

2023 TAYA Group Sustainability Report



TAYA GROUP
大亞集團

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About This Report

TAYA Group has long been committed to implementing corporate sustainability and pledges to disclose information openly, transparently, and comprehensively. Through the continuous publication of sustainability reports, we communicate our sustainable development efforts to stakeholders and society, demonstrating our determination to achieve sustainability.

Reporting Period

TAYA Group publishes its sustainability report annually. This report covers the period from January 1 to December 31, 2023.

Publication Date: August 31, 2024

Reporting Boundary

The boundary of this report refers to the entities included in the consolidated financial statements, encompassing Ta Ya Electric Wire & Cable Co., Ltd (TA YA Company) and its subsidiaries in which TA YA Company holds more than 50% of shares and has control, as well as subsidiaries with less than 50% shareholding but over which TA YA Company exerts control (hereinafter referred to as subsidiaries). Subsidiaries that are of an investment nature in the financial statements are excluded. The disclosed entities in 2023 account for 93.7% of the consolidated revenue.

Reporting entities include: Ta Ya Electric Wire & Cable, Cuprime Material, Ta Heng Electric Wire & Cable, Ta Ho Engineering, United Electric Industry(UEI), Ta Ya Venture Capital, Union Storage, Ta Ya Green Energy, Ta Ya Energy Storage, Ta Ya (Viet Nam) Electric Wire & Cable Joint Stock Company (Dong Nai), Joint Stock Company Hai Duong Branch (Hai Duong), Heng Ya Electric (Dongguan), HENG YA Electric (Kunshan). Ta Ya Green Energy and Ta Ya Energy Storage use the resources and personnel of Ta Ya Electric Wire & Cable; their non-financial information is included in Ta Ya Electric Wire & Cable's disclosed information. Additionally, Ta Ho Engineering leases office space from Ta Ya Electric Wire & Cable, and its purchased electricity and water withdrawal data are incorporated into Ta Ya Electric Wire & Cable's data.

Reference

This report is prepared with reference to the GRI Universal framework. The following standards are also referenced in the report:

1. SASB (Electrical & Electronic Equipment Industry)
2. Task Force on Climate-Related Financial Disclosures (TCFD)
3. Corporate Sustainability Reporting Directive (CSRD)

External Assurance

This report has undergone Type 1 high-level assurance by SGS-Taiwan LTD. in accordance with AA 1000 AS (2018). The report's data and information are prepared with reference to the GRI Standards (2021). For details, please refer to the third-party verification statement.

- The financial data disclosed in this report are derived from the consolidated financial statements audited and certified by SOLOMON & CO., CPAs (covering the period from January 1, 2023 to December 31, 2023, which is consistent with the reporting period of this report).
- The 2023 greenhouse gas emissions have been verified by ARES International Certification Co., Ltd. according to ISO 14064-1:2018. The data covers the period from January 1, 2023 to December 31, 2023.

Restatements of Information

The Group's greenhouse gas emissions for 2022 were revised after a more accurate inventory was conducted following the release of the 2023 sustainability report. The updated emissions are as follows:

- Scope 1 emissions: 16,730 tCO₂e
(2.5% lower compared to the previously reported value)
- Scope 2 emissions: 61,108 tCO₂e
(2.5% lower compared to the previously reported value)
- Total Scope 1&2 emissions: 77,838 tCO₂e
(2.5% lower compared to the previously reported value)
- Scope 3 emissions: 735,104 tCO₂e
(2.7% higher compared to the previously reported value)

Report Information Management

This report is compiled by the Business Planning Office, reviewed by internal audit unit, and then submitted to the Sustainable Development Committee for approval and adoption.

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01 Overview

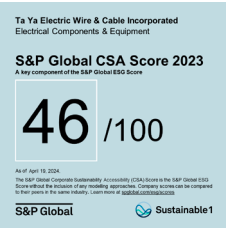
Key Messages

In 2023, the TAYA Group achieved significant progress in sustainability information disclosure and sustainable actions. We will continue to balance sustainable development with our growing operational performance, striving to achieve the group's sustainability vision.

2023 Progress

1. Sustainability Information Disclosure

Our company responds to CDP and CSA surveys annually, setting the evaluation performance as one of the KPIs for sustainability-linked loans. In 2023, our S&P Global CSA Score improved from 32 to 46 points, while our CDP Climate Change rating advanced two levels from D to C.



Our company scored 46 (out of 100) in the 2023 S&P Global Corporate Sustainability Assessment reflecting an improvement of 14 points over last year. (CSA Score as of 19/04/2024)



Ta Ya Electric Wire & Cable Co., Ltd. received a C which is in the Awareness level. This is the same as the Asia regional average of C, and the same as the Metal products manufacturing sector average of C.

2. Climate Action

- Set TAYA Group's 2050 Scope 1 & 2 net-zero target (▶ [P.31](#))
- Developed TAYA Group's carbon reduction roadmap (▶ [P.31](#))
- Established TAYA Group's Climate Action Guideline (▶ [P.27](#))

3. Renewable Energy Use

- Solar energy self-consumption: TAYA Company's 481kW solar power system began operation, generating 391,084 kWh in 2023, with an expected annual generation of 480,000 kWh. (▶ [P.38](#))
- Green electricity procurement: Ta Ya, Cuprime, Ta Heng, and UEI participated in Taipower's small-scale green electricity procurement program, collectively obtaining 260,000 kWh of green electricity annually from 2024 to 2028. (▶ [P.38](#))

4. Supply Chain Management

- Formulated the "TAYA Supplier Code of Conduct" and incorporated it into procurement policies.(▶ [P.22](#))

2024 Outlook

In 2024, TAYA Group will firmly implement the 3E strategy (Emerging, Energy, ESG), including taking carbon reduction actions according to the carbon reduction roadmap; and continuing to develop solar and energy storage projects. The expected goals to be achieved include:

- Renewable energy use: TAYA Company's expected proportion of renewable energy use in 2024 can reach 1.3%.
- Energy storage project development: The 23.3MW Jhih-Guang solar and energy storage project is expected to start commercial operation in June 2024.

Sustainability Highlights 2023

-9.71%

Parent Company Scope 1&2 Emissions

The parent company's greenhouse gas emissions in 2023 decreased by 2,208 tCO2e compared to the base year (2021)

+ 412,501 kWh

Consolidated Renewable Energy Usage

Consolidated renewable energy use reached 912,501 kWh, an increase of 412,501 kWh compared to the previous period's 500,000 kWh, representing an annual increase of 82.5%. The group's renewable energy usage ratio reached 0.9%.

+ 90.6 MW

Capacity of Solar Power Plant Developed

The total capacity of solar power plants that began operation in 2023 was 90.6MW, increasing the total capacity from 121.2MW in 2022 to 211.8MW.

Sustainability Strategy

GRI 2-22 , GRI 2-23

Policy & Commitment

To realize our vision of sustainable development, the Board of Directors approved the "Sustainable Development Practice Guidelines" in 2022, which regulate the organization's management of economic, environmental, and human (including human rights) aspects.

Additionally, we established environmental management policies, energy policies, *Supplier Code of Conduct*, occupational safety and health management policies, *TAYA Human Rights Commitment*, and *Biodiversity and No-Deforestation Commitment* to support the group's promotion of corporate sustainable development.

Strategy and Goals

TAYA Group continues to implement the 3E strategy of Emerging, Energy, and ESG, implementing sustainable management and exerting positive influence from its own operations, through the value chain, to the societal level.

We link its business vision with the United Nations Sustainable Development Goals (SDGs), referring to detailed indicators to establish sustainability goals related to the company's operations. These were approved by the Sustainable Development Committee in 2024 and are regularly reviewed by the committee.

TARGETS ALIGNING SDGs

Accelerate energy transition



Promote environmental sustainability



Implement human rights and governance



SDG Targets

- | | | |
|--|--|---|
| - <u>SDG 7.1</u> : By 2030, ensure universal access to affordable, reliable and modern energy services. | - <u>SDG 12.2</u> : Sustainable Management and Use of Natural Resources | - SDG 5.5 : Ensure women’ s full and effective participation and equal opportunities for leadership at all levels |
| - <u>SDG 7.2</u> : By 2030, increase substantially the share of renewable energy in the global energy mix. | - SDG 12.5 : Substantially reduce waste generation through prevention, reduction, recycling and reuse. | - SDG 8.5 : Full Employment and Decent Work with Equal Pay |
| - <u>SDG 7.3</u> : Double the Improvement in Energy Efficiency | - <u>SDG 13.2</u> : Integrate climate change measures into national policies, strategies and planning. | - SDG 10.3 : Ensure Equal Opportunities and End Discrimination |
| - <u>SDG 9.1</u> : Develop Sustainable, Resilient and Inclusive Infrastructures | - <u>SDG 15.5</u> : Protect Biodiversity and Natural Habitats | - SDG 16.7 : Ensure Responsive, Inclusive and Representative Decision-Making |

Our Targets

- | | | |
|--|--|--|
| - <u>Solar power plants</u> : Achieve 500 MW of installed capacity by 2026 | - Reduce consolidated emissions by 40% compared to the base year by 2030 | - provide equal opportunities for all genders to participate in decision-making at all levels within the company |
| - <u>Energy storage sites</u> : Achieve 100 MW of installed capacity by 2024 | - Achieve 40% renewable energy usage by 2030 | - Eliminate discrimination and harassment |
| | - Increase waste recycling rate by 1% annually | - Regularly understand and respond to stakeholders' concerns |

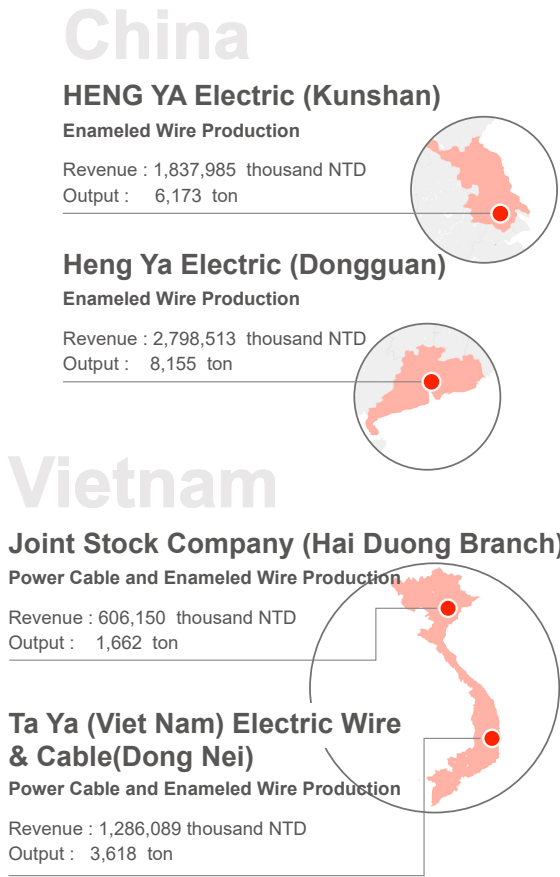
2023 Progress

- | | | |
|--|---|---|
| - <u>Solar power plants</u> : Installed capacity reached 211 MW | - Parent company's carbon emissions reduced by 9.7% compared to the base year | - Human rights commitment is expected to be established in 2024, adhering to various human rights regulations and promoting the achievement of goals. |
| - <u>Energy storage sites</u> : Installed capacity reached 36.5 MW | - Renewable energy usage ratio reached 0.9% | |
| | - Waste recycling rate increased by 3.6% compared to the previous period | |

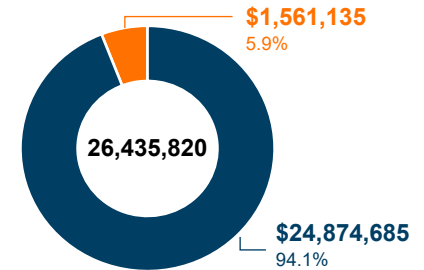
2023 Business Overview

In 2023, the electric cable business benefited from Power Grid Resilience Enhancement Plan, achieving record-breaking performance. The energy & telecom cable business group's annual production reached 31,423 tons, securing a 13.24% market share. Meanwhile, the magnet wire business group produced 8,162 tons annually, capturing a 34.24% market share in the magnet wire market. On the renewable energy front, TAYA's solar power plants generated 306,801,979 kWh in 2023, an 85.2% increase from 2022, contributing NT\$1,561,135,000 to operating revenue.

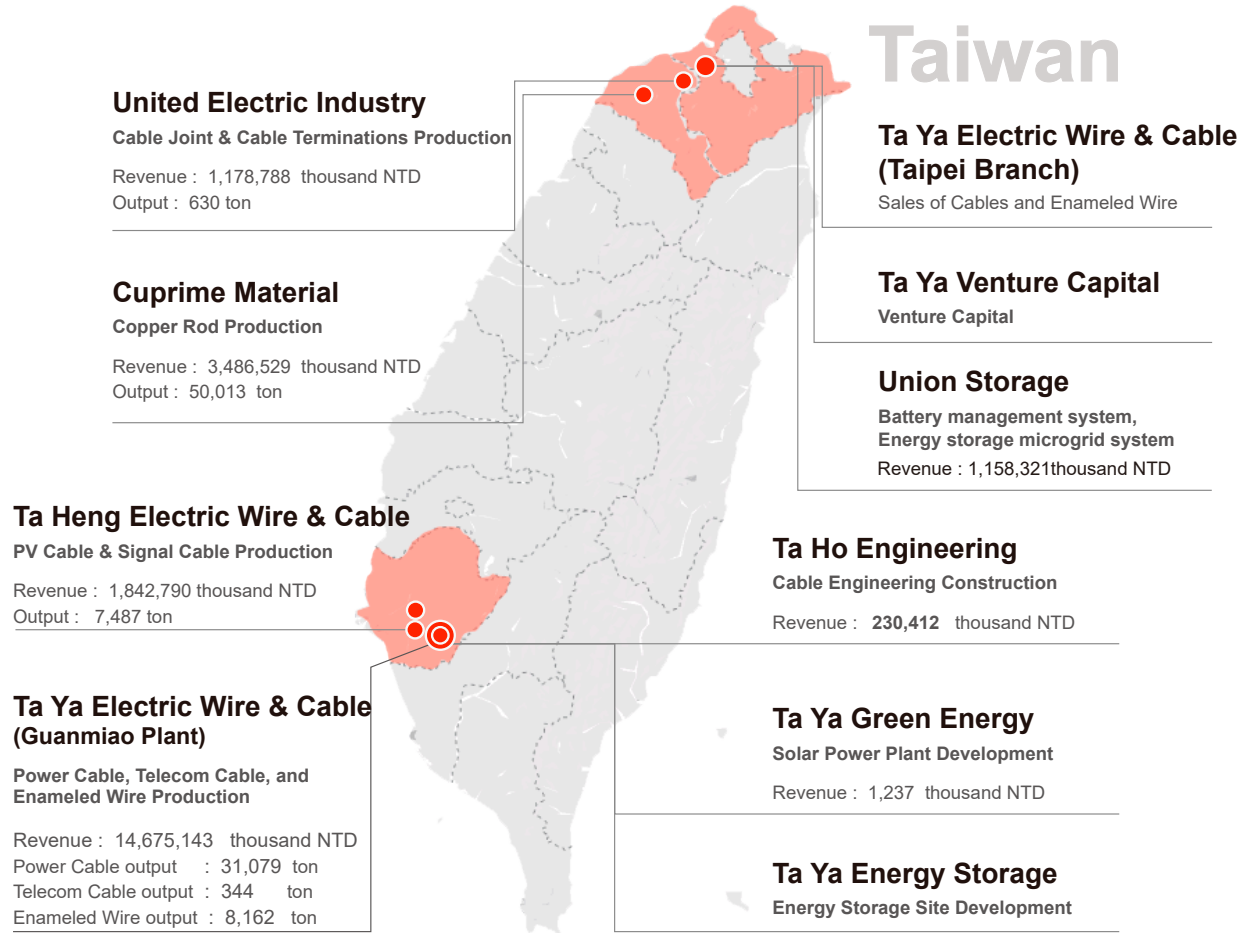
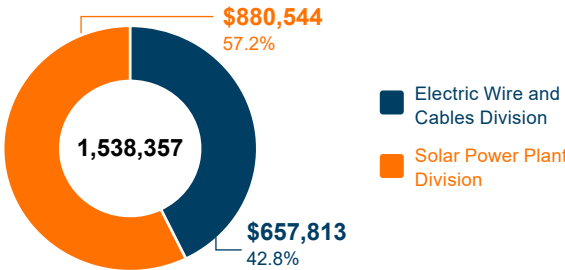
Information	
Company	TA YA ELECTRIC WIRE & CABLE CO., LTD.
Number of Employees	1,584
Legal Form	Publicly Listed Company <ul style="list-style-type: none"> • Stock Code: 1609 • Paid-in Capital: 7,368,162,740 (NTD)
Consolidated revenue (thousand NTD)	
26,435,820	
Consolidated production (tonnes):	
117,324	
Capacity of solar power plants (MW):	
211.8	
Solar energy generated in 2023 (kWh):	
306,801,979	
Capacity of energy storage sites (MW):	
36.3	



▼ Revenue by Division (Thousand NTD)



▼ Operating Profit by Division (Thousand NTD)



Value Chain

GRI 2-6

TAYA Group continues to provide comprehensive solutions from energy generation, transmission, conversion, and storage to management, enabling more robust growth for the group.

Upstream

- Nonferrous Metal Smelting and Refining (NAICS: 331410)
- Plastics Material and Resin Manufacturing (NAICS: 325211)
- Other Electrical Equipment and Component Manufacturing (NAICS: 335999)
- Storage Battery Manufacturing (NAICS: 335911)

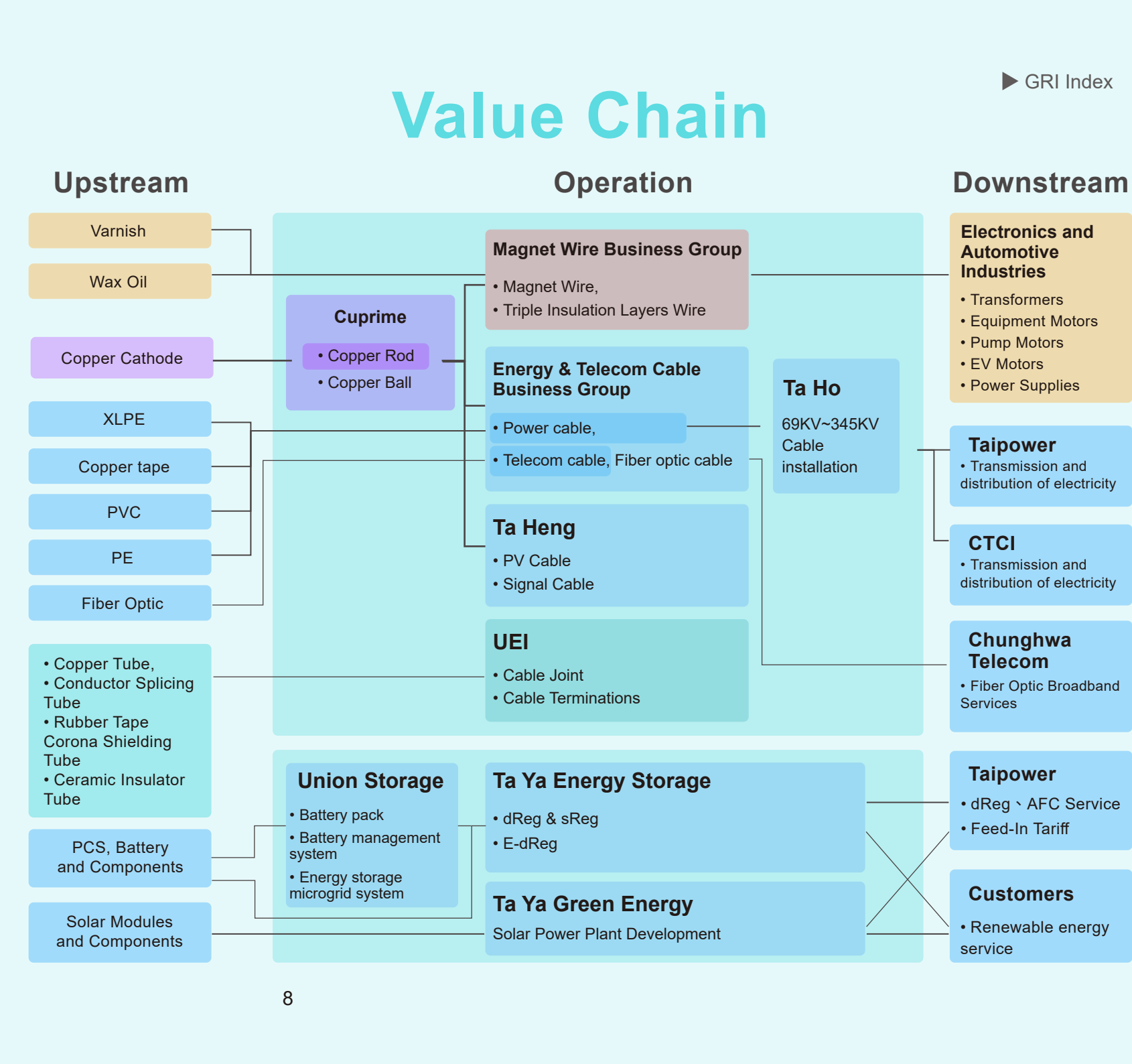
Operation

- Wire and Cable Manufacturing Industry
- Other Electrical and Electronic Equipment Manufacturing Industry
- Venture Capital Industry
- Energy Technology Service Industry

Downstream

- Power, Transmission, and Distribution Equipment Manufacturing (NAICS: 335311)
- Electric Motor Manufacturing (NAICS: 335312)
- Motor Vehicle Parts Manufacturing (NAICS: 336390)
- Electric Power Transmission, Control, and Distribution (NAICS: 221121)
- Wired Telecommunications Carriers (NAICS: 517311)

► GRI Index



Sustainable Economic Activities

TAYA discloses sustainable economic activities according to the Taiwan Sustainable Taxonomy announced by the Financial Supervisory Commission (FSC). TAYA's Solar Energy Service and Energy Storage Services align with the categories outlined in the taxonomy under "Forward-Looking Economic Activities": 1. Construction of renewable energy, and 3. R&D and system installation of smart grid and energy storage technologies.

Sustainable Economic Activity	Service	2023 Revenue (NTD thousands)	2023 Revenue Share (%)
Eligible Economic Activities		2,782,363	10.52%
<u>FLEAs-1.</u> Construction of renewable energy	Solar Energy Sales	1,561,135	5.91%
<u>FLEAs-3.</u> R&D and system installation of smart grid and energy storage technologies	Operation and Installation of Energy Storage Systems & Battery Module	1,221,228	4.62%

Low Carbon Services

The solar power plants developed by TA YA help corporate clients increase their use of renewable energy and achieve carbon reduction goals. At the same time, by selling solar energy to Taipower, it can lower Taiwan's electricity carbon emission factor, indirectly reducing society's carbon emissions.

Low Carbon Services	2023	2022
Revenue Share from Solar Energy Service	5.91%	3.07%
Total Electricity Generated by Solar Energy (kWh)	306,801,979	165,638,706
GHG Emission Reduction from Solar Energy (tCO2e)	151,866.98	81,991.16

Green Revenue

Products and Services	Application	2023 Revenue (NTD thousands)	Revenue Share	Sustainable Economic Activities
Solar Energy Sales	Solar Energy	1,561,135	5.91%	FLEAs-1
Operation and Installation of Energy Storage Systems	Energy Trading	64,903	0.25%	FLEAs-3
Green Wire	Energy Transmission	180	0.00%	N/A
Solar Energy Cables	Solar Energy Transmission	218,134	0.83%	N/A
Inverter-Fed Driven Motors Wire (IFDW) (suitable for electric vehicles)	EV Motors	183,241	0.69%	N/A
Thermal Conductive Magnet Wire (TD-*R) (suitable for electric vehicles)	EV Motors	488	0.00%	N/A
Low Dielectric Magnet Wire (LDW) (suitable for electric vehicles)	EV Motors	97	0.00%	N/A
Rectangular Enameled Copper Wire for EV (RTW)	EV Motors	95,858	0.36%	N/A
Installation of Energy Storage Systems	Energy Storage	1,136,362	4.30%	FLEAs-3
Battery Module (Lithium-ion Battery)	Battery Module	4,004	0.02%	FLEAs-3
Energy Storage Services	Energy Storage	15,959	0.06%	FLEAs-3
Total Green Revenue		3,280,361	12.41%	

Energy Generation

Solar power projects that began operation in 2023 include Jhih-Guang Phase 1, Shanhua Branch, Daju Phase 2, and TAYA's self-consumption project, totaling 90.6 MW, with a cumulative total capacity reaching 211.8MW.

Energy Transmission

Cable and wire production capacity reached a record high of over 31,000 tons/year, with market share also hitting a new high of 13.24%.

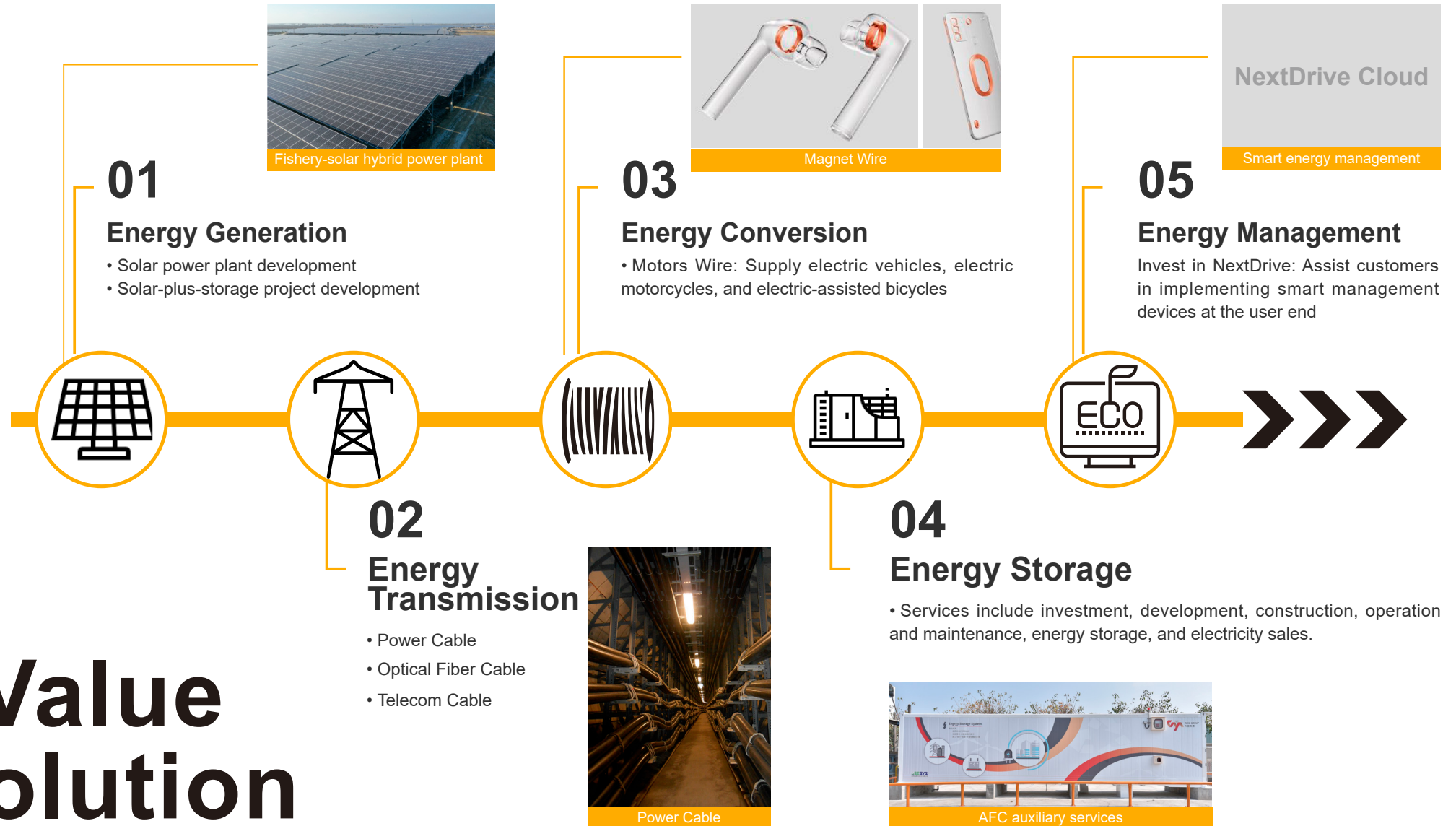
Energy Conversion

The market share of magnet wire has increased from 25.14% in 2019 to 34.24% in 2023, with domestic and international market share growing year by year, ranking first in Taiwan's industry.

Energy Storage

In 2023, landmark goals for energy storage and battery systems were achieved, such as two grid frequency auxiliary service projects, including TAYA Baoan 4.5MW and TAYA Guiren 2.5MW.

Energy Value Chain Solution



02 Sustainability Management

Sustainability Governance

GRI 2-12, GRI 2-14, GRI 2-17

Sustainability has been integrated into the group's vision and business strategy, ensuring its effective implementation at all levels within the group through a clear governance structure

Sustainable Governance Policy

To promote sustainable development, our company has established the "Code of Practice for Sustainable Development" and the "Organizational Regulations for the Sustainable Development Committee" for compliance.

The "Code of Practice for Sustainable Development" encourages the company to actively practice corporate sustainability while engaging in business operations, in line with international trends. When promoting sustainable development, attention should be paid to the rights and interests of stakeholders, emphasizing environmental, social, and corporate governance factors while pursuing sustainable operations and profitability, and incorporating these into the company's management policies and operational activities.

The "Organizational Regulations for Ta Ya's Sustainable Development Committee" requires the Sustainable Development Committee to assist the Board of Directors in promoting the implementation of sustainable development, with the aim of strengthening corporate governance, environmental protection practices, and fulfilling human rights responsibilities.



Sustainable Governance Structure

In response to ESG trends and to integrate sustainability issues into its vision and business strategy, Ta Ya approved the establishment of the Corporate Social Responsibility Committee in 2018, which was renamed to the Sustainable Development Committee in 2022 by board resolution. The Sustainable Development Committee manages and oversees the group's sustainable development, with the Business Planning Office serving as the executive department.

According to the "Organizational Regulations for the Sustainable Development Committee," one of the independent directors serves as the convener of the Sustainable Development Committee and chairs the meetings, leading committee members in overseeing the management of economic, environmental (including climate-related issues), and human rights impacts.

Board's Sustainability Competence

To enhance the collective intelligence, skills, and knowledge of the highest governance body in sustainable development, our company arranges sustainability-related education and training in senior management study courses and invites independent directors to participate.

In 2023, the sustainability courses attended by senior executives included: "The Final Piece of the Sustainable Business Puzzle - Opportunities and Innovations in Impact Investing," with 8 directors and 14 managers participating; and "Sustainable Development and Green Innovation," with 3 directors and 13 managers participating.

Sustainable Development Committee

The current committee consists of four members, including three independent directors and the general manager of Ta Ya's General Management Office, with independent director Yu, Kuang-Hsun serving as the convener and meeting chair. Starting from 2023, the chairman appoints and authorizes the committee convener. The appointment of the convener is based on their past experience in overseeing corporate sustainable development.

Responsibilities of the Sustainable Development Committee

- 1.Review and approve sustainable development policies, commitments, strategies, goals, and annual plans
- 2.Review and approve sustainability reports and material issues.
- 3.Oversee responses to material issues and manage their impacts.
- 4.Supervise the implementtion of sustainability strategies, actions, and achievement of sustainable development goals.
- 5.Review and oversee climate change-related and biodiversity-related issues.
- 6.Report annually to the Board of Directors on sustainable development execution results.

Approval of Sustainability Reporting

GRI 2-5 、GRI 2-14

The Board of Directors has delegated the responsibility of reviewing and approving sustainability reporting information (including material topics) to the Sustainable Development Committee. This report and material topics were approved by Sustainable Development Committee on May 8, 2024, and underwent third-party verification in May. The verified sustainability report and material topics are submitted to the Board of Directors for approval on August 1, 2024, and after review by the Board, will be published on August 31.

Committee Members

Member	Position	Background	Sustainability-related Experience	Attendance Rate
Wei, Chun-Hsien	Independent Director	MBA, University of Chicago	• "2015 China Social Responsibility Outstanding Entrepreneur Award"	100.0%
Chou, Wen-Ching	Independent Director	LLM degree in Law from Northwestern University	• Actively involved in charitable and philanthropic activities organized by Chong Hong Culture & Education Foundation	100.0%
Yu, Kuang-Hsun	Independent Director	Bachelor of Mechanical Engineering, Chung Yuan University	• 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	• MBA from New York Institute	• Actively engages in various charitable activities organized by Ta Ya Pristine Homeland Foundation.	100.0%

Operations of the Sustainable Development Committee in 2023

Responsibilities	Actions
Approve the sustainability report and present it to the Board of Directors.	Discussed the results of the materiality assessment and amendments to the sustainability report.
Approve sustainability-related policies, commitments, strategies, and projects.	Reviewed the 2024 Sustainable Development Work Plan, the 2023 Sustainability Report Preparation Plan, and the 2024 Sustainable Development Budget.
Report sustainability performance to the board annually.	The committee's annual operations and stakeholder communication outcomes are reported to the Board of Directors in December.
Present key significant events of the year to the board annually.	Topics communicated to the Board in December included: the formulation of the Group's Carbon Reduction Roadmap and advancements in investor relations.
Execute annual sustainability plans and project plans, and evaluate their implementation.	Oversight of the Group's 2022 GHG inventory and TCFD climate-related financial disclosures.

Materiality

GRI 3, GRI 2-12, GRI 2-13

Ta Ya identifies material topics through materiality analysis, providing direction for the group's sustainability policy and ensuring proper attention to crucial sustainability issues.

Methodology of Materiality Assessment

The Business Planning Office conducts materiality analysis following GRI 3 Material Topics 2021 and performs double materiality assessment in accordance with CSRD double materiality disclosure requirements (Article 19a(1) and Article 29a(1) of Directive).

Management and Monitoring

GRI 2-12

Material topics, as priority management subjects for the group, are reflected in the group's strategies, objectives, and sustainability reports. Twice a year, the Business Planning Office reports to the Sustainable Development Committee on impacts and management status related to these topics. Committee members then review the information, provide suggestions, and oversee impact management.

This year's material topics were tracked at the May 2024 Sustainable Development Committee meeting, discussing responses to risks such as climate change regulation updates and stricter customer procurement policies in the climate change response theme. At the same time, regarding the issue of talent attraction and retention, committee members suggested incorporating succession planning into relevant measures.

1. Understanding the organization's context

The Business Planning Office considers sustainability trends relevant to organizational operations (including economic, environmental, people, and human rights aspects), research reports, and international sustainability standards to understand the sustainability context of the value chain, thereby identifying 18 sustainability topics.

The referenced information includes:

- *World Economic Forum Global Risks Report 2024,*
- *GRI Universal Standards,*
- *SASB Sustainability Accounting Standards*
- *CSRD Corporate Sustainability Reporting Directive*
- *ESRS Topical Standards,*
- *TNFD Sector Guidance,*
- *S&P Global CSA, CDP, FTSE Russell.*

2. Identify impacts

The Business Planning Office, in collaboration with external consultants, identifies the actual and potential impacts along TA YA's value chain, including positive and negative, internal and external impacts.

These impacts are derived from stakeholder feedback, supplier ESG impact survey, the TCFD risk identification list, and publicly available information such as the business violation inquiry platform.

3. Assess the significance of the impacts

We conducted a double materiality assessment in accordance with CSRD's requirements for double materiality, referencing the ESRS Guidelines 1 Double Materiality Conceptual Guidelines, which include assessing Impact Materiality and Financial Materiality.

The Business Planning Office conducted a survey using questionnaires to gather input from internal and external stakeholders on the Impact Materiality and Financial Materiality of various sustainability topics. The geometric mean of these two quantified results was then calculated and defined as the "**Significance Score**"

4. Prioritize the most significant impacts

We ranked 18 sustainability topics based on their Significance Scores. After discussions with the external consultants, a threshold of 6.00 was set, with sustainability topics scoring above 6.00 identified as material topics.

Material topics are submitted by the Business Planning Office to the Sustainable Development Committee for approval (the committee is chaired by an independent director). Once approved, these topics are designated as the Group's material topics for the year and prioritized for reporting. The results of the materiality assessment are reported to the Board of Directors by the Sustainable Development Committee annually.

Impact Materiality Table

Topics	Impacts on the economy, environment, and people	Impacted Value Chain Position	Type of Impact	Intensity	Likelihood	Impact Materiality
Renewable energy service & low-carbon products	<ul style="list-style-type: none"> Facilitating energy transition and decarbonization for customers and industries. Low-carbon products generate environmental benefits. 	<ul style="list-style-type: none"> Downstream value chain Society 	Actual / Positive(+)	8.45	7.89	8.168
Innovation Management	Innovation in products, technology, and business models enhances industrial economic value and energy efficiency.	<ul style="list-style-type: none"> Operation Downstream value chain 	Potential / Positive(+)	8.20	7.42	7.801
Climate Action	Environmental and social costs arising from greenhouse gas emissions.	<ul style="list-style-type: none"> Operation Entire Value Chain Society 	Potential / Negative(-)	7.50	7.16	7.327
Energy Management	Positive Impact (+) Reducing the environmental costs of energy use and promoting societal decarbonization.	<ul style="list-style-type: none"> Operation Entire Value Chain 	Potential / Positive(+)	7.70	6.95	7.314
	Negative Impact (-) Indirect carbon emissions from energy use.		Actual / Negative(-)			
Sustainable Supply Chain	Negative impacts of the supply chain on climate change, ecosystems, and water resources.	<ul style="list-style-type: none"> Entire Value Chain Society 	Potential / Negative(-)	8.00	7.41	6.908
Talent Attraction & Retention	Positive Impact (+) Improve workplace environment, benefits, and salaries.	<ul style="list-style-type: none"> Operation Society 	Potential / Positive(+)	7.35	5.50	6.358
	Negative Impact (-) Inability to fill workforce gaps promptly will impact production operations.	<ul style="list-style-type: none"> Operation Downstream value chain 	Actual / Negative(-)			

We assess the impact of the Group's operations on the **economy, environment, people, and human rights** from an inside-out perspective.

Through questionnaires, we surveyed external stakeholders on the severity and likelihood of economic, environmental, and social impacts caused by the Taya Group. The geometric mean of these two values was calculated and defined as "Impact Materiality."

Survey Respondents

External consulting firms, academic institutions, government agencies, and key customers.

Intensity Quantitative Indicators

- Magnitude of impact (0–4 points)
 - Scale of impact (0–3 points)
 - Irreversibility (0–3 points)
- For a total maximum score of 10 points.

Likelihood Quantitative Indicators

The likelihood is defined on a scale of 1 to 10, ranging from low probability (less than 10% chance of occurrence within three years) to high probability (greater than 90% chance of occurrence within three years or already occurred).

Financial Materiality Table

Topics	Financial Impact on the Organization	Type of Impact	Intensity	Likelihood	Financial Materiality
Renewable energy service & low-carbon products	Renewable energy services will provide stable revenue from electricity sales.	Actual / Positive(+)	7.33	7.00	7.16
Innovation Management	<ul style="list-style-type: none"> • Technological Innovation to Enhance Productivity and Profitability • Technological Innovation to Reduce Production Costs 	Potential / Positive(+)	6.93	6.20	6.56
Energy Management	Reducing energy consumption directly lowers electricity costs.	Actual / Positive(+)	6.63	5.90	6.25
	In the short term, using renewable energy will increase the electricity cost per unit of production.	Potential / Negative(-)			
Talent Attraction & Retention	Inability to fill workforce gaps promptly will impact production operations.	Actual / Negative(-)	6.97	5.30	6.08
Climate Action	Stricter sustainability regulations and customer requirements will increase compliance costs	Actual / Negative(-)	6.67	5.23	5.91
	Achieving carbon reduction targets can lower interest rates on sustainability-linked loans.	Potential / Positive(+)			
Sustainable Supply Chain	Raw material supply disruptions may delay production and order delivery schedules.	Potential / Negative(-)	6.52	4.27	5.28

Financial Materiality is assessed from an outside-in perspective, evaluating the financial impact of sustainability issues on TA YA Group.

A questionnaire survey was conducted with senior managers at or above the managerial level within the Group to understand the severity and likelihood of financial impacts. The geometric mean of these two values was calculated and defined as "Financial Materiality."

Survey Respondents

Senior managers at or above the managerial level within the Group.

Intensity Quantitative Indicators

The likelihood is defined on a scale of 1 to 10, ranging from low probability (less than 10% chance of occurrence within three years) to high probability (greater than 90% chance of occurrence within three years or already occurred).

Likelihood Quantitative Indicators

The likelihood is defined on a scale of 1 to 10, ranging from low probability (less than 10% chance of occurrence within three years) to high probability (greater than 90% chance of occurrence within three years or already occurred).

Material Topics 2023

In 2023, six material topics were identified: Renewable Energy Service & Low-Carbon Products, Innovation Management, Energy Management, Climate Action, Talent Attraction and Retention, and Sustainable Supply Chain.

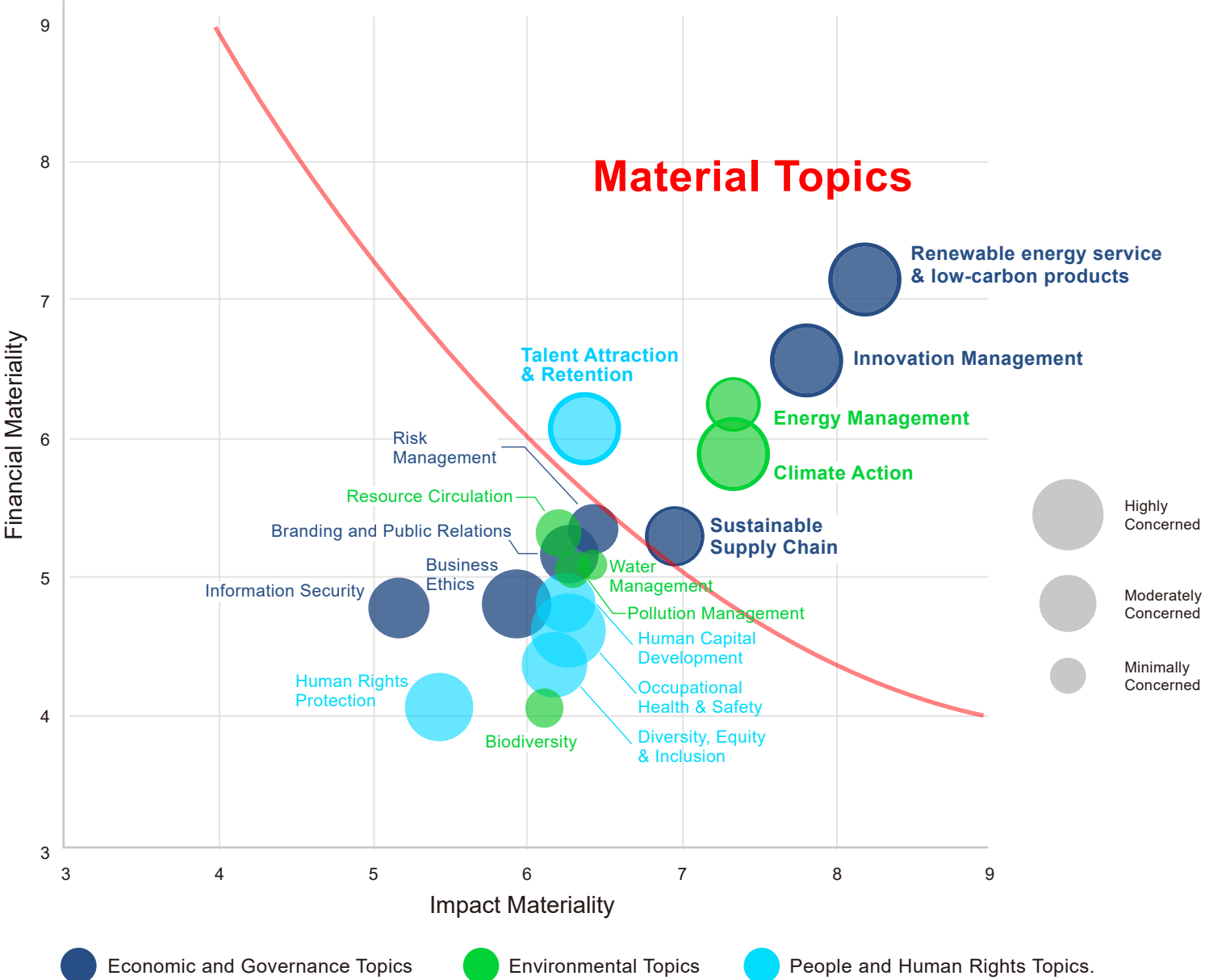
Changes in Material Topics

2023 Material topics	2022 Material topics	Change
Renewable energy service & low-carbon products	low-carbon products	Adjusted
Innovation Management	Risk Management	Removed
Energy Management	Energy Management	Minatained
Climate Action	Climate Action	Minatained
Talent Attraction and Retention	Human Capital Development	Removed
Sustainable Supply Chain	Resource Circulation	Removed
-	Pollution Management	Removed
-	Branding and Public Relations	Removed

Reasons for Changes in Material Topics:

Due to significant changes in the methodology used for identifying material topics in 2023, only three material topics remained consistent with the previous year. It is anticipated that the variance ratio will decrease next year as the CSRD double materiality methodology continues to be adopted.

▼ Double Materiality Matrix



List of material topics

Topics	impacts on the economy, environment, and people	Policy & Commitment	Actions	Metrics & Targets	SDG Target
Renewable energy service & low-carbon products	【environmental】 : Promote customers' energy transition and reduce carbon emissions; low-carbon products will reduce customers' upstream emissions.	In response to government net-zero policies, responsibly develop renewable energy and energy storage sites.	<ul style="list-style-type: none"> • develop renewable energy and energy storage sites. • Implement carbon reduction strategies to lower the carbon footprint of products. 	<u>Solar Energy Installation Capacity Target:</u> 500 MW by 2026	<ul style="list-style-type: none"> • SDG7.1 Ensure access to affordable energy services • SDG7.2 Increase percentage of renewable energy
	【economic】 : Energy storage systems increase grid stability and power dispatch flexibility			<u>Energy Storage Installation Capacity Target:</u> 100 MW by 2024	
Innovation Management	【economic】 : Develop new products to meet customer needs and enhance grid stability.	Actively seek opportunities, adapt to emerging trends, and drive industry progress through forward-thinking perspective.	Upholding the spirit of "innovation and change" to explore the potential of energy and emerging markets.	No targets have been set.	<ul style="list-style-type: none"> • SDG9.5 Enhance research and upgrade industrial technologies
	【environmental】 : Develop more sustainable products to reduce environmental impact.				
Energy Management	【environmental / positive】 : Reducing the use of non-renewable energy will help mitigate climate change.	Comply with government energy regulations and customer requirements, implement target management, and pursue continuous improvement.	Reduce non-renewable energy consumption through energy management and the use of renewable energy.	<u>Renewable Energy Usage Proportion Targets</u> <ul style="list-style-type: none"> • 2025: RE10% • 2030: RE40% 	<ul style="list-style-type: none"> • SDG7.2 Increase percentage of renewable energy • SDG7.3 Double the improvement in energy efficiency
	【environmental / negative】 : Upstream impacts of the energy industry on resources and ecosystems.				
Climate Action	【environmental】 Our company's GHG emissions contribute to global warming and generate indirect social costs. In 2023, these social costs were estimated at \$862,583 USD (Note 1)	Achieve net-zero emissions for Scope 1&2 by 2050, using 2021 as the baseline year.	Developed the Group's 2050 net-zero roadmap and carbon reduction strategies to achieve emission reduction targets.	<u>Carbon Reduction Target</u> <ul style="list-style-type: none"> • 2025: -15% emissions • 2030: -40% emissions • 2050: Net-zero emissions 	<ul style="list-style-type: none"> • SDG 13.1 Strengthen adaptive capacity to climate-related hazards • SDG 13.2 Integrate Climate Change Measures into Policies and Planning
Talent Attraction & Retention	【People】 Improve workplace environment, benefits, and salaries.	TA YA is committed to building a strong employer brand and creating a friendly, healthy work environment.	Offer competitive salaries, comprehensive benefits, and ample training resources to attract talent and retain employees.	<ul style="list-style-type: none"> • Salary levels rank within the top 20% of the industry • Entry rate > 10% • Turnover rate < 16% 	<ul style="list-style-type: none"> • SDG 8.6 Promote youth employment, education and training
	【economic】 : Retain talented individuals to generate higher value.				
Sustainable Supply Chain	【environmental】 : Negative impacts of the supply chain on climate change, ecosystems, and water resources.	Implement supply chain carbon management by requiring suppliers to reduce carbon emissions, promoting a low-carbon transition in the supply chain.	Set supply chain carbon management targets and track and control carbon emissions/carbon footprints of significant suppliers.	2025: Require 50% of first priority suppliers to disclose emissions and achieve a 5% reduction in product carbon footprints.	<ul style="list-style-type: none"> • SDG13.3 Build knowledge and capacity to meet climate change
	【People】 : Work injuries and the release of VOCs during processing, impacting employees' physical and mental health.				

Note 1: Social cost of carbon emissions calculated based on [Social Cost of CO2, 2015-2050 \(in 2007 dollars per metric ton CO2\)](#)

Stakeholder Engagement

GRI 2-29

We engage with internal and external stakeholders through various channels: public information releases, advertisements, internal electronic announcement systems, social media, and grievance mechanisms. For investors, we regularly publish consolidated financial statements on our website.

Stakeholder Identification

Our company adheres to the AA1000 Stakeholder Engagement Standard principles—responsibility, influence, tension, diverse perspectives, and dependency—to identify stakeholders. The Sustainable Development Committee annually assesses the need for adjustments. This year, we've identified six stakeholder categories: customers, suppliers, employees, government agencies, banks and investors, and the general public.

Stakeholder	Position	Concerned Issues	Communication Channels	Indicator	Actions	Important Communication Topics
Customers	Downstream value chain	<ul style="list-style-type: none"> • Business Ethics • Risk Management • Information Security • Sustainable Supply Chain • Climate Action • Innovation Management 	supplier conferences	4	Attended three supplier conferences and presented at one customer forum	Customers are highly concerned about climate action and our carbon reduction progress. Since 2023, we've strengthened our communication on carbon management with customers and actively cooperate to meet their carbon reduction goals.
			Trade show	2	Exhibited at International Energy Week and International Auto Electronics Show	
			Training	5	Participated in customer-organized training	
			ESG assessments	3	Underwent customer online audits, on-site audits, and ESG questionnaires	
			Activities	2	Participated in sustainable environment visits and ecological activities	
			Customer satisfaction surveys	1	Conducted annual satisfaction surveys for key customers	
Suppliers	Upstream value chain	<ul style="list-style-type: none"> • Business Ethics • Information Security • Human Rights • Occupational Health • Risk Management • Renewable Energy & Low-Carbon Products 	Supplier conferences	0	Held supplier conference and training in 2024	Since 2023, we've enhanced our communication with suppliers on ESG and carbon management. We've also published a Supplier Code of Conduct and integrated it into our procurement policies.
			Supplier ESG assessments	2	Conducted ESG questionnaire surveys for suppliers twice	
			Supplier evaluations	60	Evaluated 60 significant suppliers	
			Supplier ESG engagement	3	Discussed raw material carbon footprint with copper cathode suppliers	
			Online information sharing	1	Announced "Supplier Code of Conduct"	
Employees	Company operations	<ul style="list-style-type: none"> • Talent Attraction and Retention • Human Capital Development • Occupational Health • Inclusive Workplace • Human Rights Protection • Renewable Energy & Low-Carbon Products 	Electronic bulletin boards	-	Periodically issued notifications to colleagues	Employees highly value people and human rights issues. We've incorporated the principles of Diversity, Equity, and Inclusion (DEI) into our corporate culture and continue to communicate and improve in this area.
			Labor-management meetings	4	Employee representatives conveyed staff opinions through labor-management meetings	
			Employee satisfaction surveys	annually	Conducted annual employee satisfaction surveys to understand workplace conditions and implement improvements	

Stakeholder	position	Concerned Issues	Communication Channels	Indicator	Actions	Important Communication Topics
Government	Regulatory Agencies	• Renewable Energy & Low-Carbon Products	Press Conferences	2	Participated in the Council of Agriculture's ESG Press Conference and the Ministry of Environment's Green Office Declaration Press Conference	Biodiversity is a key issue of concern for government agencies and a focal point of advocacy in 2023. TA YA stays informed of the latest developments and aligns with government policies through forums and briefing sessions.
		• Water Management	Forums and Public Hearings	4	Attended the Forestry Bureau's Taiwan Biodiversity Forum, Forest Carbon Sink Seminar, Renewable Energy Certificate Promotion Briefing, and the Ministry of Environment's Environmental Protection Public Trust Advocacy Briefing	
		• Resource Circulation				
		• Pollution Management	Training	1	Joined a Corporate Governance and Intellectual Property Management Seminar	
Banks and Investors	Creditors, Investors	• PR & Branding	In-Person Forums	3	• Served as a panelist at the Taishin Bank Net-Zero Forum • Shared insights at the SinoPac Bank Forum • Participated in the E.SUN Bank Carbon Market Launch Summit	Starting in 2023, TA YA has enhanced sustainable information exchange with banks, including sharing carbon reduction experiences at forums and participating in various networking activities.
		• Renewable Energy & Low-Carbon Products	Sustainability Reports	-	Provided ESG information required for sustainability-linked loans through the report	
		• Business Ethics	Shareholders' Meetings and Investor Conferences	5	Communicated with investors via broker-hosted investor conferences	
		• Supply chain sustainability	Market Observation Post System	1	Disclosed financial statements and corporate governance information on the Market Observation Post System (MOPS).	
		• Climate Action				
General Public	External Stakeholders	• Occupational Health				TA YA values communication with the general public and, in 2023, utilized various channels to convey its business strategy of providing a "comprehensive energy chain service."
		• Human Rights Protection				
			Advertising and Promotion	4.86M views	Released two video advertisements and promoted the "Powering Tomorrow's Connections" vision through digital and print advertising campaigns.	
		• Inclusive Workspace	Exhibitions	1	TA YA group 68th anniversary "energy art exhibition"	
		• Supply chain sustainability	Events and Networking	4	TAYA marathon, Songshan cultural and creative park collaborative exhibition, syndicated loan press conference, green gathering & phoenix flower forum	
		• Climate Action	External Corporate Visits	2	External group visits to the fishery and solar symbiosis power plant	
	Media Interviews	8	Media interview with the chairman			

Communication of critical concerns

GRI 2-16

Significant events related to stakeholders (including potential or actual negative impacts of the organization on stakeholders, customer policies and requirements, government policies, and regulatory updates) are compiled by the Business Planning Office and reported to the Sustainable Development Committee. A notable event in 2023, such as customers incorporating product carbon footprint verification statements and carbon labels into procurement specifications, will be reported to the Sustainability Committee in 2024.

Renewable Energy Service

SDG 7.2 Increase Global Percentage of Renewable Energy

Taya is committed to responsibly developing renewable energy projects and energy storage sites. By continuously increasing renewable energy generation and stabilizing energy supply, Taya aims to help customers and society achieve net-zero emission goals.

Vision and Policy

Taya Group is committed to becoming a leading brand in energy integration. We strive to meet our customers' renewable energy needs and aim to achieve our goal: "Wherever there's sunlight, there's Taya's products."

Targets:

Solar Power Plants:

reach a metered capacity of 500 MW by 2026

Energy Storage Site:

reach a metered capacity of 100 MW by 2024

2023 Progress

Solar Power Plants:

Metered capacity has reached 211.8 MW

Energy Storage Site:

Metered capacity has reached 13 MW

211.8 MW

Capacity of Solar Power Plant

74

Number of solar power sites

Solar Power Plant Development

By the end of 2023, Taya operated 74 solar power plants with a total capacity of 211.8MW. Ground-mounted sites contributed 173.4MW, while rooftop installations accounted for 37.4MW. Projects under development include Jhih-Guang Phase II (34.1MW), Jhih-Guang Phase III (35.0MW), Hsin Chung Phase II (30.6MW), Yunlin fishery-solar symbiosis (185.0MW), and various smaller projects, totaling an additional 286.6MW in capacity.

In power plant development, Taya prioritizes obtaining a "social license." From land acquisition to construction completion, we adhere to compliant and legal procedures. This process involves extensive dialogue with local community members, aquaculture farmers, and landowners to build trust among stakeholders and within society.

Balancing Ecological Prosperity

Taya has constructed an 85.7MW fishery-solar symbiosis power plant(Jhih-Guang Phase I) in Qigu, Tainan, integrating power generation, aquaculture, and ecological preservation, promoting sustainable development and efficient land use. In planning the site, Taya adopts a user-centric approach, engaging in dialogue with aquaculture farmers to address their concerns. The company's guiding principle is to preserve the surrounding ecosystem, maintaining nearby mangrove forests and safeguarding migratory bird habitats.

We are committed to actions that promote ecological, productive, and livelihood prosperity, including bird monitoring, water quality monitoring, mangrove maintenance, and organizing ecological workshops at the site.

306,801,979 kWh

Total renewable energy generation in 2023

To minimize the ecological impact of our sites, we established the "TAYA Group Biodiversity and No Deforestation Commitment" in 2024. This pledge includes a commitment to plan and operate renewable energy sites with consideration for local ecosystems, as well as efforts to protect biodiversity and prevent deforestation.

Energy Storage System Development

In response to the government's 2050 net-zero carbon emissions policy, energy storage systems are crucial for developing green energy. In 2023, Taya completed two grid frequency regulation auxiliary service projects: Taya Bao'an (4.5MW) and Taya Guiren (2.5MW). The Jhih-Guang solar-plus-storage project (23.3MW) is expected to start operation in mid-2024. Currently, the Taya Group's AFC capacity has reached 13MW, and with the addition of the Jhih-Guang project, the total energy storage system installation capacity will reach 36.3MW.

To achieve the 100MW energy storage installation target, Taya is actively developing projects including the 100MW E-dReg energy storage system in Longjing, Taichung, and the 2.5MW static frequency regulation auxiliary service (s-Reg) at the Taya Guanmiao plant. The Longjing system will provide about 200,000 kWh of daily energy storage and 24-hour automatic frequency regulation auxiliary services. It's expected to enhance grid flexibility and efficiency, going online on Taipower's electricity trading platform in June 2025. Taya will also pursue Taipower's regional grid energy storage projects and university campus energy storage microgrid projects, while developing large-scale energy storage active balancing battery management systems and promoting other industry energy storage projects.

Innovation management

Taya Group upholds the spirit of "innovation and change," starting from its core business of wires and cables, expanding into energy and emerging markets, and enhancing corporate resilience and competitiveness.

Innovation Strategy

Innovation and change is one of the group's four management philosophies and is the driving force for growth. We constantly internalize self-reflection, proactively seek opportunities, actively face challenges, adapt to changes of the times, and promote industry advancement with forward-thinking.

Through continuous innovation and research and development, we provide products and services of the highest value (quality, cost, speed, delivery time, flexibility) to meet customer needs.

Progress

The development of renewable energy and venture capital businesses has brought continuous profit growth to the group in recent years. In 2023, the sale of partial stocks from long-term investments in Bora Pharmaceuticals and Winway Technology, along with the recognition of financial valuation gains from stocks in Taiwan Cogeneration and Bora Pharmaceuticals, contributed to a profit exceeding 1.7 billion NTD. Regarding solar power plant revenue, as new power plants came online, electricity sales revenue rose from 822,273 thousand NTD in 2022 to 1,561,135 thousand NTD. Consequently, the revenue proportion increased by 2.84 percentage points to 5.91%.

Research and Development (R&D)

Thermal Conductive Copper-Clad Aluminum Wire

In response to the demands of drones for high efficiency, lightweight design, and extended battery life, the Magnet Wire Business Group has developed the TD-CCAW Thermal Conductive Copper-Clad Aluminum Wire. This product is approximately one-third lighter than conventional wires and leverages thermal conductive materials to prevent continuous heat accumulation, thereby enhancing motor efficiency.

TDW Thermal Conductive Enameled Wire

Utilizing an inorganic insulation composite material, the TDW thermal conductive enameled wire reduces heat accumulation, ensuring smooth motor operation and minimizing negative performance impacts. This innovation promotes energy saving and carbon reduction, stabilizes performance, and extends service life, offering convenience and safety in everyday life.

Development of New Optical Fiber Cables

To accommodate future increases in transmission capacity and address the constraints of existing conduits and routes, we have developed a series of multi-core, compact optical cables, offering diverse solutions to the market.

Extra-High Voltage Cable Length Optimization

To meet the Taiwpower Company's demand for long-distance transmission between substations, mass production of extended-length 345kV cables has commenced. Additionally, the development of IEC-standard 230kV cables for offshore wind power generation is underway, with certification and supply qualification expected by 2025, followed by order fulfillment.

Smart Manufacturing

Flexible Production Solution for 5G Network in Smart Factories

Taya, in collaboration with Pioneer Machinery and Transnet Co., is carrying out the "Smart Factory 5G Private Network Flexible Production Total Solution for the Wire and Cable Industry" project. By integrating 5G and AIoT technologies, the project establishes the industry's first "modular flexible smart production line." Utilizing an on-premises 5G private network architecture and system, it offers predictive maintenance decision-making to reduce maintenance costs and unexpected downtime, thereby enhancing production output, yield rate, and industry competitiveness. Additionally, the project incorporates the following applications to achieve intelligent manufacturing:

- Automated Optical Inspection for cable production lines
- Environmental monitoring and control for electrical systems
- AR inspection with expert collaboration solutions

Submarine Cable Monitoring System Research

Transient Model Application for Submarine Cable Burial Depth Monitoring System

Taya, in collaboration with the Industrial Technology Research Institute (ITRI), is conducting research on the "Transient Model Application for Submarine Cable Burial Depth Monitoring System." This project involves the implementation of experimental operations such as tank testing, submarine cable installation, temperature control, and sand-filling simulation. By creating an artificial submarine cable sand-burial environment and utilizing the DTS (Distributed Temperature Sensing) system to monitor temperature distribution along the cable, the research aims to estimate temperature changes in exposed sand-layer areas. This ensures the safety of submarine cables and facilitates early maintenance operations.

Strategic Innovation "Double E Strategy"

Starting from our core business of electric wires and cables, TA YA Group has redefined its strategic positioning as a "Leading Brand in Energy Integration." This encompasses a comprehensive energy chain service, from energy generation, transmission, conversion, storage, to management, while driving the Group's development through investments in emerging industries.

Building on the foundation of its electric wire and cable business, TA YA Group is moving toward innovative and sustainable operations. Its innovation and investment principles are guided by two E's: Energy and Emerging Opportunities. In exploring emerging fields, TA YA Group adopts a corporate venture capital approach, investing in industries and teams with growth potential. By leveraging external resources, the Group minimizes risks associated with entering new industries. Beyond financial returns, this strategy prepares TA YA for future business opportunities, enabling it to enter the next innovative market. This approach enhances the Group's resilience and competitiveness in the long term.

Innovation in Branding

Over the past four years, TA YA Group has adopted a distinctive approach to communication—art and cultural exhibitions—to engage with stakeholders and convey corporate values. Through physical exhibitions, we have fostered stronger connections with customers and the general public.

As TA YA actively expands into the energy chain business, the 2023 Energy: Point, Line, and Plane art exhibition showcased our vision for future energy. Using diverse mediums such as copper wire installations and immersive audio-visual experiences, the exhibition illustrated TA YA's comprehensive blueprint for tomorrow's energy landscape. This event marked the beginning of a cultural transformation, driving innovation and change within the company.

Our pursuit of innovation reflects not only the "Double E" business strategy—Energy and Emerging Opportunities—but also manifests in our brand communication. TA YA employs unconventional strategies, and the exhibition serves as a vivid example of using action to communicate our commitment to innovation and transformation, bringing our business philosophy to life for the public.

Sustainable Supply Chain

GRI 3-3, GRI 308, GRI 414

Suppliers are crucial partners for Taya in implementing sustainability . Through supply chain management, our company promotes sustainable practices in environmental, social, and human rights aspects throughout the value chain.

Targets

- 2024 : 20% of top-priority suppliers disclose carbon emissions or product carbon footprint
- 2025 : 50% of top-priority suppliers disclose carbon emissions or product carbon footprint, and achieve a 5% reduction in product carbon footprint.
- 2030 : 90% of top-priority suppliers disclose carbon emissions or product carbon footprint, and achieve a 30% reduction in product carbon footprint.

2023 Progress

In 2023, Taya established the Supplier Code of Conduct, incorporating it into procurement policies and requiring supply chain partners to comply (applicable to 100% of Tier 1 suppliers).

22 suppliers have implemented carbon reduction measures in product manufacturing, covering 33% of significant suppliers.

Among 23 top-priority suppliers, 3 have provided product carbon footprint verification statements or reports, achieving a coverage rate of 13%.

Procurement Policy

The Group's procurement policy is drafted by the General Affairs Department and applies to procurement operations across all subsidiaries. To incorporate ESG into procurement regulations, the "TA YA Supplier Code of Conduct" was integrated into the procurement policy at the end of 2023.

"Taya Group Procurement Policy"

1.Priority in procurement is given to suppliers whose products, raw materials, or equipment have obtained eco-labels, energy-saving labels, carbon labels, carbon reduction labels, water-saving labels, green building material labels, Energy Star labels, or other domestic and international official certifications.

2. Procurement priority is also given to suppliers who have passed third-party verification for ISO14001 Environmental Management System, ISO50001 Energy Management System, ISO14064-1 Greenhouse Gas Inventory, ISO14067 Carbon Footprint Verification, or IATF16949. This priority also extends to those who have implemented measures for energy saving, carbon reduction, water conservation, circular economy, or use of recycled materials.

3.The company must prohibit the procurement of raw materials from conflict areas, as identified by the United Nations Security Council. These areas include the Democratic Republic of Congo, Rwanda, Uganda, Burundi, Kenya, and Tanzania.

4.Suppliers must adhere to “TA YA Supplier Code of Conduct” . If investigations reveal major violations and the supplier is unwilling to implement improvements, Taya may consider terminating the business relationship.

5.Suppliers of Hazardous Substance Free (HSF) enameled wire and triple insulated wire must provide products that comply with HSF standards, such as SONY SS-00259, ensuring they are free from hazardous substances as per company regulations.

Supply Chain Management Policy

To ensure safe work environments, protect human rights, emphasize environmental protection, and uphold business ethics among our suppliers, Taya has established the "TA YA Supplier Code of Conduct." This code is based on version 7.0 of the Responsible Business Alliance (RBA) Code of Conduct. Taya requires all its suppliers, contractors, service providers, and other partners to comply with and respond to this code, promoting sustainable development throughout the value chain.

To promote the Taya Supplier Code of Conduct, Taya Company held a supplier conference in January 2024. The conference explained the code's various regulations to significant suppliers and emphasized the importance of implementation. The meeting was attended by 47 suppliers, representing 71.2% of Taya's significant suppliers.

Enhancing Supply Chain Management Capabilities

To promote sustainable supply chain management, in 2023, Taya assigned three colleagues from the procurement department to participate in the "ISO 20400:2017 and PAS7000:2014 Sustainable Procurement and Supply Chain Management Implementation Course" and obtain BSI certificates.

Identification of Significant Suppliers

Our company implements a tiered supplier management system, prioritizing supplier evaluations, supplier sustainability self-assessment questionnaires, and carbon emission management for significant suppliers. Taya identifies significant suppliers as "vendors with annual transaction amounts exceeding 10 million NTD" and "Hazardous Substance Free (HSF) suppliers". In 2023, a total of 66 significant suppliers were identified.

Significant Supplier Identification	2023
Total number of Tier-1 suppliers	112
Total number of significant suppliers in Tier-1	66
Total number of significant suppliers (Tier-1 and non Tier-1)	66
% of total spend on significant suppliers in Tier-1	99.23%

New Supplier Screening:

Taya Company selects new suppliers based on the *Supplier Management Operating Procedures*. The supplier qualification criteria include: recognition as qualified by international or national institutions, a good reputation or track record for their products, or designation by customers. Vendors meeting any of these qualifications are registered as qualified suppliers. When a newly developed supplier cannot meet any of the above qualifications, the procurement department evaluates them using the "*Supplier Quality/Environment/HSF Audit Form*." Only those scoring 60 points or above are listed as qualified suppliers.

The supplier quality/environment/HSF system audit encompasses both environmental and human rights standards. Environmental standards include environmental certification systems, compliance with wastewater and exhaust emissions regulations, and adherence to business waste disposal and treatment regulations. Human rights standards cover prohibiting child labor and employment discrimination, complying with legal working hours and overtime regulations, not forcing overtime, and meeting minimum wage requirements. In 2023, no new suppliers were screened through the supplier quality/environment/HSF audit.

New Supplier Screening	2023
Percentage of new suppliers that were screened using environmental criteria	0%
Percentage of new suppliers that were screened using social criteria	0%

Supplier Evaluation

Our company conducts annual supplier evaluations through on-site visits, video assessments, or desk reviews. We use our "Supplier Quality/Environment/HSF System Audit Form" as the basis for these evaluations. The scoring system is as follows:

- Grade A: 80 points and above
- Grade B: 70–79 points
- Grade C: 60–69 points
- Grade D: 50–59 points
- Below Grade D: Less than 50 points

Suppliers scoring below Grade D are deemed unqualified. In such cases, the procurement unit must promptly notify the supplier of the reasons for disqualification, suspend transactions if necessary, and reassess their qualifications after improvements have been implemented.

In 2023, Taya Company evaluated a total of 60 suppliers, including 11 on-site evaluations, 27 video assessments, and 22 written self-assessments. The evaluation results showed 55 Grade A suppliers and 5 Grade B suppliers, with no suppliers below Grade D (unqualified). The General Affairs Department reports the supplier evaluation implementation status to the Chairman at the General Management Focus Meeting (held quarterly).

Supplier ESG Evaluation

Our company employs the "Taya Group Supplier Sustainability Self-Assessment Form" to evaluate significant suppliers' actual and potential environmental and human rights impacts for 2023. This comprehensive survey addresses labor and human rights, health and safety, environmental protection, and ethical standards. We analyze the questionnaire results to identify potential and actual risks and impacts within our supply chain. In 2023, our procurement unit distributed self-assessment forms to 66 significant suppliers and received 64 responses. This supplier ESG impact survey achieved a 97% coverage rate among our significant suppliers.

Supplier self-assessment questions are scored by suppliers based on their management practices according to the following scoring scale:

5 points: Has management systems in place and is compliant

4 points: No relevant systems, but still compliant

3 points: Not fully compliant, but no violations have occurred

2 points: Violations occurred, followed by subsequent improvement

1 point: Violations occurred without any subsequent improvement

0 points: lacks understanding of this item

- Negative impact: A score below 3 points for a question
- Significant potential impact : A score below 2 points for a question
- Significant actual impact : Violations occurred without subsequent improvement

▼ Significant negative impacts in the supply chain

Significant impact	Number
Significant actual negative environmental impacts	0
Significant potential negative environmental impacts	10
Significant actual negative social impacts	0
Significant potential negative social impacts	0
Suppliers with significant negative impacts	Number
Number of suppliers with significant actual or potential negative environmental impacts	5
Number of suppliers with significant actual or potential negative social impacts	0

Analysis of Taya's supply chain reveals no significant actual negative impacts on the environment or human rights. However, 10 significant potential negative environmental impacts have been identified, primarily in greenhouse gas emissions and pollution prevention. This indicates elevated environmental risks. Regarding human rights, no significant potential negative impacts have been detected thus far.

ESG Impact Management

In 2023, we identified 24 negative impacts in supply chain, with 12 successfully addressed, yielding a 50% improvement rate. Of the 8 affected suppliers, 3 implemented improvements, representing a 37.5% agreement rate. Our company hasn't yet mandated improvements for suppliers with significant environmental or human rights impacts. We intend to engage these suppliers in the second half of 2024 to request improvements and maintain ongoing monitoring.

Should suppliers fail to implement improvements following our request, we'll invoke Article 5.6.3 of the "Collaborative Vendor Management Operating Procedures" to suspend outsourcing transactions as appropriate. We'll reassess the possibility of resuming transactions once improvements are verified. In 2023, no suppliers faced transaction suspensions due to lack of improvement (terminated relationship percentage: 0%).

Supplier Engagement

In January 2024, TA YA held a supplier conference to explain the sustainable supply chain promotion plan and provide ESG training. The training content included environmental and social risk management, as well as greenhouse gas inventory. A total of 46 suppliers participated, covering 70% of significant suppliers.

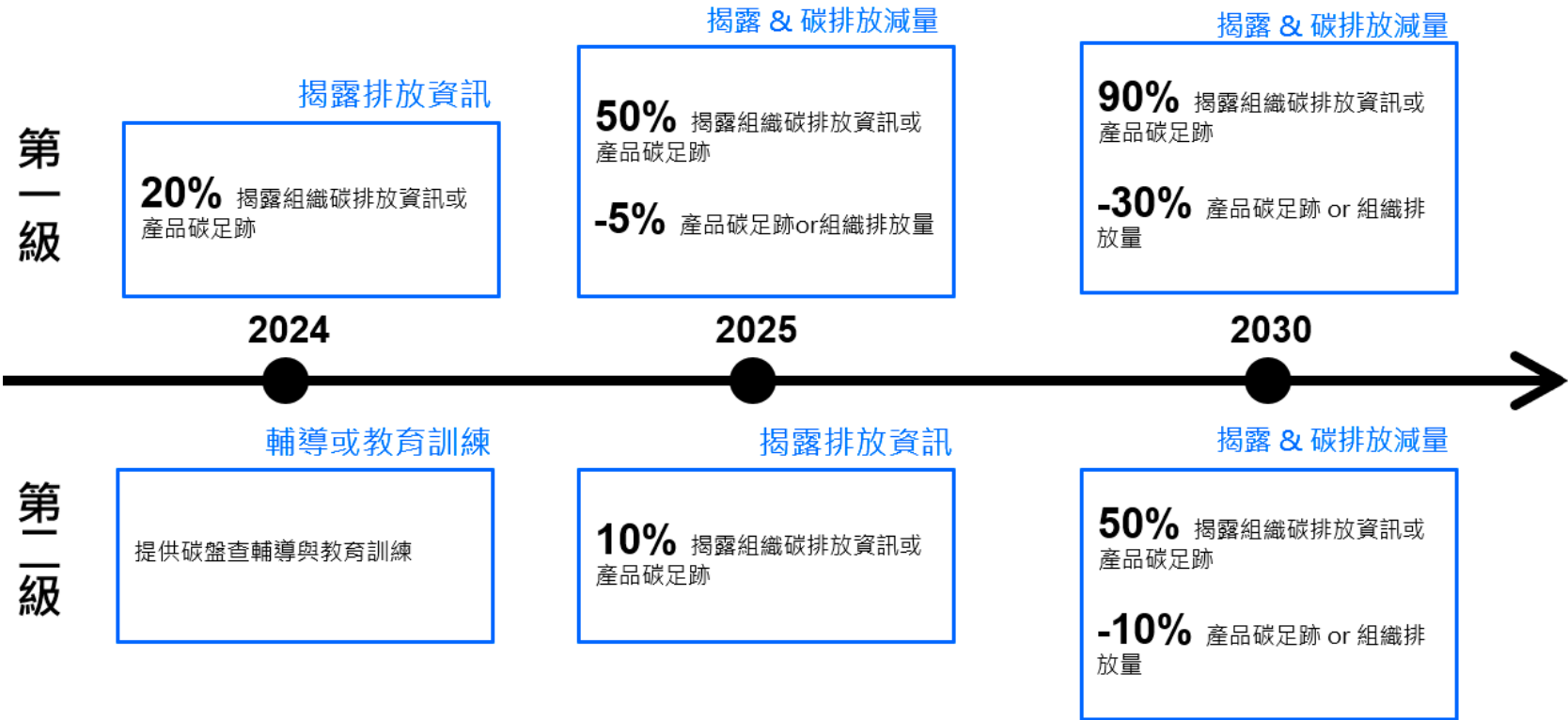
During the sustainable supply chain promotion briefing, we introduced supply chain carbon management and ESG risk management (encompassing environmental, human rights, and economic aspects). The aim is to gradually reduce environmental and human rights impacts throughout the supply chain.

In 2023, our supply chain engagement focused on discussions about raw material carbon footprint disclosure and reduction with high-carbon-emitting suppliers. The Business Planning Office and Copper Material Management Unit collaborated to explain Taya's supply chain carbon reduction goals to three electrolytic copper plate suppliers, requesting carbon footprint data for their copper plates.

Supply Chain Carbon Management

Within the group's Scope 3 emissions, "purchased goods and services" account for 96.7%, making it the largest emission category. The carbon footprint of raw materials such as copper cathode, XLPE, PVC, and varnish constitutes the most significant component. To address this, We have been progressively enhancing supply chain carbon management since 2023, focusing on tracking and controlling the carbon footprint of raw materials to reduce Scope 3 emissions and the overall carbon footprint of wire and cable products.

We classify suppliers based on their impact on carbon emissions, designating them as either first-priority or second-priority suppliers, with tailored tracking and communication schedules for each group. First-priority suppliers are those associated with key carbon-emitting raw materials, including copper cathode, copper wire, XLPE, PVC, varnish, and other materials. Second-priority suppliers comprise all other suppliers. Following an assessment conducted in 2023, the group identified a total of 23 first-priority suppliers.



Green Procurement:

Taya supports the United Nations SDG 12 "Responsible Consumption and Production" by adhering to the government's green procurement plan and consistently purchasing green, sustainable, and low-impact products. The procurement department follows the Ministry of Environment's green procurement regulations for private enterprises in its purchasing and reporting practices. In 2023, the group's green procurement reached 18,378 thousand NTD. We aim to further increase our green procurement ratio to foster a green economy and drive sustainable transformation throughout the value chain.

Our green procurement in 2023 encompassed a range of items, including corrugated boxes, air conditioning systems, office equipment leases, eco-friendly cleaning bags, waste treatment services, company vehicle leases, high-speed rail tickets, and LED lighting fixtures.

▼ **Green procurement amount**

	2023	2022	2021
Green procurement amount (thousand NTD)	18,378	28,975	12,539

※ Boundary includes: Ta Ya, Cuprime, Kunshan

Sustainable Procurement:

To promote the company's sustainable procurement actions, the Business Planning Office suggests self-defining "sustainable procurement," expanding the adoption of products and services that have environmental benefits but are not recognized by the Ministry of Environment, including:

Sustainable Raw Materials:

This category includes green procurement items specified by the Environmental Protection Administration, raw materials with disclosed carbon footprints (such as those with ISO 14067 verification, carbon label, or carbon reduction label), materials for which carbon reduction targets have been set and implemented, raw materials that can be recycled within the factory, and other environmentally beneficial materials.

Energy-Saving Equipment::

This refers to equipment with energy-saving labels, or replacement equipment that has been verified on-site to reduce annual energy consumption by more than 10%.

Sustainable Procurement Goals

Sustainable procurement has been integrated into the procurement department's key performance indicators. The target is for sustainable raw material procurement to reach 5% of the total raw material procurement amount by 2027, and 15% of the total procurement by 2030.

03 Environmental Sustainability

Environmental Management

Ta Ya Group adheres to government environmental regulations and customer requirements, instills environmental awareness in employees, fulfills pollution treatment responsibilities, practices resource recycling, protects the environment, and continuously improves its practices.

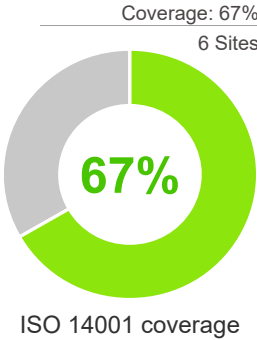
Environmental Policy and Commitment

The environmental policy of Ta Ya Company is approved and signed by the General Manager (Executive Director), including:

1. Continuously implement environmental management policies and objectives to reduce the operational environmental impact.
2. Comply with environmental protection laws and other regulations, while responding to global environmental initiatives.
3. Promote ongoing waste reduction and pollution prevention efforts.
4. Enhance environmental awareness among employees through education and advocacy.

Environmental Management System

Ta Ya Company plans its environmental management system according to ISO14001:2015 standard. Through the operation of the environmental management system, we ensure that our company complies with environmental protection laws and effectively prevents or reduces negative impacts on the environment, in order to achieve our company's environmental policy and meet stakeholders' expectations.



According to Ta Ya's environmental management system document "Resource, Role, Responsibility and Authority Management Procedure," the General Manager bears ultimate responsibility for effectively implementing the company's environmental management system. This includes commitments to comply with environmental regulations, oversee the achievement of environmental objectives, and supervise continuous improvement. The Safety and Health Department, tasked with implementing the environmental management system, establishes, executes, and maintains the system while reporting environmental management performance to top management.

We actively manage negative environmental impacts, potential employee hazards or risks, and non-compliant issues stemming from our operations and activities. This encompasses raw materials, manufacturing processes, products, services, and waste treatment. We also monitor, measure, and continuously improve our overall environmental safety performance. Through ongoing operation and enhancement of the environmental management system, we foster a favorable environment for the company's sustainable development and deliver products and services that satisfy our customers.

Verification of Management System

The production sites that have obtained third-party verification for the ISO 14001:2015 Environmental Management System include: Ta Ya (Guanmiao Site), Ta Ya (Dawan Site), Dong Nai, Hai Duong, Dongguan, and Kunshan, totaling 6 locations, with a coverage rate of 67% (out of 9 production sites). (► Verification Certificate)

Operating Criteria

Ta Ya Company has implemented the following operating criteria:

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

Targets and Objectives

Ta Ya has established environmental management targets, implementation programs, and quantitative indicators for management and tracking, which have been approved by the General Manager.

2023 Program	Target Value	Actual Value
1. Reduce Environmental Risks		
1-1 Conduct Environmental Aspects Assessment	1 time/year	1 time
1-2 Conduct Unannounced Drills for Toxic Chemical Testing	2 times/year	2 times
2. Waste Classification		
2-1 Ensure Proper Waste Segregation	Reduce by 1%	Reduce by 1%
2-2 Contain Waste Using Appropriate Containers	Fewer than 10 cases/year	5 cases
3. Waste Reduction		
3-1 Promote Energy Conservation and Household Waste Reduction	4 times/year	4 times
3-2 Implement Waste Classification to Increase Resource Recovery	Increase by 1%	Increase by 1%

Environmental performance indicators (TA YA)

TA YA regularly monitors, measures, analyzes, and evaluates environmental performance based on established environmental performance indicators. The 2023 environmental performance indicators include:

Indicators	Metrics	2023 measured values	Evaluation
Stationary Pollution Sources (tons)			
Air Emissions	60	27.15923	✓
Particulate Matter	5	0.00023	✓
VOCs	55	27.159	✓
Water Pollution			
Wastewater Discharge Volume (tons)	72000	45448	✓
Water Temperature (°C)	35°C	28.2°C	✓
pH	6-9	7.4	✓
SS (Suspended Solids)	30 mg/L	4.1 mg/L	✓
COD (Chemical Oxygen Demand)	100 mg/L	18.2 mg/L	✓
BOD (Biochemical Oxygen Demand)	100 mg/L	<1.0 mg/L	✓
Copper	3 mg/L	0.022 mg/L	✓

Indicators	Metrics	2023 measured values	Evaluation
Waste (tons)			
General Industrial Waste	600	198.36	✓
Hazardous Industrial Waste	180	88.24	✓
Recyclable Waste	2,000	1,568.28	✓
Total Outsourced Disposal	2,780	1,854.88	✓
Toxic Chemical Substances (tons)			
Varnish Usage	1200	507.77	✓
Noise Control			
Noise	90dB	84dB	✓

Pollution Prevention

TA YA established procedures for controlling toxic chemicals, noise, and water pollution to manage and monitor various sources of pollution.

▼ Consolidated Air Pollutants in Past 3 Years (kg)

Air Pollutant (kg)	2023	2022	2021
SOx	40	40	58
NOx	4,060	4,186	4,466
VOCs	28,190	34,655	23,597
PM	393	621	601

Climate Action

GRI 3-3, GRI 305-1 ~ 305-5

The Taya Group values climate change mitigation and adaptation. We aim to reduce our own emissions and accelerate societal climate action, addressing these challenges from organizational operations and value chains to the societal level.

Climate Action Policy

In 2023, the Company developed its *Climate Action Guideline* based on the *1.5° C Business Playbook*, which was approved by the Sustainability Committee in May. Following four strategic pillars—reducing our own carbon emissions, reducing value chain carbon emissions, integrating climate issues into business strategy, and influencing climate action in society—we promote climate governance and carbon reduction initiatives to advance climate change mitigation and adaptation.

1) Reduce Our Own Emissions

Set Scope 1&2 carbon reduction targets, develop carbon reduction strategies, take action, and regularly review achievement status.

2) Reduce Our Value Chain Emissions

Set reduction targets and strategies for Scope 3, including negotiations with the supply chain and supplier carbon management, to gradually reduce carbon emissions from raw materials. (We have not yet established reduction targets for Scope 3.)

3) Integrate climate issues into the Group's business strategy

Through climate governance, senior management oversees climate-related risks and opportunities, and integrates potential climate-related financial impacts into decision-making processes and corporate risk management frameworks.

4) Accelerate climate action in society

Collaborate with customers, suppliers, governments, and research institutions to accelerate societal achievement of carbon reduction goals.

2050 Net Zero Target

In 2023, TA YA Group established the 2050 net-zero roadmap, setting a target to achieve net-zero emissions for Scope 1&2 by 2050 based on the IPCC 1.5° C scenario with 2021 as the base year; and requiring a 40% reduction by 2030. (See ► [P.32](#).)

- **2025: GHG Emissions reduced by 15%**
- **2030: GHG Emissions reduced by 40%**
- **2050: Achieve net-zero emissions**

TCFD Adoption

In 2022, the Group adopted the TCFD (Task Force on Climate-Related Financial Disclosures) framework, implementing climate governance and risk management based on the processes of governance, strategy, risk management, and metrics and targets.

Climate Governance

TA YA Group's climate governance is overseen and reviewed by the Sustainable Development Committee, with its convener (an independent director) serving as the highest-level supervisor for climate action. The Sustainable Development Committee reports annually in December to the Board of Directors on the implementation of climate actions, allowing the Board to review the management of climate-related issues.

In alignment with the third principle of the Climate Action Guideline, "Integrate climate issues into the Group's business strategy," we ensure that the Company's governance fully considers climate change-related factors and incorporates climate issues and risks into the Group's business strategy.

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 climated-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 Scenario Analysis

TA YA establishes the assumptions for this climate scenario based on the "Taiwan Climate Change Science Report 2024: Phenomena, Impacts, and Adaptation" and the "Taiwan Climate Change Key Indicator Atlas: AR6 Statistical Downscaling Version" projections for Taiwan's future climate change.

The reports we reference use simulation data from the "Coupled Model Intercomparison Project Phase 6, CMIP6", using the climate values from the base period (1995 to 2014) as a benchmark to evaluate climate changes over three 20-year periods: short-term (2021 to 2040), medium-term (2041 to 2060), and long-term (2081 to 2100).

Choice of scenario

To comply with the IPCC 1.5° C scenario and control the average temperature increase by the end of this century to within 1.5° C, TA YA has chosen the **SSP1-1.9** Physical climate scenarios for analysis, including the climate impacts under this scenario and the measures that should be taken to achieve it.

Additionally, in order to prepare for the most severe climate change scenarios, we have chosen the high emission scenario **SSP5-8.5** to understand the potential severe climate events that may occur in the mid-century and end of the century, and to analyze their potential impacts.

Outcomes of our scenario analysis

Based on the SSP1-1.9 Physical climate scenarios, TA YA must achieve Scope 1 & 2 Net Zero emissions by 2050. In response, we've developed a Climate Transition Plan to meet this ambitious goal.

Climate Change Scenario Analysis

Scenario	Description	Climate change events					Transition plan needed to achieve the scenario
<div>RCP 1.9 (SSP1 1.9) Extremely Low emission state</div>	<p>Global warming is projected to be limited to within 1.5° C, assuming aggressive carbon reduction measures and highly sustainable development.</p> <p>CO2 Concentration (ppm): 421-538</p>	<p>Precipitation (Rx1day): Rainfall intensity increases by 8% compared to the baseline period of 1995–2014.</p>	<p>Drought: Consecutive Dry Days increase by 4.1%</p>	<p>Heat Wave Duration Index HWDI increases by 13 days</p>	<p>Number of days with temperatures above 36° C: It will increase by 5.4 days by 2100</p>	<p>Sea level rise: The sea level in southern Taiwan is projected to rise by 0.41 m by 2100.</p>	<p>Immediate and profound emission reduction measures need to be taken to achieve Net Zero emissions by 2050. A combination of mitigation and adaptation measures is needed to achieve this goal.</p>
<div>RCP 2.6 (SSP1 2.6) Low emission state</div>	<p>Global warming is projected to be limited to within 2° C, relying on strong carbon reduction measures and technological advancements.</p> <p>CO2 Concentration (ppm): 421-538</p>	<p>Precipitation (Rx1day): Rainfall intensity increases by 8% compared to the baseline period of 1995–2014.</p>	<p>Drought: Consecutive Dry Days increase by 4.1%</p>	<p>Heat Wave Duration Index HWDI increases by 13 days</p>	<p>Number of days with temperatures above 36° C: It will increase by 5.4 days by 2100</p>	<p>Sea level rise: The sea level in southern Taiwan is projected to rise by 0.41 m by 2100.</p>	<p>Immediate and profound emission reduction measures need to be taken, with emissions peaking before mid-century, followed by rapid reductions to control global temperature rise.</p>
<div>RCP 4.5 (SSP2 4.5) Moderate emission state</div>	<p>RCP 4.5 predicts global warming to range between 2.5° C and 3° C, assuming moderate carbon reduction measures.</p> <p>CO2 Concentration (ppm): 496-735</p>	<p>Precipitation (Rx1day): Rainfall intensity increases by 10% compared to the baseline period of 1995–2014.</p>	<p>Drought: Consecutive Dry Days increase by 4.8%</p>	<p>Heat Wave Duration Index HWDI increases by 28 days</p>	<p>Number of days with temperatures above 36° C: It will increase by 10.6 days by 2100</p>	<p>Sea level rise: The sea level in southern Taiwan is projected to rise by 0.56 m by 2100.</p>	<p>Emissions are required to peak around 2025, then decrease by about 50% relative to 2010 levels by 2050, and continue to decline further until reaching Net Zero emissions by around 2100 in this century.</p>
<div>RCP 8.5 (SSP5 8.5) Extremely high emission state</div>	<p>RCP 8.5 represents the most pessimistic scenario, assuming global warming exceeds 4° C, with industries maintaining high carbon emissions and minimal climate change mitigation efforts.</p> <p>CO2 Concentration (ppm): 769-1389</p>	<p>Precipitation (Rx1day): Rainfall intensity increases by 28.6% compared to the baseline period of 1995–2014.</p>	<p>Drought: Consecutive Dry Days increase by 10.3%</p>	<p>Heat Wave Duration Index HWDI increases by 88 days</p>	<p>Number of days with temperatures above 36° C: It will increase by 54.5 days by 2100</p>	<p>Sea level rise: The sea level in southern Taiwan is projected to rise by 0.78 m by 2100.</p>	<div><p>Typhoons: The frequency of strong typhoons will increase by about 105% by 2050, and by about 60% by 2100.</p><p>Plum rain season storms: There will be an intensification of rainfall with an increase in both the number of extreme rainfall events and their intensity.</p></div> <p>No net-zero target is required</p>

Risk & Opportunity Assessment

► GRI Index

Risk Type		Risk Item	Risk Discription	Time Horizon			Impact Intensity	Likelihood	Vulnerability	Potential Financial Impact	Strategy
				Short-term (in 2 years)	Mid-term (3-5 years)	Long-term (6-10 years)					
Transition Risks	Policy and Legal Risks	Climate Change Regulations	Listed companies are required to conduct GHG inventories and verification, which will increase operating costs.	✓	✓	✓	Medium	High	Medium	Increased expenditure on carbon management.	Focus on policy and regulatory trends to prepare before regulations take effect.
		Carbon Fee Levy	Taiwan will begin collecting carbon fees in 2026.		✓	✓	High	High	Medium	TA YA is expected to pay NT\$1,500,000 in carbon fees by 2030.	Implement carbon reduction measures to lower emissions.
	Technology Risks	Costs of low-carbon technology transition	Measures such as replacing outdated equipment and using renewable energy will increase operating costs.		✓		Medium	Medium	Medium	The transitions measures such as equipment replacement and circular economy would lead to increased production costs.	Apply for low-carbon subsidy programs to reduce the cost of carbon reduction.
	Market Risks	Increased raw material costs	Suppliers face higher costs due to climate impacts and carbon reduction requirements.		✓	✓	Medium	Medium	Medium	The high procurement costs of sustainable, low-carbon raw materials.	Recycle and reuse waste materials to reduce the demand for raw material procurement.
		Increased Energy Costs	The Russia-Ukraine war has led to increased international energy costs.	✓	✓	✓	Medium	High	Low	1. Increased Electricity Costs 2. Costs of procuring green energy	Adopt energy-saving measures to reduce electricity consumption.
		Customer's policy change	Customers are strengthening sustainability requirements for suppliers.	✓	✓	✓	Medium	High	Medium	Increasing cost to meet customers' sustainable procurement standards.	Understand customer carbon reduction requirements and meet their targets.
Physical Risks	Acute	Heatwaves	Extreme heat may lead to heat illnesses among employees, reducing productivity.		✓	✓	Low	Medium	Medium	Employees exposed to prolonged high temperatures may face potential annual work hour losses of up to 2%, leading to reduced productivity.	Establish crisis management procedures and build a disaster response system.
		typhoons / heavy rainfall	Intense rainfall and storms may disrupt operations.	✓	✓		High	Medium	Low	1. Financial losses caused by floods 2. High-cost procurement from alternative suppliers due to delayed raw material deliveries	Establish crisis management procedures and build a disaster response system.
		Drought and Water Scarcity	Droughts may restrict water resources, impacting copper wire drawing and cooling water usage.		✓	✓	Low	Medium	High	losses caused by production interruptions due to water restrictions	Conserve water and adopt measures such as water resource recycling.
	Chronic	sea level rise	Rising sea levels pose risks to coastal facilities.			✓	Medium	Low	Low	Additional expenses for the relocation of the plant to prevent flooding from rising sea levels.	Establish crisis management procedures and build a disaster response system.
Type		Opportunity Item	Opportunity Discription	Time Horizon			Impact Intensity	Likelihood	-	Potential Financial Opportunity	Strategy
Opportunities		Increasing Demand for Renewable Energy	The demand for renewable energy in Taiwan continues to increase.	✓	✓	✓	High	High	-	Stable Profitability from Electricity Sales Revenue	Continuously develop renewable energy projects

Significant Climate Risk & Opportunities

Based on the results of the climate-related risk and opportunity assessment, the Company has established a climate risk matrix. Risks and opportunities with both "high" impact intensity and "high" likelihood of occurrence are defined as significant climate risks and opportunities. In 2023, the identified significant climate risks include carbon fee implementation and stricter customer procurement policies, while the significant climate opportunity is the increased demand for renewable energy.

Carbon Fee Levy

Policy and Legal RisksIncreased Operating CostsMid-term ~ Long-term

Carbon fees are set to be collected starting in 2026 in Taiwan, with the first phase targeting the manufacturing and power industries with annual emissions exceeding 25,000 tons. Although none of TA YA Group's companies meet the threshold for the first phase, the parent company will likely be subject to carbon fees during the second phase from 2028-2030. Based on FY2023 emissions data, the estimated carbon fee payment in 2030 would be NT\$1,500,000.

Additionally, in TA YA's supply chain, Formosa Plastics is expected to be significantly impacted by carbon fees, which may be passed on to the price of PVC powder. TA YA will continue to monitor the impact of carbon fees on raw material prices.

CBAM Imposition

TA YA's exported magnet wire is not subject to CBAM regulations and is therefore unaffected. Similarly, downstream products of enameled wire, such as motors, machine tools, and electric vehicles, are not included in the EU's first phase of CBAM-regulated items and currently face no impact from carbon taxes.

Response Strategy

Proactively implement carbon reduction measures to lower greenhouse gas emissions; closely monitor international carbon fee and carbon tax policies and regulatory developments to prepare in advance before the regulations take effect.

Stricter Customer Procurement Policies

Market RisksIncreased Compliance CostsShort-term ~ Long-term

Since 2023, customer demands for carbon reduction have steadily increased, with carbon reduction requirements being incorporated into procurement and supply chain management policies. Two key clients of TA YA have already included the provision of carbon emissions as criteria for supplier selection. Notably, fiber optic cable clients have specified that product carbon labeling will be a requirement for bidding, effective from 2026. Without carbon labeling, TA YA will be unable to participate in the bidding process.

Response Strategy

To proactively address customer requirements for data disclosure and carbon reduction, TA YA actively communicates and negotiates with clients to understand their policies and strives to meet their demands, ensuring the market competitiveness of its products.

Increasing Demand for Renewable Energy

Market OpportunitiesIncreased RevenueShort-term ~ Long-term

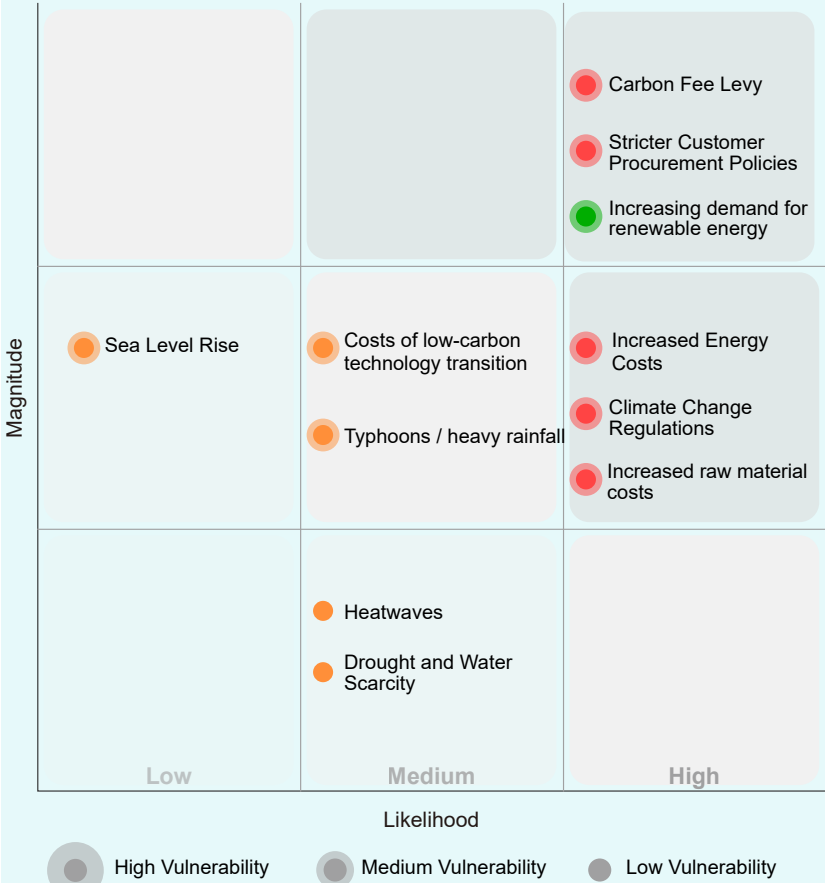
Taiwan's renewable energy market faces substantial demand due to energy policies and international customer requirements for Taiwanese manufacturers.

Response Strategy

TA YA will continue to actively expand into the solar energy, energy storage, and power trading markets.

Climate Risk Matrix

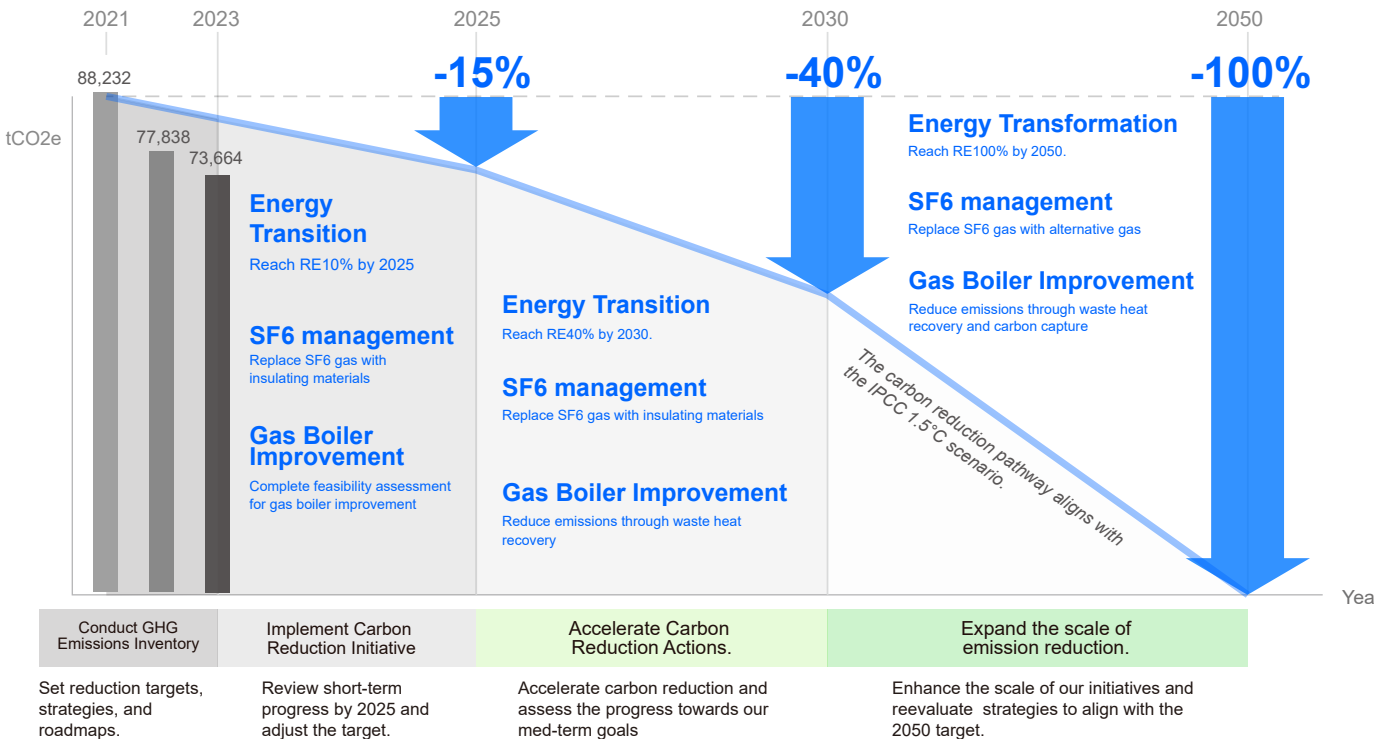
Based on the climate impact assessment, we create a climate risk matrix with indicators including magnitude, likelihood, and vulnerability. Risks in the upper right corner of the matrix represent higher magnitude and higher likelihood, and we will prioritize response measures to adapt these risks.



Carbon Reduction Roadmap

To align with the IPCC 1.5° C warming scenario and limit the average temperature increase within 1.5° C, TAYA Group has set a 2050 net-zero target for Scope 1 and Scope 2 emissions, using 2021 as the baseline year. To ensure steady progress, we aim to reduce these emissions by 5% annually, targeting a 40% reduction by 2030, and ultimately achieving net-zero by 2050. Annual tracking of carbon reduction performance will be conducted to ensure the effective implementation of emission reduction measures. (This target applies to TA YA and all subsidiaries.)

▼ TA YA Group Carbon Reduction Roadmap

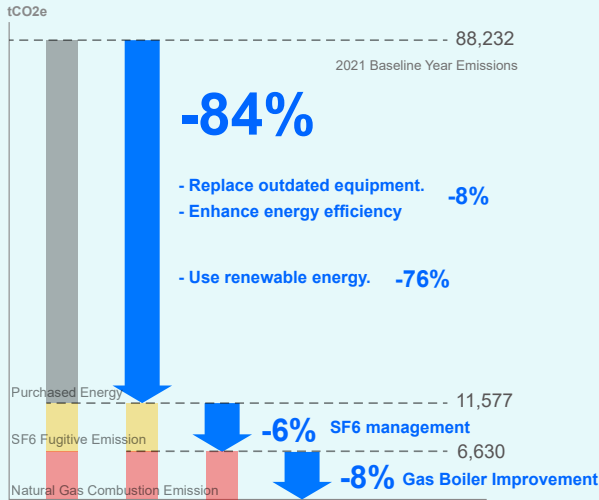


Carbon Reduction Strategy

Emissions from purchased electricity, SF6 leakage, and natural gas combustion are the Group's top three emission sources, accounting for 97% of total scope1&2 emissions. These have been identified as the primary targets for the Group's carbon reduction efforts.

To reduce emissions from purchased electricity, the Group continues to adopt strategies such as energy conservation, replacing outdated equipment, and using renewable energy. SF6, used as an insulating gas by UEI during voltage testing, will be addressed by prioritizing improvements to calibration equipment and pipelines to reduce SF6 leakage. Natural gas, used by Cuprime as energy for melting copper cathodes, will be evaluated for carbon capture and reuse methods to reduce emissions.

▼ Key Reduction Strategies and Targets



Energy Transition

Scope2 Purchased Electricity

2025 : Reach RE10%
2030 : Reach RE40%

SF6 Management

Scope1 Fugitive Emissions

2025 : Inspect Pipeline Leaks and Sealing Measures,
Replace SF6 Gas with Insulating Materials

Gas Boiler Improvement

Scope1 Stationary Combustion

2025 : Complete feasibility assessment for gas boiler improvement
2030 : Reduce emissions through waste heat recovery and carbon capture

GHG Emissions Management

GRI 305-1 / 305-2 / 305-3 / 305-4 / 305-5

Since 2021, the TA YA Group has conducted annual ISO 14064-1 organizational greenhouse gas (GHG) inventories and completed verification and reporting in accordance with the timelines stipulated by regulatory authorities.

In 2021, the Group identified and inventoried Category 3 emission sources for the first time, establishing 2021 as the baseline year. The total GHG emissions for the baseline year are as follows: Scope 1: 13,771 tCO₂e, Scope 2: 74,461 tCO₂e, and Scope 3: 728,906 tCO₂e.

GHG Inventory Responsibilities

The TA YA Group's Business Planning Office coordinates the progress of GHG inventory, emissions reporting, emissions analysis, and reduction progress tracking. It reports annually to the Sustainable Development Committee to monitor the implementation of carbon reduction targets. The Safety and Health Section oversees the GHG inventory and verification processes for the parent company and subsidiaries in Taiwan.

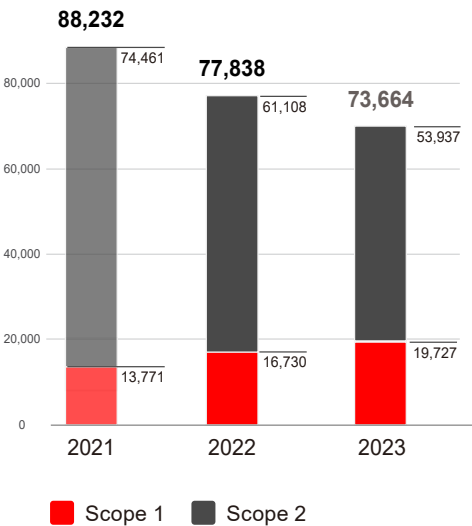
In 2023, eight operational sites utilized the Carbon Management Platform to consolidate emissions data, improving inventory efficiency. Verification was completed in compliance with ISO 14064-1:2018 by Arise International Verification Co., Ltd. Subsidiaries in Vietnam and China conducted their own inventories and engaged verification companies for certification.

▼ Historical Consolidated GHG Emissions (tCO₂e)

GHG Emissions (tCO ₂ e)	2023	2022	2021	Change in 2023 Compared to Base Year (2021) (%)
Total emissions (scope 1&2)	73,664	77,838	88,232	- 16.51%
Scope 1	19,727	16,730	13,771	+ 43.25%
Scope 2	53,937	61,108	74,461	- 27.56%
Scope 3	677,290	735,104	728,906	- 7.08%
Emission Intensity (Scope 1&2)	2.79	2.91	3.21	-13.28%
Total emissions (scope1-3)	750,953	812,942	817,138	- 7.59%

[Note 1] Emission Intensity = Total Scope 1 & 2 Emissions (tCO₂e) / Revenue (NT\$ million)

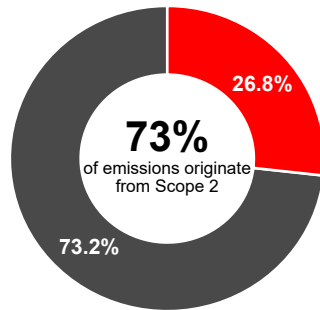
▼ Consolidated GHG Emissions in Past 3 Years (tCO₂e)



▼ 2023 Emissions Breakdowns (Scope 1&2)

Emissions by scope

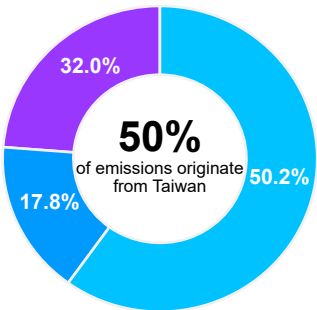
Coverage : 100%



Scope 1 19,727 ton
Scope 2 53,937 ton

Emissions by country

Coverage : 100%



Taiwan 44,271 ton
Vietnam 12,045 ton
China 17,348 ton

▼ Emissions by countries / entities in 2023

GHG Emissions (tCO2e)	Emissions by countries			Emissions by entities										
	Taiwan	Vietnam	China	TA YA	Cuprime	Ta Heng	Ta Ho	UEI	Venture	Union	Dong Nai	Hai Duong	Dongguan	Kunshan
Scope 1	17,215	2,440	72	414	5,162	45	599	10,951	6	37	2,227	213	13	58
Scope 2	27,056	9,605	17,276	20,123	5,029	1,466	N/A	376	21	41	7,740	1,865	11,701	5,575
Scope 3	668,041	4,633	5,068	336,741	315,905	8,644	80	1,891	11	4,770	N/A	4,594	N/A ^[note1]	5,068
Total emissions (scope 1&2)	44,271	12,045	17,348	20,538	10,192	1,510	599	11,327	27	78	9,967	2,078	11,714	5,634
Emissions per Unit of Product ^(note2)	0.453	2.28	1.227	0.519	0.204	0.202	N/A	17.979	N/A	N/A	2.755	1.250	1.436	0.913
Emission Intensity ^(note3)	1.961	6.37	3.829	1.399	2.923	0.820	2.601	9.609	N/A	0.067	7.75	3.429	4.256	3.066

[Note 1] Scope 3 emissions are excluded from the greenhouse gas inventory for Dongguan.
 [Note 2] Emissions per Unit of Product = Total Scope 1 and Scope 2 Emissions (tCO2e) / Production Volume (tons)
 [Note 3] Emission Intensity = Total Scope 1 and Scope 2 Emissions (tCO2e) / Revenue (NT\$ million)

Reducing Carbon Emission

GRI 305-5
 Following the 2050 Carbon Reduction Roadmap, TA YA Group achieved a 16.5% reduction in consolidated Scope 1 & 2 emissions compared to the baseline year in 2023, amounting to a reduction of 14,568 tCO2e. This reduction was attributed to the use of renewable energy and decreased production capacity in Vietnam and China.

In 2023, TA YA company reduced Scope 1 & 2 emissions by 2,208 tCO2e compared to the baseline year, achieving a 9.71% reduction, surpassing the 5% annual reduction target outlined in the reduction roadmap.

Use of Renewable Energy

In 2023, TA YA's 481 kW rooftop solar system was activated, generating 391,084 kWh annually and reducing 193.6 tCO2e. Kunshan purchased 500,000 kWh of green electricity, reducing 247.5 tCO2e. Compared to the 2021 baseline year, these efforts collectively reduced Scope 2 emissions by 441.1 tCO2e.

Energy Saving

In 2023, TA YA Group implemented energy-saving initiatives that reduced electricity consumption by 496,607.3 kWh, resulting in a Scope 2 emissions reduction of 245.8 tCO2e compared to the 2021 baseline year.

Internal Carbon Pricing

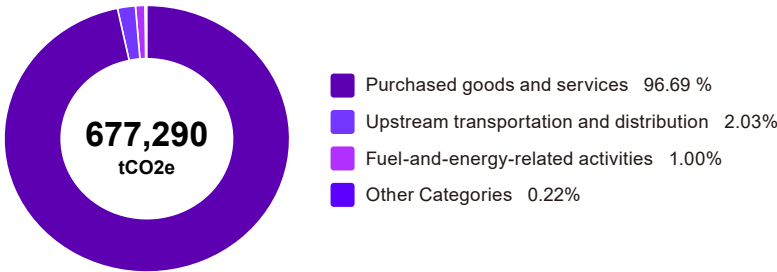
Starting in 2024, TA YA adopted shadow carbon pricing as a tool to evaluate the cost of carbon emissions, incorporating carbon costs into business decision-making to drive further carbon reduction initiatives. Our carbon pricing is based on rates announced by Taiwan's Ministry of Environment, with a price set at NT\$300 per ton in 2025 and NT\$1,200–1,800 per ton in 2030.

The purpose of carbon pricing is to internalize the cost of carbon emissions without the actual collection of carbon fees internally. In 2024, carbon pricing will be used to assess the short-, medium-, and long-term carbon fee impacts on the supply chain, potential carbon fee impacts on direct operations, and the benefits of energy transition.

Scope 3 Emission

Value Chain Emissions

The Ta Ya Group's Scope 3 emissions totaled 677,290 tCO₂e in 2023, classified according to the GHG Protocol - Corporate Value Chain (Scope 3) Accounting and Reporting Standard.



UPSTREAM
Commuting
DOWNSTREAM

Upstream Emissions

"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.

Business travel and Commuting

For employee travel, we calculate commuting emissions from cars, scooters, and electric scooters, as well as business travel emissions from high-speed rail trips.

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.

▼ Consolidated scope3 emissions

	2023	2022	2021
Total scope3 emissions (tCO ₂ e)	677,289.620 ^[Note1]	735,103.542	728,905.762
category 1: Purchased goods and services	655,296.820	701,218.442	713,492.349
category 2: Capital goods	22.684	21.496	- ^[Note2]
category 3: Fuel-and-energy-related activities	6,759.168	27,296.653	8,706.358
category 4: Upstream transportation and distribution	13,768.679	3,688.280	3,581.586
category 5: Waste generated in operations	618.183	2,082.825	2,171.743
category 6: Business travel	84.152	35.755	3.808
category 7: Employee commuting	408.077	521.514	474.602
category 8: Upstream leased assets	31.033	2.446	2.116
category 9: Downstream transportation and distribution	74.781	74.096	-
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	226.043	162.035	473.200
category 14: Franchises	-	-	-
category 15: Investments	-	-	-

[Note 1] Scope 3 emissions do not include data from the Dong Nei plant and exclude data from the Dongguan plant.

[Note 2] "-" indicates exclusion from the calculation.

Product Decarbonization

To meet customer requirements for low-carbon products, the Company is reducing emissions during manufacturing to decrease product carbon footprints.

Impact of the Low-Carbon Trend

The carbon footprint of TA YA's products affects customers' progress in Scope 3 emission reductions. In 2023, customers began gradually requiring carbon footprint data of our products. Failure to align with customers' reduction targets may result in lost orders; however, proactively addressing this and reducing product carbon footprints will enhance market competitiveness.

Targets

- 2024 : At least two products' carbon footprints must be inventoried and verified.
- 2030 : Completed carbon footprint verification for 14 products.

Progress

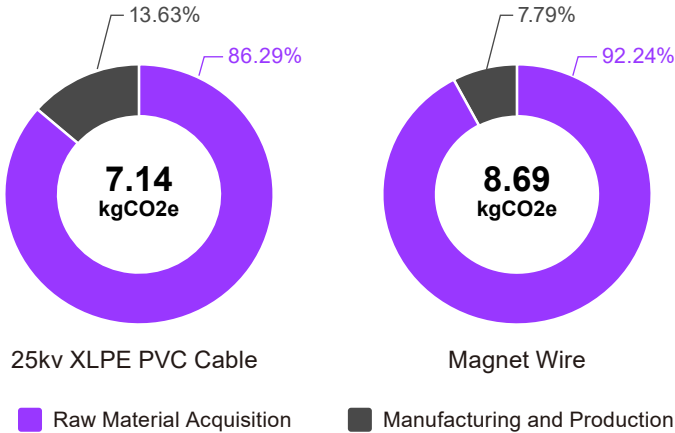
In 2022, the Group completed carbon footprint inventory and ISO 14067 third-party verification for 9 products. In 2024, TA YA Company will conduct carbon footprint inventory and verification for five products, including two enameled wire products and three cable products, among which fiber optic cables will additionally apply for carbon labels as per customer requirements.

Product Carbon Footprint Management

To initiate product decarbonization, the Group's companies conducted ISO 14067 product carbon footprint verifications for key products in 2022. According to research reports, the emission hotspots in our product life cycle are concentrated in the "raw material acquisition stage," which accounts for over 85% of emissions across all products.

To reduce emissions from raw materials, the Group will progressively implement supplier carbon management. Additionally, TA YA's enameled wire business unit collects emissions data from the manufacturing stage through an intelligent management platform to analyze product carbon footprints.

▼ Carbon Footprint Breakdown of Cables and Wires



▼ Product Carbon Footprint

Company	Product	Declaration Unit	Production Declaration Unit Emissions (kgCO2e)				
			Unit Emissions	Raw Material Extraction Stage	Percentage	Manufacturing and Production Stage	Percentage
TA YA	25kv XLPE PVC Cable	kg	7.14	6.161	86.29%	0.973	13.63%
TA YA	Magnet Wire (round wire/flat wire)	kg	8.69	8.016	92.24%	0.677	7.79%
TA YA	Palladium Silver Copper Alloy Wire	kg	28.59	6.469	22.63%	22.121	77.37%
Ta Heng	600V PVC Insulated Wire, 2.0mm	meter	0.161	0.145	90.06%	0.015	9.32%
Cuprime	8mm SCR Copper Rod	kg	7.25	7.054	97.30%	0.201	2.77%
Cuprime	8mm OFC Copper Rod	kg	13.55	12.455	91.92%	1.095	8.08%
Dongguan	Polyester or polyesterimide enamelled round copper wire, class 200	meter	6.59	5.532	83.95%	1.058	16.05%
Dongguan	Bunched solderable polyurethane enamelled round copper wires, class 155	kg	6.75	5.758	85.31%	0.992	14.69%
Dongguan	Bunched solderable polyurethane enamelled round copper wires, class 130 with silk covering	kg	8.54	7.300	85.48%	1.240	14.52%

Environmental Requirements for Product Design

TA YA's Safety and Health Department has established the Environmental Management System Manual and Development and Design Management Procedure Book to ensure that environmental requirements for all life cycle stages are incorporated into consideration during product design and development processes, including potential significant environmental impacts and related requirements regarding transportation, product use, end-of-life treatment and disposal of products.

This procedure's scope includes the design and development of electric cable and magnet wire at the parent company, with the R&D department responsible for new product development and design, while the Safety and Health Department provides relevant environmental requirements during the product development and design process.

Requirements for Product Lifecycle Assessment

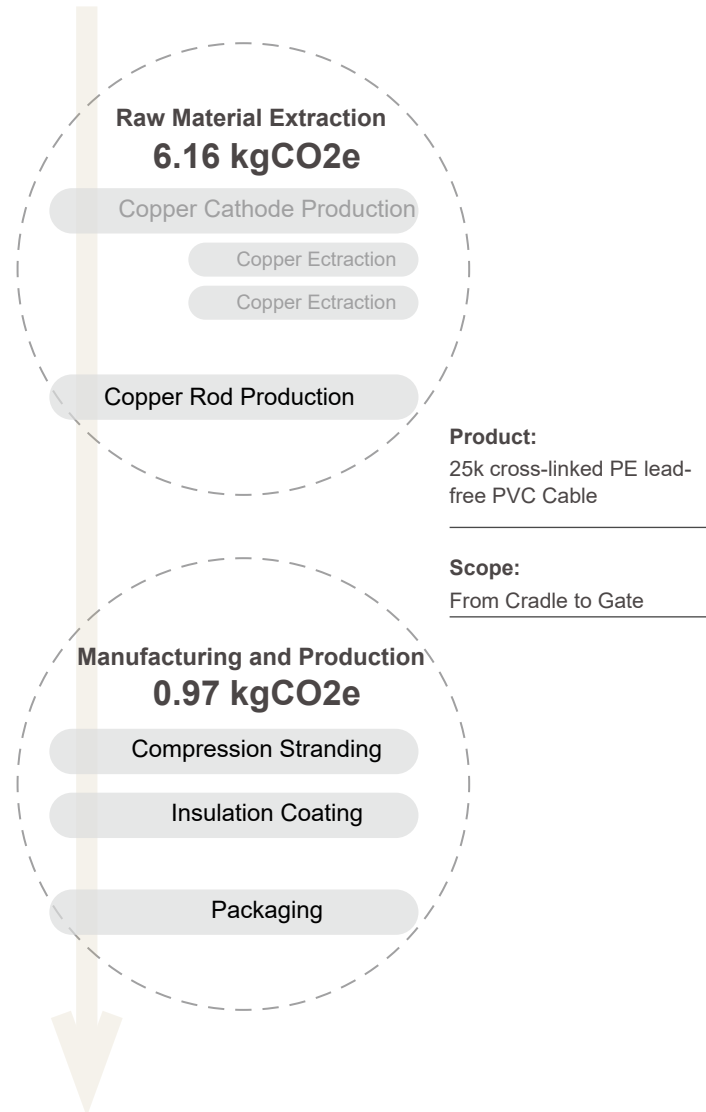
Before making a purchase request, the requesting department must conduct a life cycle perspective evaluation according to the life cycle consideration items listed in the "Design, Procurement and Outsourcing Evaluation Form." This evaluation should include life cycle stages such as raw materials, packaging materials, energy and resource consumption, product transportation, and product use, with at least two items needing to be met.

Requirements for New Product Materials and Disposal Planning

For new product development, the product development plan should specify the non-use of hazardous substances, whether raw materials can be recycled, and the legal disposal plan for process waste.

Product Life Cycle Assessment

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



Raw Material Extraction

Copper rod, XLPE, PVC, and varnish are identified as emission hotspots in the raw material extraction stage. Therefore, the Group plans to strengthen carbon management in the supply chain by tracking and controlling the carbon footprints of raw materials to reduce emissions along the value chain and the carbon footprint of wire and cable products.

Among these, SCR 8mm copper rods produced by Cuprime represent the highest carbon emission proportion in cable and enameled wire production. Furthermore, the raw material for copper rod, copper cathode, accounts for 95% of its carbon footprint. As such, procuring low-carbon copper cathode and using recycled copper are key and prioritized carbon reduction strategies for the Group.

Manufacturing and Production

Carbon emissions from the manufacturing stage account for approximately 5% to 15% of the carbon footprint of cable products. It is estimated that achieving a 40% green energy usage rate by 2030 will reduce the carbon footprint of enameled wires by 3.1% and 25kV XLPE power cables by 5.45%.

Energy Management

GRI 3-3, GRI 302-1, 302-3,

Through the continuous operation and improvement of the energy management system, the Company aims to create sustainable energy use, deliver high-quality products and services, and achieve the carbon reduction targets required by customers.

Energy Management Policy

Implement government energy regulations and customer requirements, instill energy awareness among employees, conduct green procurement, implement target management, and continuously improve.

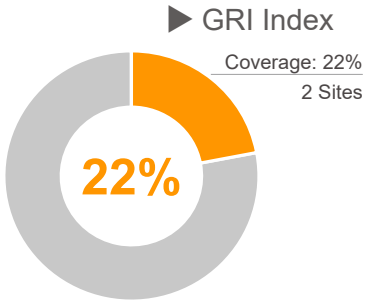
- Comply with energy regulations announced by the domestic Bureau of Energy, international environmental conventions, and other applicable energy-related regulations required by stakeholders.
- Establish energy management goals, targets, and management programs to continuously reduce carbon emissions and energy consumption—evaluate implementation effectiveness through regular internal audits and management reviews to achieve the concept of sustainable business operations.
- Implement management system promotion, instill energy usage awareness among employees, strengthen autonomous management capabilities, and achieve full participation.
- Reducing energy consumption is the shared responsibility of all personnel, with continuous improvement and pursuit of operational excellence.

-21%

Consolidated Energy Usage
(Compared to 2021)

913 mwh

Consolidated
Renewable Energy Usage



ISO 50001 coverage

Energy related Regulations

Energy policies and regulations affecting TA YA's operations include the Renewable Energy Development Act, the Climate Change Response Act (subsidiary laws on carbon fee collection), and the Tainan City Net-Zero Sustainable City Management Self-Governance Ordinance.

Energy Management System

Taya Company and subsidiary UEI have implemented the ISO50001 energy management system, which have been verified by a third party. Through continuous operation and improvement of this system, we aim to create a sustainable energy use environment for the company.

Following the ISO50001:2018 international standard, Taya Company has developed an energy manual that outlines its energy management system. This system ensures ongoing compliance with energy regulations while effectively preventing or reducing negative energy impacts to achieve the company's energy policy.

The General Manager bears ultimate responsibility for implementing the company's energy management system, establishing energy policies, and overseeing continuous system improvements. The Engineering Department promotes the system by managing its implementation, conducting energy education and training, coordinating energy monitoring efforts, analyzing performance data, and performing regular inspections of major energy consumption points.

Targets & Metrics

The Energy Management System Steering Committee is responsible for planning and monitoring energy performance indicators and baseline records. The Company collects energy consumption data from various production activities and services within its facilities to evaluate and establish appropriate energy performance indicators and energy baselines. An energy review and identification process is completed in the first quarter of each year.

Energy Performance Evaluation

In accordance with the management system, the Company monitors, measures, analyzes, and evaluates energy performance based on the established energy performance indicators. For production units where the monthly actual energy consumption deviates by more than +10% from the energy baseline or shows a deviation rate of +5% or more for three consecutive months, abnormalities are identified and documented with explanations.

Energy Management System Audit

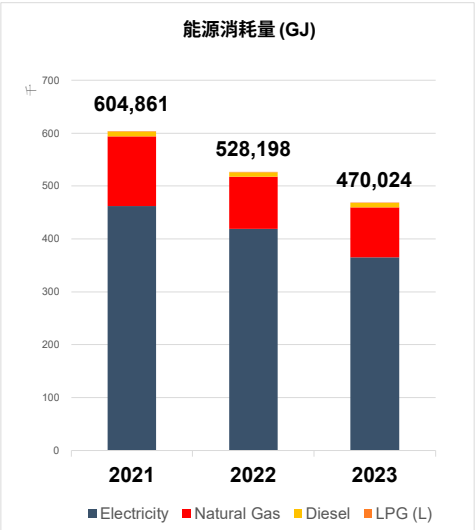
TA YA conducts regular internal audits to verify the effectiveness and adequacy of its energy management system, ensuring compliance with the ISO 50001:2018 international standard. According to the Energy Management Internal Audit Procedure, regular audits are performed annually, with additional unscheduled audits conducted based on customer or government agency requirements.

Energy Consumption

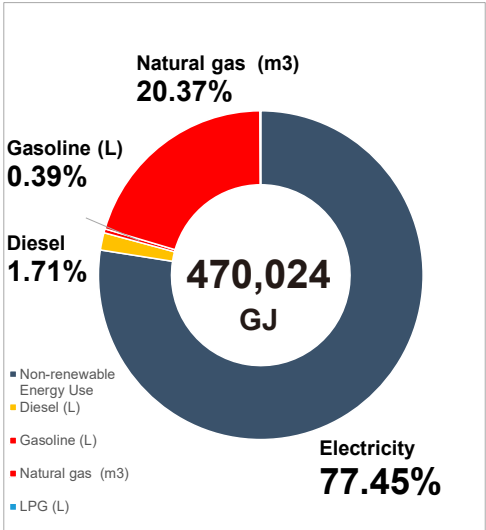
GRI 302-1

In 2023, the Group's total energy consumption reached 470,024 GJ, with electricity accounting for 77.5%, natural gas 20.4%, diesel 1.7%, gasoline 0.4%, and liquefied petroleum gas 0.1%. Compared to 2021, energy consumption decreased by 23%, and energy intensity was reduced by 19.3%, despite a 3.7% decline in revenue.

▼ Energy Consumption Trend



▼ Breakdown of Energy Use



▼ Consolidated Energy Consumption

	2023	2022	2021
Energy Consumption (GJ)	470,024	528,198	604,861
Non-Renewable Energy (GJ)	466,738	526,398	604,861
Renewable Energy (GJ)	3,286	1,800	0.0
Energy Intensity (energy consumption (GJ) /revenue (millionNTD))	17.78	19.75	22.03
Energy Consumption by Category			
Electricity (kwh)	101,310,475	116,371,785	128,262,540
Diesel (L)	226,644	247,941	245,346
Gasoline (L)	55,580	42,686	49,824
Natural Gas (m³)	2,523,193	2,614,942	3,508,151
Liquefied Petroleum Gas (L)	13,589	19,313	21,085
Electricity Sold (kwh)	309,322,636	-	-
Feed-in Tariff Electricity Volume (kwh)	269,586,698	-	-
Wheeled Electricity (kwh)	39,735,938	-	-

[Note 1] The source of the calorific conversion factors: Version 6.0.4 of the Greenhouse Gas Emission Factor Management Table published by the Environmental Protection Administration, Executive Yuan. Energy Conversion Factors: Electricity = 3,600 kJ/kWh; Diesel = 8,400 kcal/L; Gasoline = 7,800 kcal/L; Liquefied Petroleum Gas = 6,635 kcal/L (density = 0.55 L/kg); 1 cal = 4.184 J.

▼ Breakdown of Energy Consumption By Company In 2023

Type of Energy	TA YA	Cuprime	Ta Heng	Ta Ho	UEI	Venture	Union	Dong Nai	Hai Duong	Dongguan	Kunshan
Electricity (kwh)	41,152,533	10,160,336	2,960,900	0	758,800	41,847	51,514	11,440,104	2,777,807	22,197,272	9,769,362
Electricity - Non-Renewable Energy (kWh)	40,761,448	10,160,336	2,960,900	0	758,800	41,847	51,514	11,440,104	2,756,390	22,197,272	9,269,362
Electricity - Renewable Energy (kWh)	391,084	0	0	0	0	0	0	0	21,417	0	500,000
Diesel (L)	86,906	26,700	11,200	22,525	0	0	494	59,980	18,840	0	0
Gasoline (L)	6,501	2,560	0	19,461	3,642	2,466	13,642	7,140	169	0	0
Natural Gas (m³)	0	2,523,193	0	0	0	0	0	0	0	0	0
Liquefied Petroleum Gas (L)	1,325	0	838	0	0	0	0	5,699	5,419	0	0

Energy Saving Initiatives

To achieve the targets set by the energy management system, energy management initiatives are implemented in accordance with the Energy Targets and Management Plan Procedure. These initiatives follow a process of current state analysis, expected outcome evaluation, energy savings calculation, and benefit verification.

After implementation, a performance evaluation is conducted to assess the results. The annual energy savings are calculated by comparing electricity consumption before and after improvements through actual measurements, ensuring the expected benefits are achieved. (Note: Only reductions in electricity consumption are included in the savings calculation.)

In recent years, our energy-saving initiatives have focused on replacing outdated production equipment, upgrading motors, and switching lighting systems to LED fixtures. We will continue implementing energy-saving measures to further reduce electricity consumption.

2023 Energy Saving Performance

In 2023, the Group reduced electricity consumption by 472,156.1 kWh through energy-saving initiatives. This includes savings of 71,000 kWh at TA YA's headquarters, 178,000 kWh at Taiwan subsidiaries, 109,000 kWh at the Vietnam plant, and 114,000 kWh at the China plant. The Group will continue optimizing energy efficiency and reducing energy demand to gradually lower electricity consumption.

The reduction in electricity consumption is also reflected in electricity usage per unit of product. In 2023, TA YA's electricity usage per unit of product was 1,030 kWh/ton, representing a 1.9% decrease compared to 2022.

▼ 2023 Energy Saving Initiatives

Company	Energy-Saving Initiative	Approach	kWh / year
TA YA	Replacing the dedicated steam boiler for the M85 wire-drawing machine	The old steam boiler consumed 323.5 kWh over 8 hours, while the new steam boiler consumes 251.8 kWh. Replacing the old boiler with the new one results in annual electricity savings of 61,948.8 kWh/year.	61,948.8
TA YA	Upgrading to LED energy-saving light tubes	Upgrading the lighting to new energy-saving LED tubes results in annual energy savings of 1,622 kWh/year.	1,622.0
TA YA	Replacing old air conditioning	Replacing the old air conditioning unit reduced the annual electricity consumption from 432.58 kWh to 168.66 kWh.	263.9
TA YA	Replacing box-type air conditioners with split-type air conditioners	The original box-type air conditioner had an annual electricity consumption of 9,862.4 kWh. The new split-type air conditioner, measured at 8.865 kWh per day, has an annual electricity consumption of 2,198.2 kWh, saving 7,664.2 kWh per year.	7,664.2
Cuprime	Updating the control system of wire-drawing machines	Upgrading the control system of the wire-drawing machine reduced the operating current of the drawing and haul-off motors, saving 153,660 kWh/year.	153,660.0
UEI	Replacing the chiller and cooling motor for the central chiller unit	The central air conditioning chiller was upgraded with a higher-efficiency IE3 motor.	9,810.6
UEI	Adjusting the operating schedule for the rubber-specific chiller	The start-up time of the rubber-specific chiller was delayed by 1 hour, reducing air conditioning energy consumption.	14,093.0
Dong Nai	Replacing outdated mid-tier wire-drawing machines	Replacing two mid-tier wire-drawing machines with new equipment is expected to save 89,856 kWh/year.	89,856.0
Hai Duong	Upgrading lighting tubes to LED lights	A total of 896 light tubes were replaced as part of the energy-saving initiative, resulting in annual electricity savings of approximately 19,473 kWh/year.	19,473.0
Kunshan	Replacing the traditional H25AB vertical furnace with a high-speed LININE vertical machine	Before the upgrade, energy consumption was 1.33 kWh/kg, and after the upgrade, it was reduced to 0.30 kWh/kg, saving 1.03 kWh/kg.	65,843.3
Kunshan	Replacing the outdated H31 baking furnace with a new machine	Before the upgrade, energy consumption was 1.914 kWh/kg, and after the upgrade, it was reduced to 1.69 kWh/kg, saving 0.224 kWh/kg.	18,882.0
Dongguan	Upgrading factory roadway lighting to LED lights	Factory roadway lighting was replaced with LED fluorescent lights, resulting in annual electricity savings of 22,206.6 kWh/year.	22,206.6
Dongguan	Replacing perimeter wall and main gate lighting with LED lights	Sodium lamps were replaced with LED spotlights, saving 6,832.8 kWh/year.	6,832.8
Total			472,156.1

Energy Transition Plan

For renewable energy usage, the Group's carbon reduction roadmap sets short- and mid-term targets for renewable energy adoption. The short-term goal is to achieve RE10% by 2025, and the mid-to-long-term goal is RE40% by 2030, gradually increasing the proportion of renewable energy. Taking TA YA Company's annual electricity consumption of approximately 40 million kWh as an example, the plan is to transfer 4 million kWh of green electricity annually from the Group's solar power sites to the headquarters starting in 2025.

In addition, in 2023, TA YA Company led Taiwanese subsidiaries in participating in Taipower's Small-Scale Green Electricity Procurement Program. Cuprime and Ta Heng each secured a "100,000 kWh for 5 years" contract, TA YA secured a "50,000 kWh for 5 years" contract, and UEI secured a "10,000 kWh for 5 years" contract. These contracts will commence in 2024, collectively providing the Group with 260,000 kWh of green electricity annually over the next five years.

Regarding self-generation for self-use, the rooftop solar system (481 kW) at the Guanmiao headquarters was connected to the grid in April 2023, with an annual cumulative generation of 391,084 kWh, reducing Scope 2 emissions from purchased electricity by 193.58 tCO₂. Additionally, Hai Duong is in the process of installing rooftop solar panels, expected to be connected to the grid by 2025.



Water Resource Management

GRI 303

TA YA continues to implement water resource management to ensure the secure availability of water resources, proper treatment of wastewater, and that water usage and discharge do not negatively impact the environment.

Water Resource Management Policy

The TA YA Group's water resource management strategy includes water recycling, rainwater harvesting, and water conservation. TA YA will continue to implement water resource management to mitigate water-related risks.

Water Resource Usage

The Group's operational sites draw water primarily from municipal supplies. In 2023, the TA YA Group's total water withdrawal was 258,046 tons, representing a reduction of 22,156.6 tons, or 7.91%, compared to 2022.

	2023	2022	2021
Water withdrawal (ton)	258,046	280,203	291,387
Municipal potable water	257,882	279,897	291,387
Rainwater	164	306	-
Water Withdrawal in High Water-Stress Areas	31,911	40,227	46,553
Water Withdrawal Growth (%) Compared to Baseline Year	-7.91%	-3.84%	-
Water Intensity	2.18	2.03	-

Water Scarcity

Hai Duong is located in a high water risk area. The increasing demand for industrial water driven by industrialization has exacerbated the already significant water stress in the region. In 2023, Hai Duong Branch did not experience production disruptions due to water shortages. However, it implemented water recycling measures by reusing RO wastewater generated from the RO water treatment process, achieving 785 cubic meters of water recycling in 2023.

Kunshan is situated in Jiangsu Province, a highly industrialized region in China. Due to high industrial water demand, the area faces significant water stress. In 2023, Kunshan faced challenges in industrial water supply, which affected local manufacturing operations. To reduce water demand, the Kunshan plant repurposed concentrated water from part of its pure water equipment for workshop restroom use and floor cleaning.

Water Resource Risks

We utilize the Aqueduct Water Risk Atlas to assess water resource risks at its operational sites. Based on the evaluation, Hai Duong and Kunshan are identified as high water stress and water risk operational locations.

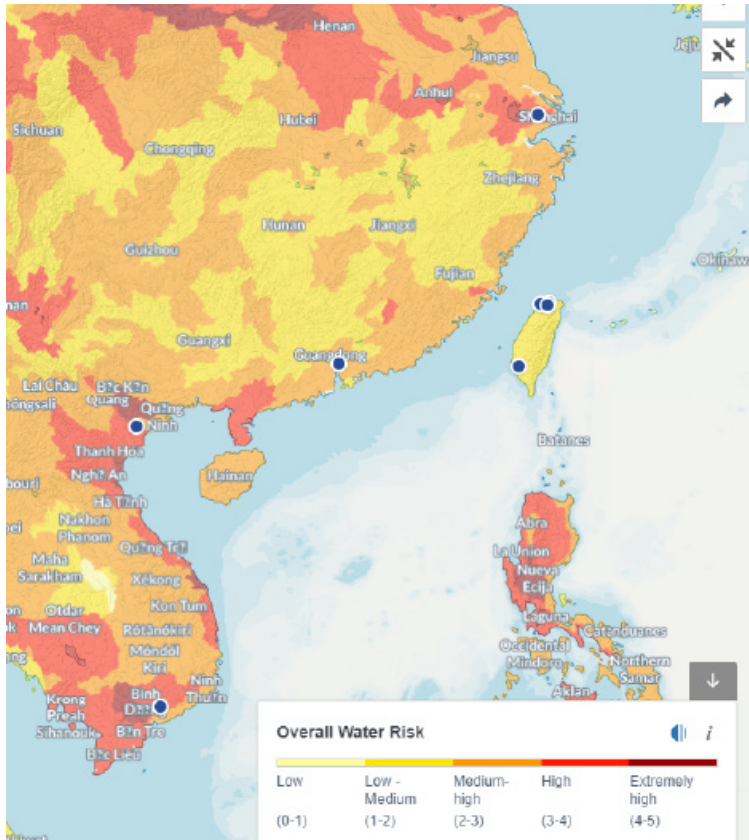
▼ Water Resource Risk Table

Site	Drought Risk	Water Stress	Water Risk
TA YA Guanmiao	-	Low (<10%)	Low-Medium
TA YA Taipei	-	Low (<10%)	Low-Medium
Đồng Nai	Medium (0.4-0.6)	Low - Medium (10-20%)	High
Hải Dương	Medium - High (0.6-0.8)	High (40-80%)	Extremely High
Dongguan	Medium (0.4-0.6)	Low (<10%)	Medium-High
Kunshan	Medium - High (0.6-0.8)	High (40-80%)	High

Water Stress :

It measures the ratio of total water withdrawal to the renewable surface water and groundwater supply. Higher values indicate more intense competition among users.

▼ Water Resource Risk Map



Source: Aqueduct Water Risk Atlas | World Resources

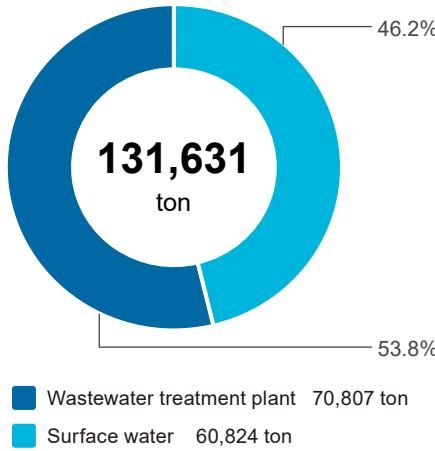
Waste water treatment

In 2023, the Group discharged 70,807 tons of wastewater to wastewater treatment plants, and an additional 60,824 tons were treated and discharged into nearby water bodies. Production sites regularly conduct water quality testing to ensure that discharged water does not impact local water bodies or ecosystems.

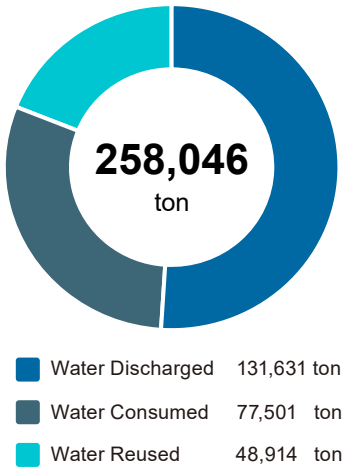
TA YA Company has established the Water Pollution Prevention and Control Operating Procedures, defining operational standards and control measures for wastewater treatment processes at the Guanmiao headquarters to meet environmental regulations. The company also commissions government-approved environmental testing agencies to regularly test the water quality of on-site water and effluents, with periodic reporting. Wastewater from the Guanmiao plant is treated internally before being discharged into roadside ditches, ultimately flowing into the Erren River Basin. Wastewater from the Dawan plant flows into the Sanyegong Stream, Cuprime's wastewater flows into the Fusen Stream, while wastewater from the Taipei Branch, Union Storage, and TA YA Venture is treated by the New Taipei Industrial Park Wastewater Treatment Plant. UEI' s wastewater is discharged to the wastewater treatment plant in the southern area of Huaya Industrial Park.

At production sites in Vietnam, wastewater discharge complies with industrial effluent standards through regular water quality testing and equipment maintenance. Industrial wastewater generated at the Dongguan and Kunshan plants in China is classified as hazardous waste per local regulations and is transported and treated by authorized contractors, with no direct discharge. Domestic wastewater is discharged via sewer systems to local wastewater treatment plants.

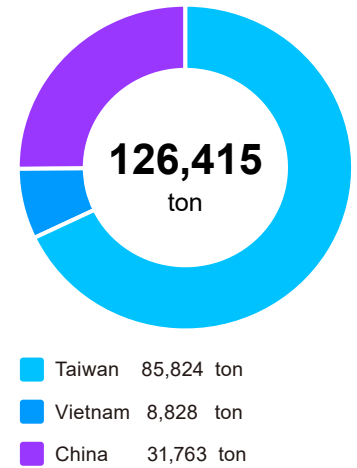
Water discharge by destination



Water resource by usage



Water Consumption by Country

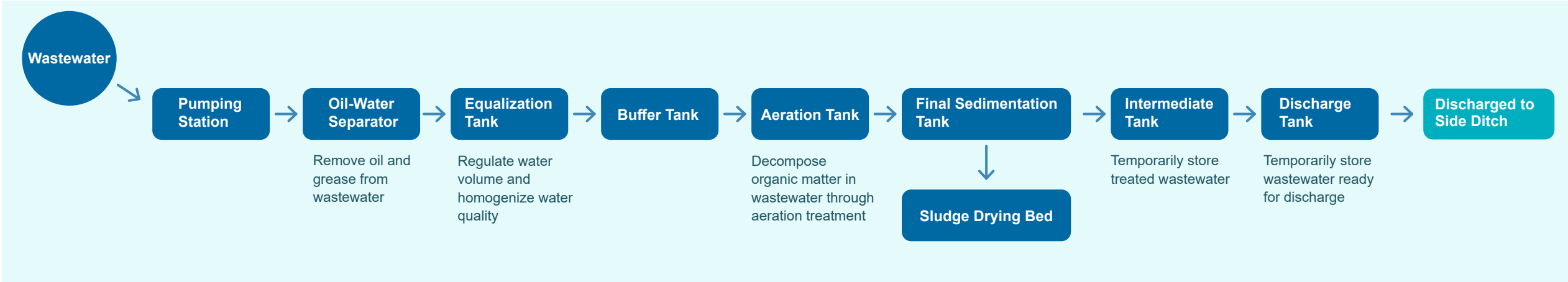


▼ water discharge / consumption table

	2023	2022	2021
Total Water Discharge	131,631	168,130	-
Wastewater treatment plant	70,807	103,141	-
Surface water	60,824	64,989	-
Water Consumed	126,415	112,073	-
Water not reused	77,501	63,980	-
Water reused	48,914	48,093	-
Water recycling rate (water reuse / total water withdrawal)	19.0%	17.2%	-

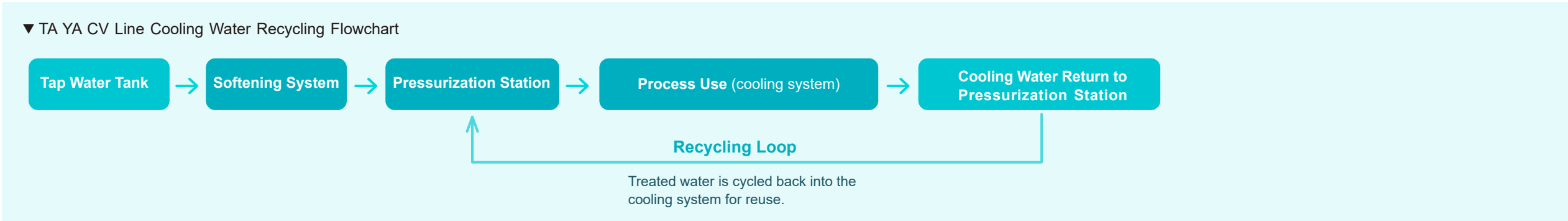
[Note 1] water consumption = water withdrawal - water discharge

▼ Wastewater and Sludge Treatment Process



Water Recycling and Reuse Process

The Group has gradually implemented water resource recycling measures, achieving a 19% water reuse rate in 2023. Taya has introduced softened water recycling systems for process cooling water in its CV production line and the PVC and PE extrusion processes for cables. Additionally, softened and purified water is recycled in the enamel-coated wire production processes.



Resource Management

GRI 301 、GRI 306

Circular economy is one of the Group's key strategies. We continuously reduce waste generation and increase the proportion of material recycling and reuse, aiming to transition toward zero waste and resource circularity.

Raw Material Usage

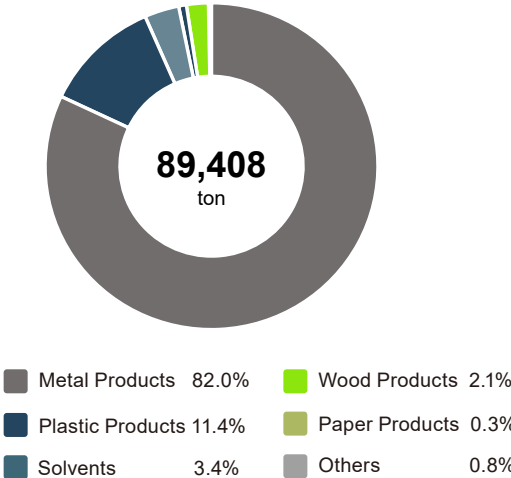
The Group's main raw materials consist of copper, PVC powder, XLPE, varnish, and various direct and indirect materials. For packaging, the company uses iron reels, wooden reels, sealing plates, plastic reels, cartons, and pallets. Raw material consumption decreased significantly in 2023 due to economic slowdowns in the Vietnam and China markets, particularly affecting copper usage in Dong Nai and Dongguan regions compared to the previous period.

Use of Recycled Materials

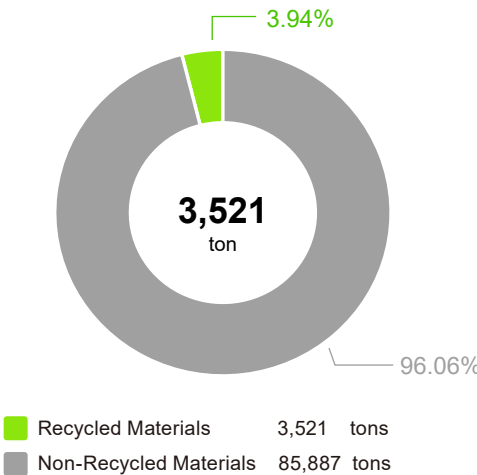
The TA YA Group incorporates recycled materials into both its metal and plastic production. In copper manufacturing, Cuprime uses recycled copper to produce SCR 8mm copper rods, copper blocks, and phosphor bronze balls. These products have obtained ISO 14021 recycled material content certification, while the copper blocks and phosphor bronze balls have also earned UL 2809 certification. For plastics, the TA YA Telecom business unit repurposes PVC waste from its production process. In 2023, the Group used 1,548 tons of recycled materials, representing 1.73% of its total raw material usage.

Following global sustainability trends, customers in the enameled wire and fiber optic cable sectors have monitored the Company's recycled material usage since 2023. The Company continues to track customer requirements and aims to increase recycled content in its products, balancing competitiveness with environmental sustainability.

Material Usage



Recycled Materials Usage



	2023	2022	2021
Materials used (ton)	89,408	100,438	108,186
Non-renewable materials	87,238	94,002	104,115
Metal Products	73,329	78,109	86,025
Plastic Products	10,229	11,451	12,932
Solvents	3,007	4,077	4,899
Others	674	364	260
Renewable materials	2,169	6,436	4,071
Wood Products	1,899	6,064	3,805
Paper Products	270	372	266
Materials used by purpose (ton)			
Raw Materials	85,251	90,948	Not reported
Associated process materials	147	Not reported	Not reported
Packaging Materials	4,010	18,567	Not reported
Recycled raw materials used (ton)			
Copper raw materials used	71,846	Not reported	Not reported
Copper raw materials used that are recycled	1,494	Not reported	Not reported
Share of copper materials used that are recycled	2.08%	Not reported	Not reported
Plastic raw materials used	9,514	Not reported	Not reported
Plastic raw materials used that are recycled ^(Note)	104	Not reported	Not reported
Share of plastic materials used that are recycled	1.10%	Not reported	Not reported
Recycled and reused materials (ton)			
Recycled and Reused Materials	3,521	6,063	Not reported
Share of Recycled and Reused Materials (%)	3.94%	5.54%	Not reported
Recycled and reused Raw Materials	1,608	664	Not reported
Recycled and Reused Packaging Material	1,913	5,398	Not reported

[Note]: The statistics for "Plastic materials used that are recycled" only include raw materials (thermoplastics) and do not include packaging materials.

Resource Circularity

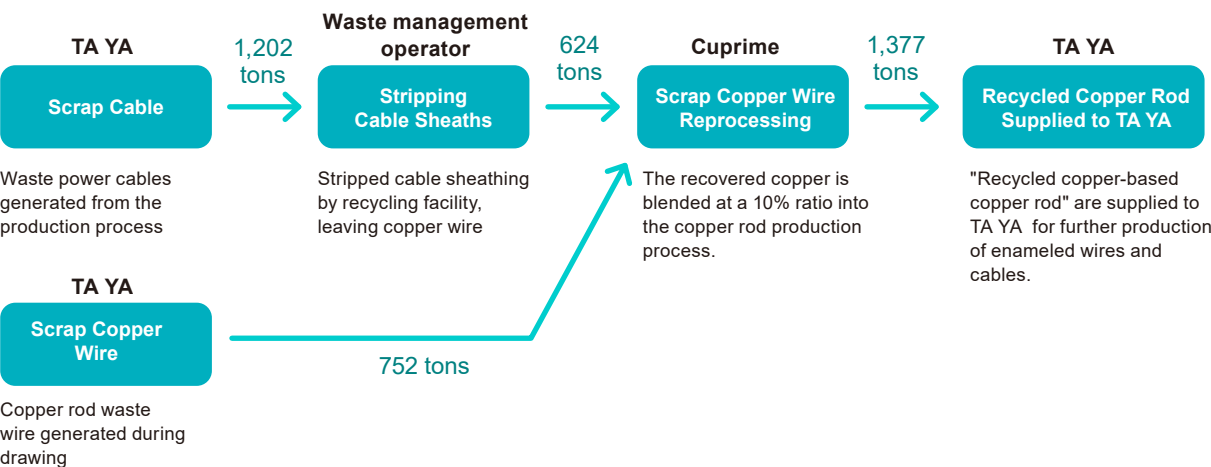
The Company actively implements resource circularity, consistently adopting waste recycling and reuse measures over the years to reduce resource consumption. The Group recycles and reuses materials such as process scrap copper wire, waste electrical cables, waste PVC materials, waste solvents, and plastic reels. These materials are processed either in-house or by certified vendors before being reintroduced into the production process.

TA YA' s enameled wire business unit has adopted measures such as recycling bare copper wire scraps, reusing waste solvents, and recycling packaging materials. In the TA YA Telecom business unit, PVC waste generated during the wire and cable manufacturing process is recycled and repurposed as secondary material for multi-core cable fillers.

In 2023, the Group recycled and reused a total of 1,767 tons of raw materials and packaging materials, representing a 71% year-on-year reduction.

Recycling of Copper Materials

TA YA implements a copper recycling strategy by processing and reusing waste copper materials from its manufacturing processes. In 2023, the company recycled 1,377 tons of copper, representing 3.9% of its total copper consumption.



Solvent Recycling

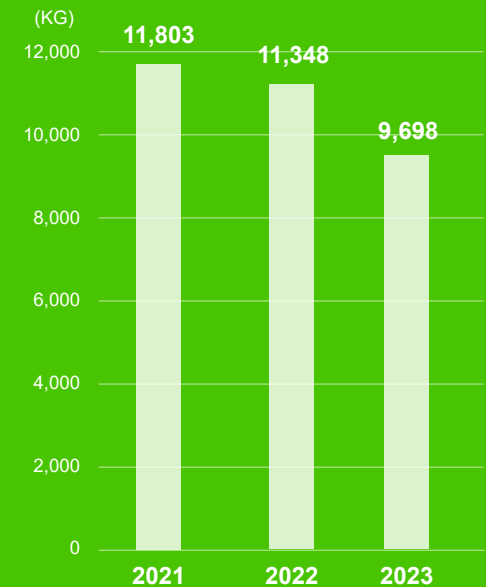
Since 2009, the magnet wire plant has adopted solvent recycling measures and continues this environmentally friendly practice.

Indirect Material Magnet Wire Manufacturing

In 2023, 9,698kg of solvents were recycled.

Solvent recycling rate reaches 20%.

Solvent Recycling Trend



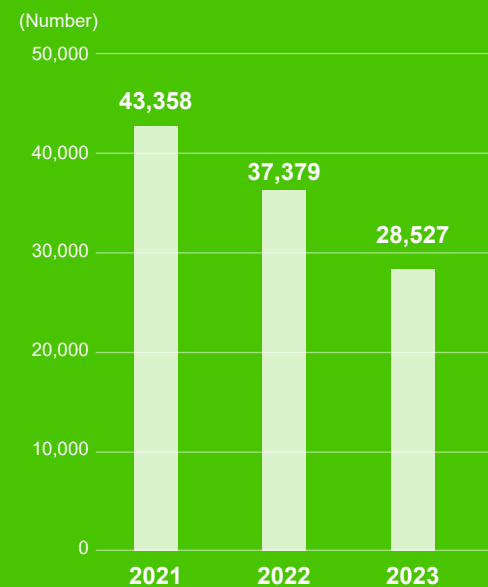
Plastic Shaft Recycling

The enameled wire plant recycles and reuses the packaging material—plastic reels—used for enameled wires (with a reuse frequency of one time). It is estimated that this practice reduces Scope 3 emissions by 30.07 tCO2e.

Packaging Material Magnet Wire Packaging

Plastic Shaft Recycling in 2023: 28,527 shafts

Plastic Shaft Recycling Trend



Waste Management Policy

Taya Company has incorporated waste reduction and classification into the objectives and targets of its environmental management system, including achieving a 1% annual reduction in waste through waste classification policies, as well as increasing resource recycling by 1%.

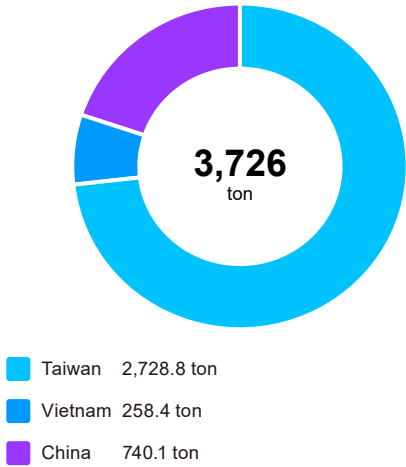
Waste Generation

In 2023, waste generation reached 3,726 metric tons, showing a 24.1% increase from the previous period. This increase primarily resulted from Taya Company's significant expansion of ultra-high voltage power cable production, with waste cables increasing by 733 tons—approximately equal to the group's total waste growth.

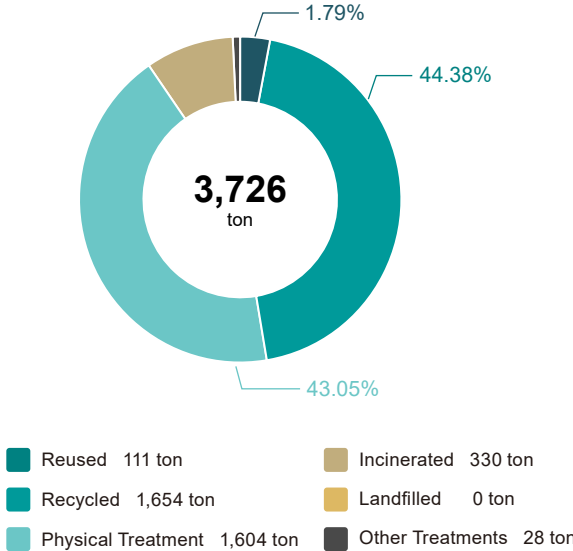
In 2023, waste generation was distributed across operating locations as follows: Taiwan (73.2%), Vietnam (6.9%), and China (19.9%). The waste treatment methods comprised in-plant reuse (2.98%), external recycling (44.38%), physical treatment (43.05%), incineration (8.84%), and other disposal operations (0.74%). All waste management procedures complied with relevant waste management laws. The group has steadily improved its waste recycling and reuse ratio, increasing from 67.43% in 2020 to 90.41% in 2023.

Furthermore, all hazardous waste from the Dongguan and Kunshan plants is handled by professional environmental companies in accordance with local government regulations. Non-hazardous general materials are outsourced for recycling, with no on-site disposal or landfill operations.

Waste by region



Waste by treatment



Waste by Types (tons)	2023	2022	2021
Total Waste Amount	3,726	3,003	3,016
Hazardous waste	371	354	320
Non-hazardous waste	3,355	2,649	2,696
Hazardous Waste Percentage	9.96%	11.78%	10.62%
Waste Intensity ^[note1]	0.03	0.02	-
Hazardous Waste			
Waste directed to disposal	131	125	78
Incinerated	103	116	78
Landfilled	0	0	0
Other Treatments	28	9	0
Waste diverted from disposal	241	228	242
Reused	10	11	12
Recycled	154	128	128
Physical Treatment	77	89	103
Hazardous Waste Recycling Rate	64.79%	64.56%	75.65%
Non-Hazardous Waste			
Waste directed to disposal	227	270	660
Incinerated	227	251	389
Landfilled	0	19	0
Other Treatments	0	0	271
Waste diverted from disposal	3,128	2,379	2,035
Reused	101	177	N/A
Recycled	1,500	1,309	2,035
Physical Treatment	1,527	894	0
Non-Hazardous Waste Recycling Rate	93.25%	89.82%	89.82%

[Note1] Waste Intensity: Waste generated (tons) / Annual production volume (tons)

[Note2] Physical Treatment: Waste undergoes intermediate treatments such as evaporation, crushing, and disassembling prior to recycling and reuse.

Biodiversity

GRI 304

We are committed to ensuring all operational activities consider local environmental ecosystems, and we strive to protect biodiversity and prevent deforestation.

Biodiversity & No Deforestation Commitment

TA YA Group values biodiversity and forest conservation, responding to the United Nations Sustainable Development Goals (SDG) 14 (Life Below Water) and SDG 15 (Life on Land). We commit to ensuring that all operational activities respect local environmental ecosystems and strive to protect biodiversity and prevent deforestation to achieve (1) Net Positive Impact on the environment and (2) No Gross Deforestation.

The commitment applies to TA YA ELECTRIC WIRE & CABLE and its subsidiaries under substantial control, and requires first-tier suppliers, second-tier suppliers, and all value chain partners with business relationships with the Group to comply with this commitment.

The TA YA Group biodiversity and no deforestation actions are reviewed and managed periodically by the Sustainable Development Committee and reported annually to the Board of Directors for supervision. Daily management is conducted by the Business Planning Office, which regularly reviews and promotes these actions, including identifying potential impacts and dependencies, setting biodiversity goals, and managing impacts to fulfill TA YA Group's commitment to biodiversity and forest conservation.

This commitment was established on April 30, 2024, and approved by the Sustainable Development Committee on May 8, 2024.



Biodiversity Conservation

We identify operational sites located in or adjacent to ecologically sensitive areas as priority locations. For our aquaculture-solar hybrid power plants, we check whether they are located in or near ecologically sensitive areas based on the higher ecological sensitivity zones announced by the Bureau of Energy, Ministry of Economic Affairs of Taiwan.

No Gross Deforestation

- Adhering to the principle of No Gross Deforestation in all operational processes, including wire and cable production, solar power plant, and energy storage plant development and operations, to avoid deforestation.
- Ensuring that no gross deforestation occurs in the production processes of raw materials by suppliers at all value chain stages.

Biodiversity Protection :

- Implementing ecological impact assessments in all new development projects, avoiding the establishment of operational sites or plants in or near globally or nationally significant biodiversity areas. For existing operational sites near important biodiversity hotspots, we commit to proposing mitigation strategies, including avoidance, minimization, restoration, and compensation, to reduce the impact on the ecosystem. Ensuring TA YA's direct operations and value chain work towards reducing negative impacts on biodiversity.
- Ensure that TA YA's direct operations and value chain are committed to reducing negative impacts on biodiversity.

Continuous Monitoring and Reporting

- Regularly monitoring the impact of company activities on biodiversity and forest environments.
- Disclosing progress and effectiveness in biodiversity and forest protection in the annual sustainability report.

Continuous Improvement of Policies and Practices

- Adopting the latest research reports and initiatives to timely update and improve our biodiversity and no deforestation policies.
- Establishing diverse partnerships to accelerate societal actions in biodiversity and forest protection.

Enhancing Positive Impact on Biodiversity

Collaborating with local communities and associations to ensure they receive the necessary resources in the planning and implementation of biodiversity protection measures.

Biodiversity Information Disclosure

TA YA, in response to Target 15 of the Kunming-Montréal Global Biodiversity Framework, will disclose the risks, dependencies, and impacts of its overall value chain operations on biodiversity. The Company plans to adopt the TNFD framework for nature-related financial disclosures by 2025.

Scope

Ta Ya will begin disclosures with operational sites in the value chain that have a high degree of connection with nature, gradually expanding the scope of disclosure. This year, priority will be given to collecting and evaluating information on the following operations:

- **Direct Operations:** Solar power plants, energy storage sites, and other operational locations.
- **Upstream:** Supply chain of wire and cable raw materials, including electrolytic copper production and copper mining activities, as well as plastic production and upstream resource extraction activities (oil and natural gas).

Reference Disclosure Standards

Ta Ya will refer to the Draft Sector Guidance – Electric Utilities and Power Generators to assess the impact and dependency information related to solar power plants.

Identify priority locations

TNFD Strategy D

To effectively address nature-related issues and ensure operational stability, our company prioritizes focusing on solar power plants and upstream supply chain copper mining sites. By identifying and prioritizing these locations, which are closely connected to ecological sensitivity and where we have significant dependencies, impacts, risks, and opportunities related to nature, we can concentrate our efforts on areas where action is most urgently needed, thereby maximizing our potential for positive environmental impacts.

Identification of Ecologically Sensitive Areas

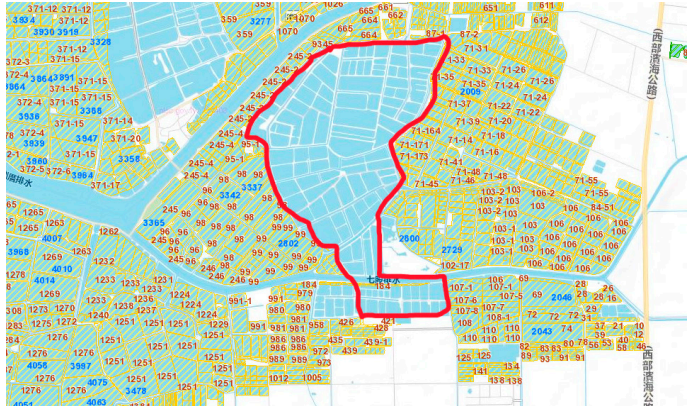
LEAP-L4: Interface with sensitive locations

Through investigation and analysis, the Zhiguang Energy Qigu fishery-solar coexistence power plant is the only operational site identified as an ecologically sensitive area in the TAYA Group's value chain.

According to the "Management Mechanism for Fishery-Solar Coexistence Development in High Ecological Sensitivity Areas of Qigu District, Tainan City" issued by the Bureau of Energy, Ministry of Economic Affairs in 2023, the fish farm areas on both sides of Provincial Highway 61 to the east and Provincial Highway 17 in Qigu District are within the habitat range of the black-faced spoonbill and are considered high ecological sensitivity areas. As the Zhiguang Energy fishery-solar coexistence power plant owned by TAYA Green Energy is adjacent to the black-faced spoonbill habitat, our company has identified it as an ecologically sensitive area.

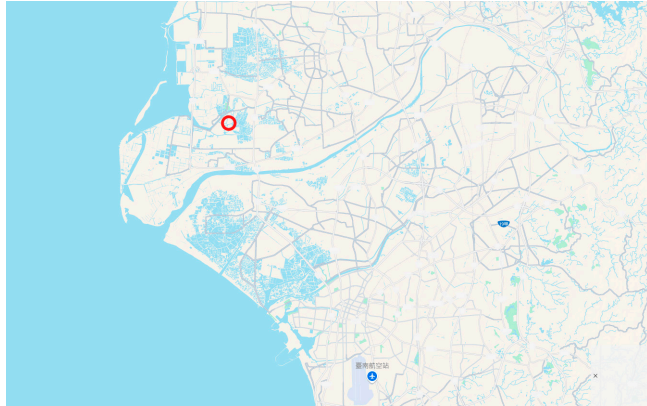
In our supply chain, we identify whether suppliers' operational sites are in ecologically sensitive areas through their published sustainability reports. Currently, only Codelco discloses biodiversity information among our electrolytic copper plate suppliers, so our company prioritizes the assessment of its operational sites. The ENM copper plates and CCC-P copper plates we purchase from Codelco are smelted and produced in Las Ventanas and Chuquicamata, Chile, respectively. According to Codelco's 2023 Sustainability Report, p.142, these two production sites are not located in or adjacent to ecologically sensitive areas.

▼ Ecologically Sensitive Areas



- Jhih Guang Energy fishery and electricity symbiosis solar power plant
- Highly Ecologically Sensitive Area

Source: The Ministry of Economic Affairs' Bureau of Energy has established an inspection website for solar PV fisheries integration projects. Copyright © 漁電共生環社檢核



○ Jhih Guang Energy fishery and electricity symbiosis solar power plant

Identification of dependencies and impacts

LEAP-E2: Identification of dependencies and impacts

In 2023, TUV Rheinland conducted environmental and social impact verification at Zhiguang Energy's Qigu Fishery-Solar Coexistence Power Plant and Xinzhong Electric's Xuechia Solar Power Plant, following the Equator Principles. According to the verification report, Zhiguang Energy's site has no impact on terrestrial plants and animals. However, during construction, the entry and exit of land-leveling machinery significantly reduced food availability for birds within the site, causing them to forage elsewhere. The Xinzhong Electric site shows no impact on terrestrial plant growth. While surveys identified two protected species—the Black-winged Kite and Brown Shrike (found in nearby farmland and fish pond embankments respectively, with the Brown Shrike also spotted in shrubs near drainage channels)—the project site is not their only habitat and food source. Furthermore, after installing the solar power base piles, the ground surface maintained its original condition, ensuring no impact on these protected species.

Information excerpted from "Zhiguang Energy Co., Ltd. Tainan City Qigu District Sanguzi Section and Sanhe Section Solar Power Generation System Project and Tainan Qigu District 23.3 MW Energy Storage System Combined with Solar Power Generation Equipment System THE EQUATOR PRINCIPLES 2023 Environmental and Social Impact Verification Report" and "Xinzhong Electric Co., Ltd. Xinzhong Xuechia Type 1 Solar Power Plant THE EQUATOR PRINCIPLES 2023 Environmental and Social Impact Verification Report"

Response strategies:

LEAP-P1: Strategy and resource allocation plans

In accordance with our commitment, Zhiguang Energy's Qigu Aquaculture-Solar Hybrid Power Plant and Xinzhong Electric's Xuejia Solar Power Plant perform regular monitoring of ecological conditions and water quality.

Compensation Strategy

TA YA's commissioned solar EPC contractor, JuHeng Technology, has preserved the mangrove forest adjacent to the Zhiguang Phase 1 aquaculture-solar hybrid site to protect local species' habitat.

For the upcoming Zhiguang Phase 3 aquaculture-solar hybrid site, JuHeng Technology plans to establish ecological compensation land for habitat preservation. The plans include expanding mangrove protection and restoring seagrass beds to increase natural carbon sinks. The company will lay gravel on exposed ground to create habitats for plovers and sandpipers, while maintaining existing shallow and deep fish ponds to support diverse bird species and preserve biodiversity.

▼ Table for Identification of Ecologically Sensitive Areas

Site	Value chain position	Location	Ecologically Sensitivity	Business activity	Driver of nature change	Impact driver
Jhih Guang Energy fishery and electricity symbiosis solar power plant	Direct Operation	Tainan City, Taiwan	Sensitive	Construction and operation of solar energy power plants	Land use change	Land ecosystem use
Sin Jhong Solar Power Plant	Direct Operation	Tainan City, Taiwan	Not Sensitive	Construction and operation of solar energy power plants	Land use change	Land ecosystem use
Codelco- Ventanas Refinery	Tier 2 Supplier	Las Ventanas, V Región, Chile	Not Sensitive	Copper cathode smelting	Water use change	Water use
Codelco- Chuquicamata Refinery	Tier 2 Supplier	Chuquicamata, Chile	Not Sensitive	Copper mining	Land/water use change	Water use

04 Inclusive Workplace

Human rights protection

GRI 2-23 / GRI 2-24 / GRI 2-30

We are committed to respecting and safeguarding workers' rights, striving to create a diverse, equitable, and inclusive workplace where all types of workers receive humane treatment and human rights protection.

Human Rights Policy

TA YA supports and is committed to safeguarding human rights. In 2024, the Business Planning Office and HR Department, incorporating customer feedback on our human rights practices, established the [TA YA Human Rights Commitment](#). This commitment was approved by the Sustainable Development Committee in May 2024 and signed by the Chairman, serving as the Group's highest standard for human rights.

The TA YA Human Rights Commitment is aligned with and references the UN Guiding Principles on Business and Human Rights (Declaration on Fundamental Principles and Rights at Work), the UN Universal Declaration of Human Rights, and the RBA Code of Conduct in its formulation.

The TA YA Human Rights Commitment applies to TA YA and its subsidiaries, requiring suppliers and all value chain partners involved in the Group's operations and business relationships to adhere to this commitment. (The Company has also established a Supplier Code of Conduct to ensure that suppliers comply with the RBA human rights policy.)

The Taya Group Human Rights Commitment was announced internally on the electronic bulletin board on June 6, 2024, and made publicly available on the TA YA official website on June 11, 2024.

We Commit to:

1. Respecting Human Rights

We commit to supporting and respecting human rights in all operations, ensuring compliance with international human rights standards and relevant national regulations across the Group's operations and value chain. Continuous improvements will be implemented.

2. Prohibition of Child Labor and Forced Labor

We strictly prohibit the employment of any form of child labor, prison labor, forced labor, or human trafficking.

3. Working Hours

Working hours, including overtime, must not exceed the maximum limits set by local laws.

4. Wages and Benefits

Wages paid to workers must comply with local compensation laws, including statutory minimum wages, overtime pay, and other compensation requirements. Overtime wages must be paid as stipulated by local laws, and wage deductions must not be used as a disciplinary measure.

5. Anti-Discrimination

We strive to create a workplace free from discrimination, ensuring no one is discriminated against based on gender, skin color, race, ethnicity, nationality, religion, age, marital status, sexual orientation, gender identity, disability, pregnancy, military status, or political beliefs.

6. Anti-Harassment and Anti-Violence

We provide a workplace free from harassment and violence, advocating for mutual respect and the humane treatment of employees. All forms of harassment, violence, intimidation, threats, bullying, verbal abuse, and public humiliation are strictly prohibited.

7. Zero Tolerance for Sexual Harassment

We firmly reject and do not tolerate any form of sexual harassment, including demands for sexual favors or other sexually suggestive verbal or physical behavior.

8. Equal Pay and Fair Opportunities

Employment decisions will not be influenced by gender, age, race, social class, language, religion, political affiliation, place of origin, marital status, appearance, disability, or birthplace, ensuring equal employment rights. Compensation, bonuses, benefits, and access to training opportunities will not differ based on gender. Fair development opportunities, including promotions, must be guaranteed for all employees. Employees experiencing unfair treatment may report their concerns through the company's grievance channels.

9. Freedom of Association

We respect the right of all employees to organize and participate in unions of their choice, engage in collective bargaining, and attend peaceful assemblies. Employees also have the right to abstain from such activities, and this choice will be equally respected.

10. Human Rights Policies and Training

The company's human rights policies and relevant systems will be communicated internally, and necessary training will be conducted to ensure employees understand company policies and the protections provided. Through internal advocacy and educational programs, we aim to raise awareness about human rights protection, ensuring that everyone within and outside the company is treated fairly and with dignity.

Note: While the organization has not yet required human rights due diligence or adopted an early warning principle, we will evaluate and consider incorporating them into our commitments and policies. Additionally, the Group did not conduct human rights-related training in 2023 but plans to initiate such training in 2024.

KPI of Human Rights Protection

Number of Breaches	2023	2022
Discrimination or Harassment	0	not reported

Collective Bargaining

In 2015, the company's union formally requested collective bargaining negotiations with TA YA. In compliance with legal requirements, the company appointed representatives to hold negotiation meetings with the then union chairman on collective agreement matters. Following these discussions, both parties reached a consensus to replace a formal collective agreement with labor-management meetings for negotiations. As a result, no collective agreement was signed.

The company and the union maintain communication through labor-management meetings, adopting a flexible negotiation approach to achieve consensus in response to rapidly changing environments. The company highly values the union's suggestions, thoroughly reviews them, and provides feedback on the implementation outcomes. In response to the union's request for employee salary adjustments, TA YA announced a salary adjustment plan in 2023, which has been implemented starting in 2024.

Percentage of employees covered by collective bargaining agreements: 0%

Independent Trade Union

Both TA YA Company and Cuprime have independent trade unions, where union representatives negotiate with the company on behalf of employees to protect their rights and interests. The number of employees represented by independent trade unions in TAYA Group is 720, accounting for 45.3% of all group employees.

% of employees represented by independent trade union: **45.3%**

Talent Attraction & Retention

GRI 3-3, GRI 401-1, GRI 401-2

TA YA is committed to building a strong employer brand by implementing strategies such as offering competitive compensation and benefits, supporting employees' career development and growth opportunities, promoting workplace diversity, equity, and inclusion (DEI), and fostering a friendly and healthy work environment to attract and retain top talent.

Strategy

TA YA utilizes diverse channels to identify suitable talent. In addition to providing training resources and comprehensive benefits, the company adjusts salaries based on operational performance to attract high-potential candidates. To enhance employee retention, TA YA offers long-service bonuses and salary adjustments for outstanding employees. Furthermore, the company analyzes the reasons for employee turnover and implements improvements to reduce the attrition rate.

Target (TA YA Electric & Wire)

- Salary levels reach the **top 20%** of the industry
- Entry rate must exceed **10%**
- Turnover rate must remain below **16%**

2023 Progress (TA YA Electric & Wire)

- Both the median and average salaries **achieved the top position in the industry**.
- Entry rate reached **14.13%**
- Turnover rate controlled at **10.68%**

Compensation Policy

The employee compensation policy is determined based on individual abilities, contributions to the company, performance, the market value of the position, and future operational risks. Compensation is closely linked to business performance.

The overall compensation package includes three main components:

- 1. Basic fixed salary:** Determined based on market rates.
- 2. Bonuses:** Including performance bonuses, year-end bonuses, and profit-sharing bonuses, which are tied to individual, departmental, and company performance.
- 3. Benefits:** Designed in accordance with legal requirements while also addressing employee needs.

The compensation and performance evaluation system for managers and employees follows the *"Compensation System," "Annual Employee Performance Evaluation Procedures,"* and *"Bonus Distribution Guidelines,"* approved by the Remuneration committee and the Board of Directors. Each year, the Remuneration committee reviews proposals on managerial compensation and performance evaluations, which are submitted to the Board of Directors for approval. Bonuses are determined based on performance evaluations, considering factors such as individual performance, responsibilities, goal achievement, level of involvement in company operations, value of contributions, and operational performance (e.g., business unit net profit achievement rate). Thus, compensation and bonuses are highly correlated with the company's overall business performance.

Competitive Salary and Benefits

TA YA offers salaries and bonuses that are highly competitive within the industry. In 2023, with the company's profit growth, bonuses increased accordingly, leading to a 53.1% rise in the average employee salary. Additionally, the median salary for full-time, non-managerial employees increased by 53.6%.

Furthermore, TA YA announced a structural salary adjustment at the end of 2023, with monthly salaries increasing by at least NT\$1,170 starting in 2024. We believe that competitive compensation provides a significant advantage in attracting top talent.

▼ Salary and Benefits Statistics Table (TA YA Electric wire & Cable)

Salary (in thousands NTD)	2023	2022	2021
Total Employee Salaries and Benefits	1,074,861	677,996	754,287
Average Employee Welfare Expenses	1,682	1,099	1,259
Average Salary of Full-Time, Non-Managerial Employees	1,300	813	927
Median Salary of Full-Time, Non-Managerial Employees	1,186	772	860

▼ Minimum wage Table (TA YA Electric wire & Cable)

TA YA Electric Wire & Cable	2023	2022
Ratio of Male Entry-Level Employee Salary to the Minimum Wage	108.0%	110.0%
Ratio of Female Entry-Level Employee Salary to the Minimum Wage	108.0%	110.0%

[Note] Starting salaries do not differ based on gender or religion.

Employee Benefits

TA YA provides comprehensive benefits to attract and retain talent. Employee benefits include:

- **Bonuses:** Year-end bonuses, profit-sharing bonuses, long-service bonuses, and language allowances.
- **Gifts and Events:** Annual banquet, Dragon Boat Festival/Mid-Autumn Festival gifts, birthday gifts, and celebratory allowances.
- **Insurance and Support:** Group insurance, accident condolence payments, and bereavement allowances.
- **Facilities and Meals:** On-site employee cafeteria.
- **Subsidies:** Support for external professional training, on-the-job education, foreign language courses, childbirth, children's education, travel, club activities, and weddings or funerals.
- **Health Examinations:** Employees aged 40 to 65 receive health exams every two years. Employees under 40 receive exams every three years. During company-wide health checks, additional screenings for colorectal cancer and liver cancer are provided.

Employee Welfare Committee

The Employee Welfare Committee advocates for employee benefits, overseeing the planning, allocation, and auditing of employee welfare funds. It is responsible for reviewing, advancing, and supervising welfare programs, managing budgets, and reporting expenditures to ensure effective implementation of employee welfare initiatives.

Club Activities

To promote employees' physical and mental well-being, TA YA supports a variety of club activities, including Cycling Club, Yoga Club, Outing Club, Charity Club, Photography Club, Badminton Club, and Hiking Club, aimed at enhancing employees' quality of life.

Retirement Pension

TA YA established the Labor Retirement Reserve Fund Supervisory Committee in August 1984. The company allocates 15% of total monthly salaries to a dedicated retirement fund account at the Bank of Taiwan to safeguard employees' retirement rights.

In compliance with the Labor Standards Act, the company estimates the balance of the retirement reserve fund account before the end of each year. Any shortfall is fully allocated by the end of March of the following year, subject to review by the Labor Retirement Reserve Fund Supervisory Committee. As of the end of 2023, the company has fully allocated the required retirement reserve, with no shortfall.

Creating a Healthy Workplace

TA YA is dedicated to fostering a healthy workplace through education and training, talent development, employee care, and workplace health initiatives. Key achievements include:

- Recognized as "**Outstanding**" in the initial self-response disaster assessment.
- Awarded the "**Regional Joint Defense Excellence Award**" for participation in local joint defense operations for toxic and hazardous chemical substances.
- Promoted workplace tobacco control and health initiatives, obtaining the "**Healthy Workplace Certification – Health Activation Mark**" from the Health Promotion Administration in 2024.



Parental Leave

TA YA provides equal parental leave, maternity/paternity leave, prenatal care leave, and family care leave for both genders, enabling employees to balance career and family while retaining top talent.

Taiwan Subsidiaries: In compliance with Article 16 of the Gender Equality in Employment Act, employees who have worked for six months are eligible to apply for unpaid parental leave until their child reaches three years of age. Additionally, maternity leave for female employees and paternity leave for male employees, as stipulated in Article 15, are fully implemented upon application.

Vietnam has no regulations regarding parental leave. However, the six-month maternity leave already includes the postnatal childcare period, and male employees are also eligible for paternity leave. At the Hai Duong plant, female employees nursing infants under 12 months are entitled to one hour of reduced work time daily without any reduction in salary.

Starting in 2022, Kunshan has complied with Jiangsu Province regulations by providing employees with 10 days of parental leave per year for each parent while their children are under the age of three. This adjustment reflects the company's strong commitment to enhancing employee benefits.

Parental Leave		2023	2022
Employees covered under the parental leave system	Men	882	870
	Women	177	167
Employees who have actually used parental leave	Men	0	4
	Women	0	3
Employees who returned to work after parental leave	Men	0	4
	Women	0	3
Return-to-work rate	Men	N/A	100%
	Women	N/A	100%

[Note] Employees covered under the parental leave system include those from the parent company in Taiwan, its subsidiaries, and the Kunshan facility in China.

Talent Recruitment

To meet workforce needs and fulfill departmental requirements, TA YA recruits outstanding talent based on the *Regulations for Hiring and Screening New Employees* to appropriately allocate personnel to respective units.

The Company hires employees at all levels based on their knowledge, character, ability, experience, and physical suitability for the position or job. Recruitment is conducted through examinations or selection processes. This recruitment policy complies with the Employment Services Act and the Labor Standards Act and strictly adheres to regulations prohibiting the employment of child labor.

Participation in Recruitment Events

TA YA actively participates in various recruitment events to attract professional talent across different fields through both in-person and online activities. In 2023, the company took part in physical recruitment events, including the Tainan Good Life, Tainan Job Fair, the NCKU Industry Master Program Recruitment, and the Tainan City Labor Bureau Recruitment Events.

Industry-Academia Collaboration to Discover Talent

TA YA supports talent development through concrete actions. In recent years, the company has collaborated with Cheng Kung University's Industry Master Program and the Semiconductor Industry Talent Development Hub. These efforts not only cultivate local top-tier talent and enhance sustainability and R&D capacity in key industries but also aim to create added value that attracts talent to join the company.

TA YA × NCKU Industry Master Program

TA YA collaborates with National Cheng Kung University to establish a master's program in Electrical Engineering Design and Drive for the motor industry. This program focuses on cultivating motor and intellectual property specialists based on industry demands. The curriculum aligns with industry collaboration projects to train professionals in product technical communication and quality issue services with clients. Graduates of this program join the TA YA Group upon completion of their training.

TA YA × Semiconductor Industry Talent Development Hub

The Group is committed to supporting industrial development and talent cultivation by contributing resources, expertise, and experience to strengthen Taiwan's industry and nurture future professionals.

Increasing Talent's Understanding of our Company

In recent years, TA YA has actively managed social media platforms such as LinkedIn and Facebook. By regularly posting and running advertisements, the company enhances its visibility among younger generations, aiming to build stronger connections and increase their interest in joining the TA YA Group.

Additionally, the company continues to participate in the talent cultivation program Seed Talent Program. This initiative not only provides students with opportunities for hands-on industry experience but also fosters connections between the industry and students, helping to identify potential talent. Over the past two years, the TA YA Beautiful Homeland Foundation has taken on this training program, using approximately six-month-long exchanges to deepen students' understanding of the Group's vision while gaining insights into the issues that matter to potential talents.

Improving the Work Environment

The HR department conducts an annual satisfaction survey to understand employees' satisfaction levels. Survey topics include leadership by supervisors, working conditions, colleague relationships, organizational atmosphere, and the work environment. In 2023, a total of 300 employees responded to the survey. The results serve as a reference for improvement measures and decision-making, with adjustments made based on employee suggestions.

This year's survey results indicate that employee satisfaction across all areas in 2023 improved compared to 2022, demonstrating the effectiveness of communication and improvement measures implemented in the previous year.

Actions Taken in 2023:

- Eligibility for travel subsidies was lowered from employees with 3 years of service to those with 1 year of service
- Team communication and collaboration courses were arranged to enhance management competencies of supervisors.
- Safety concerns regarding excessively stacked pallets or reels were raised in the Occupational Safety and Health Committee and Environmental Protection Meetings, with improvements implemented by the responsible units.
- Through the onboarding training system, experienced colleagues were assigned as mentors to help new employees learn effectively and ensure knowledge transfer.

Follow-Up on Employee Satisfaction Survey

The results of the employee satisfaction survey and corresponding actions are compiled by the HR department and reported to the General Manager of the General Administration Office and the Chairman.

[Note] The employee satisfaction survey only covers TA YA Company.

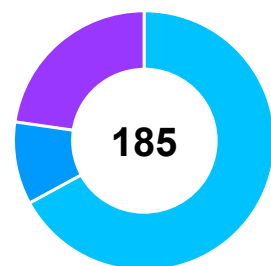
New employee hires and turnover

TA YA tracks and reviews both the new hire rate and turnover rate as key talent management indicators. Over the past three years, the number of resignations and the turnover rate have steadily declined, reflecting the Group's success in employee retention management. The higher turnover rate among male employees is attributed to the high turnover of technical staff, a role predominantly filled by men, leading to a higher overall male turnover rate.

In 2023, TA YA Group hired a total of 185 new employees, with 67% in Taiwan, 10% in Vietnam, and 23% in China. The number of new hires and the new hire rate decreased compared to the previous year, primarily because of a decline in resignations, which reduced the need for replacement hires.

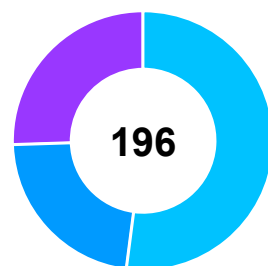
Two main factors explain why the new hire rate was lower than the turnover rate:

1. Automation of production lines has reduced labor demand, so retiring or departing employees are often not replaced.
2. Proactive succession planning to address retirements has allowed the company to hire and train replacements in advance, reducing the need to recruit new employees after retirements occur.



New Employee Hires in 2023

■ Taiwan 67%
■ Vietnam 10%
■ China 23%



Employee Turnovers in 2023

■ Taiwan 52%
■ Vietnam 22%
■ China 26%

▼ New employee hires & employee turnover table

	Consolidated Data			2023 Data by Country		
	2023	2022	2021	Taiwan	Vietnam	China
New Employee Hires						
New Employee Hires	185	268	264	124	19	42
Below 29 years old	70	111	71	50	11	9
30-49 years old	98	133	160	63	4	31
Above 50 years old	17	24	33	11	4	2
Men	154	233	227	108	14	32
Women	31	35	37	16	5	10
New Hire Rate	11.7%	17.1%	16.7%	13.4%	5.7%	13.1%
Male New Hire Rate	11.9%	18.1%	17.4%	13.8%	5.3%	12.9%
Female New Hire Rate	10.9%	12.5%	13.3%	11.2%	7.1%	14.1%
Employee Turnover						
Employee Turnover	196	265	283	102	44	50
Below 29 years old	39	65	97	22	10	7
30-49 years old	121	167	136	53	29	39
Above 50 years old	36	33	50	27	5	4
Men	169	231	244	95	33	41
Women	27	34	39	7	11	9
Employee Turnover Rate	12.4%	16.9%	17.9%	11.0%	13.1%	15.6%
Male Turnover Rate	13.1%	17.9%	18.7%	12.1%	12.4%	16.5%
Female Turnover Rate	9.5%	12.2%	14.0%	4.9%	15.7%	12.7%

[Note 1] The number of new hires, departing employees, and total employees are calculated as of December 31, 2023.

[Note 2] New Hire Rate = (Number of New Hires in the Year / Total Number of Employees) × 100%

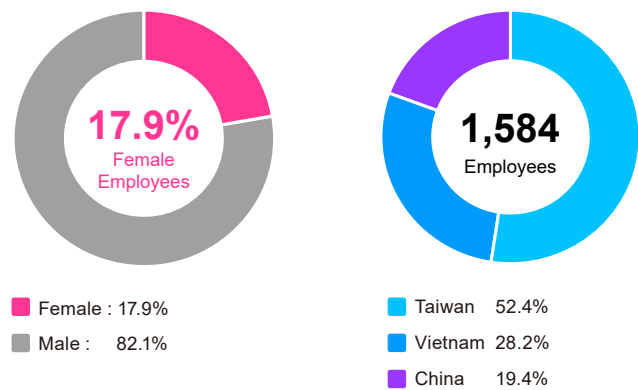
[Note 3] Turnover Rate = (Number of Departing Employees in the Year / Total Number of Employees) × 100%

Employees

GRI 2-7

In 2023, TA YA Group had a total of 1,584 employees. Male employees accounted for 82.1%, while female employees made up 17.9%. The disparity is attributed to the nature of the industry, which requires a significant number of on-site technicians, resulting in a higher proportion of male employees.

In terms of advancing human rights, TA YA supports government initiatives to promote employment for people with disabilities. In 2023, the Group employed a total of 10 employees with disabilities. To foster diversity, the company also employed 10 Indigenous employees and 122 foreign employees domestically, contributing to the Group’s commitment to diverse development. (Employee numbers are based on the headcount as of December 31, 2023.)



Note:

- **Part-Time Employees:** Employees whose weekly working hours are less than the standard full-time work hours (40 hours).
- **Temporary Employees:** Employees hired for a specific period to address temporary, seasonal, or project-based needs.

▼ Employees table

► GRI Index

Employees		2023	2022	2021	Taiwan	Vietnam	China
Total Employees		1,584	1,566	1,583	928	336	315
Male		1,300	1,287	1,305	785	266	249
Female		284	279	278	143	70	71
Percentage of Female Employees		17.9%	17.8%	17.6%	15.4%	20.8%	22.5%
Workforce Breakdown by Age							
Below 29 years old		175	167	177	118	36	21
30-49 years old		1,027	1,027	1,067	553	229	245
Above 50 years old		382	372	339	257	71	54
Workforce Breakdown by Contract Type							
Permanent employees	Male	1,102	1,119	989	737	216	149
	Female	231	140	190	141	62	28
Fixed-Term Employees	Male	194	198	316	48	46	100
	Female	53	41	88	2	8	43
Workforce Breakdown by Employment Type							
Full-time employees	Male	1,296	1,293	1,305	785	262	249
	Female	282	279	273	141	70	71
Part-time employees	Male	4	0	1	0	4	0
	Female	2	0	4	2	0	0
Temporary employees	Male	597	-	-	0	0	597
	Female	0	-	-	0	0	0
Workforce Breakdown by Nationality							
Taiwan		830	531	not disclosed	806	12	12
Vietnam		447	176	not disclosed	122	324	1
China		307	13	not disclosed	0	0	307
Indonesia		0	31	not disclosed	0	0	0
Thailand		0	2	not disclosed	0	0	0
Management Positions Diversity							
Share of women in all management positions		18.0%	19.6%	17.9%	19.0%	12.5%	20.0%
Share of women in junior management positions		24.2%	27.0%	25.7%	24.7%	21.4%	25.9%
Share of women in top management positions		3.6%	3.7%	3.6%	4.3%	0.0%	0.0%

Talent Development

GRI 404

TA YA regards human resources as an indispensable key to sustainable development and business transformation. Upholding its training policy and commitment, the company has established a comprehensive training and development system to enhance its competitive advantage.

Policy

Continuously implementing employee training and development to provide the growth momentum necessary for the Group to achieve its mission.

Commitment

TA YA is dedicated to organizing educational training programs to prepare for future development, enhance employee competitiveness, and support career and professional growth. Employees are also expected to actively participate in and comply with the company's training arrangements and plans.

Strategy

TA YA has established the *Education and Training Procedure* to integrate internal and external resources, ensuring that employee training programs are more systematic, effectively implemented, and outcome-validated. This approach aims to enhance the company's competitive advantage.

To foster a learning-oriented organizational culture, TA YA has trained dozens of certified internal instructors who continuously deliver courses based on their professional expertise, fulfilling the mission of experience and knowledge transfer.

Training Programs:

TA YA's internal training system is structured based on job categories, covering four areas: managerial competencies, general competencies, professional competencies, and self-development.

For managerial and general competencies, on-the-job training needs are identified by each business group and submitted before the end of the year for the following year. The Human Resources Department consolidates these into an annual training needs summary and develops a training plan.

Professional training needs are proposed based on the strategic planning or current status of each business group. The Human Resources Department gathers relevant training courses or instructors for reference and organizes in-house training sessions or external training programs as per the plan.

New Employee Training Program

For new employee training, the Human Resources Department designs training programs and invites internal instructors from various departments to conduct the sessions. Additionally, for new hires and employees transitioning to new roles, position-specific onboarding training is arranged.

This training is tailored to job responsibilities and conducted by departmental supervisors or experienced team members. It focuses on practical skills, work attitudes, machine operation, work processes, and organizational culture, providing employees with a comprehensive understanding of their roles.

▼ Training Hours

		2023	2022	2021
	Total training hours	19,589	21,435	15,234
	Average hours per FTE of training	12.51	13.69	9.62
Training Hours by Gender				
Female	Training hours	3,035	3,222	2,405
	Average training hours	10.88	11.55	9.70
Male	Training hours	16,555	18,213	12,829
	Average training hours	12.86	14.15	11.68
Training Hours by Job Level				
General Staff	Training hours	11,811	15,639	10,197
	Average training hours	8.89	11.94	9.02
Supervisor	Training hours	4,355	3,900	3,112
	Average training hours	34.02	30.47	16.91
Manager and Positions Above	Training hours	3,457	2,364	1,755
	Average training hours	27.01	19.53	20

▼ Training Expense

	2023	2022	2021
Annual training expense (NTD)	3,762,369	2,154,299	1,051,127
Average Average amount spent per FTE of training (NTD/Year)	2,402.5	1,375.7	664.0
Share of training expenses in operating costs ^[note 1]	0.194%	0.162%	0.081%

[Note 1] Operating costs are based on "operating expenses." For details, refer to the 2023 Annual Report, p.167, Section II: Financial Performance.

Foreign Language Training Program

In response to the need for frequent international communication in business operations, TA YA introduced the Foreign Language Training Application Guidelines for Employees in 2010. These guidelines include subsidies for language training expenses and salary adjustments based on learning outcomes. Foreign language proficiency is also given priority in promotions and transfers.

Key Talent Development Program

TA YA continuously implements its Key Talent Development Program, offering management courses to enhance knowledge, broaden perspectives, and strengthen managerial competencies. Training is further supported through direct coaching by supervisors, enabling key talent to integrate learning with practical application. This approach allows them to effectively plan the strategic direction for their departments and the company, with promotions granted at appropriate times. (Subsidiaries are also encouraged to participate in the training.)

Professional Training

The Company focuses on the industry and profession knowledge each department required and employees may propose their requests. Then the Company might arrange the courses. After training, employees might improve their expertise and make contribution to their job.

Master's & EMBA Subsidy Program

TA YA Headquarters encourages employees to pursue master's degrees and offers a subsidy program for applications. As of April 30, 2023, the company has a total of 77 employees with master's degrees, including 7 enrolled in EMBA (Executive Master of Business Administration) programs.

In 2011, TA YA established the more comprehensive *Employee Continuing Education Guidelines*. Under this policy, the company fully subsidizes tuition and fees for employees pursuing master's or doctoral programs related to business management or disciplines with future development potential.

Occupational health and safety

GRI 404

TA YA Company implements the ISO 45001 Occupational Health and Safety Management System, fully complying with occupational health and safety regulations, protecting workers' health, ensuring full employee participation, eliminating hazards, reducing risks, fulfilling commitments to occupational health and safety management, and pursuing continuous improvement.

OHS Committment

TA YA demonstrates top management's leadership and commitment to the occupational safety and health management system in accordance with the Roles, Responsibilities, and Authority Management Procedures for Occupational Safety and Health. According to the procedures, the General Manager holds ultimate responsibility for the company's occupational safety and health management system.

OHS Targets and Progress Evaluation

Based on the *Occupational Health and Safety Performance Goal Management Procedures*, our company's Safety and Health Department establishes annual goals and targets, which are approved and supervised by the General Manager. The Safety and Health Department manages these objectives, measures and evaluates performance, and assesses goal effectiveness, reviewing and revising related indicators and target values before the end of each year.

Occupational Safety Committee

TA YA's Occupational Safety Committee conducts meetings primarily in compliance with the requirements outlined in occupational safety and health regulations. The committee reviews safety practices and proposes improvements to ensure the safety of employees within the facilities.

▼ Occupational Injury Statistics Table

	2023	2022	2021
Occupational Injuries			
Occupational fatalities	0	0	0
Severe occupational injuries	6	0	1
Recordable occupational injuries	28	5	21
Total Working Hours	3,503,340	3,636,194	3,464,009
Occupational Injury Rate			
FIR (Fatality Incident Rate)	0.00	0.00	0.00
TRIR (Total Recordable Incident Rate)	1.60	0.28	1.21
LTIR (Lost Time Injury Rate)	0.34	0.00	0.06
LTIFR (Lost-Time Injury Frequency Rate)	1.71	0.00	0.29

▼ Types of Occupational Injuries

	2023	2022	2021
Total Occupational Injuries	28	5	21
slips	0	2	0
Fall	3	0	0
Collision	0	0	3
Falling Object	1	0	0
Object Collapse or Crumbling	0	0	0
Struck by object	1	1	11
Caught or Entangled	3	1	3
Cut, Laceration, or Abrasion	3	0	1
Tramplng	0	0	0
Drowning	0	0	0
Contact with High or Low Temperatures	0	0	0
Contact with Hazardous Substances	0	0	0
Electric Shock	0	0	0
Explosion	0	0	0
Object Rupture	0	0	0
Fire	0	0	0
Improper Action	0	0	0
Others	3	0	0
Unclassifiable	0	0	0
traffic accidents (during commute)	14	5	3

OHS Risk Assessment & Management

The company identifies risks and opportunities related to its occupational safety and health (OSH) management system through the *Risk Assessment and Management Procedures*, *Hazard Identification and Risk Assessment Management Procedures*, and *Legal and Regulatory Requirements Identification Procedures*. These processes facilitate the integration and implementation of actions within the OSH management system.

Risk levels are scored based on the Risk Value Evaluation Standards Table, and the quantified OSH risks are categorized into five management levels according to the Risk Ranking Levels Table: A: Very Severe / B: Severe / C: Moderate / D: Minor E: No Impact.

Occupational Incident Response

The company has established an Occupational Incident Management and Investigation Procedure to address occupational injuries and incidents. This ensures that necessary first aid and emergency response measures are taken in the event of property damage or incidents occurring within the facility or during employees' work. The procedure includes investigating and analyzing the causes of incidents, compiling statistics, and implementing effective countermeasures to prevent similar incidents from recurring.

Occupational Incident Prevention

To prevent occupational incidents such as personal injuries or property damage during contracted engineering, non-engineering, and subcontractor operations, the company has established the *Contracted Operations Occupational Safety and Health Management Guidelines*. These guidelines specify safety and health management requirements for contractors working within the facility.

Additionally, the company has implemented the *Occupational Safety and Health Contractor Management and Control Procedures*, ensuring that contractors adopt necessary measures to avoid workplace safety incidents during their operations within the facility.

▼ Occupational Incident Prevention Measures

Company	Common Types of Incidents	Prevention Measures
TA YA	(2) Slips, trips, and falls (3) Collisions (7) Being caught between objects (8) Cuts, abrasions, and lacerations (20) 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) 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) 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.

OHS Education and Training

To fulfill occupational safety and health (OSH) requirements and create a highly safe, efficient, and technologically advanced production environment, TA YA has implemented the *Occupational Safety and Health Education and Training Procedures*. These procedures provide education and training for all TA YA employees, subcontractors, and contractors, establishing a solid foundation for the company's sustainable development.

Internal inspections

TA YA Company conducts regular internal audits to verify whether the occupational health and safety management system is properly implemented and maintained. Through identifying problems and taking corrective and preventive measures, we ensure the effectiveness of the management system. The Safety and Health Department establishes, implements, and maintains internal audit plans according to the "Occupational Health and Safety Internal Audit Operating Procedures," conducting internal audits once a year and communicating the results to relevant units.

05 Corporate Governance

Corporate Governance

GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-12

We believe that diversity and transparent governance are key to building trust and enhancing corporate value. Under a robust governance framework, TA YA's Board of Directors exercises its effectiveness and influence to lead the Group's transformation and growth.

Corporate Governance Structure

TA YA's Board of Directors serves as the Group's highest governance body, responsible for appointing and nominating senior management. It also oversees the implementation of the company's sustainability initiatives and the disclosure of sustainability information.

The current Board consists of 9 directors, including 4 independent directors, with a ratio of 44%. Among the 9 directors, 2 are women, representing 22% of total members. The company is committed to increasing the proportion of female directors to over 30% in the future.

The company's Chairman, Shen Shang-Hung, also serves as the CEO to enhance operational efficiency and decision-making effectiveness. The Chairman closely communicates with all Board members regarding the company's operational status and strategic plans, ensuring effective corporate governance.

Note1: In 2023, no situations requiring conflict-of-interest avoidance occurred. (For policies on conflict of interest avoidance and mitigation, please refer to Article 2, Prevention of Conflict of Interest, in the Code of Ethical Conduct of TA YA Electric Wire & Cable Co., Ltd.)

Note1: The company does not have any directors elected under Article 27 of the Company Act, which pertains to government or legal entity representatives.

Board Nomination

The company adopts a candidate nomination system for Board elections. In addition to assessing candidates' academic and professional qualifications, stakeholder opinions are considered, and the Board Election Guidelines and Corporate Governance Best Practices are followed to ensure diversity and independence among Board members. Candidates' industry knowledge and crisis management capabilities are also evaluated to enhance the Board's ability to address organizational impacts, including economic, environmental, and human rights concerns, as well as financial risks faced by the organization.

Board Members Expertise:

- **Shen, Shang-Hung, Shen, Shang-Pang, Shen, San-Yi, and Shen, Shang-Tao** excel in leadership, operational judgment, management, crisis handling, and have extensive industry knowledge and international market perspectives.
- **Hung, Yen-Hung** and **Wei, Chun-Hsien** specialize in finance and accounting, providing valuable insights into the company's financial matters.
- **Ho, Chun-Huei** has expertise in finance and economics, offering significant guidance on investment-related issues.
- **Chou, Wen-Ching** is well-versed in financial management and law, contributing valuable advice on legal matters.
- **Wei, Chun-Hsien**, a former General Manager of Taiwan Cogeneration Corporation, brings engineering management expertise and has greatly supported the company's solar energy business.

Board of Directors / Chairman	
Sustainable Development Committee	Audit and Risk Committee
Ethical Management Committee	Remuneration Committee
Intellectual Property Committee	Information Security Committee
General Manager / Executive Vice General Manager	
Energy and Telecom Cable Business Group	Magnet Wire Business Group
Copper Material and New Business Development Business Group	Construction Business Group
Business Administration Group	Corporate Development & Strategic Planning Group

Board Diversity Policy

The company has established a Board Diversity Policy and adheres to the Corporate Governance Best Practice Principles to ensure the diversity of Board members. When determining the composition of the Board, multiple aspects of diversity are considered, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, and tenure.

Member	Gender	Position	Tenure (Year)	Professional Background	Related Experience	Independence Status	Concurrent Directorships	Attendance Rate
Shen, Shang-Hung	Male	Executive Director (Chairman & CEO)	3	<ul style="list-style-type: none"> MBA from Emory University B.S. in Electrical Engineering from National Taiwan University 	With over five years of experience relevant to the company's business, previously employed at AT&T in the United States, currently serving as the Chairman of the company.	<ul style="list-style-type: none"> No directors, supervisors, or employees of other companies where more than half of the board seats or voting shares are controlled by the same individual hold positions with the company. There are no instances of directors elected under Article 27 of the Company Act, which pertains to government, legal entities, or their representatives. 	3	100.0%
Shen, Shang-Pang	Male	Executive Director	3	<ul style="list-style-type: none"> Chienkuo Industrial Junior College 	With over five years of experience relevant to the company's business, currently serving as the Vice Chairman of the company.		0	100.0%
Shen, San-Yi	Male	Executive Director (President)	3	<ul style="list-style-type: none"> Electrical Engineering, Kun Shan University 	With over five years of experience relevant to the company's business, currently serving as the General Manager of the company.		0	100.0%
Shen, Shang-Tao	Male	Executive Director (Executive Vice President)	3	<ul style="list-style-type: none"> Bachelor of Electrical Engineering, University of Southern California 	With over five years of experience relevant to the company's business, currently serving as the Executive Vice General Manager of the company.		0	100.0%
Hung, Yen-Hung	Female	Non-Executive Director	3	<ul style="list-style-type: none"> Bachelor of Business Administration, National Cheng Kung University 	Previously served as the General Manager of the company's General Administration Office, and currently serving as a Director of the company.	<ul style="list-style-type: none"> Not a director, supervisor, or employee of another company where more than half of the board seats or voting shares are controlled by the same individual as this company. Not an employee, director, or supervisor of the company or its affiliates. Not a director, supervisor, or employee of another company where both this company and that company have more than half of their board seats or voting shares controlled by the same individual. Not a director (board member), supervisor, or employee of another company or organization where the chairperson, general manager, or an equivalent officer of this company or its affiliates serves as the same individual or as a spouse. Not a director (board member), supervisor, manager, or shareholder holding more than 5% of shares in a company or organization with financial or business relationships with this company. Not a professional providing services such as auditing, legal, financial, or accounting advice, who has received cumulative compensation exceeding NT\$500,000 within the past two years from the company or its affiliates, nor the sole proprietor, partner, director, supervisor, manager, or spouse of such a professional, partnership, company, or organization. 	0	100.0%
Wei, Chun-Hsien	Male	Independent Director	3	<ul style="list-style-type: none"> MBA, University of Chicago 	Majored in finance and accounting, formerly served as the Chairman of Taiwan Procter & Gamble Home Products Co., Ltd. During tenure at Procter & Gamble, managed financial operations for over 10 years. Currently serves as the Chairman of the Board at Great Wall Enterprise Co., Ltd.		0	100.0%
Ho, Chun-Huei	Male	Independent Director	3	<ul style="list-style-type: none"> PhD in Economics, University of Pittsburgh 	Previously served as a Director at China Development Capital Corporation, currently serving as the Chairman of China Development Biomedical Venture Capital Corporation.		1	100.0%
Yu, Kuang-Hsun	Male	Independent Director	3	<ul style="list-style-type: none"> Bachelor of Mechanical Engineering, Chung Yuan University 	Previously served as the General Manager of Taiwan Cogeneration Corporation.		0	100.0%
Chou, Wen-Ching	Female	Independent Director	3	<ul style="list-style-type: none"> Master of Law, Northwestern University EMBA, National Taiwan University 	Previously served as a lawyer at Taiyun Law Firm, currently serving as the Chairman of Nagano Construction Co., Ltd.		1	71.0%

Board of Directors Compensation Policy

To establish a sound compensation system for directors and executives, the company has formulated the *Remuneration Committee Charter*. The Remuneration Committee evaluates the compensation policies and systems for directors and executives, providing recommendations to the Board of Directors as a reference for decision-making. This ensures that the company's compensation arrangements comply with relevant laws and are competitive enough to attract top talent.

The Remuneration committee regularly reviews the company's compensation policies and proposes adjustments. It establishes and periodically reviews performance evaluation criteria, short-term and long-term performance goals, and the policies, systems, standards, and structures for director and executive compensation. The committee also evaluates the achievement of performance goals and determines the content and amount of individual compensation based on the evaluation results.

Director compensation includes four components: remuneration, retirement pensions, director compensation, and business execution expenses. According to the company's *Articles of Association*, up to 3% of annual profits may be allocated as director compensation. Director remuneration is determined by considering industry benchmarks, individual director performance, company operating results, and the results of Board performance evaluations. Additionally, as per Article 23 of the *Articles of Association*, directors executing company business are entitled to receive remuneration and travel allowances based on industry standards. The amounts are set by the Board in accordance with industry norms and are disbursed as fixed monthly payments.

Note: The company does not link director and senior management compensation to organizational ESG management performance.

Enhancing Board Functions

1. The company has established the Remuneration committee and the Audit and Risk Committee to assist the Board of Directors in fulfilling its supervisory responsibilities. Both committees are composed entirely of four independent directors to strengthen the Board's functions.
2. To enhance corporate governance and improve Board functions, the company appointed a Corporate Governance Officer in 2019, and formulated standard operating procedures for handling director requests, to facilitate the Board's operations.
3. Internal auditors prepare audit reports on the Board's operations to comply with regulations set by the securities regulatory authorities.
4. In addition to disclosing information through the Market Observation Post System (MOPS), the company provides relevant information on its official website, including dedicated sections for investors, corporate sustainability, corporate governance, and internal regulations. Regular investor conferences are also held to keep stakeholders informed about company developments and enhance information transparency.

Board Performance Evaluation

To enhance the Board's functions and establish performance goals to improve operational efficiency, TA YA's Board of Directors conducts an internal performance evaluation at least once a year in accordance with the *Board Performance Evaluation Procedures*. Additionally, an evaluation by an external independent professional institution is conducted every three years.

Internal Evaluation

The audit unit evaluates the overall operation of the Board of Directors, including self-assessments by each director. The internal evaluation covers five key dimensions:

- 1.Participation in the company's operations.
- 2.Improvement of decision-making quality by the Board.
- 3.Composition and structure of the Board.
- 4.Selection and continuous training of directors.
- 5.Internal control.

External Independent Institution Evaluation

In 2022, the company engaged the Chinese Corporate Governance Association to conduct an independent assessment of board performance. The company will continue to address and monitor improvements based on the evaluation's recommendations. The external evaluation covers the following aspects:

- 1.Composition of the Board
- 2.Board Leadership
- 3.Board Delegation of Authority
- 4.Board Supervision
- 5.Board Communication
- 6.Internal Control and Risk Management
- 7.Board Self-Discipline
- 8.Other aspects, such as Board meetings and support systems

External Evaluation Implementation

In January 2023, the Chinese Corporate Governance Association conducted a Board performance evaluation. The process included reviewing materials, conducting online interviews, and observing communication and interaction. The results were summarized, and recommendations were provided in the evaluation report.

Key Recommendations:

The audit unit evaluates the overall operation of the Board of Directors, including self-assessments by each director. The internal evaluation covers five key dimensions:

- 1.Inclusion of Functional Committees in Evaluations:** Expand the performance evaluation scope to include all functional committees, beyond just the Remuneration committee and Audit Committee, to regularly review their operations.
- 2.Enhanced Evaluation Indicators:** Adopt a rolling review approach for performance evaluation indicators to accurately reflect the guidance and supervisory quality of the Board, functional committees, and individual directors.
- 3.Formalized Reporting Processes:** Document the process for group business unit executives to report business and operational statuses to the Board. Additionally, incorporate an onboarding mechanism for new directors into governance guidelines to help them quickly understand the company's operations and fulfill their supervisory roles.
- 4.Improved Whistleblower Mechanism:** Strengthen the connection between the whistleblower mechanism and independent directors by enabling them to directly receive or simultaneously access whistleblower reports. This could include creating a dedicated communication channel with independent directors on the official website or modifying existing channels for synchronized access.

Business Ethics

GRI 2-9 ~ GRI 2-12 / GRI 2-25 / GRI 2-26

TA YA upholds the philosophy of integrity in business, striving to become a trusted enterprise for employees, customers, shareholders, and society. Through the establishment of a robust corporate governance mechanism, the company aims to achieve sustainable development.

Integrity Policy

To establish a culture of integrity and ensure sustainable development, the company has formulated the [Ethical Corporate Management Best Practice Principles](#), [Code of Ethical Conduct](#), and [Procedures for Ethical Management and Guidelines for Conduct](#). Employment conditions require all employees to comply with the integrity management policy by signing the [Code of Ethical Conduct](#), to prevent incidents such as corruption or conflicts of interest that could undermine the company's integrity.

Integrity Management

The company has designated the **Human Resources Department** as the responsible unit for revising the [Procedures for Ethical Management and Guidelines for Conduct](#). The Internal Audit Office supervises its implementation and provides regular reports to the Board of Directors.

In accordance with the [Ethical Corporate Management Best Practice Principles](#), the company is required to periodically conduct educational training and awareness programs for directors, managers, and employees on integrity management. These programs aim to ensure understanding of the company's integrity policies, preventive measures, and the consequences of non-compliance.

As of 2023, the company has not conducted any anti-corruption training and currently has no plans in place for such training in 2024.

Anti-Corruption Policy

TA YA's [Ethical Corporate Management Best Practice Principles](#) strictly prohibits its directors, managers, employees, and actual controllers from engaging in bribery or accepting bribes, offering illegal political donations, making inappropriate charitable donations or sponsorships, and providing unreasonable gifts, hospitality, or other improper benefits. The regulations include:

Prohibition of Bribery

When conducting business, it is prohibited to directly or indirectly offer, promise, request, or accept any form of improper benefits to or from clients, agents, contractors, suppliers, public officials, or other stakeholders. ([Ethical Corporate Management Best Practice Principles](#), Article 10)

Prohibition of Illegal Political Contributions

Contributions to political parties, organizations, or individuals involved in political activities must comply with the [Political Donations Act](#) and the company's internal procedures. Such contributions must not be used to gain commercial benefits or transactional advantages. ([Ethical Corporate Management Best Practice Principles](#), Article 11)

Prohibition of Improper Charitable Donations

Charitable donations or sponsorships must comply with relevant laws and internal procedures. Such activities must not be used as a disguised form of bribery. ([Ethical Corporate Management Best Practice Principles](#), Article 12)

Prohibition of Unreasonable Gifts, Hospitality, or Other Improper Benefits

It is prohibited to directly or indirectly provide or accept unreasonable gifts, hospitality, or other improper benefits to establish business relationships or influence business transactions. ([Ethical Corporate Management Best Practice Principles](#), Article 13)

Anti-Corruption Implementation

In 2023, there were no occurrences of corruption (political contributions and charitable donations), conflicts of interest, or anti-competitive behavior within TA YA Group. Consequently, no employees were penalized for violating anti-corruption policies, and the Group faced no corruption-related risks.

Number of Breaches	2023	2022
Bribes	0	0
Political Contributions	0	0
Charitable Donations or Sponsorships	0	0
Conflicts of Interest	0	0
Data breach relative to the customer	0	0
Money Laundering or Insider Trading	0	0

Handling of Corruption and Other Unethical Conduct

According to Article 21 of the Integrity Management Procedures and Guidelines, if the company discovers or receives a report that personnel are involved in unethical behavior, an immediate investigation into the facts must be conducted. If the behavior is confirmed to violate relevant laws, company policies, or the integrity management guidelines, the individual must cease the behavior immediately.

Appropriate actions should be taken, and if necessary, legal proceedings may be initiated to seek compensation for damages, ensuring the protection of the company's reputation and interests.

Prevention of Conflicts of Interest

TA YA's [Code of Ethical Conduct](#) establishes guidelines for directors, managers, and employees to address situations where personal interests may conflict with the company's interests. In such cases, individuals are required to report to their supervisors for discussion. Specific requirements include:

For Directors:

- Directors must proactively disclose any potential conflicts of interest with the company during board meetings.
- They are prohibited from participating in discussions or voting on matters where such conflicts exist.
- Directors may not act as proxies to exercise voting rights on behalf of other directors in such cases.

For Employees:

- Employees are forbidden from engaging in external activities that conflict with the company's interests.
- Employees must not allow external activities to interfere with their responsibilities to the company.
- Employees are not allowed to derive personal benefits or advantages from transactions related to the company.

Avoiding Personal Gain

TA YA's [Code of Ethical Conduct](#) requires directors, managers, and employees to avoid the following actions:

- Creating opportunities for personal gain by using company assets, information, or their position.
- Gaining personal benefits through the use of company assets, information, or their position.
- Competing with the company.

Avoiding Anti-Competitive Behavior

TA YA Group complies with domestic and international regulations, striving for fair market competition and avoiding any anti-competitive behavior. Article 15 of the [Ethical Corporate Management Best Practice Principles](#)—Prohibition of Unfair Competition Practices—clearly stipulates that the company must conduct business in accordance with relevant competition laws. The company is prohibited from:

- Fixing prices
- Rigging bids
- Restricting production or quotas
- Dividing markets by allocating customers, suppliers, operational regions, or business types.

Grievance mechanisms

GRI 2-25

To encourage employees to report illegal, unethical, or dishonest behavior, the company has established the *Procedures for Handling Cases of Reporting Illegal, Unethical, or Dishonest Conduct and provided Channels for Complaints and Whistleblowing*. A designated unit is responsible for handling such reports and ensuring the safety of whistleblowers, protecting them from retaliation.

In 2023, the company received no reports of such incidents.

Stakeholder Feedback and Reporting Channels

GRI 2-26

In addition to the complaint mechanism, stakeholders can submit reports to the company or provide suggestions and raise concerns through TA YA's social media platforms, LinkedIn and Facebook. Platform administrators will respond directly or forward the feedback to the relevant departments for further communication.

Stakeholders	Contact Person	Complaint Channels
Shareholders and Investors	Chen, Chung-Kuang (Spokesperson)	Tel : 06-5953-131 #250
		ck_chen@mail.taya.com.tw
Customers, Suppliers, Contractors, and Subsidiaries	Yang, Mei-Chin (Audit Supervisor)	Tel : 06-5953-131 #212
		meichin@mail.taya.com.tw
Employees	Sung-Mao Hsieh (Manager of Human Resources)	Tel : 06-5953-131 #240
		morf@mail.taya.com.tw

Regulatory Compliance

GRI 2-27

TA YA Group complies with local laws and regulations in all operating countries, including environmental protection laws and labor laws. In 2023, the Group reported no major regulatory violations in economic, environmental, social, or human rights aspects (Note 1). There were no legal actions related to anti-competitive behavior, antitrust, or monopolistic practices (violations of fair trade), and no political donation expenditures.

Regulatory compliance incidents for TA YA and its subsidiaries in Taiwan were tracked using the Ministry of Labor’s Violation of Labor Law Employers Inquiry System and the Ministry of Environment’s Violation Penalty Inquiry System. For overseas subsidiaries, statistics were compiled based on local regulations, and any violations were addressed within the required timeframes.

The number of regulatory violations in 2023 was zero, compared to two incidents in 2022.

[Note 1]: Major violations are defined according to Article 26 of the Taiwan Stock Exchange Procedures for Verification and Disclosure of Material Information of Listed Companies. These include disasters, collective protests, strikes, environmental pollution, cybersecurity incidents, or other significant events resulting in:

- Major damage or impact to the company.
- Orders by authorities to cease operations, close business, or revoke pollution-related permits.
- A single incident resulting in cumulative fines exceeding NT\$1 million.

▼ Regulatory Violations (Past Two Years)

Year of Penalty	Company	Violated Regulation	Amount (NTD)
2022	TA YA	Violation of Article 7, Paragraph 1 of the Water Pollution Control Act and Article 2 of the Effluent Standards: Non-compliance with wastewater standards for metal surface treatment industries	600,000
2022	Cuprime	Violation of Article 209 of the Regulations on Occupational Safety and Health Facilities and Article 6, Paragraph 1 of the Occupational Safety and Health Act.	30,000

Risk Management

GRI 2-9 ~ GRI 2-12

Implementing risk management by proactively identifying and addressing risks to ensure the sustainable operation of the Group.

Risk Management Policy

To establish a comprehensive risk management system, TA YA approved the Risk Management Best Practice Principles in November 2022. Under the Sustainable Development Committee, the Integrity and Risk Management Task Force was established to develop response strategies for various potential risks the company may face. The Internal Audit Office formulates audit plans based on risk assessment results.

Additionally, the company plans to set up a Risk Management Committee this year to comprehensively evaluate operational risks across business units, supporting the Board of Directors in overseeing enterprise-wide risk management.

TA YA's group-wide risk management measures are implemented in accordance with the Regulations Governing the Establishment of Internal Control Systems by Public Companies. These measures integrate eight major internal control operating cycles and management systems, creating a robust and efficient internal control framework.

Risk Governance

The Board of Directors' Responsibilities in Risk Management Include:

- 1.Approving risk management policies, procedures, and frameworks.
- 2.Ensuring alignment between operational strategic direction and risk management policies.
- 3.Establishing appropriate risk management mechanisms and fostering a strong risk management culture.
- 4.Supervising and ensuring the effective operation of the overall risk management system.
- 5.Allocating and assigning adequate and appropriate resources for effective risk management.

Risk Management Principles

The company has established its *Risk Management Principles* by referencing the Risk Management Best-Practice Principles for TWSE/ TPEX Listed Companies. Based on these principles, the company has developed its own risk management policies and procedures to strengthen its risk management system.

Risk Management Procedures

- 1.Risk Identification
- 2.Risk Analysis
- 3.Risk Assessment
- 4.Risk Response
- 5.Monitoring and Review

Risk Management Implementation

- **Identification and Analysis:** Potential risks are investigated across all departments, followed by a SWOT analysis of these risks during the Group' s annual conference. The findings are reported and regularly reviewed during the conference.
- **Quarterly Review:** In the fourth quarter, the Internal Audit Office prepares self-assessment forms for internal controls. These forms are distributed to each unit to evaluate the risk levels associated with their current operations. Based on these evaluations, adjustments are made to the design and execution of the internal control system.

Membership Associations

GRI 2-28

TA YA Group participates in a total of 22 industry associations, holding positions in 8 of them, including:

- Taiwan Electrical and Electronic Manufacturers' Association
- Taiwan Wire & Cable Association
- Tainan Industrial Association
- Taiwan Motor Industry Association
- Taiwan Photovoltaic Industry Sustainable Development Association
- Dong Nai Taiwanese Chamber of Commerce
- Dongguan Taiwanese Investment Enterprises Association Chang'an Branch
- Kunshan Hi-Tech Zone Taiwanese Association

These associations represent significant platforms where TA YA plays an important and active role.

Company	Public Associations Participated	Seats	Position / Membership Qualification
TA YA	Taiwan Electrical and Electronic Manufacturers' Association	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.
	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		
Cuprime	Circuit Board Association		
	Wire and Cable Association		
Taheng	Taiwan Electric Wire & Cable Industrial Association		
	Tainan City General Industrial Association		
UEI	Taiwan Electric Wire & Cable Industrial Association		
Ta Ho	Taiwan Electrical Engineering Industrial Association		
Union Storage	Taiwan Electrical and Electronic Manufacturers' Association		
	Taiwan Hydrogen and Fuel Cell Partnership Alliance		
Dong Nai	Dong Nai Taiwanese Chamber of Commerce		Director
Hai Duong	Vietnam Taiwanese Chamber of Commerce		-
Dongguan	Dongguan Taiwanese Investment Enterprises Association	9	General manager serves as an executive director.
Kunshan	Kunshan Hi-Tech Zone Taiwanese Association	1	General manager serves as a director.

06 Positive Social Impact

TA YA Electric Wire & Cable collaborated with the Songshan Cultural and Creative Park to promote the circular economy by sponsoring 17 discarded wooden cable reels that were scheduled for dismantling. These reels were repurposed as outdoor bar tables for the 2023 SongYan Summer Festival: Infinity in Nature event.

After being cleaned at the factory and arranged by Songshan Cultural and Creative Park, the repurposed wooden reels showcased a new value in the Baroque Garden of Songshan Cultural and Creative Park!

(Image courtesy of Songshan Cultural and Creative Park.)

Environmental Conservation

In 2011, TA YA Electric Cable established the Beautiful Homeland Foundation, rooted in the core value of environmental sustainability. The foundation is committed to fostering a future where humanity and the environment coexist harmoniously by supporting initiatives that promote environmental friendliness, advancing environmental education, and cultivating environmental protection talent to amplify green influence.

It also encourages employees and their families to actively engage in environmental protection volunteer activities.

Since 2007, the Beautiful Homeland Foundation has organized the Green Action Selection, and in 2012, it introduced the Phoenix Flower Forum to facilitate exchanges among environmental protection advocates.

Phoenix Flower Forum

The Phoenix Flower Forum invites experts and scholars annually to share and discuss practical experiences in environmental friendliness through keynote speeches and panel discussions. The forum aims to inspire proactive actions and initiatives for sustainable living.

In 2023, the forum centered around the theme "Islands of Mountains and Seas". It explored the cultural landscape shaped by the island's mountain and sea environment, emphasizing respect and cherishment for the land. This year's theme encouraged harmony between people and nature, focusing on how individuals can connect with the land through walking. The discussions highlighted the cultural, historical, and ecological significance of various types of trails.



Green Action Selection

A Beautiful Homeland is our goal, achieved by connecting communities across Taiwan through environmentally friendly initiatives, weaving a dense green network. The Green Action Selection serves as a platform for the exchange of actions, while the Phoenix Flower Forum reflects on those actions and inspires new beginnings.

In the foundation's first decade, the themes for selection included renewable energy, rainwater harvesting, sustainable agriculture, green transportation, and environmental education, covering various aspects of life such as food, clothing, housing, transportation, education, and recreation. Each theme represents a small but vital component of community life, embodying civic efforts to utilize social resources and address societal challenges.

TA YA Group Beach Cleanup Activities

In December, TA YA Group organized a beach cleanup event at Zhuwei Beach, collecting a total of 229 kilograms of waste. Marine debris is a significant environmental issue that requires collective effort to address.

Driven by the philosophy of "Eco-Friendly Environment, Beautiful Homeland," the TA YA Electric Cable Beautiful Homeland Foundation calls on employees and partner companies to join forces in protecting the environment and contributing to its preservation.

Erjen River Weeding and Cleanup

The TA YA Volunteer Team has long been committed to organizing weeding and cleanup activities along the Erjen River in Tainan City to improve the surrounding ecological environment.

07 Index

GRI Index

Statement of use	Taya Group has reported the information cited in this GRI content index for the period 2023/01/01~2023/12/31 with reference to the GRI Standards.		
GRI 1 used	GRI 1: Foundation 2021		
Index No.	Index Name	Related Chapter	Page
GRI 2: General Disclosures 2021			
2-1	Organizational details	2023 Business Overview	07
2-2	Entities included in the organization's sustainability reporting	About This Report	03
2-3	Reporting period, frequency, and contact point	About This Report	03
2-4	Restatements of information	About This Report	03
2-5	External assurance	About This Report	03
2-6	Activities, value chain, and other business relationships	Value Chain	08
2-7	Employees	Employees	62
2-9	Governance structure and composition	Corporate Governance	69
2-10	Nomination and selection of the highest governance body	Corporate Governance	69
2-11	Chair of the highest governance body	Corporate Governance	69
2-12	Role of the highest governance body in overseeing the management of impacts	Materiality	14
2-13	Delegation of responsibility for managing impacts	Sustainability Governance	12 、 14
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance	12
2-15	Conflicts of interest	Business Ethics	73
2-17	Collective knowledge of the highest governance body	Sustainability Governance	12
2-18	Evaluation of the performance of the highest governance body	Corporate Governance	72
2-19	Remuneration policies	Corporate Governance	71
2-20	Process to determine remuneration	Corporate Governance	58 、 71
2-22	Statement on sustainable development strategy	Sustainability Strategy	06
2-23	Policy commitments	Sustainability Strategy	06
2-25	Processes to remediate negative impacts	Business Ethics	73
2-27	Compliance with laws and regulations	Business Ethics	75
2-28	Membership associations	Membership Associations	77
2-29	Approach to stakeholder engagement	Stakeholder Engagement	19
2-30	Collective bargaining agreements	Human rights protection	57

[Note 1] GRI 2-14 is disclosed on page 12 under the section "Review and Approval of Sustainability Reporting Information." As the reporting period had not commenced, it is not included in the GRI Index.

[Note 2] GRI 2-16 is disclosed on page 19 under the section "Communication of Key Issues and Events." However, as it does not fully meet the GRI 2-16 disclosure requirements, it is not included in the GRI Index.

[Note 3] GRI 2-8, GRI 2-21, GRI 2-24, and GRI 2-26 are omitted due to the lack of relevant information for disclosure.

Index No.	Index Name	Related Chapter	Page
GRI 3: Material Topics (2021)			
GRI 3-1	Process to determine material topics	Materiality	14
GRI 3-2	List of material topics	List of material topics	18
Material Topic (1): Energy Management			
GRI 3-3	Management of material topics	Energy Management	42
GRI 302: Energy	GRI 302-1 Energy consumption within the organization	Energy Management	43
	GRI 302-3 Energy intensity	Energy Management	43
	GRI 302-4 Reduction of energy consumption	Energy Management	44
Material Topic (2): Climate Action			
GRI 3-3	Management of material topics	Climate Action	31
GRI 305: Emissions	GRI 305-1 Direct (Scope 1) GHG emissions	Climate Action	37
	GRI 305-2 Energy indirect (Scope 2) GHG emissions	Climate Action	37
	GRI 305-3 Other indirect (Scope 3) GHG emissions	Climate Action	37
	GRI 305-4 GHG emissions intensity	Climate Action	37
	GRI 305-5 Reduction of GHG emissions	Climate Action	38
Material Topic (3): Talent Attraction and Retention			
GRI 3-3	Management of material topics	Talent Attraction and Retention	58
GRI 401: Employment	GRI 401-1 New employee hires and employee turnover	Talent Attraction and Retention	61
	GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Attraction and Retention	59
Material Topic (4): Sustainable Supply Chain			
GRI 3-3	Management of material topics	Sustainable Supply Chain	24
GRI 308: Supplier Environmental Assessment	GRI 308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain	25
	GRI 308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain	25
GRI 414: Supplier Social Assessment	GRI 414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain	25
	GRI 414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain	25
Material Topic (5): Renewable energy services and low-carbon products			
GRI 3-3	Management of material topics	Renewable energy services and low-carbon products	21
Material Topic (6): Innovation Management			
GRI 3-3	Management of material topics	Innovation Management	22

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	470,024	3.4.1 Energy Consumption	P.37
		(2) Percentage grid electricity	Percentage (%)	99.59%	3.4.1 Energy Consumption	P.37
		(3) Percentage renewable	Percentage (%)	0.90%	3.4.1 Energy Consumption	P.37
Hazardous Waste Management	RT-EE-150a.1	Amount of hazardous waste generated	Metric tons (t)	371	3.6.3. Waste Disposal	P.42
		percentage of hazardous waste recycled	Percentage (%)	64.79%	3.6.3. Waste Disposal	P.42
	RT-EE-150a.2	Number and aggregate quantity of reportable spills	Number	0	SASB Index	P.63
		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 : - Total Products Recalled : - kg	SASB Index	P.63
	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.63
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	2,782,363	1.6 Green Revenue	P.9
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	Code of Ethics	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

Revision History

Version	Revision Date	Revision Content	Reason for Revision	page	Chapter
V.3	2024.10.6	Hai Duong Subsidiary 2023 GHG Emissions, including: Scope1 emissions, Scope2 emissions, Scope3 emissions, Total emissions(Scope 1 & 2), Emissions per unit product, Emission intensity	The Hai Duong Subsidiary provided the 2023 greenhouse gas verification certificate in September 2024 and corrected the previously reported greenhouse gas emissions.	P.37	Climate Action
		Kunshan Subsidiary 2023 GHG Emissions, including: Scope1 emissions, Scope2 emissions, Scope3 emissions, Total emissions(Scope 1 & 2), Emissions per unit product, Emission intensity	The Kunshan Subsidiary provided the 2023 greenhouse gas verification certificate in September 2024 and corrected the previously reported greenhouse gas emissions.	P.37	Climate Action
		2023 Consolidated GHG Emissions, including: Scope1 emissions, Scope2 emissions, Scope3 emissions, Total emissions(Scope 1 & 2), Emissions per unit product, Emission intensity	Update the data based on the corrections from the Hai Duong Subsidiary and Kunshan Subsidiary.	P.37	Climate Action
V.4	2024.10.16	Add an explanation of internal carbon pricing.	The Taiwan Stock Exchange has requested the company to provide additional explanations in accordance with disclosure requirements	P.38	Climate Action
	2024.10.16	In the GRI Index Table, add "Note 1" to explain the disclosed pages of GRI 2-14 and the reasons for omission in the index table.	The Taiwan Stock Exchange has requested the company to provide an explanation of GRI 2-14 in accordance with disclosure requirements.	P.18	GRI Index
	2024.10.16	In the GRI Index Table, add "Note 2" to explain the disclosed pages of GRI 2-16 and the reasons for omission in the index table.	The Taiwan Stock Exchange has requested the company to provide an explanation of GRI 2-16 in accordance with disclosure requirements.	P.18	GRI Index
	2024.10.16	In the GRI Index Table, add "Note 3" to explain the reasons for omission of GRI 2-8, GRI 2-21, GRI 2-24, and GRI 2-26.	The Taiwan Stock Exchange has requested the company to supplement the reasons for non-disclosure of GRI 2-8, GRI 2-21, GRI 2-24, and GRI 2-26 in accordance with disclosure requirements.	P.18	GRI Index
V.5	2024.12.25	Dong Nai Subsidiary 2023 GHG Emissions, including: Scope1 emissions, Scope2 emissions, Total emissions(Scope 1 & 2), Emissions per unit product, Emission intensity	The Dong Nai Subsidiary provided the 2023 greenhouse gas emission report in December 2024 and corrected the previously reported greenhouse gas emissions.	P.37	Climate Action

Third-party Assurance



ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE TAYA ELECTRIC WIRE & CABLE CO., LTD.'S SUSTAINABILITY REPORT FOR 2023

NATURE AND SCOPE OF THE ASSURANCE
SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by TAYA ELECTRIC WIRE & CABLE CO., LTD. (hereinafter referred to as TAYA) to conduct an independent assurance of the Sustainability Report for 2023 (hereinafter referred to as the TAYA GROUP Sustainability Report). The scope of assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standard v3 Type 1 High level to assess whether the text and data in accompanying tables contained in the report presented and complies with the GRI Standards and AA1000 Accountability Principles (2018) during assurance (2024/04/17~2024/06/12) 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), sustainability accounting standards (SASB) and non-material topics.

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 GROUP's Sustainability Report of 2023 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 assurance 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 and Level of Assurance	
A	SGS ESG & SRA Assurance Protocols (based on GRI Principles and guidance in AA1000)
B	AA1000ASv3 Type 1 High Level (AA1000AP Evaluation only)

TWLPP5008 Issue 2404

SCOPE OF ASSURANCE AND REPORTING CRITERIA
The scope of the assurance included evaluation of adherence to the following reporting criteria:

Reporting Criteria Options	
1	GRI Standards (Reference)
2	AA1000 Accountability Principles (2018)

- AA1000 Assurance Standard v3 Type 1 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018) is conducted at a high level of scrutiny, and therefore the reliability and quality of specified sustainability performance information is excluded.
- The evaluation of the report against the requirements of GRI Standards is listed in the GRI content index as material in the report and is conducted with reference to the Standards.

ASSURANCE METHODOLOGY
The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, Sustainability committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant.

LIMITATIONS AND MITIGATION
Financial data drawn directly from independently audited financial accounts, Total Impact Measurement and Management, and Social Return on Investment assessments (SROI), Task Force on Climate-related Financial Disclosures (TCFD), SASB related disclosures, non-material topics and its specific indicators has not been checked back to source as part of this assurance process.

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

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

ASSURANCE / VERIFICATION OPINION
On the basis of the methodology described and the assurance work performed, we are satisfied that the disclosure with inclusivity, materiality, responsiveness, and impact information in the scope of assurance is reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the reporting criteria. We believe that the organization has chosen an appropriate level of assurance for this stage in their reporting.

TWLPP5008 Issue 2404

ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

INCLUSIVITY
TAYA has demonstrated a commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, CSR 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.

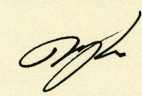
MATERIALITY
TAYA has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to 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. In future reports, the development of short and long-term sustainability goals for material topics is encouraged, with goals that are more specific, quantifiable and challenging, and aligned with the overall strategy of the Ta Ya Group.

GLOBAL REPORTING INITIATIVE REPORTING STANDARDS CONCLUSIONS, FINDINGS AND RECOMMENDATIONS
The report, TAYA GROUP's Sustainability Report of 2023, 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 reports, it is recommended that TAYA could describe more about the management of impacts for each material topic and how efforts are made to mitigate impacts to meet the (GRI 3-3) disclosure requirements for material topic management. In addition, more systematic process for data collection and performance disclosure is also encouraged.

Signed:
For and on behalf of SGS Taiwan Ltd.



Stephen Pao
Business Assurance Director
Taipei, Taiwan
19 June, 2024
WWW.SGS.COM



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