to the nature of the industry, the work requires a significant amount of physical labor, and the factory operates on a 24-hour shift basis, resulting in a higher percentage of male employees compared to female employees. Ta Ya promotes employment opportunities for people with disabilities. In 2022, the company employed 8 employees with disabilities. Additionally, in terms of diversity, Ta Ya hired 8 indigenous employees and 111 foreign employees in Taiwan, aiming to foster a diverse workforce within the Group.

Workforce Breakdown by Gender	2022	2021	2020
Men	1,287	1,305	1,440
Women	279	278	374
Total Workforce	1,566	1,583	1,814
Share of Women Workforce	17.8%	17.6%	20.6%

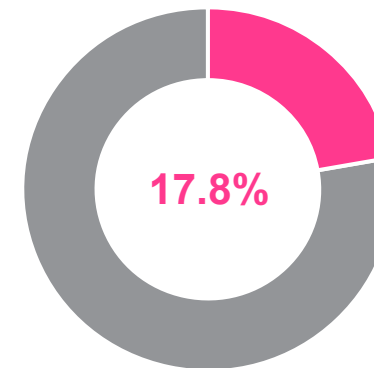
Workforce Breakdown by Age	2022	2021	2020
Below 29 years old	167	177	275
30-49 years old	1,027	1,067	1,188
Above 50 years old	372	339	351

Workforce Diversity	2022	2021	2020
Employees with disabilities	11	11	11
Indigenous employees	8	7	10
Foreign employees	111	94	84

Workforce Breakdown by Nationality	2022	2021	2020
Taiwan	823	not reported	not reported
Vietnam	406	not reported	not reported
China	304	not reported	not reported
Indonesia	31	not reported	not reported
Thailand	2	not reported	not reported

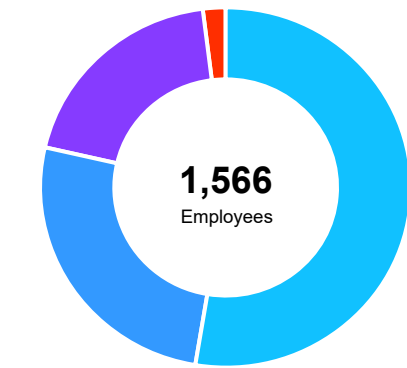
Note: Employee data is calculated based on the number of employees on the last day of the reporting period.

Share of Women Workforce



Woman 17.8%
Man 82.2%

Workforce by Nationality



Taiwan
Vietnam
China
Indonesia
Thailand

Employees		2022	2021	2020
03 Employees by Contract Type				
Permanent contract	Men	1,119	989	1,147
	Women	140	190	331
Temporary contract	Men	100	316	294
	Women	0	88	42
04 Employees Classified by Employment Type				
Full-time	Men	1,293	1,305	1,440
	Women	279	273	374
Part-time	Men	0	1	0
	Women	0	4	0

Management Positions Gender Diversity (Group Wide)

Employees		2022	2021	2020
05 Management Positions				
Team Leader level	Men	116	84	93
	Women	43	29	35
Manager level	Men	57	55	77
	Women	10	11	17
Associate Director level	Men	19	20	20
	Women	2	2	1
Vice President / President level	Men	33	33	31
	Women	0	0	0
Total Management Positions	Men	225	192	221
	Women	55	42	53
Share of women in management positions		19.6%	17.9%	19.3%
Share of women in junior management positions		27.0%	25.6%	27.3%
Share of women in top management positions		3.7%	3.6%	1.9%

Note: Top management positions are defined as executives within two levels from the CEO, including Associate Director level and Vice President / President level

Hiring from Local City (Ta Ya Electric Wire & Cable)

Top Management Positions	2022	2021	2020
Proportion of top management positions in parent company hired from the local city			
Number of top management positions who are residents of Tainan City	13	Not reported	Not reported
Total number of top management positions	19	Not reported	Not reported
Percentage of hiring Tainan residents for top management positions	68.42%	Not reported	Not reported

" Ta Ya values the employment of local talents. Among the top-level management positions at the headquarters in Guanmiao, **68%** of them are residents of Tainan City. "

Management Positions in Parent Company (TA YA Electric & Wires)

Level	Non-Management Positions		Management Positions						Boards			
Job Level	General Employees		Supervisor		Team Leader		Manager		Assistant Manager and Above		Board of Directors	
Gender	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Below 29 years old	4	70	0	2	0	1	0	0	0	0	0	0
30-49 years old	26	250	4	24	9	22	0	10	0	2	0	0
Above 50 years old	15	84	4	14	3	8	3	9	0	16	2	7

4.2 Human Rights

TA YA has implemented a *"Human Rights Statement"* that supports "UN Universal Declaration of Human Rights", "UN Global Compact", and "Convention of the International Labour Organization". The statement ensures that every person within and outside the company is treated fairly and with dignity. We commit to:

We Commit to:

1. Support, respect and protect human rights, while at the same time ensure that the same requirements apply to our business partners and suppliers.
2. Refrain from hiring child labor or prisoners in our business operation or by any of our business partners and suppliers, and to prohibit against forced labor and use of physical punishment.
3. Respect employees' rights to join unions and rights to collective bargaining according to local regulations and customs.
4. Accept diversity among employees, and refrain from discriminating employees or job seekers for any reason that is prohibited by law. This may include: gender, skin color, ethnicity, race, nationality, religion, age, marital status, sexual preference, gender identity and expression, disability, pregnancy, military service status, and political preference.
5. Comply with occupational safety and health policy, and correct or report any possible threats.
6. Refrain work behaviors that are considered rude, hostile, violent, intimidating, threatening, or harassing.
7. Build a work environment that is free of harassment. To enforce zero tolerance for sexual harassment, including: unwelcomed sexual gesture, request for sexual favors, or other unwelcomed sexual remarks or physical behaviors.
8. Protect personal information of existing and former employees, board members, customers, job seekers, and business partners. Access and use of personal information are limited only to legitimate commercial purposes.

Embrace Diversity & Promote Equality



Gender Equality

Ta Ya provides employees and job seekers with a work and service environment free from sexual harassment and discrimination. We ensure gender equality in compliance with the law. We have established a "Workplace Sexual Harassment Prevention and Complaint Procedure" and take related preventive, corrective, and punitive measures. Additionally, we regularly conduct awareness activities. If an employee experiences sexual harassment in the workplace, they can file a complaint with the company's protection department. The employee complaint handling process complies with the Workplace Sexual Harassment Prevention and Complaint Procedure.

Equal Remuneration and Opportunity

Salary is not differentiated based on gender, and the minimum salary standard (starting salary) is also not subject to differences based on gender, religion, or race.

Ta Ya provides equal opportunities and environments for all employees. The personnel rotation mechanism facilitates mobility based on promotions, talent development, and organizational expansion, enabling us to jointly create a brighter future. To enhance diversity and equality at the management level, Ta Ya offers equal promotion opportunities regardless of gender, empowering all colleagues to exert equal influence within the organization.

Percentage of Female/Male Executives		
Women in Management Positions	Total Female Employees	Percentage of Female Executives Among Female Employees
23	70	32.9%
Men in Management Positions	Total Male Employees	Percentage of Male Executives Among Male Employees
108	547	19.7%

Freedom of Association

The Group respects employees' right to freedom of association and their legal entitlement to assemble unions. Ta Ya and Cuprime both have worker unions created within them. Ta Ya organizes regular labor-management meetings, operates dedicated hotlines and emails, and engages unions in collective bargaining negotiations on an ongoing basis. In 2022, none of the operating locations, affiliated companies, and suppliers of the Group received any complaints nor encountered labor disputes or incidents that could harm freedom of association.

Employee Benefits

In cases where significant operational changes may impact the rights of employees, the company provides prior notice at least 10 days in advance for employees with 3 months and above but less than one year of service, 20 days in advance for employees with one to three years of service, and 30 days in advance for employees with three or more years of service, all in an effort to safeguard the employees' employment rights.

Parental Leave

Work-life balance is a cherished value in our organization. Ta Ya offers gender-equitable parental leave, maternity/paternity leave, prenatal leave, and family care leave, empowering employees to harmoniously balance their careers and family lives, thereby retaining exceptional talent within the company.

In compliance with Article 16 of Act of Gender Equality in Employment in Taiwan, employees who have served for a minimum of 6 months are entitled to apply for parental leave without pay until their child reaches 3 years of age. Additionally, as per Article 15, female employees are granted maternity leave and male employees are granted paternity leave upon request, in accordance with the specified regulations. In Vietnam, there are no specific regulations for parental leave; therefore, the company does not provide such leave. However, postnatal childcare is already included in the 6-month maternity leave in Vietnam. Furthermore, female laborers at the Hai Duong plant who breastfeed infants under 12 months are entitled to reduce their working hours by one hour per day without any deduction in salary.

Parental Leave	2022	
Employees entitled to parental leave	Men	1,022
	Women	204
Employees who have actually used parental leave	Men	4
	Women	3
Total number of employees who returned to work after completing parental leave	Men	4
	Women	3
Return-to-work rate	Men	100%
	Women	100%

4.3 Health and Safety

Leadership and Commitment

Ta Ya adheres to the requirements of the "Occupational Safety and Health Roles, Responsibilities, and Authorities Management Procedure," demonstrating the highest management team's commitment and leadership towards the Occupational health and safety management system.

The highest endorsing decision-making body:

According to "Occupational Safety and Health Roles, Responsibilities, and Authorities Management Procedure", the General Manager is the ultimate responsible person for the effective implementation of Da-Ya's occupational health and safety management system.

Occupational Safety and Health Management Policy

In alignment with ISO45001 Occupational Safety and Health Management System, Ta Ya diligently implements safety and health laws, safeguards workers' well-being, involves everyone in safety initiatives, eliminates hazards, reduces risks, and upholds our commitment to occupational safety and health, and the continuous strive for improvement.

OHS Management System

The occupational safety and health management system of TA YA is developed in accordance with ISO 45001 (2018) and the CNS 45001 standard for occupational safety and health management systems in Taiwan.

We effectively manages hazards, potential risks, and non-compliance issues that may arise from operations, processes, products, services, and waste management. We also monitor and measures overall occupational safety and health performance and continuously improves it.

Occupational Accident Statistics

Employees	2022	2021	2020
Occupational Accidents			
Occupational fatalities case	0	0	0
Severe occupational injury case	0	1	0
Recordable occupational injury case	5	21	19
Total Working Hours	1,990,758	3,464,009	1,853,152
Occupational Injury Rate			
Occupational fatality rate caused by injuries	0.00	0.00	0.00
Lost- Time Injury Rate (LTIR)	0.00	0.06	0.00
Recordable occupational injury rate	0.50	1.21	2.05
Types of Occupational Injuries			
Falls, slips	1	0	0
Struck by object	1	0	1
Motor vehicle traffic accidents (during commute)	3	11	12
Trips and falls	0	3	0
Collisions	0	3	0
Being caught in between objects	0	3	3
Cuts, abrasions, and lacerations	0	1	0
Falling objects	0	0	1
Contact with hazardous substances	0	0	1
Others	0	0	1

Occupational Safety and Health Risk Assessment and Management

Through our “Occupational Safety and Health Risk Assessment and Management Procedure,” “Hazard Identification and Risk Assessment Management Procedure,” and “Identification of Occupational Safety and Health Laws and Requirements Procedure,” we identify risks and opportunities related to our occupational safety and health management system. This enables us to integrate and implement actions effectively within our safety management system. We assess risk levels based on the “Risk Value Evaluation Criteria Table,” and categorize quantifiable occupational safety and health risks into five levels from A: Very Severe to E: Insignificant according to the “Risk Ranking Table,” thus effectively managing safety risks.

Occupational Accident Response

In the event of property damage or disasters (accidents) occurring to equipment or employees during work processes at the factory, necessary emergency measures and disaster relief will be promptly taken. The accidents will be investigated, analyzed, and statistically recorded to implement effective measures for improvement, thereby preventing the recurrence of similar incidents. The company has established the “Occupational Accident Management and Incident Investigation Procedure” to address occupational accident responses.

Occupational Safety Committee

The meetings of the Ta Ya Occupational Health and Safety Committee primarily focus on reviewing compliance with the provisions stipulated in the Occupational Safety and Health Act, and each member proposes improvements based on the implementation of occupational safety and health measures to ensure the safety of employees in the plant. The committee is organized with one Chairman, one Executive Secretary, nine members, eight labor representatives, five occupational safety personnel, and one healthcare personnel.

Occupational Accident Prevention

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.

Occupational Health and Safety Education and Training

To fulfill the requirements of occupational health and safety and create a highly safe, efficient, and technologically advanced production environment, Ta Ya has implemented the "Occupational Health and Safety Education and Training Procedure" for all employees, subcontractors, and contractors. Through these educational training programs, the company aims to establish a solid foundation for sustainable development.

Operational Safety and Health Training	2022	2021	2020
Total Training Hours	6,746	2,919	38
Trained Employees	974	422	Not Reported
Total Employees	1,566	1,583	1,814
Average Training Hours Per Employee	4.31	1.84	0.02

Occupational Safety Education and Training

Site	Common types of occupational accidents	Precautionary measures
Guanmiao	(2) Slips, trips, and falls (3) Collisions (7) Being caught between objects (8) Cuts, abrasions, and lacerations (20) Motor vehicle traffic accidents (during commute)	1. Conduct safety briefings for employees regarding workplace safety measures. 2. Ensure proper use of safety protective equipment. 3. Wear earplugs, undergo special operation health checks. 4. Promote adherence to traffic regulations.
Cuprime	None	1. Wear protective clothing and set up air-conditioned rest areas. 2. Wear earplugs, masks, and undergo special operation health checks.
Ta Heng	(7) Being caught between objects (20) Motor vehicle traffic accidents (during commute)	Convey work safety guidelines compliance with traffic rules
Ta Ho	None	Enforce standard operating procedures
UEI	(20) Motor vehicle traffic accidents (during commute)	1. Periodically conduct occupational safety maintenance and education at various workplaces to enhance employees' safety awareness and mindset. 2. Provide sufficient safety protective equipment based on different job requirements to prevent accidents. 3. Strengthen the promotion of traffic safety during commuting to and from work and when employees are on official business trips.
Vietnam	(3) Collisions (5) Object collapse, cave-in	Establish standard operating procedures and place signage at the site for reminders.
China	(2) Slips, trips, and falls (18) Other: Coating burns (20) Motor vehicle traffic accidents (during commute)	1. Conduct safety briefings of workplace safety measures. 2. Ensure proper use of safety protective equipment. 3. Establish standard operating procedures and place signage at the site for reminders. 4. Place first aid kits at the site for initial treatment of minor injuries. 5. Personnel required to go on business trips should be covered by accident insurance in addition to social insurance. 6. Promote adherence to traffic regulations.

4.4 Compensation and Benefits

The group places great emphasis on promoting diversity and equality within the organization, actively creating a workplace environment free from discrimination and impartial treatment. Our compensation and benefits systems adhere to our core values.

Occupational Accident Prevention

The overall employee compensation at our company includes the base salary, performance bonuses, and profit-sharing bonuses. Each colleague's remuneration is determined based on their expertise, skills, job responsibilities, and performance achievements. Our remuneration system fully complies with labor laws, ensuring equal pay for equal work regardless of gender, religion, or race.

Compensation statistics of Parent Company

Parent Company	2022
Compensation	
Total employee compensation and benefits (thousands of NTD)	677,996
Average employee benefits expense (thousands of NTD)	1,099
Average salary of full-time non-supervisory employees (thousands NTD)	565
Median salary of full-time non-supervisory employees (thousands NTD)	772

Starting salary in Parent Company

Parent Company	2022
Percentage between the salary level of entry-level employees and the local minimum wage	
Percentage between the salary of male entry-level employees and the minimum wage	134.0%
Percentage between the salary of female entry-level employees and the minimum wage	134.0%

Retirement Benefits

In August 1984, Ta Ya established the Labor Retirement Fund Supervisory Committee to set aside 15% of the total salary amount per month into Bank of Taiwan's dedicated retirement fund account, ensuring the rights and benefits of employees upon retirement.

In accordance with labor laws, the estimated balance of the labor retirement fund account is calculated annually before the end of the fiscal year, and any discrepancies are allocated by the end of March of the following year, subject to the review of the Business Unit Labor Retirement Fund Supervisory Committee. As of the end of 2022, the company has fully allocated the retirement funds and requires no additional provisions. Since July 2005, the "Labor Retirement Pension Act" has been officially implemented, applying to employees who choose the new retirement pension scheme. The company contributes 6% of their monthly salary to the individual accounts of employees at the Bureau of Labor Insurance's Labor Retirement Pension.

Other Benefits and Measures

The Group provides various benefits, such as long-service bonuses, applications for marriage and bereavement gifts, wedding scrolls, and funeral flower arrangements, educational and training subsidies, language assistance, lunch allowances, employee travel subsidies, Labor Day bonuses, holiday bonuses (Chinese New Year, Mid-Autumn Festival, Dragon Boat Festival), celebration gatherings, club activity support, birthday gifts, employee group insurance (extended to cover family members with preferential contributions), employee accident condolence funds, and bereavement compensation for employees' passing. The company also organizes annual health checkups for employees, hosted by the Safety and Health Office of the Engineering Department.

Club Activities

To promote the physical and mental well-being of employees, Ta Ya has established various clubs such as the Cycling Club, Yoga Club, Outing Club, Badminton Club, creating a better quality of life for our employees. Additionally, we organize a sports-themed lucky draw during the year-end banquet every year to encourage employees to engage in physical activities.

Welfare Committee

Ta Ya, Cuprime, and Ta Heng have established welfare committees responsible for reviewing, promoting, and supervising employee welfare programs, planning, safeguarding, and managing employee welfare funds, allocating and auditing the funds for employee welfare programs, and handling other related employee welfare matters.

4.5 Talent Development

Ta Ya regards human resources as an essential key to sustainable development and transformation of the enterprise. We embrace a training policy and commitment to establish a comprehensive training system, providing employees with systematic and targeted learning opportunities and channels for further education. We have formulated the “Education and Training Operating Procedure” to integrate internal and external resources, enabling more systematic implementation and validation of employee training programs, thereby enhancing our competitive advantage as a company.



Training Policy

Continue to implement employee training and development to provide the Group with the impetus to achieve its mission of growth.



Training Commitment

The company strives to build up the energy for future development and enhance employees' competitiveness by responding to career advancements and improvements in job performance. It dedicates significant efforts to organize educational training programs, and employees are expected to actively participate and follow the company's educational training arrangements and plans.

Training Internal Trainers

The Guanmiao headquarters has been actively fostering a learning organizational culture. Currently, we have nurtured dozens of certified internal instructors who continuously conduct courses based on their expertise and professional capabilities, fulfilling our mission of knowledge and experience transfer.

Education and Training

Education and Training		2022	2021	2020
Training Hours by Gender				
Women	Training hours	3,222	2,405	2,095
	Average training hours	11.55	9.70	9.61
Men	Training hours	18,213	12,829	11,459
	Average training hours	14.15	11.68	8.63
Total training hours		21,435	15,234	13,554
Average hours per FTE of training		13.7	9.6	8.8
Average amount spent per FTE on training		1,375.7	664.0	410.6
Training Hours by Job Level				
General Staff	Training hours	15,639	10,197	9,419
	Employees	1,286	1,130	1,264
	Average training hours	12.16	9	7
Supervisor, Team Leader	Training hours	3,900	3,112	2,695
	Employees	159	184	198
	Average training hours	24.53	17	14
Manager and Positions Above	Training hours	2,364	1,755	1,437
	Employees	121	90	85
	Average training hours	19.53	20	17

Training Expense

Training Expense	2022	2021	2020
Annual education and training expense (NTD)	2,154,299	1,051,127	634,779
Share of training expenses in operating costs	0.059%	0.037%	0.026%

Education and Training System:

Ta Ya's internal education and training system is tailored to different job categories and encompasses the following categories: managerial skills, general skills, professional expertise, and self-development. For managerial and general staff development, on-the-job training is conducted within each business unit. Before the end of each year, the respective business units submit their training needs for the following year to the Human Resources Department. These needs are then consolidated into an annual training demand summary for planning purposes. On the other hand, specialized training is strategically planned based on the requirements and current situation within each business unit. The Human Resources Department gathers relevant training courses and resources to provide guidance, and subsequently implements the training in accordance with the devised plan or explores the possibility of external training opportunities when appropriate.

Participation in the Training Program	2022	2021	2020
FTEs participating in the Professional Training Program	86	Not Reported	Not Reported
Percentage of FTEs participating in the Professional Training Program	13.9	Not Reported	Not Reported
FTEs participated in the Key Talent Development Program (In-Service EMBA program)	77	Not Reported	Not Reported
Percentage of FTEs participated in the Key Talent Development Program (In-Service EMBA program)	12.4%	Not Reported	Not Reported

New Employee Education and Training:

At Ta Ya, the training for new employees is meticulously planned by the Human Resources Department, while the respective business groups provide the selected instructors for the training sessions. Furthermore, for newly hired employees and those undergoing job rotations, specific onboarding training is arranged in accordance with their job responsibilities. Each department tailors position-specific training to focus on honing practical skills and cultivating appropriate attitudes relevant to their actual work. These courses are conducted by departmental supervisors or experienced personnel, providing comprehensive instruction on aspects such as machine operation, workflow procedures, and organizational culture, fostering a deeper understanding in these areas.

Language Proficiency Enhancement:

Recognizing the importance of frequent international communications for business operations, in 2010, Ta Ya introduced the “Employee In-Service Foreign Language Learning Application Guidelines” to support employees in pursuing language proficiency. Besides offering financial assistance for language courses, the company also links learning achievements to salary increments, and language proficiency is considered a priority for career advancement and job transfers. In 2011, we revisited and enhanced the “Employee In-Service Learning Guidelines,” providing a more comprehensive framework. Under this revised policy, employees pursuing advanced degrees, specifically master’s or doctoral programs, in fields related to business management or areas with promising future prospects, are eligible for full financial support from the company, covering all tuition and miscellaneous fees.

Key Talent Development Program

Ta Ya consistently and continuously implements the Key Talent Development Program, which goes beyond arranging management courses. It focuses on enriching the managerial acumen and intellect of our talents, broadening their perspectives, and enhancing their capabilities. Through direct mentoring by supervisors, we ensure that our key talents can effectively apply their knowledge and skills, precisely aligning them with the strategic direction of their respective departments and the company as a whole. Moreover, provide them with promotion opportunities when the time comes. Staff from affiliated companies are also welcome to participate in training courses to advance the mission and vision of the Group and implement our business philosophy.

Key Talent Development Program

Ta Ya Electric & Wire encourages its employees to pursue master's degree programs and provides a subsidy program for application. As of April 30, 2023, there are a total of 77 employees currently enrolled in the In-Service Master's / EMBA program, out of which 7 are pursuing the EMBA program for advanced management education.

Performance Appraisal

Ta Ya follows the "Annual Employee Performance Appraisal Method" to assess performance. This assessment is based on fair and reasonable criteria to evaluate an employee's contributions and achievements. Ta Ya integrates goal setting with performance appraisal. During performance appraisal and goal setting, managers should conduct interviews and reviews with employees in a timely manner. For employees with poor performance, managers are required to assist in developing improvement and coaching plans. Managers provide guidance and suggestions to help employees address weaknesses and achieve the goals of performance appraisal.

Employee compensation and bonuses are linked to individual annual performance appraisals. Employees who meet specific standards are rewarded to enhance the company's operational performance and create profit sharing.

Performance Appraisal		2022
Women	Employees undergoing regular Performance Appraisal	68
	Employees	70
	Percentage of employees undergoing evaluations	97.14%
Men	Employees undergoing regular Performance Appraisal	425
	Employees	547
	Percentage of employees undergoing evaluations	77.70%
General Staff	Employees undergoing regular Performance Appraisal	362
	Employees	487
	Percentage of employees undergoing evaluations	74.79%
Supervisor, Team Leader	Employees undergoing regular Performance Appraisal	90
	Employees	90
	Percentage of employees undergoing evaluations	100.00%
Manager and Positions Above	Employees undergoing regular Performance Appraisal	40
	Employees	40
	Percentage of employees undergoing evaluations	100.00%

Note: This table contains data from the significant location (i.e., Ta Ya Headquarters) and relevant data will be collected for affiliated companies both domestically and internationally in the future.

Review of Career Development

Ta Ya values the personal development of its employees. For those with unsatisfactory job performance, the company provides guidance, improvement, and continuous monitoring following the established procedures.

Review of Career Development and Guidance		2022
Women	Employees receiving career development review and guidance	57
	Employees	70
	Percentage of employees receiving career guidance	81.43%
Men	Employees receiving career development review and guidance	206
	Employees	547
	Percentage of employees receiving career guidance	37.66%
General Staff	Employees receiving career development review and guidance	132
	Employees	486
	Percentage of employees receiving career guidance	27.16%
Supervisor, Team Leader	Employees receiving career development review and guidance	91
	Employees	91
	Percentage of employees receiving career guidance	100.00%
Manager and Positions Above	Employees receiving career development review and guidance	40
	Employees	40
	Percentage of employees receiving career guidance	100.00%

Note: This table contains data from the significant location (i.e., Ta Ya Headquarters) and relevant data will be collected for affiliated companies both domestically and internationally in the future.

4.6 Talent Attraction and Retention

The Group employs diverse channels to seek suitable talents, offering on-the-job training and educational resources, along with a comprehensive welfare system. Additionally, salary adjustments are made based on business performance, aiming to attract and retain top-notch talents. Regarding talent retention, Ta Ya Headquarters provides long-term service incentives to encourage employees' long-term commitment. Furthermore, the company conducts analyses of the reasons behind employee departures and implements improvements to reduce the turnover rate.

New Employee Hires	2022	2021	2020
New Employee Hires	268	264	204
Below 29 years old	111	71	168
30-49 years old	133	160	52
Above 50 years old	24	33	177
Men	233	227	156
Women	35	37	233

Employee Turnover	2022	2021	2020
Employee Turnover	265	283	410
Below 29 years old	65	97	168
30-49 years old	167	136	231
Above 50 years old	33	50	11
Men	231	244	326
Women	34	39	84
Employee Turnover Rate	16.9%	17.9%	22.6%
Men	17.9%	18.7%	22.6%
Women	12.2%	14.0%	22.5%

Engagement on Social Media

In recent years, Ta Ya has been diligently managing its presence on social media such as LinkedIn, Facebook, and Instagram. By doing so, we could establish stronger connections with the younger generation, enhancing their willingness to consider joining Ta Ya Group.

Industry-Academia Collaboration

In recent years, Ta Ya have formed collaborative partnerships with In-service Master's Program at National Cheng Kung University and the Semiconductor Industry Talent Development Center. These collaborations not only cultivate local cutting-edge talent and enhance the sustainability and research capabilities of key industries, but also aim to create additional value that entices talent to join us.

Ta Ya x NCKU In-Service Master's Program

TA YA collaborates with National Cheng Kung University to establish the Master's Program in Electrical Engineering, specializing in Electrical Design and Motor Drive Industries. This program focuses on motor-related industries and aims to cultivate talents specialized in motors and intellectual property, aligning with the demands of the industry. The curriculum is tailored to execute industry collaboration projects, fostering talents skilled in technical exchanges with clients and providing quality service in the face of exceptional circumstances. Upon completion of the training, graduates enter the Ta Ya Group for employment. In 2022, we welcomed one graduate from the Master's Program into our company.

Ta Ya x Semiconductor Industry Talent Development Center

The group focuses on industry development and talent cultivation, aiming to contribute to the Taiwanese industry by providing resources and transferring knowledge and expertise. As a result, we have collaborated with National Cheng Kung University, engaging in joint industry-academic research, corporate internships, and academic-industry collaboration to lead the industry forward. Upon completion of the training, graduates enter the Ta Ya Group for employment. In 2022, we welcomed one graduate from the Master's Program into our company.



05

Social Impact

5.1 Environmental Conservation

5.2 Volunteer Activities

5.3 Cross-sector Collaboration

5.4 Corporate Donations and
Sponsorships



5.1 Environmental Conservation

In 2011, the “TAYA Pristine Homeland Foundation” was established, guided by the core values of environmental protection, caring for life, and sustainable development. The foundation is dedicated to promoting a harmonious and sustainable future for both people and the environment, sponsoring concrete environmentally-friendly initiatives, and actively promoting environmental education activities. Additionally, the foundation endeavors to cultivate environmentally-conscious talents to drive the influence of the green movement. Moreover, it calls on employees and their families to actively participate in long-term voluntary services for the betterment of society and the community. In addition, since 2007, the Pristine Homeland Foundation has been conducting the “Green Inside Project” campaign, adding the “Delonix Regia Forum” event in 2012. The Green Inside Project provides a platform for action-oriented individuals to exchange ideas, while the Delonix Regia Forum serves as a platform to synthesize and launch further actions for a better environment.

Impact of the Green Movement

Delonix Regia Forum

The annual Delonix Regia Forum invites experts and scholars every year to deliver keynote speeches and participate in panel discussions, sharing and discussing practical experiences of environmental friendliness. Through these activities, the forum aims to inspire individuals to take positive actions and initiatives towards sustainable living.

In 2022, the main theme of the Delonix Regia Forum was “Essential Practices of Reducing Plastic Usage, Conserving Energy, and Promoting Recycling: A Must-Share for a Sustainable Future.” The forum encouraged businesses to adopt plastic reduction, energy conservation, and recycling practices to achieve low-carbon circular development. During the forum, local community members were engaged in forming a preliminary consensus on “Corporate Efforts in Sustainable Beach Cleaning Initiatives.” Together, the members explored the roles of businesses and collaboratively designed plans for sustainable and healthy ecosystems.

The forum was divided into three sections: “Facts, Concepts, and Actions.” It commenced with a presentation by Hung I-Jou, CEO of MICRO-PC, on “The Plastic Reduction Craze Among the Youth.” This was followed by a comprehensive panel discussion moderated by Ho Chen-Tan, Director of TAYA Pristine Homeland Foundation, and featuring guest speakers Chang Yu-Fu from U BAG Secondhand Bag Circular Project, and Cheng An-Tso from the Taiwan Electronic Products Recycling & Regeneration Association. Lastly, the Executive Director of the foundation, Chen Shih-Ning, and volunteer guide of Alangyi Ecological Reserve engaged in the “Alangyi Waste Reduction Action Discussion.” During the forum, local community members were engaged in forming preliminary consensus on “Corporate Efforts in Sustainable Beach Cleaning Initiatives.” Together, the members explored how businesses can play an important and active role in jointly promoting sustainable and healthy ecosystems.

Green Inside Project

Since 2007, the Pristine Homeland Foundation has been organizing the “Green Inside Project” event, calling on individuals and groups in Taiwan who are passionate about environmental conservation to participate. Our aim is to create a dense network of green connections throughout communities across the country. In the first decade of the foundation’s existence, we focused on themes such as renewable energy, rainwater harvesting, eco-friendly agriculture, green transportation, and environmental education, encompassing aspects of daily life and leisure. As we enter the second decade, our vision is to connect these individual pieces into modules, encouraging the winners to collaborate and create a sustainable home together.



Corporate Environmental Involvement

Ta Ya Group Family Day - Wanli Beach Clean-up Event

The Pristine Homeland Foundation advocates the concept of “Environmental Friendliness, Pristine Homeland,” calling on our employees and other friendly companies to join hands in protecting the environment. During this year’s Family Day event for our northern region, held in November at the Green Bay in Wanli District, New Taipei City, 150 employees and their families from the northern region actively participated in a beach cleanup activity. Through the unity of our colleagues, we collectively cleared 42 kilograms of recyclable waste and 123.2 kilograms of non-recyclable waste, totaling 165.2 kilograms of waste. This event helped raise awareness about the importance of protecting the ecological environment.

5.2 Volunteer Activities

In 2013, the group assembled a team of volunteers under the TAYA Pristine Homeland Foundation. Since 2015, the number of volunteers and the total volunteer service hours have continued to increase. In 2022, a total of 41 volunteer team members participated in 6 events, contributing a total of 836 hours of volunteer service, with 11 individuals providing more than 24 hours of personal service. The group encourages more employees and their families to participate in volunteer services and engage in social welfare, extending the company’s concept of a pristine homeland to every corner society.

Corporate Volunteer Team	2022	2021	2020
Volunteers	43	37	37
Total service hours	836	324	504



2022 Volunteer Events

Date	2022	Hours	Participants
2022.02	Ecological Clean-up: Reed Flute DIY	4	112
2022.03.05~03.06	Handmade Trail	16	18
2022.03.12	Ecological Conservation: Dragonfly DIY	4	77
2022.03.26	Ta Ya Marathon - preparation	8	17
2022.03.27	Ta Ya Marathon - preparation	8	18
2022.09.24	Delonix Regia Forum	8	121
2022.11.01	Northern Region Family Day	8	151
Total		56	524

Electrical Safety Inspection for Old Homes

In 2022, a total of 8 households received inspection services.

Ta Ya Electric Wire & Cable, draws on its expertise in the electrical wires and cables industry to advocate for electrical safety education. Since October 2017, the Taiwan Professional Electrical Engineers Association R.O.C. and TAYA Pristine Homeland Foundation jointly organized the "Electrical Safety Inspection for Old Homes" to provide users with comprehensive professional protection such as electrical equipment safety checks, power distribution panel condition checks, electrical equipment casing leakage detection as well as electrical cable and wire insulation testing. After completing each inspection, the electrical engineer will provide an initial explanation of results and recommendations. This is followed by an official inspection report issued by the foundation. The same volunteer team will also go around communities to raise awareness of the importance of electricity safety and offer information and education on the topic.

Region	Households
Northern Taiwan	3
Central Taiwan	3
Southern Taiwan	2
Total	8

5.3 Cross-sector Collaboration

In 2022, Ta Ya collaborated with the Forestry Bureau, injecting a total of 800,000 NTD over three years into afforestation and nurturing efforts. The Chiayi Forest District Office was responsible for executing the afforestation work. The adopted afforestation areas include national-owned lands in Nansi District, Shanshang District, and Nanhua District of Tainan City, totaling 2.24 hectares. Over the course of three years, afforestation and nurturing activities were carried out, planting a total of 4,075 trees, including the China Berry, Millettia Pinnata, bishop wood, evergreen ash, Formosa acacia, and camphor trees.

In June, Chairman Shen, Shang-Hung led a team of over 20 employees and representatives from related enterprises to plant evergreen ash three (also known as "white chicken oil") in Shanshang District, Tainan City. These trees are native to Taiwan and possess strong adaptability to soil and climate. This initiative was taken as a concrete action to demonstrate our commitment to environmental sustainability.



Ta Ya x (TMI Trail): Handmade Trail Volunteer Event

The Thousand Miles Trail Association (TMI Trail) and Ta Ya formed a partnership through the Green Inside Project in 2020, which led to a series of collaborative activities starting in 2021. Ta Ya has since guided its stakeholders through various sections the Raknus Selu Trail, Mountains to Sea Greenway, Sheng Shan Trail, and Yuan Xiang Train, allowing participants to explore Taiwan on foot and establish a harmonious relationship with nature. Through this collaboration with TMI Trail, Ta Ya encourages more stakeholders to venture into the mountains and learn how to coexist with nature.

Collaboration Projects	Participants
March 5: Yushan Forest Trail - Handmade Trail Work Holiday	Ta Ya volunteer team
March 19: Sidu Historic Trail Exploration	Green Inside awardees
July 9: Paoma Historic Trail Exploration	Customers
July 30 - August 1: Mountains to Sea Greenway	Key stakeholders
November 5: Dunan Historic Trail Exploration	Customers
Sponsorship for the 4th Asia Trails Conference in 2022	TAYA Pristine Homeland Foundation



Local Revitalization - Tsao Family Mansion Renovation Project

In the past, the Tsao Family Mansion participated in the Green Inside Project organized by the Pristine Homeland Foundation. In the years 2016, 2018, and 2019, they presented three projects: The "Tsao Family Mansion Revitalization Plan Phase 1: Creating a Market Backyard," "Venturing Beyond the Tsao Family Mansion," and "Returning to Guishan Frontline in Taoyuan." These projects were recognized and awarded with one Pristine Homeland Award and two Green Connection Awards. In recent years, Ta Ya has also participated in a number of ways. Together, we exert our efforts to preserve old houses, providing practical support to the local community and injecting new vitality into the development of Guishan.

My One Acre Farm Adoption Program

Since 2010, Ta Ya has been continuously participating in the subscription of "My One-Acre Farm," creating a triple victory for land, farmers, and consumers. Meanwhile, we continue to participate in local arts and cultural events and charitable events held by organizations and authorities, and also sponsor the Tainan Arts Festival. In order to care for farmers, promote Taiwan's rice industry, and fulfill corporate social responsibility, the rice adoption program has garnered positive feedback. In 2022, the program entered its 13th year, and the social welfare activity continues to be promoted. A total of **2.5** hectares were adopted in 2022.



❖ 5.4 Corporate Donations and Sponsorships

Ta Ya Electric Wire & Cable

- Donation to Guiren Kandong Village Mutual Assistance: NTD36,000
- Donation to Firefighters Friends Association: NTD190,000
- Donation to YWCA Spring Festival Charity Event: NTD375,000
- Donation to Greater Tainan Police Friends Association: NTD340,000
- Donation to Police Friends Federation: NTD500,000
- Donation to National Hsinhua Industrial Vocational High School: NTD417,370
- Donation to The Affiliated Tainan Industrial Senior High School of National Cheng Kung University: NTD617,758
- Donation to Li Hsing Elementary School in Renai Township, Nantou County: NTD20,000
- Donation to Baihe Kanding Fuan Temple: NTD18,000
- Sponsorship for Shansi Temple Restroom Renovation Project: NTD600,000
- Donation of Incense Money to Guanmiao Shansi Temple: NTD10,000
- Donation to Denx Taiwan Music: NTD100,000
- Donation to Taiwan Renaissance Platform: NTD2,000,000
- Donation to Xuejia District in Tainan: NTD500,000
- Donation to Tainan Sports Development Foundation: NTD600,000
- Donation to National Taiwan University Hospital Yunlin Branch - Three Mobile Air Conditioners: NTD39,000
- Donation to Small Goodness Mutual Benefit Association: NTD30,000
- Donation to The Garden of Hope Foundation: NTD50,000
- Donation to Taiwan Environmental Information Association: NTD300,000
- Donation to Asia Trail Conference: NTD1,000,000
- Donation to Pristine Beautiful Homeland Foundation: NTD500,000
- Donation to Boyo Social Welfare Foundation: NTD10,000
- Donation to Good Shepherd Social Welfare Foundation: NTD20,000
- Sponsorship for Golf Player - June Ting: NTD1,700,000
- Sponsorship for Chinese Taipei Skating Union: NTD150,000

In 2022, the total amount of donations reached NTD10,123,128.

Affiliated Enterprises	Participants
Cuprime	<ul style="list-style-type: none"> • In 2022, Cuprime supported the local agriculture industry, sponsored neighborhood activities, and contributed to community patrol teams with a total amount NTD22,000. • In 2022, donated NTD150,000 to the Pristine Homeland Foundation.
Ta Heng	<ul style="list-style-type: none"> • In 2022, donated NTD400,000 to the Pristine Homeland Foundation.
Ta Ho	<ul style="list-style-type: none"> • In 2022, donated NTD50,000 to the Pristine Homeland Foundation.
UEI	<ul style="list-style-type: none"> • In 2022, donated NTD250,000 to the Pristine Homeland Foundation. • Sponsored Touhu Elementary School in LinKou District, New Taipei City, with an amount of NTD30,000. • Sponsored Tainan Municipal Jhonyi Elementary School with an amount of NTD40,000.
Dong Nei	<p>The Dong Nei Plant actively participates in local charity and donation activities in Vietnam.</p> <ul style="list-style-type: none"> • Donated 2 million Vietnamese dong to the Public Security Department for Lunar New Year alms-giving and poverty relief. • Donated 5 million Vietnamese dong to Qiao Sheng Hall for alms-giving and poverty relief. • Provided 40 million Vietnamese dong for scholarships to children of Ta Ya employees. • Provided 20 million Vietnamese dong for scholarships to Sonadazi School. • Provided 20 million Vietnamese dong for donations to the Taipei School in Ho Chi Minh City for a PU running track. • In 2022, donated USD10,000 to the Pristine Homeland Foundation.
Ta Ya Green Energy Technology	<ul style="list-style-type: none"> • In 2022, donated NTD200,000 to the Pristine Homeland Foundation.
Ta Ya Venture	<ul style="list-style-type: none"> • In 2022, donated NTD200,000 to the Pristine Homeland Foundation.
Kunshan	<ul style="list-style-type: none"> • Donated RMB5170 for community food support during the pandemic. • Donated RMB11000 for food support to police stations, fire brigades, and environmental monitoring stations.

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Appendix

6.1 GRI Index

6.2 SASB Table

6.3 Assurance



Index No.	Index Name	Related Page	Page Number
GRI 2: General Disclosures			
1. Reporting Practice			
2-1	Organization Details	0.3 Group Operations	P.6
2-2	Entities Included in the Organizational Sustainability Report	About this Report	P.1
2-3	Reporting Period, Frequency, and Contact Information	About this Report	P.1
2-4	Restatements of Information	About this Report	P.1
2-5	External Assurance	About this Report	P.1
2. Activities and Workers			
2-6	Activities, Value Chain, and Other Business Relationships	0.4 Products and Services	P.8
2-7	Employees	4.1 Employee Composition	P.60
3. Governance			
2-9	Governance Structure and Composition	2.1.1 Governance Framework 2.1.2 Composition of the Board of Directors	P.27
2-10	Nominating and Selecting the Highest Governance Body	2.1.2 Composition of the Board of Directors	P.27
2-11	Chair of the Highest Governance Body	2.1.2 Composition of the Board of Directors	P.27
2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	2.1.3 Role of Board Supervision and Management 1.1.3 Operations of the Sustainable Development Committee	P.29,13
2-13	Delegation of Responsibility for Managing Impacts	1.1.2 Sustainability Management Framework 1.3 Material Issues	P.12,16
2-14	Role of the Highest Governance Body in the Sustainability Reporting	About this Report 1.1.2 Sustainability Management Framework	P.1,12

Index No.	Index Name	Related Page	Page Number
2-15	Conflicts of Interest	2.1.2 Composition of the Board of Directors 2.2.1 Conflict of Interest Policy	P.27,32
2-16	Communication of Critical Concerns	1.1.3 Operations of the Sustainable Development Committee	P.13
2-17	Collective knowledge of highest governance body	2.1.5 Board Competency Enhancement	P.30
2-18	Evaluation of the Performance of the Highest Governance Body	2.1.6 Board of Directors Performance Evaluation	P.31
2-19	Remuneration Policies	2.1.4 Board of Directors Remuneration Policy	P.30
2-20	Process to Determine Remuneration	2.1.4 Board of Directors Remuneration Policy	P.30
4. Strategies, Policies, and Practices			
2-22	Statement of Sustainable Development Strategy	1.1.1 Group Sustainability Policy 1.3.3 List of Material Issues	P.12,18
2-23	Policy Commitments	1.1.1 Group Sustainability Policy 1.3.3 List of Material Issues	P.12,18
2-24	Embedding Policy Commitments	1.1 Sustainable Management	P.12
2-25	Process to Remediate Negative Impacts	2.2.3 Complaint and Whistleblowing Channel	P.33
2-26	Mechanism for Seeking Advice and Raising Concerns	2.2.3 Complaint and Whistleblowing Channel	P.33
2-27	Compliance with Laws and Regulations	2.2 Integrity in Business	P.32
2-28	Membership Associations	2.4 External Engagement	P.34
2-29	Approach to Stakeholder Engagement	1.2 Stakeholder Engagement	P.15

Index No.	Index Name	Related Page	Page Number
GRI 3 Material Topics			
3-1	Process to Determine Material Topics	1.3.1 Process of Identifying Material Issues	P.16
3-2	List of Material Topics	1.3.3 List of Material Issues	P.18
3-3	Management of Material Topics	1.3.3 List of Material Issues	P.18
GRI 200: Economic Topics			
201-1	Direct Economic Value Generated and Distributed by the Organization	0.3.2 Operational Performance 0.4 Products and Services	P.6,8
201-2	Financial Implications and Other Risks and Opportunities due to Climate Change	3.2.2 Climate-Related Risk Identification	P.38
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	4.4.2 Retirement Benefits	P.66
202-1	Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage	4.4.1 Remuneration System	P.66
202-2	Proportion of Senior Management Hired from the Local Community	4.1 Employee Composition	P.60
204-1	Proportion of Spending on Local Suppliers	1.5.3 Local Procurement	P.23
205-1	Operations Assessed for Risks Related to Corruption		
205-2	Communication and Training about Anti-corruption Policies and Procedures	2.2.2 Anti-Corruption Policy	P.32
205-3	Confirmed Incidents of Corruption and Actions Taken	2.2 Integrity in Business	P.32
206-1	Legal Actions for Anti-competitive Behavior, Anti-trust, and Monopoly Practices	2.2.4 Avoidance of Anti-competitive Behavior	P.33

Index No.	Index Name	Related Page	Page Number
GRI 300: Environmental Topics			
Voluntary Disclosures: 301 Materials			
301-1	Materials used by Weight or Volume	3.6.1 Raw Material Usage	P.54
301-2	Recycled Input Material Used	3.6.1 Raw Material Usage	P.54
301-3	Reclaimed Products and Their Packaging Materials	3.6.1 Raw Material Usage	P.54
Key Topic: Energy Management			
302-1	Energy Consumption Within the Organization	3.4.1 Energy Use Status	P.48
302-3	Energy Intensity	3.4.1 Energy Use Status 3.4.3 Energy Saving Performance in 2022	P.48,49
302-4	Reduction of Energy Consumption	3.4.3 Energy Saving Performance in 2022	P.49
Voluntary Disclosures: 303 Water and Effluents			
303-2	Management of Water Discharge-related Impacts	3.5.4 Wastewater Discharge	P.53
303-3	Water Withdrawal	3.5.2 Water Resource Utilization	P.52
303-4	Water Discharge	3.5.2 Water Resource Utilization	P.52
303-5	Water Consumption	3.5.2 Water Resource Utilization	P.52

Index No.	Index Name	Related Page	Page Number
Key Topic: Climate Change Response			
305-1	Direct (Scope 1) GHG Emissions	3.3.1 Greenhouse Gas Emissions	P.42
305-2	Energy Indirect (Scope 2) GHG Emissions	3.3.1 Greenhouse Gas Emissions	P.42
305-3	Other Indirect (Scope 3) GHG Emissions	3.3.1 Greenhouse Gas Emissions	P.42
305-4	GHG Emissions Intensity	3.3.1 Greenhouse Gas Emissions	P.42
Key Topic: Pollution Prevention			
305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	3.7.1 Air Pollution Management	P.58
Key Topic: Circular Economy			
306-3	Waste Generated	3.6.3 Waste Disposal	P.56
306-4	Waste Diverted from Disposal	3.6.3 Waste Disposal	P.56
306-5	Waste Directed to Disposal	3.6.3 Waste Disposal	P.56
Key Topic: Supply Chain Management			
308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	1.4.3 Supply Chain Impact Management	P.21
414-2	Negative Social Impacts in the Supply Chain and Actions Taken	1.4.3 Supply Chain Impact Management	P.21

Index No.	Index Name	Related Page	Page Number
GRI 400: Social Topics			
Voluntary Disclosures: 401: Employment			
401-1	New Employee Hires and Employee Turnover	4.1 Employee Composition	P.60
401-2	Benefits Provided to Full-time Employees that are not Provided to Temporary or Part-time Employees	4.4 Compensation and Benefits	P.66
403: Occupational Health and Safety			
403-1	Occupational Health and Safety Management System	4.3.2 Occupational Health and Safety and Environmental Management System	P.63
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	4.3.4 Occupational Hazard Identification	P.64
403-5	Worker Training on Occupational Health and Safety	4.3.2 Occupational Health and Safety and Environmental Management System	P.63
403-9	Work-related Injuries	4.3.4 Occupational Safety and Health Statistics	P.64
405-1	Diversity of Governance Bodies and Employees	4.2.2 Diversity and Equal Opportunity	P.62
405-2	Ratio of Basic Salary and Remuneration of Women to Men	4.4.1 Remuneration System	P.66
406-1	Incidents of Discrimination and Corrective Actions Taken	No Occurrence of Racial Incidents in Operating Locations	N/A
407-1	Operations and Suppliers in which the Right to Freedom of Association and Collective Bargaining may be at Risk	Operations Without Risks Related to Freedom of Association and Collective Bargaining	N/A
408-1	Operations and Suppliers at Significant Risk for Incidents of Child Labor	In Both Operations and Key Suppliers, There is No Employment of Child Labor, Thus No Related Risks	N/A
409-1	Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	No Risk of Forced Labor in Operations	N/A
411-1	Incidents of Violations Involving Rights of Indigenous Peoples	No Occurrence in 2022	N/A
413-2	Operations with Significant Actual and Potential Negative Impacts on Local Communities	No Occurrence in 2022	N/A

Sustainability Accounting Standard (SASB) Table

Industry : Electrical & Electronic Equipment

Disclosure Topics	Code	Accounting Metrics	Unit	Metric / Qualitative Disclosure	Disclosure Location	Page
Energy Management	RT-EE-130a.1	(1) Total energy consumed	GJ	517,082	3.4.1 Energy Consumption	P.48
		(2) Percentage grid electricity	Percentage (%)	99.57%	3.4.1 Energy Consumption	P.48
		(3) Percentage renewable	Percentage (%)	0.43%	3.4.1 Energy Consumption	P.48
Hazardous Waste Management	RT-EE-150a.1	Amount of hazardous waste generated	Metric tons (t)	343	3.6.3. Waste Disposal	P.56
		percentage of hazardous waste recycled	Percentage (%)	74.51%	3.6.3. Waste Disposal	P.56
	RT-EE-150a.2	Number and aggregate quantity of reportable spills	Number	0	SASB Index	P.81
		Quantity recovered	Kilograms (kg)	N/A	N/A	N/A
Product Safety	RT-EE-250a.1	Number of recalls issued, total units recalled	Number	recalls : 29 Total Products Recalled : 157,911 kg	SASB Index	P.81
	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	Thousand NTD	0	SASB Index	P.81
Product Lifecycle Management	RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Percentage (%) by revenue	Not Reported	Not Reported	N/A
	RT-EE-410a.2	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	Percentage (%) by revenue	N/A	N/A	N/A
	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	Thousand NTD	1,027,978	1.6 Green Revenue	P.23
Materials Sourcing	RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	N/A	Not Reported	Not Reported	N/A
Business Ethics	RT-EE-510a.1	"Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior"	N/A	Our company has established a Code of Ethics to prevent directors, managers, and employees from having the opportunity to seek personal gain through the use of company property, information, or job duties and to obtain personal gain through the use of company property, information, or job duties.	2.2.2 Anti-corruption policies	P.32
	RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	N/A	0 (No loss caused by bribery or corruption)	2.2 Ethics and anti-corruption	P.32
	RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Thousand NTD	0 (No loss caused by legal proceedings associated with anticompetitive behavior)	2.2.4 Avoiding anti-competitive behavior	P.33

Assurance



ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE TAYA ELECTRIC WIRE & CABLE CO., LTD.'S SUSTAINABILITY REPORT FOR 2022

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 Corporate Sustainability Report for 2022 (hereinafter referred to as the Sustainability Report). The scope of assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standard v3 Type 1 Moderate level to assess whether the text and data in accompanying tables contained in the report presented and complies with the GRI Universal Standard (2021) and AA1000 Accountability Principles (2018) during verification (2023/04/25~2023/05/26) in TAYA headquarter. The assurance process did not include the evaluation of specific performance information outside the scope, such as climate-related financial disclosures (TCFD) and sustainability accounting standards (SASB).

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 Sustainability Report of 2022 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 Sustainability 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 and standards including the principles of reporting process contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) GRI 1: Foundation 2021 for report quality, GRI 2 General Disclosure 2021 for organization's reporting practices and other organizational detail, GRI 3 2021 for organization's process of determining material topics, its list of material topics and how to manages each topic, and the guidance on levels of assurance contained within the AA1000 series of standards.

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

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

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ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

INCLUSIVITY

TAYA has demonstrated a good 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 demonstrated a process on identify and fairly represented impacts that encompass a range of environmental, social and governance topics from wide range of sources, such as activities, policies, programs, decisions and products and services, as well as any related performance. Measurement and evaluation of its impacts related to material topic were in place at target setting with combination of qualitative and quantitative measurements.

GLOBAL REPORTING INITIATIVE REPORTING STANDARDS CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

The report, TAYA's Sustainability Report of 2022, is reporting with reference to the GRI Universal Standards 2021 and complies with the requirements set out in section 3 of GRI 1 Foundation 2021. The significant impacts were assessed and disclosed with reference to the guidance defined in GRI 3: Material Topic 2021 and the relevant 200/300/400 series Topic Standard related to Material Topic have been disclosed. The report has properly disclosed information related to TAYA's contributions to sustainability development. For future reporting, TAYA is encouraged to prepare for the transition to reporting in accordance with the GRI Standards, with more comprehensive details of its management processes on the identified impacts on the economy, environment, and people, including impacts on their human rights.

Signed:

For and on behalf of SGS Taiwan Ltd.

Stephen Pao
Knowledge Deputy General Manager
Taipei, Taiwan
13 June, 2023
WWW.SGS.COM



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