

# 2020 TAYA GROUP

## Corporate Sustainability Report



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## Editorial Principles //

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

### // Reference Guide



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

### // Reporting Period



2020 financial year (January 1, 2020 to December 31, 2020). For full disclosure, part of the contents will refer to information from the 2016 to 2019 financial years. This report presents past performance, and also our vision for future developments. Part of the data has been estimated by the author; those instances are highlighted as such in the text. Except for the latter, it is solely based on the situation when the actual report was issued and not a guarantee of future performance.

### // Sources and Review of the Report's Content



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

### // External Verification



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



## Boundaries and Scope of the Report

Boundaries of this report covered: Ta Ya ( Viet Nam ) Electric Wire & Cable Joint Stock Company Hai Duong Branch. Guanmiao Factory and Dawan Factory of Ta Ya Electric Wire & Cable Co., Ltd. ( "Ta Ya" ) plus affiliated enterprises that Ta Ya had close business relationships with, including: Cuprime Material Co., Ltd. ( "Cuprime" ), Ta Heng Electric Wire & Cable Co., Ltd. ( "Ta Heng" ) and Ta Ho Engineering Co., Ltd. ( "Ta Ho" ), United Electric Industry Co., Ltd. ( "UEI" ), Ta Ya Green Energy Technology Co., Ltd. ( "Ta Ya Green Energy" ), and Ta Ya ( Viet Nam ) Electric Wire & Cable Joint Stock Company ( "Ta Ya Vn" ). Given Heng Ya Electric ( Kunshan ) Ltd. and Heng Ya Electric ( Dongguan ) Ltd. Heng Ya Electric ( Kunshan ) Ltd. and Heng Ya Electric ( Dongguan ) Ltd. Pristine Homeland Foundation ( Foundation )

Ta Ya Green Energy's nature as an investment company, disclosures have been made on the contractor: Hengs Technology Co., Ltd ( "Hengs" ). An equity-accounted associated company named: AD Engineering Co., Ltd. ( "AD" ) is also included. The disclosure scope comprises the operating activities and services of Ta Ya and its subsidiaries ( as in the report boundaries and scope ). The disclosure scope accounts for 97% of Ta Ya's consolidated net revenue ( excluding AD Engineering Corp. and Hengs Technology Co., Ltd. )



### Reporting Cycle

First Issue : November 2014  
Current Issue : September 2021  
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## Chairman's Statement //

### // A leading brand in end-to-end energy services, Ta Ya Group moves toward sustainable operations

In 2020, the Covid-19 epidemic hit many industries and economies around the globe. To control the epidemic, countries adopted strict measures such as city lockdowns, closing borders, and restricting people's activities, which sent economic demand plummeting around the globe. In the early stage, companies froze headcounts, laid off staff, sent staff on unpaid leave, built back-up inventories, chased orders however they could, and cut spending. Despite Taiwan's great epidemic prevention policies, its economy was also dragged down by the global economic recession and Taiwan's trade and outlook declined significantly in the first half of 2020. As overseas demand picked up, Taiwan's overall economic growth in 2020 turned out quite impressive after all.

In 2020, Ta Ya Group continued to reap benefits in previous years from its three major operating strategies. The first strategy is to strengthen the competitiveness of its core business, the second is to increase its fixed income platforms, and the third is to invest in new ventures. Amid the epidemic, revenue declined year-on-year, but thanks to its fixed income platforms enhanced in recent years and returns from newly invested ventures, Ta Ya Group still made a profit in the first half of the year. In the second half of the year, as the world economy rebounded, our company's revenue grew month by month, making Ta Ya's 2020 revenue higher than the previous year. With the concerted efforts of the management and all staff, these three major strategies generated the highest revenue in the company's 65-year history. The good performance once again showed fruitful results. The year 2020 was also the first year for Ta Ya to engage in strategic brand communication by launching a series of image films and a wire art exhibition at Huashan 1914 Creative Park, to popular and critical acclaim.

In 2021, Ta Ya will continue to pursue these three strategies to consolidate its leadership position in end-to-end energy services ranging from energy generation through transmission and storage to conversion. The industry outlook is that the Covid-19 impacts will gradually fade and the energy industry will remain on a growth track as domestic investment capital returns to Taiwan and the government continues its vigorous green energy policies. With regard to renewable energy, solar power plants under construction by Ta Ya now total 120 MW, which will grow our fixed income. Moving forward, we aim for building more than 200 MW. With regard to the green power storage market, the Renewable Energy Development Act requires large power users to have a renewable energy management plan in place from 1 January 2021, to install or purchase a certain percentage of green power in the near future. With regard to construction business, the Ta Ya Shuijiaoshe and Ta Ya Juxing residential projects in the booming Tainan real estate market were completed and apartment sales have been proceeding briskly.

Since its founding in 1955, Ta Ya Group has been engaged in electric wires and cables technology. For 65 years, our company has been committed to Taiwan's industrial development and economic stability by delivering energy to users in a stable and durable manner. In this era of climate change, Ta Ya Group, as a leading brand in wiring and cabling solutions, continues to develop green energy products and actively invests in the solar energy, green energy and green electricity as part of its corporate social responsibility and overall mission. In line with this, Ta Ya's Green Inside Foundation (est. 2011) promotes and sponsors eco-friendly activities, talent development, social causes, and sustainability. In 2020, our company's 65th anniversary, Ta Ya Group held an art exhibition titled Steady Power, with art works inspired by and made with cables and wires from Ta Ya. The exhibition celebrated our milestones in the power transmission business and expressed our commitment to the continued innovation and internationalization of our business. For 65 years, Ta Ya Group has honored tradition and pursued modernity, guided by our business concepts of Continuous Improvements, Mutual Benefits, Pragmatism, And Innovation & Changes and dedicated to being a stable force for good, creating innovations, becoming an international player and contributing to a stable future.



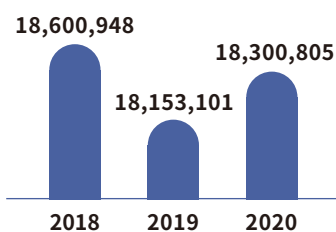
**Chairman  
Shen, Shang-Hung**

# Sustained Performance Quick View //

## Economic

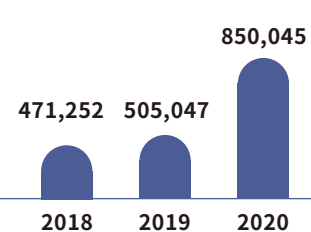
### Consolidated income //

● Consolidated income (1000 TWD)



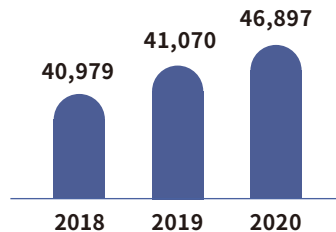
### Net Profit //

● Net Profit (1000 TWD)



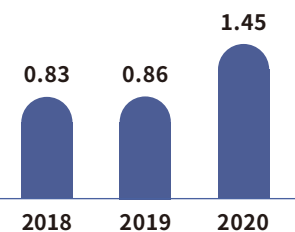
### Production //

● Production (ton)



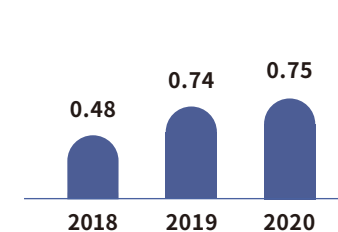
### EPS //

● EPS



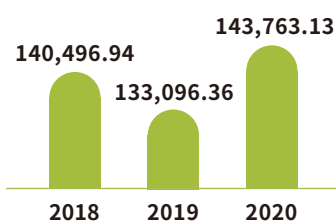
### % of R&D in the net revenue //

● % of R&D in the net revenue

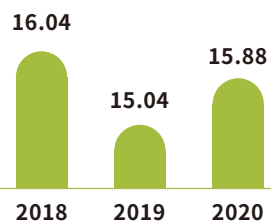


## Enviroment

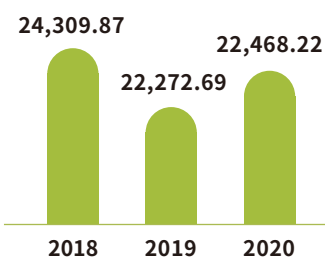
### Energy use (GJ) //



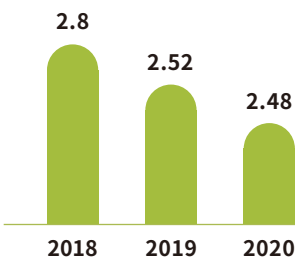
### Energy emission intensity //



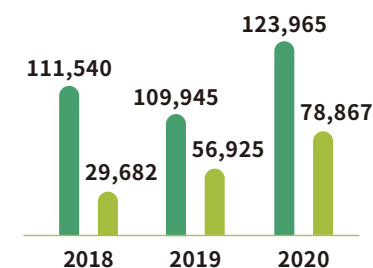
### GHG emissions //



### GHG emission intensity //

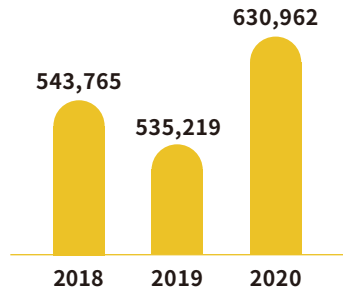


● Water consumption (ton)  
● Wastewater discharge (ton)

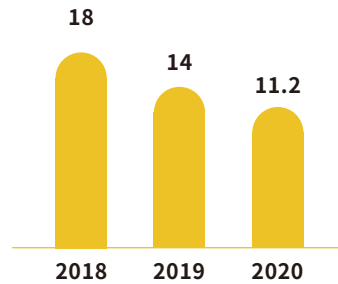


## Society

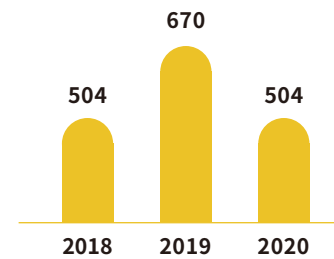
Employee benefit expenditure (thousands)



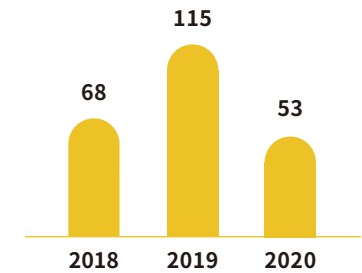
Average employee training hours



Volunteer service hours



The number of Old house electricity safety check



## Sustainable Outcomes

Guanmiao Factory obtained green factory certification

We were recognized by the Chunghwa Telecom as a Gold Supplier

We passed the ISO 50001 certification

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

Our Healthy Workplace Certification from the Health Promotion Administration

## 2020 Glory



Won the SGS 2020csr Enterprise Elite Award



Won the TCSA Taiwan Enterprise Sustainability Report Gold Award
















Won the Chunghwa Telecom Supplier Corporate Social Responsibility Information Disclosure Performance Award

## Taya's Sustainable Mission //

Since its inception, Ta Ya has held to its corporate vision of "Transcendence and Compatibility." We hold true to this and ensure that all colleagues and business owners adhere to it, too. With regards to product service and business management, we strive to gain the trust of society by constantly pursuing perfection in how we do things, while remaining cognizant of sharing our results, as our efforts have a symbiotic effect on our surroundings. Since the beginning of the new century, changes in the industry and our natural environments have become more pronounced, with social responsibilities becoming an essential part of every corporation. This reminded us to "seek for practicality and innovation" and to work together with our colleagues in achieving new corporate values.

### Our Mission

	Description	Contrast
 <b>Enlightened Employees</b>	For employees, we promise to provide a healthy and safe workplace and establish a fair and open HR development system in order to leverage their talents while improving their sense of participation and ambition.	  
 <b>Satisfied Customers</b>	For customers, we constantly ask ourselves to provide them with the most valuable products and services (in terms of quality, cost, speed, deadlines, and flexibility) via continuous research and development.	 
 <b>Positive Shareholders</b>	For shareholders, we abide strictly to an honest attitude, forward-looking business planning, and strict business management to fulfill our role as the asset manager and provide stable growth.	
 <b>Pristine Homeland</b>	For society at large, we believe in the ideal of operating-results sharing and pledge to continue caring for communities and society by continuing to pay attention to the environment and natural resources through our expertise in product development and manufacturing.	  

## Ta Ya's Response to Covid-19 //

Since the outbreak of the Covid-19 epidemic, the leadership of Ta Ya Wire & Cable Co., Ltd. have closely followed the epidemic and invested in employee health. The expanding epidemic impacted the company's operations and created great uncertainty in human resource management policies.

With regard to employee health and welfare and human resource management, Ta Ya has rolled out five major practices to help contain the epidemic:

### // **Employee health management and self-protection:**

**01** As the epidemic expanded, our human resource management first strengthened employee health management policies and assisted employees to protect themselves and their families by providing education and training. We reviewed our health promotion methods and ensured that employees could track their health status. Our employee assistance plan helped our people to reduce their anxiety and panic, and offered response strategies through on-site physicians and nursing staff. We also improved our overall health management system and workplace health management standards.

### // **Confirm coverage offered under our group insurance:**

**02** We had specialized insurance brokers review our group insurance policy terms to understand our company's coverage against claims based on Covid-19. According to the data collected by major insurance companies, the Covid-19 virus is not excluded from inpatient or outpatient medical treatment. Thus, insured persons in need of outpatient or inpatient treatment are covered in the same way as with other diseases during the insurance period, with insurance claims limited to the insured amount. If an insured person contracts Covid-19 while overseas during the insurance period and needs outpatient or inpatient treatment locally, they can file claims in the same way as with other diseases. However, people not receiving inpatient or outpatient treatment, whether in isolation or not, cannot file claims under the medical insurance. Besides the company's group insurance and medical insurance, personal life insurance and hospitalization medical insurance may also provide protection to employees. The latter would not weigh on the company's costs and gives employees the opportunity to select medical insurance according to their preferences.

### // **Staffing adjustments to ensure continuity of operations:**

**03** As the epidemic continues to spread globally, companies should evaluate their staffing costs in the next 6 to 12 months and consider adjustments to their human resource structures to support continuity of operations and business development in the most effective way. The epidemic is expected to have a longer-term impact on the overall economy and supply chains.

### // **Flexible working formats to contain the epidemic:**

**04** Flexible work arrangements, such as working from home, ensure that key businesses may continue to operate. Amid the epidemic, employee health and safety must be ensured while reducing the impact of Covid-19 on company operations and business growth. The raging epidemic exceeded any previous experience in terms of severity, scope and extent of impact. If we take advantage of the situation to strengthen flexible work arrangements, this will align with future trends in work and also improve our company's image and employee experience.

### // **Strengthen employee communication:**

**05** The human resources department has invested in good communication to keep employees abreast of the company's epidemic control measures and updates of relevant laws and regulations. The department should quickly formulate policies to respond to impacts of the epidemic, and regularly release the latest information Covid-19 prevention. This may include frequently asked questions and answers (FAQs) on Covid-19 policy and employee notifications via email, to ensure that employees receive correct and complete information, fulfill our responsibilities as an employer and corporate citizen, and safeguard employee health and safety.



# CH.1

## Steady Management



**1-1 Company Profile**

**1-2 Governance Structure**

## CH1. Steady Management //

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

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

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

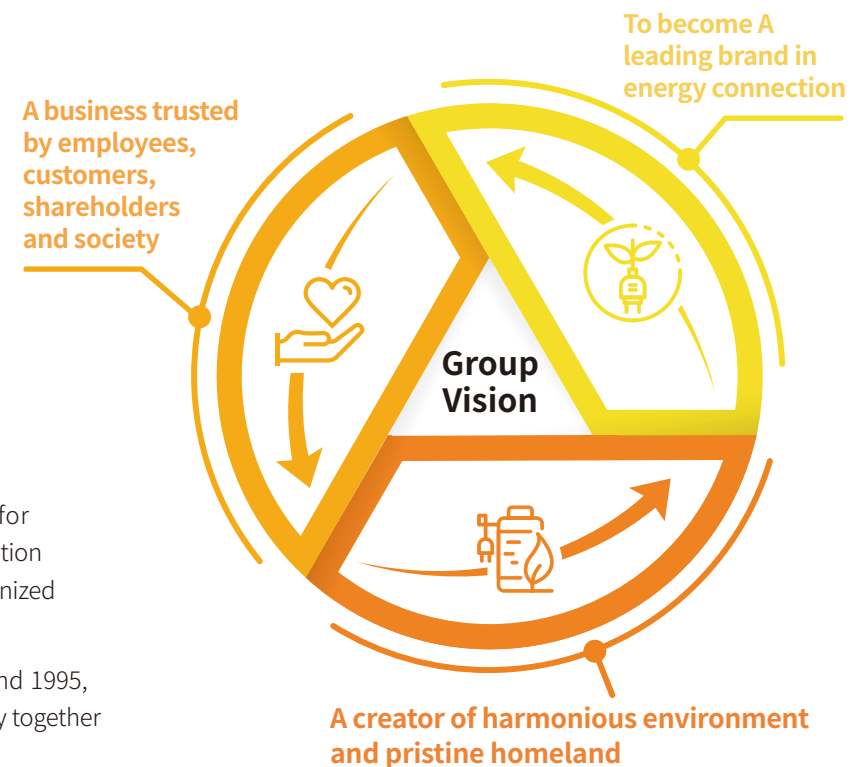
### | 1-1 Company Profile

#### Introduction

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

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

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



## Ta Ya Electric Wire & Cable

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



### Energy and Telecom Communication Cable Business Group :

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



### Magnet Wires Business Group :

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



### New Business Development, Investment and Copper Management Business Group :

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



### Construction Business Group :

Operates building construction and sales management.

## Affiliates

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

Business Content	
<b>Cuprime</b>	Operates the production, processing, and sales of copper products.
<b>Ta Heng</b>	Operates the production, processing, and sales of wire and cable materials.
<b>Ta Ho</b>	Operates the design, installation, repair, and support services for electric cables.
<b>AD</b>	Operates the planning, design, and installation of water, electricity, fire protection, air conditioning, and clean rooms for buildings and utilities for various production processes.
<b>UEI</b>	Manufacturing and sale of transition joint, terminal joint and protective device for high-voltage power cables.
<b>Ta Ya Green Energy</b>	An energy technology company that primarily invests in solar power plants.
<b>Hengs</b>	Construction and installation of photovoltaic systems; manufacturing and sale of related equipment.
<b>Ta Ya (Viet Nam)</b>	Manufacturing, processing and sale of wire/cable materials.
<b>Heng Ya Electric (Dongguan)</b>	production of enameled wires, Litz wires, wrapped wires, copper-clad aluminum wire, and enameled aluminum wire.
<b>Heng Ya Electric (Kunshan)</b>	production of enameled wires, Litz wires, wrapped wires, copper-clad aluminum wire, and enameled aluminum wire.

## Operating Base

- 
- Heng Ya Electric (Kunshan) Co, Ltd.
  - United Electric Industry Co, Ltd.
  - Cuprime Material Co, Ltd.
  - Heng Ya Electric (Dongguan) Co, Ltd.
  - Ta Ya Electric Wire & Cable Co, Ltd.
  - Ta Heng Electric Wire & Cable Co, Ltd.
  - Ta Ho Engineering Co, Ltd.
  - AD Engineering Co, Ltd.
  - Ta Ya Green Energy Technology Co, Ltd.
  - Ta Ya (Viet Nam) Electric Wire & Cable Joint Stock Company Hai Dong Branch
  - Ta Ya (Viet Nam) Electric Wire & Cable Joint Stock Company Co, Ltd.

## Production and Export of Products

Production quantity, business share and sales area of main products (2020)

Company	Items	Quantity (ton)	Revenue share (%)	Domestic sales (%)	Major exporting countries
Taya	plastic wires and cables	9,081	16.88%	99.92%	
	XLPE Power Cables	20,145	41.68%	100%	
	rubber wires and cables	21	0.06%	100%	
	bare copper wires	5,309	11.33%	99.52%	
	magnet wire	8,973	22.57%	83.87	Japan, India, China, Southeast Asia
	telecom cables & optical cables	1,063	2.45%	100%	
	Construction & others	2,305	5.02%	99.25%	
Cuprime (Note 1)	copper rod	42,995	51.82%	91%	China
	phosphorus copper ball & copper nugget	4,881	37.48%	70%	Thailand
	phosphorus copper ball (trading)	1,263	10.55%	100%	
	others	-	-	-	
Ta Heng	data transmission cable	141.2470	3.75%	81.83%	
	signal control cable	261.682	6.96%	96.37%	
	power cable	3072.489	81.68%	99.80%	
	UL/CSA appliance wire material & power cord	277.887	7.39%	99.94%	India, Australia
	others	8.365	0.22%	99.03%	
Dong Nai	wires	3,281.9	48%	99.9836%	Myanmar
	magnet wire	3,424.8	50%	99.9643%	India, Japan
	cable	89.3	2%	100%	
Hai Duong	wires and cables	2073.2	99.81%	100%	
Dongguan	magnet wire	11,041.5	100%	82%	Vietnam
Kuanshan	magnet wire	7,242.0	100%	98%	South Korea, Thailand

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

## Industrial Chain



	Description	Executor	Stakeholders	Responsibilities
<b>1-1 Raw material purchase</b>	Copper is the major material for making wires and cables, but we also purchase plastic material and other metals and equipment.	Ta Ya	Suppliers / contractors	Grow with suppliers / contractors
<b>1-2 Financing</b>	Raising funds for production and R&D.	Ta Ya	Shareholders / banks	Increase shareholders' value R&D and innovation
<b>1-3 Compliance</b>	Compliance with local government regulations	All companies	government agencies	protect the environment from pollution
<b>2-1 Manufacture of copper products</b>	Copper is refined into copper rods and other products for further processing.	Cuprime	Employees	Assurance of employee health, safety and lifestyle
<b>2-2 Manufacture of cables</b>	Development and manufacture of wires, cables, and their accessories; Development and manufacture of magnet wires.	Ta Ya, Ta Heng UEI, Ta Ya (Viet Nam)		
<b>3 Engineering service</b>	Planning, design and installation of electromechanical equipment.	Ta Ho, AD Hengs		
<b>4 Product applications</b>	Our products and services are used in power plants, power distribution facilities, telecommunication facilities, and electromechanical equipment.	Ta Ya, Cuprime Ta Heng, Ta Ho UEI, AD, Hengs, Ta Ya (Viet Nam)	Customers: power companies, telecom carriers, construction companies, public utility providers, manufacturers of electronic and electromechanical equipment	Contribute to the nation's energy and telecommunication infrastructure Provide green energy-saving products and increase customer's satisfaction
<b>5 Corporate citizenship</b>	Comply with laws and contribute to society	Ta Ya Pristine Homeland Foundation	Government agencies Local communities	Promote environmental education and social charity activities

## External Organizational Involvement

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

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

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

In 2019, Taya joined the "Taiwan Motor Industry Association", a non-profit social organization whose purposes are to build a commercial platform for the development and business expansion of the motor industry, help the integration of government and private resources, and promote the development of the motor industry. Shen, Shang-Hung, the chairman of Taya, also served as the chairman of the Taiwan Motor Industry Association. He was committed to engaging in communication activities in Taiwan and overseas for the R&D of the motor industry and providing assistance to the government in compiling studies and suggestions relating to the policies and laws for the motor industry.

Hengs has continued to join associations related to solar energy in Taiwan for the purpose of understanding the latest information of the industry and the status of R&D of new technologies in order to increase its industrial competitiveness, make timely adjustment to its business strategies and enhance its capability for sustainable management.

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

Organization	Ta Ya	Cuprime	Ta Heng	Ta Ho	AD	Hengs
TEEMA ( Note 2)	●					
Wire & Cable Association Synergy Development Center ( Note 3)	●	⊙	⊙	⊙		
Electric-Electronic & Environmental Technology Development Association	⊙					
Tainan Industry Association ( Note 4)	●					⊙
TwnWEA	⊙					
TWTIA	⊙					
STGSTA	⊙					
TGTIA						⊙
Taiwan Electric Wire Association		⊙				
TNCIA	⊙		⊙			
TTECA					⊙	⊙
Taiwan Water Pipe Engineering Industries information Portal					⊙	
Taiwan Refrigeration & Air-conditioning Engineering Association					⊙	⊙
TTEIA					⊙	
TNCOC					⊙	
TWSAA	⊙					
TMIA	●					
PVGSA ROC						⊙
Yongkang Technology Park Manufacturers Association						⊙
TPVIA ( Note 5)						⊙
Taiwan Energy Service Association						⊙

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

Note 2: 沈尚弘董事長於台灣區電機電子工業同業公會董事長擔任常務理事，並擔任所屬國際事務委員會主任委員及南部地區辦事處會長

Note 3: 沈尚弘董事長於台灣區電線電纜同業公會董事長擔任副理事長

Note 4: 沈尚弘董事長於台南市工業會董事長擔任常務理事

Note 5: 台灣馬達產業協會，董事長擔任理事長








## Brand Management

Connecting the world, creating better lives! In 2020, Ta Ya Group grew its business to an overall revenue of TWD 18.3 billion! We also recognized the importance of communicating with the general public about power supply stability. This creative brand building met with approval at home and abroad. Moving forward, Ta Ya will also target the international green power trend and contribute to the transition to renewable energy. As a leading brand in end-to-end energy service solutions ranging from energy generation through transmission and storage to conversion, Ta Ya remains committed to practicing sustainable governance, being a stable power supplier in people's daily lives, and empowering Taiwan.

### Ta Ya empowers, grows business groups and subsidiaries

Although the global economy in 2020 was impacted by the epidemic, Ta Ya Group expanded its business footprint and achieved a number of targets. Besides maintaining our core business and outstanding performance, 2020 was our first year of strategic brand communication to portray Ta Ya as a quiet, reliable force behind Taiwan's industry and economic stability. We had dialogues with the public through creative marketing, earned numerous major advertising awards, and achieved gratifying results that helped solidify Ta Ya as an energy connection brand. In 2021, the group will continue to expand, lead the energy transmission industry, and work at the forefront of international trends!

### Developments for business group

Energy & Telecom. Cable Business Group	Description
 <b>Developing the Invar wire business</b>	Ta Ya Group was among the first three manufacturers to pass Taipower's qualifying test thanks to our products' excellent features such as high temperature resistance, high tensile strength, high ductility, and high transmission capacity. Our Invar wire is a super heat-resistant aluminum alloy wire, able to replace the ACSR heat-resistant aluminum alloy wires typically supplied by Taiwanese manufacturers. This type of wire can stably transmit energy through overhead lines that are more resistant to extreme weather, while reducing reliance on imported raw materials and making it possible to expand local services.
 <b>Expanding our cable business</b>	Since 2020, Ta Ya Group has received many orders for ultra-high voltage cables and EPR cables from Taipower's power plants, such as Datan, Taichung, and Xingda. Through our cables, we help accelerate the construction of power plants and reduce Taiwan's power shortage crisis.
 <b>Building energy storage systems</b>	We invested in the construction of the Taipower AFC energy storage system, and co-developed a one-stop planning service with large power users. This collaboration improves the stability of the power grid and power supply and enables quick adjustments in Taipower's power supply system. Ta Ya Group leads the management of the energy storage system in the Zhiguang Energy Solar Power Plant, which benefits regional grid energy management, combines energy creation and storage, and draws a new blueprint for electricity.
 <b>Obtaining green power sales permits</b>	Besides integrating upstream and downstream processes in the industrial chain to generate energy, we also obtained green power sales certificates, that enable us to sell power to the market through the Taipower system in the future. The prospects are promising.
 <b>Energy conservation management system</b>	Ta Ya Wire & Cable is the industry's first manufacturer of lead-free cables to obtain a carbon footprint label and green factory certification. We were awarded the International Green Model Product Award by the Ministry of Economic Affairs for the development of low-smoke and halogen-free products. This year, Ta Ya's Electricity Transmission Business Group set up energy management systems in numerous power plants, and obtained the ISO 50001:2018 energy management certification. We keep pressing on for 1% energy conservation every year!

Energy & Telecom. Cable Business Group	Description
<b>No. 1 market share in Taiwan</b>	As a leader in stable energy transmission, our Magnet Wire Business Group is the No. 1 brand in Taiwan in terms of market share, which is expected to exceed 30% in 2021. In the increasingly contactless post-Covid economy, demand for electrical and electronic products (mobile phones, IoT-related equipment, pumps, etc.) has doubled, and this demand is expected to keep rising.
<b>Magnet wires for electric vehicles</b>	Amid the global green energy trend, the electric vehicle industry is booming, and developing magnet wires for vehicle systems has become an urgency, in which Ta Ya Group has taken the lead. We have applied several innovative technology products to electric vehicle engines to improve their efficiency and service life. We have obtained several invention patents at home and abroad, such as anti-surge magnet wire for variable-frequency motors, thermal wires, low-dielectric magnet wires, and flat wires.
<b>Electric vehicle market</b>	The market share of electric vehicles has exceeded 80%. Electric buses and electric vehicles are expected to continue to comprise more and bigger orders in Q2 and Q3 in 2021. Moving forward, this product line will develop toward high quality to serve customers and markets better.

## Affiliated Development

### Ta Heng Wire and Cable Co., Ltd.

Since obtaining a Green Product Mark from TÜV Rheinland and solar cable certification from Underwriters Laboratories (UL), UL certification for solar cables, besides maintaining current customers, we have also expanded our production capacity and upgraded our product specifications. While most of Taiwan's wire plants only ask for 1mm–35mm<sup>2</sup>, Ta Heng decided it is important to be able to cater to demand wires of various sizes and thus expanded its production capacity, upgraded its product specifications, and expanded the scope of its solar power certifications. A request for Green Product Mark certification of 400mm<sup>2</sup> products is now pending with TÜV Rheinland, which is expected to come through in 2021. After June, the company will be able to serve demand for solar photovoltaic construction lines.

In the context of rapidly developing network bandwidths, the CAT. 6A UTP network cable developed by Ta Heng also passed UL certification this year. We built up our network cable inventory of outdoor, self-contained, composite and other cables to better serve manufacturers with high-quality options.

Preparing for the Industry 4.0 era, Ta Heng is developing special wires for robot arms. These wires with high heat resistance, flame resistance, oil resistance, and flexural strength are widely praised by the industry. The company purchased a 3D torsion testing machine and drag chain testing machine to test products' efficacy, optimal performance and long service life. The reports are shared with our customers.



### /// New ventures in green power bear fruit

In response to Taiwan's renewable energy policy for 2025, Ta Ya Group will endeavor to transform the upstream and downstream of the energy industry chain, develop its new green power businesses, and expand its solar energy business. Ta Ya Green Energy's subsidiaries include Sin Jhong Solar Power, Touch Solar Power, Bravo Solar Power, and Bosi Solar Energy, which between them operate 53 solar power generation systems with a total power generation capacity of 120 MW! Since opening Taiwan's first large-scale private land-based solar power plant "Sin Jhong Solar Power Xuejia Plant of 76 MW" in March this year, Ta Ya Green Energy acquired Datong's Zhiguang Energy and will spend TWD 6 billion to build the largest combined fish farming and electricity generation system in Taiwan, scaling up solar energy and creating a new economy of symbiosis. Actively aligning itself with government policies and regulations, Ta Ya Group plans to develop ground-based power plants of 50 MW every year until 2025. Connecting Zhiguang Energy Solar Power Plant to the grid will raise the total installed capacity of solar power plants operated by Ta Ya Group to 250 MW, which is expected to bring in TWD 1.5 billion in revenue from power generation. In addition, we direct greater efforts to new ventures. Since 2000, Ta Ya has invested more than TWD 2 billion in new ventures in healthcare, biotechnology, battery storage, AI, technology, semiconductors, Internet and other industries, and supported nearly 150 listed new ventures to blossom. We will continue to invest in new ventures to support the growth of diversified enterprises.

### /// 永續社會環境受獲獎肯定 躍進公司治理 3.0 力拚 ESG 共榮共存

Besides outstanding business performance, Ta Ya Group fulfills its corporate social and sustainability responsibilities and empowers Taiwan under the concept of Powered by TAYA. To alleviate Taiwan's energy shortage, we are transitioning toward renewable energy and expanding in green power. With regard to corporate sustainable operations, we won the 2020 TCSA Report Gold Award, SGS CSR Award, and the ISO 50001 energy management system certification. This year we plan to provide further education and training to CSR employees. Sustainable governance is deeply rooted in our employees' minds, and our directors and supervisors take courses on such global trends as corporate low-carbon innovation in pursuit of our sustainability index goals. In addition, our Green Inside Foundation has a long history of promoting and sponsoring eco-friendly activities, talent development, social causes, and sustainability. The foundation provides teachers and students with educational resources. To support the next generation, the foundation holds contests, hosts the Phoenix Flower Forum, and has invested nearly TWD 2 million in "health checks" for old houses and donations of wires and cables to improve our homeland.

Entering its 66th year, Ta Ya is investing in corporate governance 3.0 and has laid out an ambitious blueprint for its corporate governance. Besides actively introducing TCFD measures (Task Force on Climate-related Financial Disclosures), we deeply care about climate issues, building a sound ESG ecosystem and strengthening the core vision for our international competitiveness. Shen Shang-Hung, chairman of the Ta Ya Group, emphasized that "The 66th anniversary of our group marks a new beginning. We will uphold our reputation."





## Ta Ya Group Celebrates 65th Anniversary and Holds "Steady Power" Wire Art Exhibition

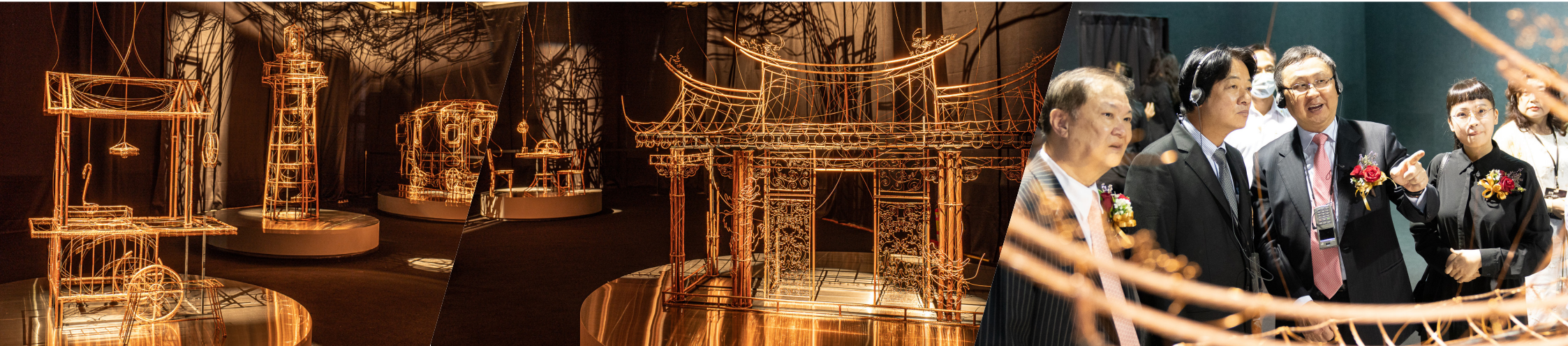


Connecting energy and always moving forward! The leading energy connection brand, Ta Ya Group powers people's lives around the world. To celebrate its 65th anniversary, Ta Ya Group held a wire art exhibition titled Steady Power, at "STEADY POWER" linear art exhibition at Huashan 1914 Creative Park. The opening on 7 August 2020 was attended by Taiwan's vice president Lai Ching-te and key figures from the electronics, architectural design, and cultural and creative industries, including Taiwan Electrical and Electronic Manufacturers' Association chairman Richard Tsu-Chin Lee, Taiwan Design Research Institute president Chi-Yi Chang, and Taiwan Cultural and Creative Development Company chairman Jung-Wen Wang. Besides celebrating Ta Ya's anniversary, their presence also underscored the importance of stable daily supply of energy to all industries. Ta Ya Group chairman Shen, Shang-Hung noted: "Since its establishment in 1955, Ta Ya has worked tirelessly to develop and manufacture stable and efficient wires and cables. We are now expanding in green energy and promoting environmental sustainability to safeguard stable daily energy supply to all people. No matter how far your destination, you can drive there on a dark night with the comfort of street lighting. Ta Ya Group wishes for a sustainable and beautiful homeland for everyone and helps spread welfare and stability to every corner of Taiwan."

**Six art works made out of copper-wire equals the length of 6 Taipei 101s play with light and shadow to tell moving stories**

The everyday things that we take for granted can be powered by an invisible force that keeps our lives stable and running. Ta Ya Group is one of those quiet, reliable forces, distributing energy and supporting life every day by offering convenience and stability to every household. This art wire exhibition celebrates the nostalgia of Taiwan through materials that prepare society for the future.





### Areas at the wire art exhibition

#### Congee stall:

You worked overtime past midnight again. As you ponder your tough and precarious life, this congee stall offers a bowl of warm and tasty consolation.

#### Lighthouse:

The lighthouse illuminates the direction for people navigating home after a long night's work. Even when far away from home, in a strange city, this light will show you the way forward.

#### Train:

When the carriage starts rolling on its journey, the swaying carriage soothes the passengers into daydreams of faraway lands.

#### Dining table:

Always longing for home far away? You know that hot food will be waiting for you there under the lamp on the dining table. Any sadness will dissipate with wafting fragrances of the food.

#### Temple:

When life overwhelms you, close your eyes and pray. As the incense curls upward, imagine your earnest wishes reaching heaven.

#### Giant tree:

Seemingly insignificant everyday things such as familiar flavor, a bright light leading the way, a home-cooked meal, a rolling train carriage, or a curing wisp of incense, give people the strength to face uncertainty. And behind all these are Ta Ya's wires and cables. Like a giant tree, they support life, day after day. Ta Ya will continue to move ahead to bring stable power to every corner of the land.

### Brand Description

Use an iPad and physical samples to introduce the practical applications of Ta Ya products in daily life. From mobile phones, electric cookers, to public transport, and even airplanes, cars and trains, products connected with energy transmitted by Ta Ya are everywhere, bringing convenience to people's daily lives. The exhibition also introduces the brand story of Ta Ya Group, which has grown with the Taiwanese people and nation since 1955. The brand story aims to touch the visitors' hearts and make them more appreciative of Taiwan's domestic industry.

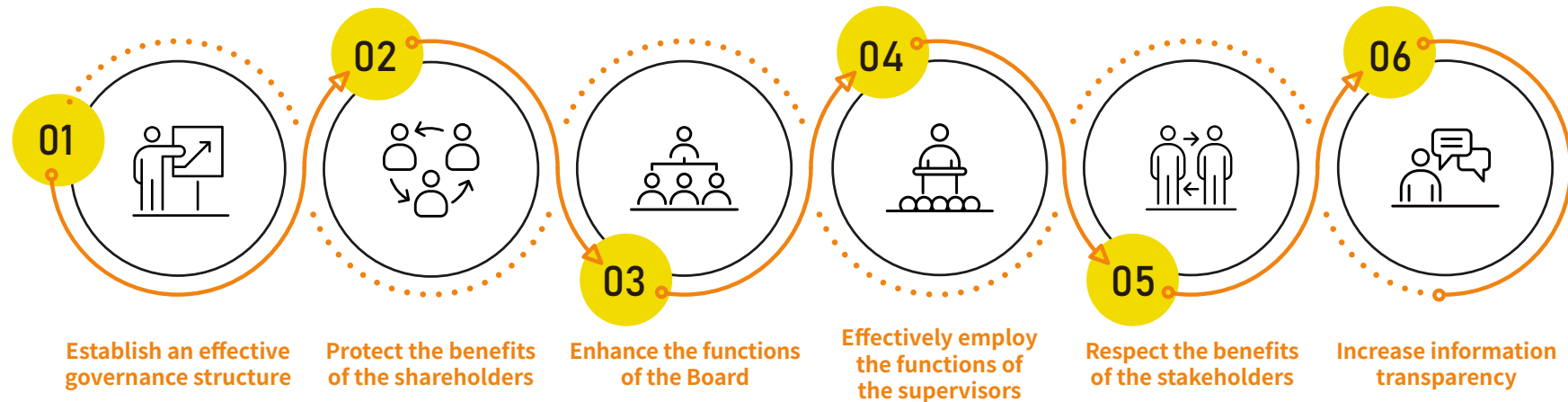
### Working across industries to support people's endeavors

For decades, Ta Ya Group has been active in Taiwan, achieving fruitful results. Working closely with various industrial chains, Ta Ya supplies high-quality wires and cables to the construction industry and develops magnet wires for water pumps and electric vehicle engines to help create high-quality performance. We are committed to diversification, to operating and expanding our green energy business, and running our Green Inside Foundation. Our group is not only environmentally sustainable, but it also cares for the cultural and creative industry. Ta Ya Group has now teamed up with ZXin, an artist working with metals, who has awards such as Red Dot Design in Germany and at the International Contemporary Art Fair (FIAC) in Paris. Cooperative exhibitions open up new possibilities for traditional industries and artists alike. Different from her gold and silver jewelry work in the past, this is ZXin's first challenge to use copper wire and cables as media for her art exhibition. The winding techniques were also new to her. ZXin: "Wires and cables are energy transmitters, but they can also serve as media to convey cultural images and heritage." These wire art works that depict stable factors in our uncertain lives, presented technical and conceptual challenges to her. The exhibition aims to convey how much of our lives is powered by electricity. Behind our convenient environment, which we often take for granted, is the hard work of many people around the clock. Creating the exhibition made her more awareness of this.

## 1-2 Governance Structure

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

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



### Corporate Governance Rating 6%-20%

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

In 2020, Ta Ya's corporate governance evaluation results ranked among the top 6%–20%. Since the first corporate governance evaluation in 2015, Ta Ya has always placed among the top 6%–20% of listed companies.



**Corporate  
Governance Rating  
6%-20%**



## Functions of the Board

The Ta Ya Board is comprised of five directors, three independent directors and two supervisors. Each member has extensive management experience and professional backgrounds, and is dedicated to maximizing shareholder benefits. The Board defines the measures for proceedings in accordance with the Procedures for Public Company Boards. For matters related to a director's own interests and where there is conflict with the interests of the company, directors can participate in commenting and answering, but neither in discussions nor voting, and must avoid situations to execute any other voting rights for any other Board members.

In December 2011, the Ta Ya Board established a compensation committee, and added three independent directors at the shareholder's meeting held in June 2012. This made us the first company to establish independent directors in the wire and cable industry in Taiwan. The qualifications of the directors of the Board are in accordance with the relevant regulations of the relevant competent authorities. The company's Articles of Association also states that the election of directors and independent directors must be in accordance to the nomination system. In 2020, the Board of Directors of Ta Ya held 8 meetings, and the attendance rate of all Directors and supervisors was 98%.

### Board Members

Position	Name	Sex	Administrative Position
Chairman of the Board	Shen Shanghong	M	CEO
Vice Chairman of the Board	Shen Shangbang	M	
Director	Shen Shangyi	M	President
Director	Shen Shangdao	M	Executive Vice President
Director	Horng-lan Horng	F	
Independent Director	Zhang Liquiu	M	
Independent Director	Wei Junxian	M	
Independent Director	Zheng Dunxian	M	

Note: Effective June 2019

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

2018	2019	2020
9.64%	10.02%	11.53%

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

### 2020 Board Meetings and Board Member Detail

	Directors	Independent Directors	Supervisor	Meetings Held	Attendance Rate(%)	Female Director(s) and Positions
Ta Ya	5	3	0	8	98%	1
Cuprime	7	0	2	3	95%	0
Ta Heng	7	0	2	1	100%	0
Ta Ho	3	0	2	1	100%	0
UEI	8	0	2	3	58%	0
AD	5	0	2	6	83.33%	0
Hengs	6	3	0	10	87.78	0
Vietnam	5	3	3	8	90%	0
Dongguan	6	0	0	6	100%	0
Ta Ya	6	0	0	6	100%	0

Note 1: The average attendance rates indicate the average of the actual attendance rate of the holding company. Actual attendance rate is calculated by dividing the actual attendance by the number of board meetings held.

Note 2: Ta Ho attended the meeting with two directors and one supervisor. The meeting was held online, so only two directors were present to sign.

## Board Function Improvement

### Board of Directors Performance Assessment Policy

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



The results of the assessment are classified into five levels: Excellent, Outstanding, Good, Fair, and Improvement Required. The result of the assessment in 2019 was Excellent.

### Board Effectiveness Assessment

At the end of 2018, Ta Ya Group commissioned the Taiwan Corporate Governance Association to conduct a board efficacy evaluation, which will be conducted in 2021.



The assessment results are disclosed on the official website of the Company:  
<https://www.taya.com.tw/download/download48.html>

website

Investors Zone

Corporate  
Governance Zone

Corporate Governance  
Information

## Functional Committees

The Company has an Audit Committee, a Remuneration Committee, a Corporate Social Responsibility Committee, and an Ethical Business Committee, . An Information Security Committee and Intellectual Property Committee were added in 2020 which are responsible for formulating and reviewing policies in their remits and which also serve to strengthen corporate governance in the Company.

**The following is the participation status of each functional committee**

Position	Name	The Audit Committee	Compensation Committee	CSR Committee	Ethical Business Committee	Information Security Committee	Intellectual Property Committee
Chairman of the Board	Shen Shanghong					Committee Member	Committee Member
Vice Chairman of the Board	Shen Shangbang						
Director	Shen Shangyi				Committee Member	Committee Member	Committee Member
Director	Shen Shangdao				Committee Member	Committee Member	Committee Member
Director	Horng-lan Horng						
Independent Director	Zhang Liqui	Convener	Convener				
Independent Director	Wei Junxian	Committee Member	Committee Member		Convener and chairman of the meeting	Convener	
Independent Director	Zheng Dunxian	Committee Member	Committee Member	Convener and chairman of the meeting			Convener

## Audit Committee



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

## Operating Situation

The Audit Committee held eight meetings in 2020, and matters discussed included:



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

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

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

## The attendance of the Independent Directors was as follows:

Position	Name	Attendance	Entrusted attendance	Actual attendance rate (%)	Note
Independent director (Convener)	Zhang Liqui	7	1	87.5	2018/6/5 Beginning
Independent director	Wei Junxian	8	0	100	2018/6/5 Beginning
Independent director	Zheng Dunxian	8	0	100	2018/6/5 Beginning

## The Salary and Remuneration Committee



- In December 2011, the Board of Directors resolved to establish a Remuneration Committee.
- The Company's Salary and Remuneration Committee has three members.
- The Salary and Remuneration Committee convened four times in 2020.

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

- Regularly review these Procedures and propose amendments.
- Formulate and regularly review performance assessment standards and annual and long-term performance targets of the Company's Directors and managers, as well as policies, systems, standards, and structures related to their compensation and benefits, and disclose the performance assessment standards in the Company's annual report.
- Regularly assess the Directors' and managers' progress toward their performance targets, and determine the content and amount of individual salaries and remunerations on the basis of the assessment results.

### Committee members' qualifications and their attendance are as follows:

Position	Name	Attendance	Entrusted	Actual	Note
Convener	Zhang Liqui	4	0	100%	2018/8/6 continue in office
Committee	Wei Junxian	4	0	100%	2018/8/6 continue in office
Committee	Zheng Dunxian	4	0	100%	2018/8/6 continue in office

## Corporate Social Responsibility Committee



- The Company resolved to establish the Corporate Social Responsibility Committee on 15 March 2018.
- Corporate Social Responsibility Committee convened two times in 2020.

### Committee members' qualifications and their attendance are as follows:

Position	Name	Attendance	Entrusted attendance	Actual attendance rate (%)	Note
Independent director	Zheng Dunxian	2	0	100%	Convener and chairman of the meeting
Associate Manager of business planning office	Chen Zhongguang	2	0	100%	
Finance manager	Hong Chongming	2	0	100%	
Manager of business planning office	Juan Jenfong	2	0	100%	
Associate business planner	Wu Tsaichen	2	0	100%	

### The duties of this committee include the following:



Formulate policies, strategic plans, annual plans and project plans related to corporate social responsibility.



Reviewed the Corporate Social Responsibility Reports.



Implement corporate social responsibility strategy planning, annual plans and project plans, and assessment of implementation.



Report each year the annual implementation results of corporate social responsibility to the Board of Directors.

### Activities in 2020:



Reviewed the Corporate Social Responsibility Reports.



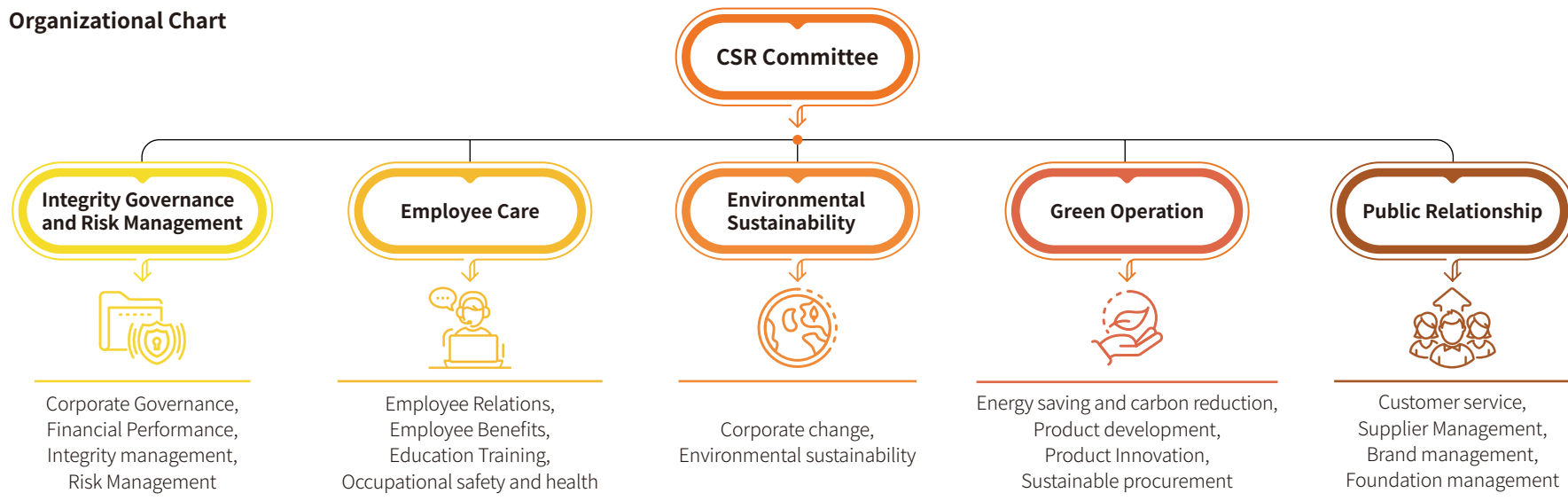
The 2019 CSR Report won the Gold Award for Sustainability Reports of the Taiwan Corporate Sustainability Awards.



Undertook corporate social responsibility work as always, including the formulation and review of policies, systems, or management guidelines related to corporate social responsibility as well as specific promotion plans and their implementation.



## Organizational Chart



## Responsibilities of Each Group

Committee	Coordinator	Issues of Concern	Responsibilities
Ethical Governance and Risk Management	Hung, Chung-Ming Assistant Vice President	<ul style="list-style-type: none"> <li>corporate governance</li> <li>risk management</li> <li>financial performance</li> <li>ethical management</li> </ul>	Regularly following up on important domestic and international trends in corporate governance to develop an appropriate system for the Company; improving transparency in the disclosure of company information to fulfill the idea of ethical management; developing strategies for the Company to respond to all possible risks and minimize such risks.
Employee Care	Hsieh, Sung-Mao Manager	<ul style="list-style-type: none"> <li>employee relations</li> <li>employee welfare</li> <li>education and training</li> <li>occupational safety and health</li> </ul>	Committed to the vision of happy employees, the committee focuses on important issues of human resources including education and training, talent development, protection of human rights, employee care and workplace health in order to design an appropriate human resource system.
Environmental Sustainability	Huang, Ming-Chin Factory Director	<ul style="list-style-type: none"> <li>business change</li> <li>product R&amp;D</li> <li>product innovation</li> <li>environmental sustainability</li> </ul>	Aiming for environmental sustainability and sustainable management, the committee is responsible for developing appropriate environmental strategies to achieve the objective of green production through R&D and innovation without causing burdens to the environment.
Green Operations	Lin, Hui-Yeh Manager	<ul style="list-style-type: none"> <li>energy efficiency and carbon reduction</li> <li>sustainable procurement</li> <li>supplier management</li> </ul>	Supervising energy efficiency, carbon reduction and resource recycling in the operations of the Company to achieve circular economy; managing suppliers and regularly inspecting and visiting suppliers that value CSR management.
Public Relations	Chen, Chung-Kuang Vice President	<ul style="list-style-type: none"> <li>customer service</li> <li>brand management</li> <li>management of the Foundation</li> </ul>	The committee focuses on stakeholder engagement to strengthen the public image of Taya through brand management; the Foundation organizes events for environmental protection to create more influence in a soft way.

## Ethical Business Committee



- The Company resolved to establish an Ethical Business Committee on 15 March 2018.
- In 2020, the committee held two meetings to present reports regarding the status of its functions and operations and its 2021 work plan to the Board of Directors.

### Committee members' qualifications and their attendance are as follows:

Position	Name	Attendance	Entrusted attendance	Actual attendance rate (%)	Note
Independent director	Wei Junxian	2	0	100%	Convener & Conference Chair
President	Shen Shangyi	2	0	100%	
Executive Vice President	Shen Shangdao	2	0	100%	
Associate Manager of business planning office	Chen Zhongguang	2	0	100%	
Associate Manager of Human Resources	Hsieh Sungmao	2	0	100%	

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

- Help integrate integrity and ethical values into the Company's business strategy.
- Establish preventive measures to ensure ethical business in compliance with the regulatory system.
- Manage the reporting system and ensure its effectiveness.
- Promote ethical business policies and related education and training.
- Other matters related to the establishment and oversight of ethical business policy.
- Report compliance to the Board of Directors on a regular basis (at least once a year)

### Activities in 2020 :

- Establish an information security committee to formulate information security policies and specific management plans.
- Establish an intellectual property rights management committee to formulate intellectual property management plans linked to operational goals, to strengthen our intellectual property rights.
- On 7 July 2020 and 18 August 2020, external lecturers came to the company to give presentations on "Corporate Operations and Reinvestment Tax Laws and Practices" and "Reconstructing Information Security from the Perspective of Digital Forensics." On 14 September 2020, a lawyer taught us about "Response Strategies for Enterprise Dealing with Labor Incident Law."
- Two training and awareness sessions, in May and November, enabled new staff to understand the company's mission, policies, prevention plans, and the consequences of integrity violations.
- The organization rules of the committee were revised.

## Information Security Committee



- The company's board of directors approved the establishment of an information security committee on August 5, 2020.
- The first meeting of the Information Security Committee of the first session will be held on December 1, 2020.

### Committee members' qualifications and their attendance are as follows:

Position	Name	Attendance	Entrusted attendance	Actual attendance rate (%)	Note
Independent director	Wei Jun xian	1	0	100%	Convener & Conference Chair
Chairman of the Board	Shen Shang hong	1	0	100%	
President	Shen Shang yi	1	0	100%	
Executive Vice President	Shen Shang dao	1	0	100%	
NICGeneral Manager	Lee Wen Bin	1	0	100%	
Associate general Manager	Chen Zhong guang	1	0	100%	
資訊部經理	鍾明璋	1	0	100%	
顧問	賴飛熊	1	0	100%	

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

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

### 2021 Work Target:



Apply for ISO27001 certification



## Intellectual Property Committee



- The company's board of directors approved the establishment of an intellectual property committee on August 5, 2020.
- The first meeting of the first session will be held on November 4, 2020.

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

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

### Implementation status in 2020:

01

The company's "Intellectual Property Rights Management Measures" and "Intellectual Property Management Plan" were formulated to link operational goals and R&D resources. These were submitted to the Board of Directors for review and approval in accordance with the law to ensure effective use and protection of the company's IPR.

02

In accordance with internal control process guidelines, the Audit Office completed the internal audit of "Product R&D, Technology R&D, and Documentation Management" in March 2020, and an internal audit of "Acquisition, Maintenance and Use of IPR" in April. No anomalies were found; operations were normal.

03

On 9 November 2020, the new staff education and training for the first time included an IPR session (content: see attachment) to enhance their understanding of IPR.

### Plans for 2021:

- The Audit Office conducts internal IPR audit as planned.
- The Human Resources Department arranges experts to conduct internal education and training on "Managing corporate governance through the Taiwan Intellectual Property Management System."
- The General Affairs Department administers trademarks and patents and tracks pending applications.

### Committee members' qualifications and their attendance are as follows:

Position	Name	Attendance	Entrusted attendance	Actual attendance rate (%)	Note
Independent director	Zheng Dunxian	1	0	100%	Convener & Conference Chair
Chairman of the Board	Shen Shanghong	1	0	100%	
President	Shen Shangyi	1	0	100%	
Executive Vice President	Shen Shangdao	1	0	100%	
Associate Manager of business planning office	Chen Zhongguang	1	0	100%	
總務部經理	林暉燁	1	0	100%	
顧問	蘇文斌	1	0	100%	

## Financial Performance

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

In 2020, revenue was TWD 8,940,088 thousand, an increase of TWD 194,061 thousand, or 2.21%, when compared with 2019. The investment income from reinvestment recognized increased by TWD 157,202 thousand compared with the previous year, bringing the 2020 EPS to TWD 1.45, up from last year.

### Financial Performance (2020)

Unit: 1000 TWD

		Taya	Cuprime	Ta Heng	Ta Ho	UEI	AD	Hengs	Dong Nai	Hai Duong	Dongguan	Kunshan
Direct economic value	Revenue	9,051,583	2,717,163	1,057,844	108	1,040,021	876,280	2,710,734	1,528,883	515,171	2,790,244	1,586,907
	Operating costs	2,399,426	2,517,580	964,136	29,631	542,050	702,259	2,226,331	1,401,155	453,404	2,657,041	1,562,375
	Employee benefits	661,573	84,128	86,041	17,879	109,683	92,391	176,345	60,644	28,642	94,902	62,673
Economic value of distribution	Payments to investors	1,598,524	219,155	32,250	11,750	81,592	32,953	73,027	102,703	31,288	0	0
	Payments to the government	9,806	884	776	214	67,830	9,644	38,800	111,539	59,904	18,576	22,434
	Community investment	5,253	22	100	0	266	562	272	0	13	0	0
	Retained value	4,377,001	-104,606	-25,459	-59,366	238,600	38,471	195,959	(147,158)	(58,080)	19,725	(60,575)
	Capital amount	5,950,680	500,000	215,000	25,000	617,725	188,000	500,000	395,000		547,747	698,227

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

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

Note 3: The applied exchange rate of New Taiwan dollar (TWD) to Vietnamese dong (VND) is 1:807. The applied exchange rate of New Taiwan dollar (TWD) to Chinese renminbi (CNY) is 1:4.365.



## Integrity Management

### Code of Conduct and Anti-Corruption

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

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

## Risk Management

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

### purposes 1



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

### purposes 2



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

The 2020 audit plan was devised with 80 audit actions, of which 80 (100%) were completed. The plan was comprised of 6 audit actions on the sales and collection cycle, 3 actions on the procurement cycle, 7 actions on the production cycle, 2 actions on the R&D cycle, 7 actions on the salary cycle, 37 actions on the financing cycle, 2 actions on the property, plant and equipment cycle, 9 actions on the data processing cycle, and 7 actions on the administrative cycle.

With regards to supervision of subsidiaries, the Company obtains monthly management reports as a means of insight into subsidiaries' operations, and regularly participates in subsidiaries' administrative meetings. In 2020, the Company audited its subsidiaries, which represented a completion rate of 76.9%. 13 subsidiaries were initially arranged in the 2020 audit plan. The failure to achieve the target was mainly due to impacts from the epidemic. The auditors were unable to perform on-site inspections at the Plant of Heng Ya Electric (Dongguan), the Plant of HENG YA Electric (Kunshan) Ltd. and the Vietnam Dong Nai Plant. Even so, the auditors analyzed the financial information from the monthly management reports of the subsidiaries and attended regular operations and management video conferences of the subsidiaries to gain insight into their operating conditions.

## Information Disclosure

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

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

Moreover, all Ta Ya employees have by law the right to organize trade unions and are entitled to freedom of association. Employee representatives can provide suggestions and comments of their colleagues on specific topics via a laborers' conference. After a consensus is reached through discussions with company operators at the conference, the consensus will be reported to the Board and be handled by the operations group. Other affiliated companies should also uphold the principles of valuing all stakeholders, so that all employees and shareholders are entitled to present their suggestions to the management staff and have them reported to the Board if the situation requires such attention.

# CH.2

## Multiple Communication Flows



**2-1 Stakeholder Interaction**

**2-2 Analysis of Materiality**

## CH2. Multiple Communication Flows //

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

### | 2-1 Stakeholder Interaction

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#### // Communication Channel

- |                 |                                |                                  |
|-----------------|--------------------------------|----------------------------------|
| <b>External</b> | ■ Official Website             | ■ TAYA official Facebook fanpage |
|                 | ■ GreenInside official website | ■ GreenInside Facebook fanpage   |
|                 | ■ Youtube                      | ■ Instagram                      |
| <b>Internal</b> | ■ Internal mailbox             | ■ labor-management meeting       |
|                 | ■ electronic bulletin board    |                                  |



## Stakeholder Interactivity

Based on the Company's circumstances, stakeholders were identified for additional communication. The CSR Committee decides annually whether stakeholders need to be added or removed. The stakeholders identified this year are more focused than in 2019, namely employees/union, customers, government agencies, suppliers/contractors, community/environmental groups, and investors/banks.

Stakeholder	Issues	Communication Methods	Frequency
Employees	<ul style="list-style-type: none"> <li>Employee health and safety</li> <li>Attracting and retaining talent</li> <li>Talent training and education</li> <li>Harmonious labor relations</li> </ul>	<ul style="list-style-type: none"> <li>Electronic bulletin board</li> <li>Labor-management meeting</li> <li>Organise event</li> </ul>	<ul style="list-style-type: none"> <li>Irregular</li> <li>4 times/year</li> <li>Irregular</li> </ul>
Customer	<ul style="list-style-type: none"> <li>Customer relations management</li> <li>Product credibility and quality</li> <li>Win-win collaborations</li> </ul>	<ul style="list-style-type: none"> <li>Customer Service Line</li> <li>Project Manager</li> </ul>	<ul style="list-style-type: none"> <li>On demand</li> <li>According to the project volume</li> </ul>
Government Agencies	<ul style="list-style-type: none"> <li>Compliance</li> <li>Pollution prevention</li> <li>Harmonious labor relations</li> </ul>	<ul style="list-style-type: none"> <li>Seminar exchange</li> <li>Environmental product certification</li> <li>Environmental awards</li> </ul>	<ul style="list-style-type: none"> <li>2~3 times/year</li> <li>1~2 times/year</li> <li>According to the number of awards</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>Supplier management</li> <li>Win-win collaborations</li> </ul>	<ul style="list-style-type: none"> <li>Audit</li> <li>Questionnaire</li> </ul>	<ul style="list-style-type: none"> <li>Irregular</li> <li>1 time/year</li> </ul>
Communities	<ul style="list-style-type: none"> <li>Corporate citizenship and charity</li> <li>Pollution prevention</li> </ul>	<ul style="list-style-type: none"> <li>Participate in community activities/donations</li> </ul>	<ul style="list-style-type: none"> <li>Irregular</li> </ul>
Shareholders/ Investment Institutions	<ul style="list-style-type: none"> <li>Corporate governance</li> <li>Investor relations</li> <li>Compliance</li> <li>Risk management</li> <li>Financial performance</li> </ul>	<ul style="list-style-type: none"> <li>Corporate Information Meeting</li> <li>Shareholders' Meeting</li> </ul>	<ul style="list-style-type: none"> <li>1 time/year</li> <li>1 time/year</li> </ul>

## 2-2 Analysis of Materiality

### Analysis Process

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



#### Step 1: Identifying Topics

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



#### Step 3: Analyze Results

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



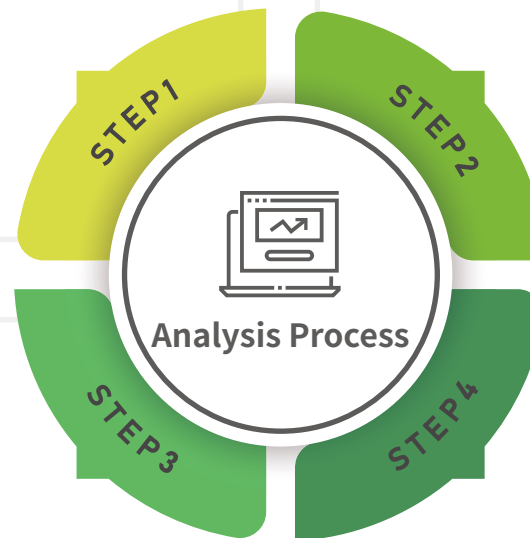
#### Step 2: Prioritize

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



#### Step 4: Continuous Improvements

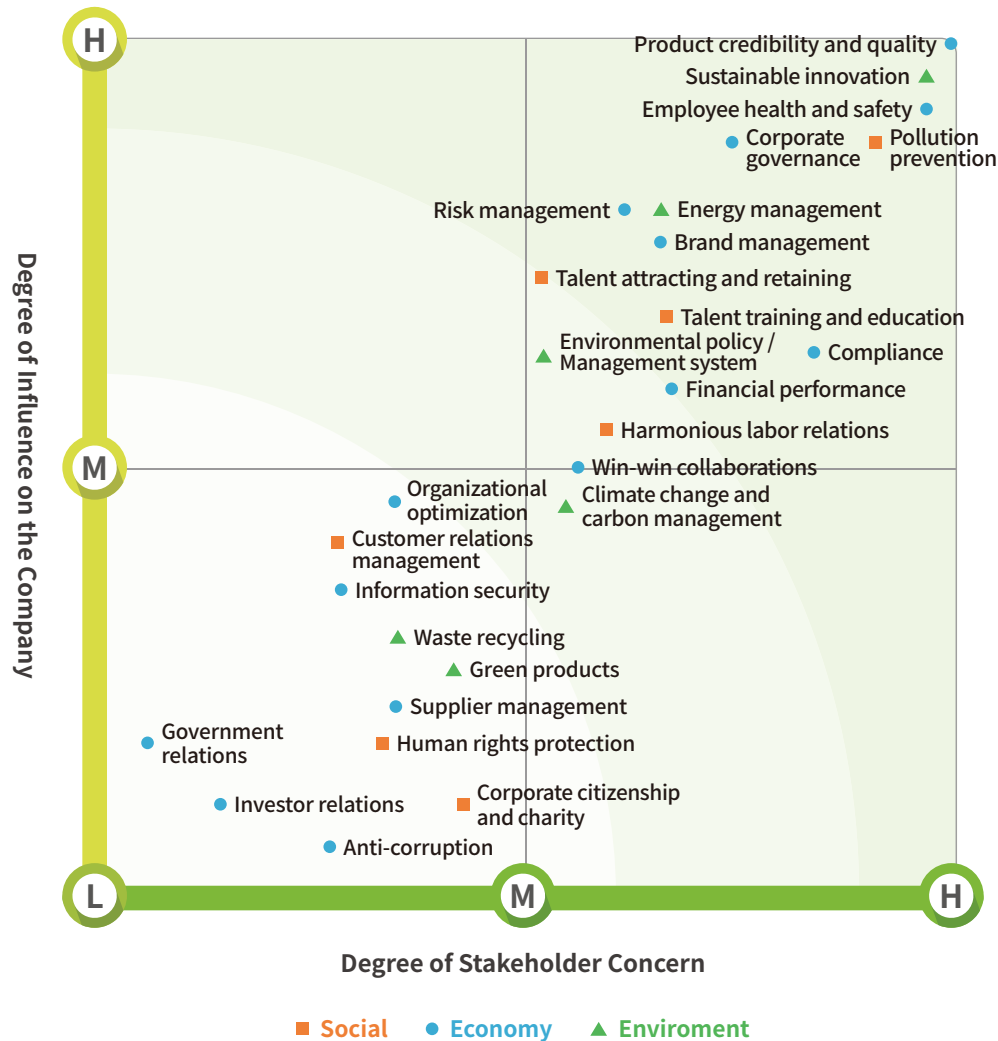
Understand the public's satisfactory level on information disclosure, as well as develop, execute and evaluate every approach to implement continuous self-improvements.





## Materiality Matrix

2020 Survey on the issues concerned by the stakeholders of Taya



## Comparison Table of Material Issues

A total of 11 major issues were identified in 2020. A total of 14 major issues were identified in 2019, of which 6 are economic-related issues, 4 are environmental-related issues, and 5 are social-related issues. Compared with 2019, 1 new major issues have been added, namely: Environmental Policy/Management System. This year's major issues were basic knowledge issues and were resolved by the CSR Committee: corporate governance, regulatory compliance, financial performance, creating win-win partnerships, and focus on issues in line with the company's sustainable development direction. The plan for 2021 is to conduct a new investigation into Ta Ya's stakeholders and their material issues.

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

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

## Major Theme Comparison Table

Priority issue	Internal											External						GRI Standard	Report Chapter	Page
	Taya	Cuprime	Ta Heng	Ta Ho	UEI	AD	Hengs	Dong Nai	Hai Duong	Dongguan	Kunshan	Customer	Investors	Banks	Suppliers	Government Agencies	Communities			
1. Sustainable innovation	■											■			■			Custom theme	3-4 Innovation Management	42
2. Product credibility and quality	■	■	■			■	■	■	■	■	■	■	■		■		■	417-1	3-1 Value Transfer	40-41
3. Pollution prevention	■	■	■					■	■	■	■						■	306-2	4-1 Environmental Policy and Management	60
4. Employee health and safety	■	■	■	■	■	■	■	■	■	■	■				■	■		403	5-2 Occupational Safety and Health	73-78
5. Energy management	■	■	■	■	■	■	■	■	■	■	■					■		302-1, 302-3, 302-4	4-1 Environmental Policy and Management	47-49
6. Risk management	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■		■	305-1, 305-2, 305-4, 305-5, 305-7	1-2 Governance Structure	54-57
7. Brand management	■											■	■	■	■	■	■	Custom theme	1-1 Company Profile	16
8. Talent training and education	■	■	■	■	■	■	■	■	■	■	■	■	■		■			404-1	5-3 Educational Training	81
9. Talent attracting and retaining	■	■	■	■	■	■	■	■	■	■	■					■		401-2	5-1 Welfare and Care	66
10. Environmental policy / Management system	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■			Custom theme	4-1 Environmental Policy and Management	39
11. Harmonious labor relations	■	■	■					■	■	■	■	■				■		402-1	2-1 Stakeholder Interaction	61

Note: ■ Material issues and disclosed in this reports.

# CH.3

## Group Value Creation



- 3-1 Value Transfer
- 3-2 Innovation Management
- 3-3 Sustainable Supply Chain

## CH3. Group Value Creation //

### | 3-1 Value Transfer

#### // Customer Satisfaction Survey

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

#### // Results of Customer Satisfaction Survey

Company		Survey project	Target value	Actual value	Description
Taya	ETC BG	Service, quality, manufacturing, customer evaluation, competitive standards	88	95	goal achieved
	MW BG	Service, quality, manufacturing, hazardous substances, delivery, competition standards	85	98	Achieving the goal is between 85 points and 100 points.
	NIC	Service, quality, process, no harmful substances, shipping speed	80	80	With a score of 100 points and an average of 85.5 points, we are constantly seeking breakthroughs in customer response.
Cuprime		Service, quality, delivery, competition standards	80	87.23	Achieving the goal is between 80 points and 100 points.
Ta Heng		Product quality, product price, delivery of goods, document report, packaging, new product development, sample response, customer consultation, customer complaint handling, business communication skills	80	85.9	With a score of 100 and a KPI target of 80, the 2017 results will remain the same as in 2017.
Ta Ho		Service, quality, construction	8	9	Take 10 points and score up to 10 points; achieve the goal
UEI		Service, quality, packaging, delivery	80	99.44	The results of the 2018 and 2019 surveys are all 100 points.
Hengs		Quality, delivery, packaging, handling customer complaints efficiency, service attitude, product design	No setting	All of them are "Satisfied" or "Very Satisfied"	Statistics are made respectively for "Very Satisfied", "Satisfied", "Unsatisfied" and "Very Unsatisfied"

## Quality Management

### Quality Assurance

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

	Taya			Cuprime	Ta Heng	Ta Ho	UEI	AD	Hengs	Dong Nai	Hai Duong	Dongguan
	ETC BG	MW BG	NIC									
ISO 9001	■	■	■	■	■	■	■	■	■	■	■	■
ISO 14001	■	■	■						■	■	■	■
ISO 50001	■	■										
ISO/TS 16949		■	■						■		■	■
ISO/IEC 17025	■	■										
ISO 45001 (2019.11 conversion completed)	■	■	■									
CNS45001	■	■										
IECQ QC080000		■		■								

### Responsible Business Alliance (RBA)

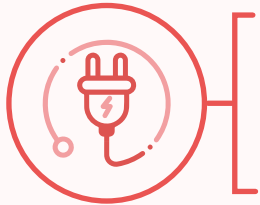
Cuprime recently developed phosphorus copper balls for domestic and overseas PCB industries and, thus, know the importance that customers in the electronics industry place on the compliance to EICC. In January 2016, the EICC handbook was issued according to Electronic Industry Code of Conduct and will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

After introduced the EICC, Cuprime has added supplier EICC questionnaire in the business partner evaluation form, requiring the suppliers to cooperate with implementation of environmental policies and to emphasize in corporate social responsibility for environmental safety and health, human rights and anti-bribery. There were 7 suppliers with evaluations in 2020.



## Product Information Labeling

### Business Group for Electrical Power and Communication

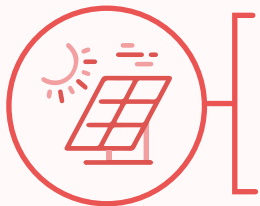


The 600V lead-free PVC insulated electrical wire is in compliance with the CNS 679 C2012 standard, and is marked with information including the CNS Mark, the Product Inspection Mark of the Bureau of Standards, Metrology and Inspection, LF and the EU's Restriction of Hazardous Substances Directive (RoHS).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

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

For example: the 600V PVC electrical cable (LF 600V IV) 22 mm<sup>2</sup> has the following product markings:

R63006 RoHS 1649 LF 600V IV 22 mm<sup>2</sup> Taya TA YA (Year)

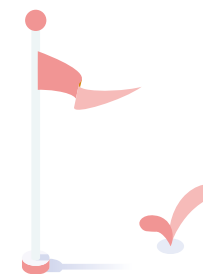


The DC-1500V power cable PV-CQ for solar power stations uses halogen-free and flame-retardant XLPO materials to make it self-extinguishing so that it will not produce halogen acids, toxic and corrosive gases and black smoke. The materials are in compliance with the RoHS and have received the JECTEC certification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



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

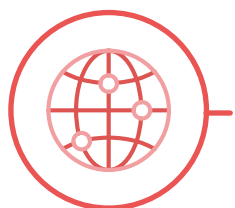




## Business Group for Magnet Wires



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



**Pb** | Pb content:  
≤ 1000ppM.

**Cd** | Cd content:  
≤ 100ppM.

**Hg** | Hg content:  
≤ 1000ppM.

**Cr<sup>6+</sup>** | Cr<sup>6+</sup> content:  
≤ 1000ppM.

**PBB** | PBB content:  
≤ 1000ppM.

**PBDE** | PBDE content:  
≤ 1000ppM.

**BBP** | BBP content:  
≤ 1000ppM.

**DEHP** | DEHP content:  
≤ 1000ppM.

**DBP** | DBP content:  
≤ 1000ppM.

**HBCDD** | HBCDD content:  
≤ 1000ppM.



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

## 3-2 Innovation Management

### Product Technology and Innovation

#### Wire and Cable



01

#### ■ Production of extra-long UHV 345KV XLPE cables

In response to the demand for longer cables for use between Taipower sub-stations, we began mass production of 345KV cables.

02

#### ■ Development of lead-free PVC coating

600V PVC wires, PVC cables, cross-linked polyethylene power cables, medium-voltage cross-linked polyethylene power cables are mass-produced with lead-free PVC coatings in order to make a contribution to the global environment.

03

#### ■ PV Wire

Develop solar panel wiring to improve operational performance and obtain UL/TÜV/EN certifications.

07

#### ■ Super heat-resistant steel core aluminum wire (ZTACIR)

Overhead lines require large span, high temperature resistance, and low sagging. To serve that market segment, our company developed super heat-resistant metal-core aluminum wires that obtained Taipower certification.

04

#### ■ Development of cables for solar power systems to improve operating performance.

The use of newly developed low-smoke and non-toxic materials and eco-friendly packaging materials in collaboration with suppliers made our products more environmentally friendly, enabled protection and led to obtaining the national environmental protection label certification (Huan-Biao No. 18302).

05

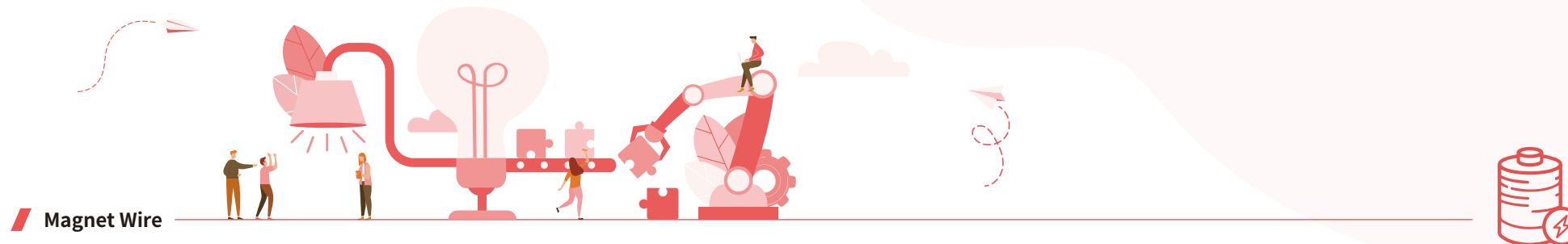
#### ■ Solar power system wires PV-CQ

In response to the promotion and development of solar power generation systems, the DC-1500V environmental protection cable PV-CQ was developed to meet the demand for wires suited for green energy system environments.

06

#### ■ Development of semi-wet array cable for 66 kV offshore wind farm

In response to the trend of offshore wind farms with high-capacity wind turbines, we developed a 66 kV semi-wet array cable to meet the grid connection requirements of high-capacity wind turbines.



## Magnet Wire

01

### ■ Surge-resistant magnet wires

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

02

### ■ Thermal conductive enameled wire

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

03

### ■ Magnet wire

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

07

### ■ Ultra-smooth magnet wire

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

04

### ■ Low-dielectric magnet wire

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

05

### ■ Flat-angle magnet wire for electric cars and motorbikes

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

06

### ■ Silk-wrapped magnet stranded wire

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

## R&D Investment (costs, methods, etc.)

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

## 3-3 Sustainable Supply Chain

### Supplier Management

#### Procurement Policy

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

#### Ta Ya Supplier Categories

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

#### Ta Ya Research & Development Fund

	Funding (Unit: 1000)	Net income ratio (%)
2018	41,304	0.48
2019	64,375	0.74
2020	67,013	0.75

#### Affiliates Procurement Strategy

##### Other Affiliated Enterprises

- Cuprime** | Electrolytic copper cathodes, one of the main raw materials, are mostly procured from overseas. In 2020, the proportion of Cuprime's domestic purchases stood at 5.28%. Since the main raw material is electrolytic copper plate, and Taiwan has no copper ore deposits, all material is imported from copper ore producing countries, which is reflected in a low local purchase rate.
- Ta Heng** | Some of the raw materials required are not produced in Taiwan and have to be procured from other countries. The three main sources of supply were, in descending order Taiwan, China and Europe/USA. The total purchasing amount in 2020 was about TWD 910 million, and the top three purchase ratios are Taiwan, Europe/America and China, in that order.
- UEI** | UEI's purchasing regions are Taiwan and Japan. Some parts are purchased from Japan for reasons of processing accuracy and economies of scale.
- Hengs** | The Company's top three sources of equipment / material, in descending order, were Taiwan, Germany and Japan. Most Inverters purchased from German company SMA, and certain solar modules from Japan, more than half of all components used are sourced from Taiwan and exported to supply projects in various parts of the world. The Company makes purchases depending on the type of project involved and stage of completion. The sources of its supply are determined based on a number of factors including: location of project, the quality control center, random inspection, on-site inspection and delivery.

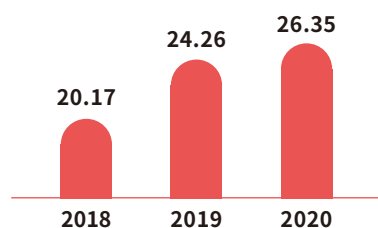
## Procurement from Local 204-1

The overall purchasing amount in 2020 was TWD 7.48 billion, which is about TWD 144 million less than in 2019. The total domestic purchasing amount in 2020 stood at TW 1.97 billion, or 26.35% of the total purchasing amount, 2.09% up from 24.26% in 2019.

Copper plates are the most important raw material for Ta Ya. As a non-copper-producing country, Taiwan can only rely on imports. In 2020, the purchasing amount of copper plates accounted for  $\pm 71\%$  of the total purchasing amount. The purchasing sources are Chile, China, Japan, Indonesia and other regions. The epidemic in 2020 impacted transportation, which is why a small number of domestic purchases were made in response. The domestic purchasing amount increased about TWD 79.46 million compared with 2019, up 1.54% from 2019. This is one of the main reasons for the increase in the domestic purchase ratio in 2020.

Varnish is a main raw material of magnet wire. It is mainly purchased domestically for a total of about TWD 66.16 million, putting the domestic purchasing proportion at about 80%, which is the highest domestic purchasing proportion among all raw materials at Ta Ya Group.

**Ta YA Proportion of Procurement from Local (%)**



Note: Local procurement ratio = Amount of

**Proportion of Procurement from Local (%)**

	Cuprime	Ta Heng	UEI	AD	Hengs
2018	6.57	96	36	100	79.50
2019	3.86	96.48	32.07	100	92.64
2020	5.28	96.17	35.11	100	87.82

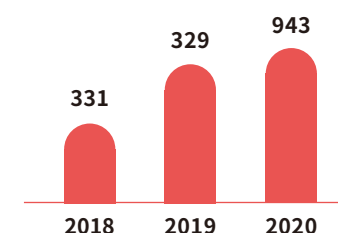
## Green Procurement Strategy

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

Ta Ya supports the government's environmental protection policy, has a green procurement plan and purchases at least four environmental protection products (including environmental protection labels, energy conservation labels, water conservation labels, carbon reduction labels, and other environmental protection labels and products).

The main green procurement projects in 2020 were: recycled paper, corrugated cardboard boxes, air-conditioning equipment and LED energy-saving lamps. The total amount was TWD 3,571,416, while the total amount without LED energy-saving lamps was TWD 3,290,621. In 2020, the project was stepped up in line with EPA guidelines. The total amount reached TWD 9,432,205, an increase of TWD 5,860,789 from the previous year.

**Taya's Green Procurement Amount(10,000)**





## Supplier CSR Evaluation

Ta Ya's suppliers are not required for review or self-evaluation, provided that they are ISO9000-certified and annually submit valid certification. However, to enhance CSR, we propose and execute review plans. Due to the QC080000 certification, suppliers of the enameled wire business group are required to comply with the Hazardous Substance Free (HSF) standards and provide HSF products. Therefore, suppliers of HSF materials are required to be reviewed or self-evaluated annually. Of the non-HSF suppliers, those who provide essential materials are required to be reviewed regularly.

There are 14 criteria in the CSR review, each accounting for five points. Suppliers with an average of less than four points are considered unqualified. The criteria include: human rights, workplace safety, anti-corruption, anti-bribery, regular work hours, minimum wage compliance, active environmental responsibilities, environmental protection, and prevention of occupational hazards.

For suppliers with an average score of less than 4, the procurement staff is required to investigate individual areas where suppliers failed to score 4 or higher. Furthermore, suppliers are given relevant information and proper guidance to improve. These suppliers have demonstrated improvement after our guidance efforts. Although contractors are not subject to regular assessment at this point, Ta Ya would invite contractors to participate in general safety trainings from time to time as a means of promoting proper safety and health awareness. Ta Ya encourages all its business partners to voluntarily contribute to the sustainability of our society and environment during their pursuit for economic gains.

In its orders, third-party quality/environment/HSF system audit forms, supplier sustainability survey forms, supplier CSR and satisfaction survey forms, Ta Ya clearly requires its suppliers to comply with its environmental policies and respect corporate social responsibility (CSR) issues such as environmental safety and health, human rights, and anti-corruption. On the third-party audit form, the CSR score mainly comes from proactive responsibility for environmental care, developing, promoting or adopting environmentally friendly technologies and materials, etc. The maximum score per question is 5 points. The third party concerned will be required to provide documentation on the four issues with the lowest scores for our reference, while we also share our experience to help achieve the best possible CSR results together.

### 2020 Outcome

Ta Ya regularly evaluated 43 major suppliers in 2020 with the "Third Party Quality/Environment/HSF System Audit Form," 27 of which were HSF (hazardous substance-free) suppliers, and the average CSR score was full marks, i.e. 5 points. In March 2020, the CSR and satisfaction surveys were sent to suppliers with a transaction value of more than TWD 1 million and HSF suppliers. 84 valid questionnaires were returned, a return rate of 100%. The evaluation of Ta Ya's CSR and operational management were quite good. In particular, the score for "business integrity and financial status" was 98.87 points, while the score for "fighting corruption and ensuring compliance with laws and regulations" was 98.57 points.

**Taya Supplier CSR Evaluation Quantity and Results**

	Total number of evaluations	HSF supplier	Average 4 points or less
2018	41	28	0
2019	42	25	0
2020	43	27	0

### Plans for 2021

To refine the cost-benefit analysis in our supplier management, in 2021 we will divide our key suppliers into three categories: A, B, and C. Category A is for overseas suppliers with transaction values exceeding TWD 10 million in 2020; category B is for domestic suppliers with transaction values exceeding TWD 10 million in 2020; category C is for HSF (hazardous substance-free) suppliers. These categories are the key suppliers of Ta Ya, comprising 56 suppliers and accounting for 76% of the total purchasing amount. In 2021, 45 key suppliers will be evaluated, 8 of Type A, 4 of Type B, and 33 of Type C, which means that about 80% of the key suppliers will be evaluated. Goals for the short, medium and long terms have been set, and it is expected that 100% of the key suppliers will have been evaluated by 2030.

# CH.4

## Environmentally Sustainable Operations



- 4-1 Environmental Policy and Management**
- 4-2 Response to Climate Changes**
- 4-3 Pollution Prevention Management**

## CH4. Environmentally Sustainable Operations //

### 4-1 Environmental Policy and Management

#### Environmental Policy and Management

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

#### We Pledge to



Continue the implementation of environmental management policies and goals, in order to reduce our environmental impact in the process of operations.



Continue the implementation of waste reduction and promote pollution prevention measures.



Comply with environmental regulations and other issues in response to global environmental protection movements.



Improve the promotion of environmental protection concepts to all colleagues to enforce resource and energy recycling, and reduce waste of resources and energy.



Value labor safety and health, reduce the risk of disasters.



Proactively participate in all kinds of environmental protection events, and use the Internet and relevant advertisements to raise awareness of environmental issues.

#### Overview of Energy Resource Use

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

The Taya Group directly consumes gasoline, diesel, natural gas and LPG, and indirectly consumes electricity, which is the main source of energy consumption. In 2020 Taya's total energy consumption was 143,125.91GJ, with an annual increase of 7.54%. Where the other six affiliated in Taiwan were included, the total energy consumption amounted to 252,085.51GJ, with an annual decrease of 3.99%.

#### ISO 50001 Certification for Energy Management

In 2019, the headquarters of the Taya Group in Guanmiao passed the ISO 50001 certification for energy management systems, which served as recognition of Taya's efforts in energy management systems. Through the certification, Taya has been able to understand the risks related to future energy supplies and measure and monitor energy usage in order to use energy in a more efficient way. By reviewing its own energy usage, Taya seeks to reduce unnecessary energy consumption and decrease carbon emissions to eventually fulfill the objectives of environmental protection.



### Application Status of Main Raw Materials and Materials (2020)

	Item (Unit)	Application	Ta Ya	Cuprime	Ta Heng	Dong Nai	Hai Duong	Dongguan	Kunshan
Unrenewable	Copper (KG)	Main material for power cables	32,908,000	12,188,098	4,386,307.1	6,688,692	2,051,149	10,951,792	6,718,700
	PVC Powder (KG)	Main material for plastic granules used in power and telecom cables	1,109,900	0	N.A.	N.A.	N.A.	N.A.	N.A.
	XLPE particles (KG)	Material for insulation and internal/external conducting layers for power cables	2,334,745	0	234,800	191,400	124,937	N.A.	N.A.
	Plastic pellets (KG)	Raw material for power cable cover or insulation	666,599	0	1,197,818	1,203,345	892,177	N.A.	N.A.
	Plasticizer (KG)	Critical material for plastic granules used in power and telecom cables	555,350	0	N.A.	N.A.	N.A.	N.A.	N.A.
	Varnishes (KG)	Key insulated coating for magnet wires	1,036,094	0	N.A.	325,670	N.A.	1,559,238	706,830
	Fiber Optic Wires(KM)	Main material for optical cables	27,581	0	N.A.	N.A.	N.A.	N.A.	N.A.
	Shrouding (new and used) (PCS)	Packaging material for power cables	377,588	0	998	137,276	0	1,033,843	273,832
	Plastic spools (new and used) (PCS)	Packaging reel for magnet wires	10,536	810	3,460	2,450	0	18,500	11,403
	Iron spools (new and used) (PCS)	Packaging reel for high-voltage cables	258,780	0	N.A.	10,030	N.A.	N.A.	N.A.
	Pallets (PCS)	For loading finished goods and raw materials	600	0	N.A.	N.A.	N.A.	N.A.	N.A.
	Liquid nitrogen (KG)	For cooling of power cables and drying of telecom cables during production	0	0	N.A.	N.A.	N.A.	N.A.	N.A.
Renewable	Palladium salts (g)	Inhibits oxidation of copper rod surface and raises production yield		84,000	N.A.	72,280	10,620	N.A.	N.A.
	Gold salts (g)	Improves operational stability and extends useful life of welding pins	0	0	N.A.	0	0	N.A.	N.A.
	Charcoal (KG)	Removes oxygen from copper melt during production of oxygen-free copper	4,730	0	18,364	7,047	5,777	N.A.	N.A.
	Wooden spools (new and used) (PCS)	Packaging reel for medium-voltage cables	26,321	205,550	10,634	128,328	0	723,507	254,013
	Corrugated case (PCS)	Packaging box for magnet wires	193,644	0	3,745	7,920	7,900	N.A.	N.A.

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

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

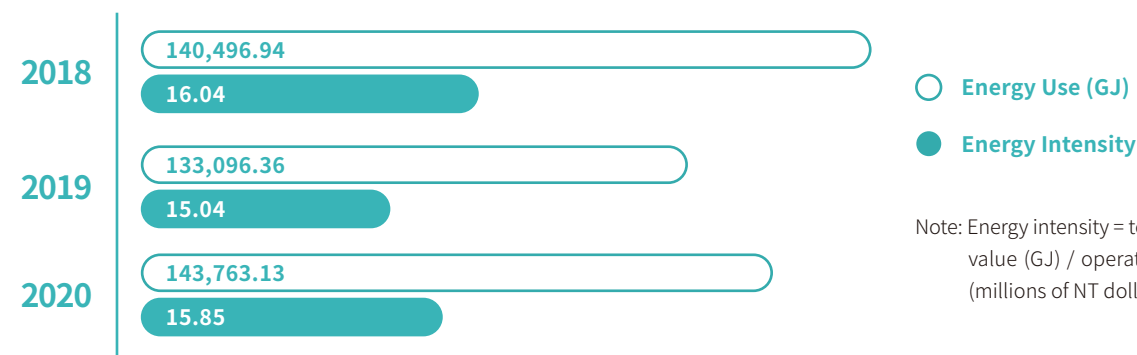
## Volume of Energy Usage (2020)

	Guanmiao	Da wan	Cuprime	Ta Heng	Ta Ho	UEI	AD	Dong Nai	Hai Dong	Dongguan	Kunshan
Petro (L)	2,135	3,586	0	11,233	2,104.00	27,975	70697.96	1,800	165	0	0
Diesel (L)	69,726	24,000	11,200	12,582	0	1,941	2509.27	104,899	15,590	0	3,586
Natural Gas (m3)	0	2,722,796	0	0	0	0	0	0	0	0	0
LPG (kg)	2	0	1,200	0	0	0	0	5,361	3,246.00	0	0.00
Electricity (kWh)	39,754,493	992,000	2,802,000	1,040	641,600	168,812	295,040	15,506,110	3,570,140	30,762,360	11,288,280
Energy Usage (GJ)	143125.91	94761.28	10198.85	6.81	2,309.76	611.44	1,071.22	56,328.30	13,152.57	110,744.50	40,638.29

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

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

## Energy Use and Energy Intensity (Taya, The Last Three Years)



Note: Energy intensity = total calorific value (GJ) / operating income (millions of NT dollars).



## Energy Use and Energy Intensity (Affiliated, 2020)

	Cuprime	Ta Heng	Ta Ho	UEI	AD	Hengs	Dong Nai	Hai Dong	Dongguan	Kunshan
Energy Usage (GJ)	94,761.28	10,198.85	6.81	2,309.76	611.44	1,071.22	56,328.30	13,152.57	110,744.50	40,638.29
Energy Intensity	34.88	9.65	63.03	2.22	0.7	0.4	36.86	25.54	39.66	25.61

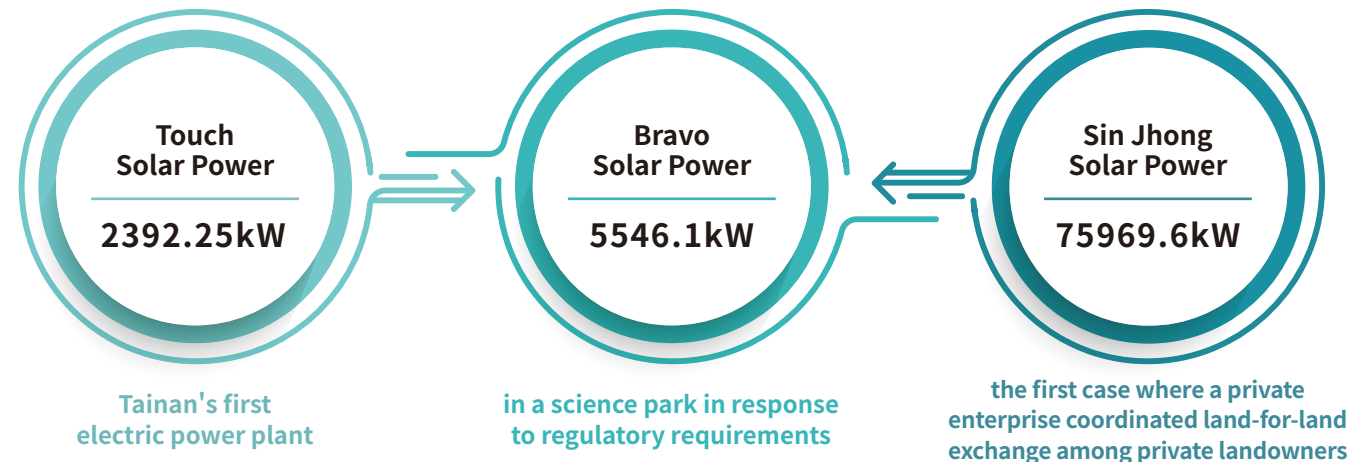
Note 1: Energy intensity = total calorific value (GJ) / operating income (million NT)

Note 2: The per-unit calorific value table of energy products from the Bureau of Energy, Ministry of Economic Affairs (2019)

## Solar Power Generation Capacity: Ta Ya Green Energy

Ta Ya Green Energy, a subsidiary of Ta Ya Group, focuses on the "system integration" of service and technology, from planning, design, construction, monitoring, maintenance, and after-sales service to create a seamless management chain. The group is strategically positioned to grow into a leading brand in end-to-end-energy services. In the future, the solar photovoltaic market will move from being an individual green electricity demand to a minimum requirement for corporate electricity consumption regulations. In line with international trends, Ta Ya Group pursues compliance with RE100. RE100 is a global initiative bringing together the world's most influential businesses driving the transition to 100% renewable electricity. Branding will become a key factor in competition with other system manufacturers. Thus, system integration solutions and branding will be our strategic focus for long-term development.

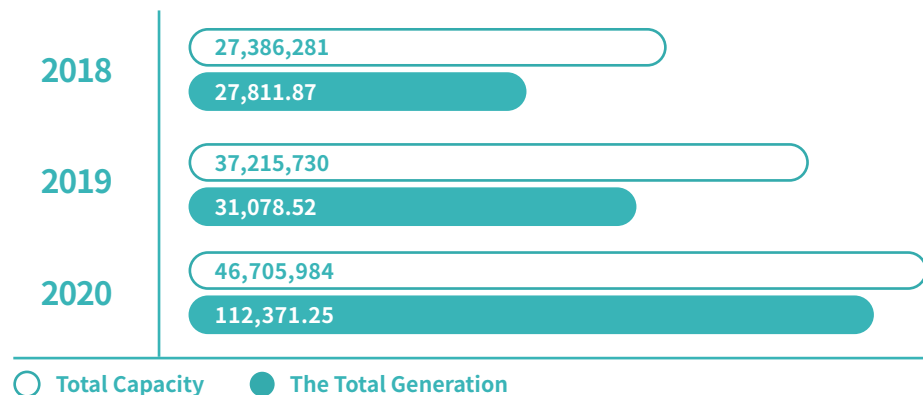
After six years of hard work, Ta Ya Green Energy new as three prototype solar photovoltaic power plants, with the following power generation levels:



50 個第三型太陽光電發電廠，北由桃園、南至屏東，知名大廠如群創、寶雅、三星，國營企業如台水、台糖，甚或學校樹德、康寧等，皆有我們的實績。

大亞集團旗下 53 座生產售電收入之太陽能電廠，總裝置容量為 120MW，預期未來 20 年至少帶來 30 億度發電量，營收貢獻可達 100 億元以上，對於未來市場發展，配合政府政策及法規導向，預計以每年開發 50MW 地面型電廠的強度持續至 2025 年。

## Solar Power Plant Capacity





## 4-2 Response to Climate Changes

### Mitigation and Adaptation

In response to the impact of climate change and extreme weather on business operations and daily life, the operational strategies of the Group have been structured in two ways, namely mitigation and adaptation.

Ta Ya's carbon reduction strategy involves three parts: Clean Production - reducing carbon in own production activities; Low-carbon Products - helping others reduce carbon; and investment into Ta Ya Green Energy. Despite Ta Ya's involvement in a low-energy consumption business, the Company continues to devote attention into reducing energy and resources. Furthermore, the Company organizes regular greenhouse gas inspections to evaluate its performance in this regard. In the meantime, we have been developing green products that would help customers reduce carbon emission. In terms of green energy, Ta Ya has been focusing on the construction of solar power plants, and expects to achieve a total capacity of 50MW by 2020.





#### Taya Group's Energy-Saving and Carbon-Reduction Goals

Unit		Indicator	Unit / Calculation	2015 Actual Value	2016 Actual Value	2017 Actual Value	2018 Actual Value	2019 Actual Value	2020 Actual Value	2020 Target Value
Taiwan	Group	Total GHG Emissions	t-CO <sub>2</sub> e	30,643.23	31,055.76	32,242.17	34,692.83	30,972.81	31,543.41	29,111
	Taya	Energy and Telecom Communication Cable BG	kWh/Product Weight (ton)	403.1	400.06	467.45	456.6	3,519.78	5,148.35	383
		Magnet Wires BG	kWh/Product Weight (ton)	3,683.66	4,275.01	3,157.22	2,744.28	2,864.29	2,997.60	3,499
		NIC	kWh	525,333	577,768	430,276	446,758	571,498.30	394,493	472,800
	Cuprime	GHG Emission Intensity	tCO <sub>2</sub> e/Product Weight (ton)	0.174	0.19	0.2	0.24	0.19	0.29	0.165
		Power Consumption/ Per Product	kWh/Product Weight (ton)	201.77	214.91	251.58	260.37	197.17	186.47	192
	Ta Heng	Power Consumption/ Per Product	kWh/Product Weight (ton)	491.9	487.85	876.01	436.29	477	2,449.61	467
	UEI	Power Consumption/ Per Product	kWh/Product Weight (ton)	6,581.29	6,402.37	4,754.44	4,259.20	5,942.26	2,361.34	6,252

Note 1: "Entire Group" currently covers all the factories in Taiwan, excluding the factories in other countries. With the "actual value in 2015" as the baseline, the consumption in 2020 is less than that in 2015 by 5% (i.e. a reduction of 1% every year). The consumption in 2018 should be reduced by 2% in comparison with 2015.

Note 2: Power consumption of Ta Ya's products is estimated based on the capacity of the equipment. The absolute value of consumption is used as the indicator for NIC because its output is low, and a reduction of power consumption by 2% every year is set accordingly.

## TCFD Disclosure

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

## Greenhouse Gas Inventory

Ta Ya first adopted the ISO 14064-1:2006 standard when performing a greenhouse gas inventory in 2009. After third-party verification, total emissions were set at 25,969.65 Mt of CO<sub>2</sub>e. We used this benchmark to guide our energy-conservation and carbon-reduction activities. Since then, we have conducted independent survey, and we are currently planning another round of surveys. Our greenhouse gas emissions mainly come from purchased electricity (in Scope 2 of the inspection), accounting for 72.05%, while emissions from in-house sources such as stationary combustion, process emission, mobile combustion, and fugitive greenhouse gas emissions (Scope 1) account for 27.95%. For other indirect greenhouse gas emissions (Scope 3) generated by outsourcing activities, data are difficult to collect, hence only a qualitative survey is held for these emissions.

In 2020, the total emissions of the greenhouse gas inventory conducted by Ta Ya in accordance with ISO 14064-1 were 22,378.12 Mt of CO<sub>2</sub>e, and the emission intensity was 2.47. The emission intensity will be annually reduced by 2%. Purchased electricity (Scope 2) accounts for 90.41%, which is Ta Ya's main source of carbon emissions. In response to the trend of low-carbon sustainable business operations, we have expanded the scope of our greenhouse gas inventory since 2018 (including Scope 1: blowtorches, gas, acetylene, welding rods, refrigerants, CO<sub>2</sub>-based fire extinguishers and septic tanks). Improving the energy efficiency of this equipment and these processes will be one of the important issues of our sustainable operations moving forward.

The total emissions of our seven companies in Taiwan (Ta Ya, Cuprime Electric Wire & Cable Co., Ltd., Ta Heng Electric Wire & Cable Co., Ltd., Ta Ho Engineering, Co., Ltd, United Electric Industry Co., Ltd., AD Engineering Corp., Hengs Technology Co., Ltd.) totaled 31,543.41 Mt of CO<sub>2</sub>e, a year-on-year increase of 1.84%. Ta Ya accounted for 70.94% of the group's emissions in Taiwan, with Cuprime taking second place with 18.04%. A 2015 resolution from the CSR Committee's Environmental Group requires that the total greenhouse gas emissions of the group be reduced by 5% (from a 2015 baseline) by 2020. We will continue to strive for a reduction of 1% per year.

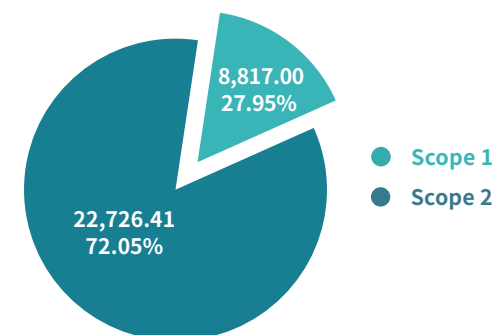
### Total Emission of Greenhouse Gasses in Taiwan (2020)

Unit: tons CO<sub>2</sub>e

Emission Ratio of Each Category	Scope 1	Scope 2	Total
Total Emission of Greenhouse Gasses (tons CO <sub>2</sub> e)	8,817.00	22,726.41	31,543.41
Percentage of Total Emissions (%)	27.95%	72.05%	100.00%

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

### Total Emission of Greenhouse Gasses (ton CO<sub>2</sub>e/year)



### Greenhouse Gas Emissions and Emission Intensity (Taya, The Last Three Years)

● GHG emission ● GHG emissions intensity



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

### Affiliated Gas Emissions and Greenhouse Emissions Intensity (2020)

	Vietnam						China			
	Cuprime	Ta Heng	Ta Ho	UEI	AD	Hengs	Dong Nai	Hai Dong	Dongguan	Kunshan
Scope 1	5,186.79	1,186.28	58.21	4.76	68.37	166.53	5,446.77	3,170.94	0	9.35
Scope 2	504.93	1,426.22	0.53	326.57	85.93	150.18	2,992.68	689.04	30,054.83	11,028.65
Total emission	5,691.72	2,612.50	58.74	331.34	154.29	316.70	8,439.44	3,859.98	30,054.83	11,037.99
Emission intensity	2.09	2.47	543.87	0.32	0.18	0.12	5.52	7.50	10.76	6.96

### Energy-Saving and Carbon-Reduction Measures

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

In 2020, Ta Ya Group implemented energy-conservation and carbon-reduction measures, conserving 221.6753 kWh of electricity, equivalent to 7980.32 joules, and reducing CO<sub>2</sub> emissions by 1128.32 Mt.

128.32 Mt.

			After (per year)		
Companies	Items	Before	kwh	GJ	CO <sub>2</sub> e
Taya	Replace the E112 paint line machine with an E117 machine.	The old E112 machine (manufactured in 2011) with a unit energy consumption of 544.4 KW has been replaced by a new E117 machine, which has a unit energy consumption of 335 KW—a 38.46% increase in efficiency.	815,060.00	2934.22	414.87
	Replace the old E103 with a new E115.	The E103 machine (manufactured in 1990), has poor production efficiency and a measured power consumption of 696 KW. The new E115 machine has high efficiency with a measured power consumption of 377 KW—a 45.8% Increase in efficiency.	1,095,351.00	3943.26	577.53
	The D3 ice water main engine was by a high-performance magnetic levitation ice water main engine.	The old 120RT ice machine (manufactured in 2000) had a load rate of 80% and an efficiency of 1.77KW/RT. The new 120RT ice has a load rate of 80% and an efficiency of 79KW/RT—a 55.4% increase in efficiency.	272,832.00	982.2	137.87
Ta-heng	Old-style lamps were replaced with LED lamps.	30 induction lamps in the factory were replaced with LED lamps.	32,760.00	117.94	16.67
UEI		8 office lights were replaced with energy-saving lamps.	750.00	2.7	0.38
Total			2,216,753.00	7,980.32	1,128.32

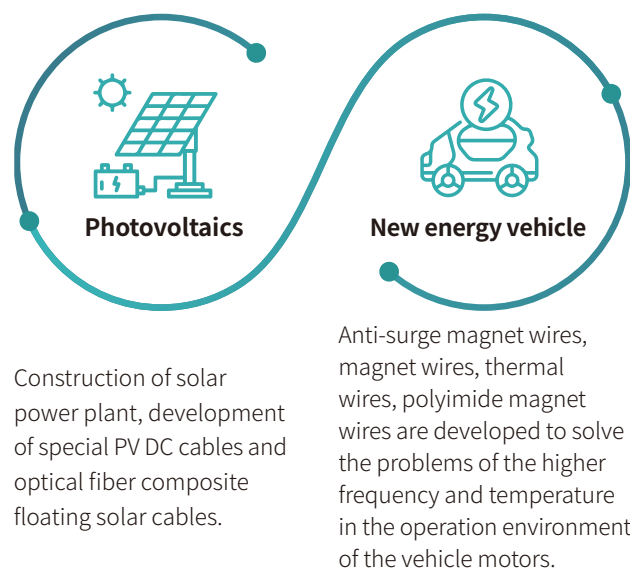
Note: The estimated reduction in energy consumption is based on the assumption that energy-conservation measures last for 12 months. The values given are not actual monitoring results. The estimated carbon reduction is based on the 2019 electricity emission factor of 0.509kg CO<sub>2</sub>e/kWh.

## Risks and Opportunities

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

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

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



### Risks and Opportunities in the Climate Change

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

## 4-3 Pollution Prevention Management

### Air Quality Management

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

**Emissions of Stationary Pollution Sources (tons)**

Year	Company / Factory	Taya	Cuprime	Dong Nai	Hai Dong	Donguan	Kunshan
2020	SOx	0	0	0.051	NA	NA	NA
	NOx	0	3.04	0.047	NA	NA	NA
	VOC	20.76	0.79	N.A.	NA	1.33	NA
	Particulate Pollutants	4.16	NA	0.1315	0.3966	NA	NA

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

### Toxic Substance Management

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

### Water Resources Management

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

With regard to wastewater recovery, in addition to the soft water recycling system of our cable PVC and PE extrusion process and the cooling water of the CV production line, our enameled wire production process recovers its pure water in order to save water resources. In 2011, storage tanks with a total capacity of approximately 60 tons were set up in the Guanmiao Factory area for rainwater harvesting. The water harvested has been used for garden watering, toilet flushing and floor cleaning in the factory area. In June 2015, water meters were installed for recording. As of 2020, the cumulative volume of rainwater harvested was 82 ton. There has been no recycling of water used in the manufacturing process or harvesting of rainwater in the Dawan Factory area.

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

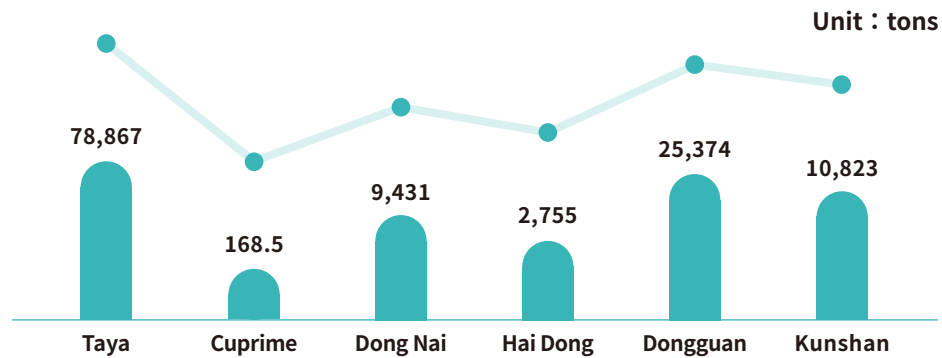
**Water Consumption (2020)****Unit : tons**

Taya	Cuprime	Ta Heng	Ta Ho	UEI	AD	Hengs	Dong Nai	Hai Duong	Dongguan	Kunshan
12,396	25,857	5,110	51	1,959	1,136	4,729	15,721	16,092	64,918	31,094

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



## Wastewater Discharged (2020)



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

Company	Vietnam			
Factory	Dong Nai		Hai Duong	
Item	Standard	Actual Measurement	Standard	Actual Measurement
Chemical oxygen demand (mg/L)	800	267	未規定	35
Biological oxygen demand (mg/L)	500	150	60	10
Suspended solids (mg/L)	300	142	120	12
Heavy metal - copper (mg/L)	N.A.	N.A.	N.A.	<0.1

## Average Effluent Quality (2020)

Item	Effluent Standard	Taya	Cuprime
Chemical oxygen demand (mg/L)	100	26	11
Biological oxygen demand (mg/L)	30	<1	N.A.
Suspended solids (mg/L)	30	3.6	20.2
Heavy metal - copper (mg/L)	3	0.056	0.41

Company	China		
Factory	Dongguan	Kuanshan	
Item	Standard	Actual Measurement	
Chemical oxygen demand (mg/L)	500	238	90
Biological oxygen demand (mg/L)	300	N.A.	N.A.
Suspended solids (mg/L)	400	158	28
Heavy metal - copper (mg/L)	N.A.	N.A.	N.A.

## Water Use (Taya)

● Water Consumption (tons) ● Wastewater Discharged (tons)



## Waste Management

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

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

### Waste Disposal Amount (2020)

Unit: tons

Company / Factory	Item	Treatment	Taya	Cuprime	Ta Heng	UEI	Dong Nai	Hai Duong	Dongguan	Kuanshan
General Waste	Waste Oil (ton)	Physical treatment	90.54	0	N.A.	0	40.94	0.323	88.2	4
	Waste Fiber (ton)	Incineration	5.245	N.A.	N.A.	N.A.	N.A.	N.A.	NA	N.A.
	Waste Wooden Boards (ton)	Incineration	57.94	0	4.16	0	N.A.	9.73	4.2	0
	General Waste (ton)	Incineration	247.47	37.76	18.85	11.66	20.65	37.99	11.4	14.9
Harmful Industrial Waste Disposal	Waste Solvents (ton)	Incineration	210.12	N.A.	N.A.	N.A.	6.24	N.A.	3.6	19.1

Note: The general waste disposal volume of the TaYa Dawan plant is estimated based on the monthly clearance volume signed with the waste manufacturer. Da Heng's waste wood pallets are brought back to the supplier for disposal. Da Ho is located in the Taya Guanmiao Factory, and its waste committee is handled by Guanmiao Factory. AD is located in the office building and its waste committee is cleared by the building management committee. Other plant/relationship companies have no hazardous business waste.

**Waste Disposal Amount (2020)**

Unit: ton

Company	Taya	Cuprime	Ta Heng	UEI	Dong Nai	Hai Duong	Dongguan	Kuanshan
Waste Wires/Cables	1,249	1.59	24	0	33.49	N.A.	NA	1.8
Waste Metal Composites (iron, steel)	92.844	87.55	11.2	5.35	44.91	4.087	4.3	7.95
Waste Paper	81.93	10.43	6.75	6.54	4	2.885	9.17	10.2
Waste Plastic Composites	74.118	1.31	6.97	0.06	79.47	57.34	1.94	37.53

Note: The volume of UEI is estimated.



# CH.5

## Employee Health and Welfare



- 5-1 Human Rights Protection**
- 5-2 Occupational Safety and Health**
- 5-3 Educational Training**

## CH5. Employee Health and Welfare //

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

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

### | 5-1 Human Rights Protection

The Group complies with domestic laws and regulations and international human rights conventions. The employment of employees will not differ based on race, class, language, religion, partisanship, place of origin, gender, marriage, appearance, physical and mental impairment, place of birth and age. Salaries will not differ based on gender; in terms of promotion, all employees have the right of equal opportunities for development.

Gender equality is protected in accordance with law in all Taiwanese operations. All employment contracts are drafted with a clause that specifies the advance notice period the Company has committed to serve for all major changes in operation. We have defined the Complaints and Disciplinary Measures for the Prevention of Sexual Harassments in the Workplace policy and periodically promote awareness of it. The balance between work and life is one of the most important values at Ta Ya. We provide flexible choices for employees, such as parental, family and childbirth leave. In the case of radical changes in business operations that may affect labor rights, we inform employees who have served at the company for more than three months but less than a year 10 days ahead of time; for employees who have served for more than one year but less than three years, 20 days ahead of time; and to those who have served for more than three years, 30 days ahead of time. In 2021, our affiliated companies in China and Vietnam are expected make early disclosures on relevant regulations.

The group respects employees' right of association and their legal entitlement to assemble unions and engage in collective bargaining. Ta Ya and Cuprime both have worker unions created within them. Ta Ya organizes regular labor-management meetings, places dedicated hotlines and emails, and engages unions in collective bargaining negotiations on an ongoing basis. In 2020, the group received no complaint and encountered no occurrence of employment dispute or violation against freedom of association in any of its offices, affiliated enterprises or suppliers thereof.

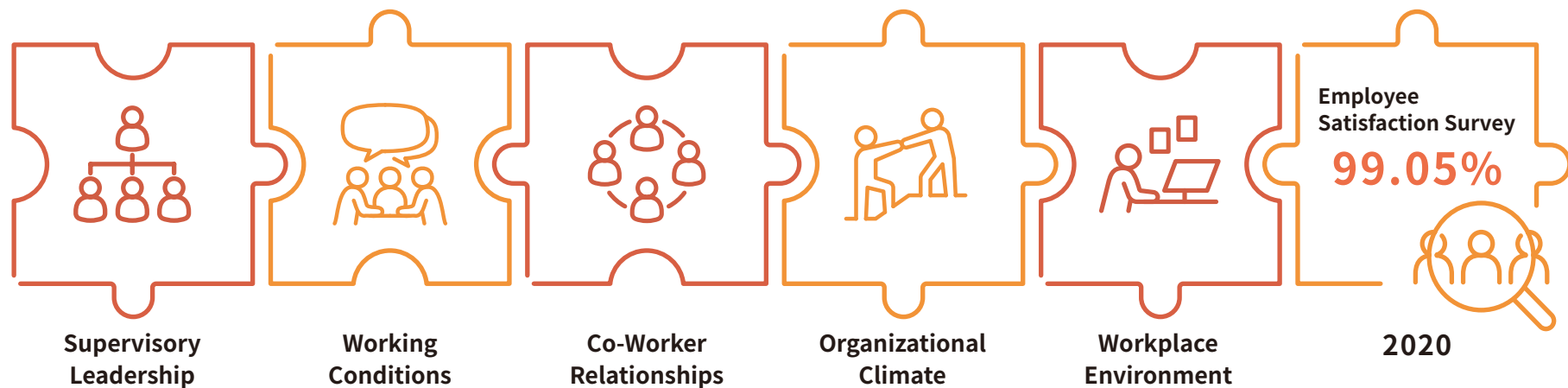
### // Employee Satisfaction Survey

To help unit supervisors understand employee satisfaction and work conditions, a survey was held to create a reference for improving management measures and methods, enhancing work morale and decision making, and achieving win-win situations for the company and employees.

The survey period ran from a January 2021 to 28 February 2021. Ta Ya staff at the level of section chief and below were invited to complete a form through the company's electronic bulletin board, and 235 valid copies were received. The questionnaire was divided into five major sections: Management & Leadership, Working Conditions, Colleague Relations, Organizational Atmosphere and Working Environment. Among the average satisfaction levels per section, Colleague Relations scored the highest, while Management & Leadership scored quite low.

In this questionnaire survey, the overall "dissatisfaction" among staff was significantly lower than in 2019 (0.95% in 2020, 1.95% in 2019), while satisfaction improved (99.05% in 2020, 98.05% in 2019). Management & Leadership slid two points when compared with 2019, namely: "My supervisor has clear benchmarks for work performance" and "My supervisor gives fair evaluations." After in-depth listening and communication, the supervisors were given feedback, and the spirit of performance appraisal and work methods will be promoted at meetings in due course. Also, a reminder mechanism has been added to the performance appraisal system to reduce inaccuracies in communication and increase satisfaction among staff.

### Employee Satisfaction Survey



### Employee Profile

There are a total of 1,059 employees in seven companies in Taiwan area (as of December 2020), an decrease of 53 from 2019. The average salary and benefits of Ta Ya employees (salaries of all employees below chairman of the board) were TWD 866,000 in 2019 and TWD 1.03 million in 2020, an increase of TWD 164,000 when compared to 2019.

Ta Ya had 614 employees in 2020. As the work requires physical strength and the factory works in shifts around the clock, male staff outnumber female staff by 88.76% to 11.24%. In addition, there are 607 non-fixed-term contract staff: 87.79% male vs. 11.07% female. There are 7 fixed-term contract staff: making up 0.98% (male) and 0.16% (female) of total staff. Our starting salary standards do not differ based on gender, and we support the government to promote the employment of people with physical and mental disabilities. In 2020, we hired 7 people with physical and mental disabilities, 7 indigenous people and 64 foreign nationals.

The male-female ratio among supervisors at Ta Ya is as follows: 40 people at the (deputy) section chief level, male vs. female percentages are 40% and 11.5%; 19 people at the (deputy) manager level, male vs female percentages are 20.5% and 4%. The 8 assistant directors are all male, accounting for 10%. The 11 deputy general managers and higher are all male. Overall, female supervisors account for 15% of the total number of supervisors. The staff transfer mechanism depends on promotion, talent development, expansion, etc.



## Staff Composition

			Taya		Cuprime		Ta Heng		Ta Ho		UEI		AD		Hengs		Dong Nai		Hai Duong		Dongguan		Kuanshan	
			Number of People	%	Number of People	%	Number of People	%	Number of People	%	Number of People	%	Number of People	%	Number of People	%	Number of People	%	Number of People	%	Number of People	%	Number of People	%
Gender	Male		545	89	54	75	64	72	24	92	40	80	37	62	87	59	214	82	94	71	179	79	102	76
	Female		69	11	18	25	25	28	2	8	10	20	23	38	61	41	47	18	38	29	49	21	32	24
Age	Under 29 (inclusive)		100	16	10	14	13	15	2	8	3	6	17	28	33	22	48	18	14	11	19	8	16	12
	30 - 49		346	56	39	54	50	56	8	31	36	72	36	60	99	67	164	63	116	88	185	81	109	81
	Over 50 (inclusive)		168	27	23	32	26	29	16	62	11	22	7	12	16	11	49	19	2	2	24	11	9	7
Employment Contract	Irregular Agreement	Male	475	77	45	63	51	57	24	92	40	80	37	62	87	59	161	62	70	53	100	44	57	43
		Female	68	11	18	25	25	28	2	8	10	20	23	38	61	41	34	12	26	20	42	18	22	16
	Regular Contract	Male	70	11	9	12	13	15	0	0	0	0	0	0	0	0	53	20	24	18	79	35	46	34
		Female	1	0.2	0	0	0	0	0	0	0	0	0	0	0	0	13	5	12	9	7	3	9	7
Type of Employment	Full-time	Male	545	89	54	75	64	72	24	92	40	80	37	62	87	59	214	82	94	71	179	79	102	76
		Female	69	11	18	25	25	28	2	8	10	20	23	38	61	41	47	18	38	29	49	21	32	24
	Part-time	Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Staff			614	100	72	100	89	100	26	100	50	100	60	100	148	100	261	100	132	100	228	100	134	100

Note 1: Employee data was accurate as of December 2020; recruits who complete the initial onboard procedures are treated as permanent employees.

## Employee Turnover and Percentages

	Taya		Cuprime		Ta Heng		Ta Ho		UEI		AD		Hengs		Dong Nai		Hai Duong		Dongguan		Kuanshan	
	Number of People	%	Number of People	%	Number of People	%	Number of People	%	Number of People	%	Number of People	%	Number of People	%	Number of People	%	Number of People	%	Number of People	%	Number of People	%
New Employees																						
Under 29 (inclusive)	40	40	4	40	1	8	0	0	3	100	18	106	13	39	30	63	6	43	27	142	10	63
30 - 49	34	10	6	15	1	2	0	0	5	14	4	11	25	25	19	12	13	11	41	22	18	17
Over 50 (inclusive)	2	1	1	4	0	0	0	0	3	27	1	14	3	19	2	4	0	0	0	0	0	0
Male	74	14	11	20	1	2	0	0	11	28	15	41	28	32	44	21	16	17	47	26	21	21
Female	2	3	0	0	1	8	0	0	0	0	8	35	13	21	7	15	3	8	21	43	7	22
Total	76	12	11	15	2	2	0	0	22	44	23	38	41	28	51	20	19	0	68	30	28	21
Resignation																						
Under 29 (inclusive)	31	31	4	40	0	0	0	0	0	0	34	200	9	27	45	94	6	43	26	137	13	81
30 - 49	43	12	7	18	0	0	1	13	1	3	50	139	31	31	24	15	15	13	38	21	21	19
Over 50 (inclusive)	4	2	1	4	1	4	0	0	0	0	1	9	4	25	0	0	0	0	0	0	0	0
Male	72	13	10	19	0	0	1	4	1	3	49	132	30	34	67	31	21	22	47	26	28	27
Female	6	9	2	67	1	4	0	0	0	0	36	157	14	23	2	4	0	0	17	35	6	19
Total	156	25	12	17	1	1	1	4	2	4	85	142	44	30	69	26	21	16	64	28	34	25

Note: In 2020, AD Engineering Corp. set up a subsidiary and transferred 62 employees, while 23 people resigned (85 people in total). The salary and benefits of the employees working at the subsidiary remain unchanged, and their seniority is retained.

### Gender Ratio of Management Staff (2020)

		Taya	Cuprime	Ta Heng	Ta Ho	UEI	AD	Hengs	Dong Nai	Hai Duong	Dongguan	Kuanshan
(Deputy) Department Heads	Male	31	7	5	1	1	6	0	12	10	10	10
	Female	9	5	0	0	0	7	0	5	3	3	3
(Assistant) Managers	Male	16	3	1	0	2	6	19	9	5	11	5
	Female	3	1	1	0	2	2	5	1	0	2	0
Associates	Male	8	2	4	0	1	1	2	1	0	0	1
	Female	0	0	0	0	0	0	1	0	0	0	0
Vice Presidents or above	Male	11	4	4	2	1	2	3	1	1	1	1
	Female	0	0	0	0	0	0	0	0	0	0	0
Total		78	22	15	3	7	24	30	29	19	27	20
Female Supervisor (%)		15%	27%	7%	0%	29%	38%	20%	21%	16%	19%	15%

### Diversity (2020)

	Taya	Cuprime	Ta Heng	Ta Ho	UEI	AD	Hengs
Disability Employees (Required)	6	1	1	0	0	0	1
Disability Employees (Actual)	7	1	1	0	0	0	2
Aboriginal Employees (Required)	6	0	0	0	0	0	0
Aboriginal Employees (Actual)	7	1	0	0	0	0	2
Foreign Workers	64	6	13	1	0	0	0

### Welfare and Care

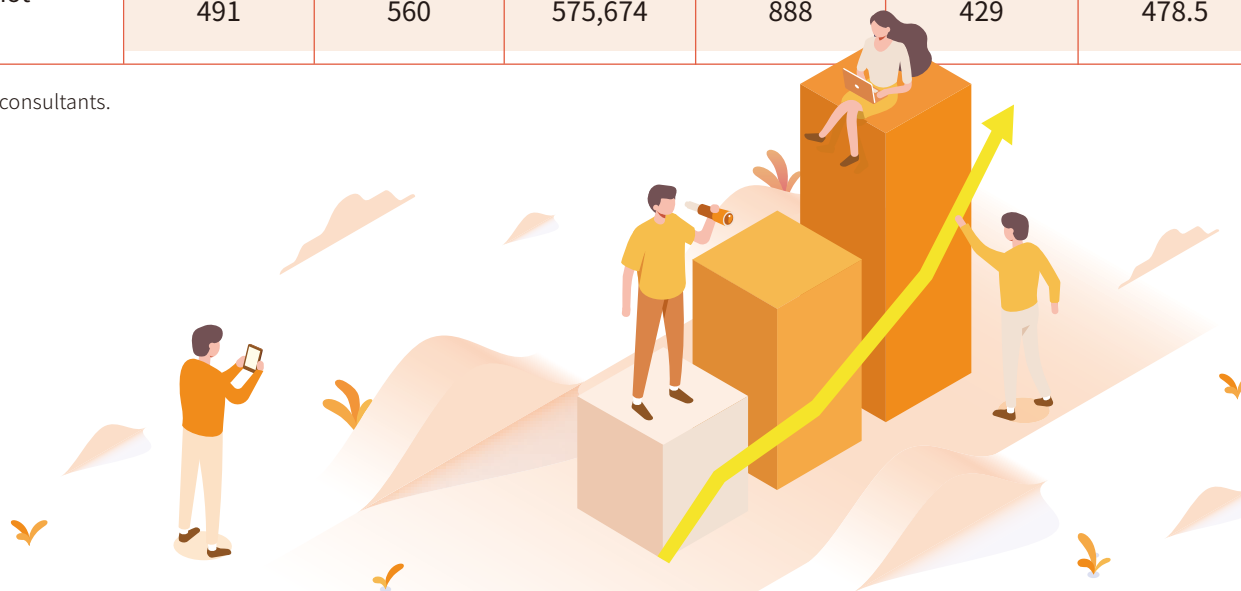
#### Employee Salary and Benefits (2020)

	Taya		Description
	2020	2019	
Total number of employees	614	618	<p>The employee remuneration package includes a fixed base salary, bonuses and benefits determined based on personal ability, contribution to the company, performance, market value of the position held, and the company's future operational risks. These are all positively related to operating performance. Various benefits have been designed with a view to employees' needs.</p> <p>The increase in the figure for 2020 compared to 2019 was due to the annual salary adjustment and the company's robust operating performance, which translated positively under the company's rules regarding bonuses.</p>
Employee salary and benefits (1,000s of NT\$)	630,962	535,219	
Average salary and benefits per person (1,000s of NT\$)	1028	866	
Total number of full-time employees not in supervisory positions (persons)	588	584	
Average of the salaries of full-time employees not in managerial positions (1,000s of NT\$)	760	663	
Median of the salaries of full-time employees not in managerial positions (1,000s of NT\$)	722	627	

### Salaries and Benefits of Employees of Affiliated (2020)

	Cuprime	Ta Heng	Ta Ho	UEI	AD	Hengs
Total number of employees	104	89	27	50	137	148
Employee salary and benefits (1,000s of NT\$)	84,128	60,202	15,619	109,683	119,060	176,345
Average salary and benefits per person (1,000s of NT\$)	809	676	578	2,194	869	1,191
Total number of full-time employees not in supervisory positions (persons)	98	76	24	40	101	121
Average of the salaries of full-time employees not in managerial positions (1,000s of NT\$)	517	564	627,661	884	443	535.2
Median of the salaries of full-time employees not in managerial positions (1,000s of NT\$)	491	560	575,674	888	429	478.5

Note: AD data is combined with AD and its associated enterprise AD consultants.



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

### Ta Ya

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

### Cuprime

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

### AD

AD has established a welfare committee since 2017 and has 13 representatives of the committee. One of the employers is an ex officio member, and the rest is selected by 12 staffs, and then a member of the committee voted to elect one person as the chairman. The term of office is re-elected for 3 years, and a meeting of the committee is held every three months.

### Ta Heng

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



### Welfare Measures

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



### Social Activities

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







## Salary System

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

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

### While Cuprime Material does not have a periodic evaluation mechanism, the practices of other affiliated companies are as follows



**Ta Heng**

Ta Heng holds a performance evaluation once per half year for its employees, and objectively evaluates their work performance and work quality to reward outstanding employees. It is aimed at gradually improving and encouraging low-performing employees.



**Ta Ho**

Ta Ho periodically employs an interview assessment, making improvements via two-way communications and suggestions between the managers and employees.



**Hengs**

Employee appraisals are conducted once a year, during which all department managers are required to rate employee annual performance and work capacity. Managers are required to produce written comments and rating for new employees at the end of their probation period. These comments and ratings are forwarded to the human resource department for further evaluation.



**AD**

Two performance evaluations are conducted every year according to the "Performance Management Regulations". Employees make self-evaluation with reference to the job description and personal KPI, and the head of each department conducts a second evaluation based on the working status of each subordinate employee. In addition to the performance evaluation scores, AD emphasizes how to use the performance evaluation system to further motivate the employees for their self-development. For this, the head of the department needs to have a performance interview with the employee, understand his/her work status, and give feedback. The skill inventory must be checked to help the employee understand what he/she lacks in the skill. The personal KPI and job description are then adjusted and amended to ensure combining the performance evaluation with the personal development, arouse more motives for self-development effectively, and improve the quality of the talents.



**UEI**

All the employees except for the top management are subject to annual performance appraisal. Additionally, non-managerial staff are subject to annual promotion assessment to reward entry-level employees who have good work performance and are willing to devote themselves to the Company.



## Pension System

Following the 2015 amendment of the Labor Standards Act, employers are now required to make adequate contributions no later than March each year to the old pension fund for employees who will be qualified to retire in the current year. As a result of this amendment, Ta Ya made adequate contributions into the pension fund account held with Bank of Taiwan annually.

Meanwhile, Cuprime took the initiative to seek the authority's approval to raise contribution rate from 4.1% to 10% for employees under the old scheme. This decision was made to ensure that the Company has adequate budget to cover employees' retirement benefits in every subsequent year. Ta Heng had also fully reimbursed contribution to the old pension scheme. In subsequent years, all contributions to the old pension scheme will be made at 6% of employees' monthly salary, similar to the new scheme.

## Running for 65 Years to Connect the Future

### The Employee Sports Day for Ta Ya 65th Anniversary in 2020



This year is the 65th anniversary of Ta Ya's establishment in Guanmiao, Tainan in 1955. The employee sports day was held at the Tainan Guanmiao Junior High School on October 31st. The colleagues of Ta Ya were the main players in this event and everyone gathered around with joy as in a big family to celebrate the 65th birthday of Ta Ya. Since this place evoked the memories of many Ta Ya employees, the principal of the Guanmiao Junior High School was also invited to participate in the gala. Ta Ya has operated in Guanmiao for more than 60 years and created numerous job opportunities for the local citizens. In addition, with particular consideration given to the rights and benefits of the employees, Ta Ya has further served as a sustainable business model in Taiwan's industry.

#### Competing with joy to increase group cohesion

This event consisted of group games, fun games and charity games. During the group games, the colleagues could show their collaboration, competitiveness and cohesion; the fun games gave the event an atmosphere of relaxation, fun and happiness; and the charity games aimed to reflect the friendly and caring company culture. Ta Ya hopes to improve the teamwork and integration of its employees through the joyful sport games in order to form the strong corporate cohesion and sense of group honor.



### ■ Running for love in the charity marathon

The charity marathon was also a special part of the event. The amount of donations would be based on the miles that each runner has run. On that day, 1,023,500 steps were achieved in total by all runners and the amount of NT\$204,700, increased to NT\$300,000 by Chairman Shen would be donated to the Guanmiao Junior High School for academic affairs undertakings to encourage the local students. The colleagues participating in the marathon said that it was meaningful for them to be able to contribute to the charity on their own with their exercise.

### ■ Reviewing Sports Day to have a conversation among three generation groups

It had been 31 years since the last sports day was held. The colleagues specially interviewed the youth, middle-aged and elderly groups in Ta Ya to have a cross-generation conversation and made a review video. Some of the senior colleagues participating the sports day held 31 years ago recalled the memories of their youth and passion back to that time. In contrast, the young generation born in the 1990s said they had not been born yet by then.

### ■ Promoting corporate sports culture and forming various clubs

Ta Ya has actively promoted the sports culture in the company and encouraged the employees to join the sports clubs. In 2019, Ta Ya organized the first "TaYa Marathon" and established the sports point program in order to encourage the employees to exercise on a regular basis.

### ■ Received "Taiwan i Sports" from MOE-SA for performing CSRs

With the efforts made in several areas, Ta Ya Electric Wire & Cable was awarded the "Taiwan i Sports" certification by the Sports Administration of the Ministry of Education in 2019, recognizing that the company has been supportive of sports and related benefits for the employees. Through the sports day held this year, Ta Ya hopes to enhance the morale, manifest the corporation's sound human resource and brand value, and accomplish the CSR mission of "making the employees happy."





## 5-2 Occupational Safety and Health

### Management Measures

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

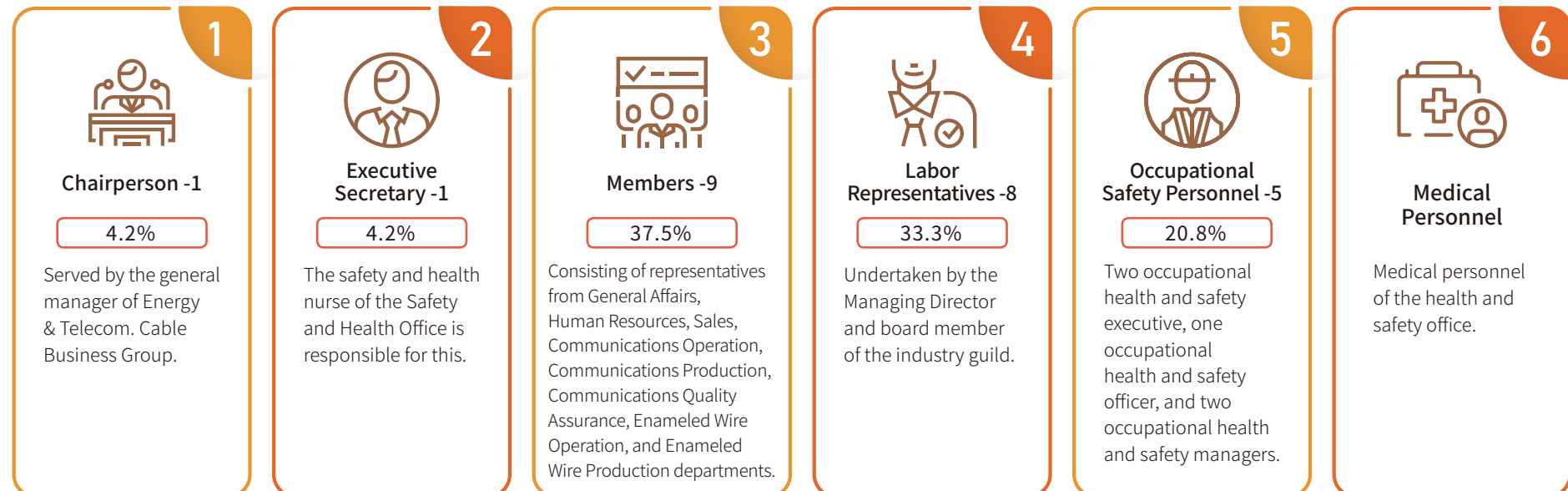
With emphasis on employee safety and health during the manufacturing phase, Ta Ya first obtained the ISO14001 environmental management system certification in 2005 and also acquired the OHSAS18001/TOHSMS occupational health and safety management system accreditation in 2009. As the audit verification of the external verification units and replacement procedures of the three verifications were conducted in November 2013, we also acquired the ISO 14001, OHSAS 18001, and CNS 15506 certifications. We have established a safe and healthy work environment, and implemented the identification and evaluation of potential risks in the work environment to further control and take preventative measures against them. (403-1)

ISO 45001: Ta Ya passed the 2018 version through third-party verification by SGS. The implemented occupational safety management system covers 526 employees and 48 contractors. Other affiliated companies are also being evaluated and brought under the same verification. There are 58 staff involved within the scope of this internal audit. (403-8)

### The Committee on Occupational Safety and Health

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

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



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

<b>Cuprime</b>	The Committee is comprised of 1 Safety and Health Officer (10%), 5 safety and health committee members (50%), 1 work safety person (10%), 3 labor representatives(30%).
<b>Ta Heng</b>	One Chairperson (10%), one Executive Secretary (10%), five Members (50%), and three Labor Representatives (30%).
<b>AD</b>	An occupational safety office is set up to enforce the work safety and health system and ensure compliance with occupational safety and health regulations. It exists to protect workers' personal health, safety, cleanliness and hygiene at the workplace. The Office is comprised of 1 section chief and 3 staff members. The personnel of the Occupational Safety Office visit work sites regularly to maintain and promote occupational safety. They conduct random safety and health audits as a means to raise workers' safety and health awareness, so that they may duly comply with policies and make proper use of safety gear to minimize the chances of accidents. The purpose of the safety and health management appraisal conduct in recent years is to ensure the implementation of every labor safety and health item in the application of the appraisal system.
<b>UEI</b>	The Company has a Workers' Safety and Health Officer in place to oversee related matters. In addition to section chiefs, managers also pay random visits to work sites for safety inspection and to promote employees' safety awareness. Adequate numbers of safety gear have been provided for the different works involved to prevent accident.
<b>Hengs</b>	The Safety and Health Committee with 9 members is established and holds 1 meeting every 3 months to review, coordinate and suggest matters regarding the employer's safety and health policies and plans to improve the effectiveness of the safety and health management. A labor safety office is set up with 1 occupational and 1 Class-A occupational safety and health affairs management person for the safety and health management of the entire company. They visit work sites regularly to inspect, supervise and improve occupational safety and health as a means to raise workers' safety and health awareness. All the employees participate in the promotion of the company's labor safety and health policies and planning of the safety measures in compliance with the laws. This ensures that all the laborers use protective equipment correctly and observe all safety and health regulations to prevent the occurrence of occupational accidents.

These Occupational Safety and Health Education and Training Procedures are set up for all employees, suppliers, and contractors to guide the design and delivery of education and training aimed at improving organizational performance, implement occupational safety and health requirements, and create high-tech production conditions with high-quality environmental protection, safety and efficiency, and to lay a firm foundation for the company's sustainable development. Five occupational safety and health-related training sessions were held in 2020, with a total training time of 38 hours. (403-5)

**Education and Training of Occupational Safety and Health (2020)**

Month	Training course	Date	Hours	Total hours
April	ISO 14001, ISO 45001 internal auditor training	April 10	6	38
	First aid staff training, education and training	April 15	18	
July	Chemical registration education and training, as part of environmental safety and fire control	July 22	6	
August	Respiratory Protection, as part of general education and training	August 21	6	
September	2020 health promotion seminar	September 28	2	



## Prevention of Occupational Hazards

The process of manufacturing wires and cables involves approximately 100 types of chemical substances. We therefore practice checkpoint inspections, gather statistics on the usage of emission quantities, and implement control procedures on the chemical substances to prevent them affecting the eco system or cause pollutions. We also exercise control over the source, implemented green procurement of materials that do not contain any harmful substances, and Ta Ya obtained the IECQ/ QC 080000 certification in 2007, Cuprime in 2008. In addition to caring for the health of the employees, we provide safeguards for consumers, too.

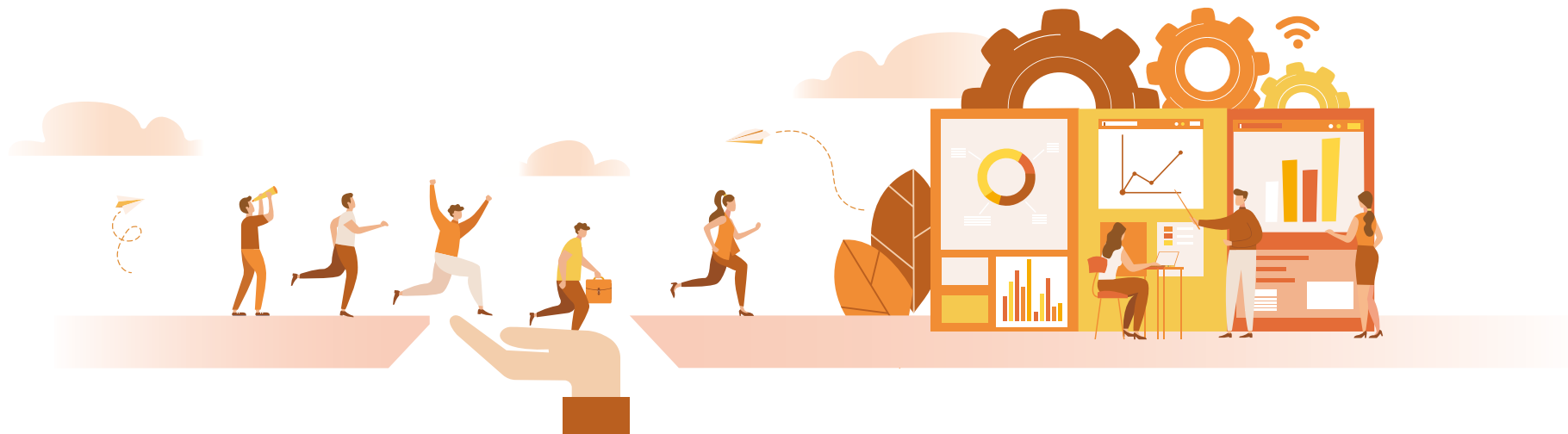
To mitigate the effect of dust caused by PVC granules used in cable manufacturing, we have installed dust collectors at locations that are prone to such hazards. In addition, these work areas are partitioned while workers are given protective masks to limit the effect of dust. The PVC components of all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

Magnet wires are made from copper rod and various types of coating, the latter of which comprise mainly of "organic solvents." To avoid harm to workers' health and the environment, we add "catalysts" into our production process so that organic solvents can be incinerated at high temperature and turned into vapor and carbon dioxide, which cause no harm to workers' health or the environment. During the production of copper bonding wire, we use ultrasound to clean wires; to prevent noise hazard, workers are issued earplugs as a form of protection.

In addition, in consideration of the work environment and the safety of the workers, our factories are completely non-smoking areas. A periodic maintenance is scheduled for the office air conditioning system and the cooling water towers to protect the health of our office personnel. A periodic maintenance and check-up is performed on the lighting system of the factory and offices; the lighting maintains a value above 300 lm for the employees who are performing visual operations. Furthermore, periodic physical check-ups and follow-ups are also performed for our general, noise, dust, and lead operations staff. To further improve the workplace and its safety, Ta Ya established specialized environmental protection units, and safety and health units. Other than discussing the workplace environment, safety and health-related issues at the health and safety committee conferences every season, we also implement safety education and safety drills.

In 2019, there were occupational accidents in Taiwan and overseas. Of the accidents in Taiwan, 7 involved Taya, 3 involved the affiliated Ta Heng and UEI, and 1 involved AD. 2 overseas accidents occurred at Dongguan. No occupational accidents occurred at other companies. For the types of accidents, see "Types and Numbers of Occupational Accidents in 2019". In 2019, an occupational accident involving a contractor of Taya occurred. In 2019, there were two level-4 cases discovered by a special health examination conducted at Taya. Both cases involved employees working under noisy conditions. There were no level-4 cases discovered by special health examinations conducted at other affiliated and overseas factories.

The "Administrative Measures for the Safety and Health of Contracting Operations" lay down safety and health management rules for contractors entering the factory, to prevent occupational hazards such as personal injury and property loss during engineering, non-engineering, and third-party contracted operations at the company. The "Occupational Safety and Health Contractor Management and Control Procedures" guide contractors in taking measures to prevent occupational safety incidents while working in the factory. (403-7)



## **Hazard Identification, Risk Assessment and Accident Investigation (403-2)**

A "Hazard Identification and Risk Assessment Management Plan" continuously identifies the occurrence and characteristics of hazards, assesses risks and determines necessary control methods, all with the aim of identifying potential sources or conditions in production, service and product provision operations/activities that may cause injury, disease, property loss, or damage to the facilities and equipment, both inside and outside the company and its stakeholders.

In the event of property losses or disasters (accidents) around the plant's manufacturing equipment or otherwise during work, the necessary first aid measures and disaster rescue can be undertaken. The "Procedure for Occupational Disaster Management and Incident Investigation" lays down rules for the investigation, analysis and recording of the causes of accidents and undertaking effective countermeasures and improvements to prevent similar accidents from occurring again.

## **Disabling Injury Statistics Table (2020)**

	Ta Ya	Cuprime	Ta Heng	Ta Ho	UEI	AD	Hengs	Dong Nai	Haiyang	Dongguan	Kuanshan
Total working hours	1,037,528	125800.2	178,000	29,248	100,000	195,776	294,513	750,946	37,367.5	652,576	412,262
Recorded number of disabling injuries	11	0	3	0	0	1	2	1	0	0	0
Number of serious disabling injuries	0	0	0	0	0	0	0	0	0	0	0
Number of false alarms	0	0	0	0	0	0	0	0	2	0	0
Occupational injury rate	2.120425	0	3.37	0	0	1.02158	6.79	0.266330735	0	0.80%	0
Occupational disease rate	0	0	0	0	0	0	0	0	0	0	0
Lost day rate	26.60169	0	5.62	0	0	3.57551	0.4	1.864315144	0	0.0055%	0
Total number of work-related deaths	0	0	0	0	0	0	0	0	0	0	0

Note 1: Injury rate (IR) = total number of injuries/total working hours\*200,000. Occupational disease rate (ODR) = number of occupational diseases/total working hours\*200,000.  
Lost Day Rate (LDR) = Total number of days lost/Total number of working hours\*200,000.

Note 2: Ta Ya's occupational disaster data is a combined calculation of the Guanmiao Factory and the Dawan Factory.

Note 3: Two false alarms in Haiyang:

1. A female employee in the factory fainted and was sent to hospital where a gastric ulcer was diagnosed.
2. A male employee in the factory had a very slight wound (shaved hand skin), which did not classify as an occupational injury in the view of the Vietnamese authorities.



## 2020 Prevention of Occupational Hazards

Companies	Factories	Type of occupational hazard																	Health-threatening operations			Precautionary measures
		1	2	3	4	6	7	8	11	12	13	17	18	20	1	2	25					
Taya 11					M1	M1			M1						M7 F1				1. Convey work safety guidelines with employees.			
																			2. Convey traffic rules.			
																			3. Enforce use of safety gear.			
																			4. Wearing of earplugs; health check for special operations.			
Cuprime 0																			1. Enforce wearing of protective suits and placement of air-conditioned resting area.			
																			2. Wearing of earplugs; health check for special operations.			
																			3. Wearing of face masks; health check for special operations.			
Ta Heng 3						M1 F1								F1				Convey work safety guidelines compliance with traffic rules.				
Ta Ho 0																		Enforce standard operating procedures.				
UEI 0																			1. Conduct random safety inspections at various workplaces to promote employees' safety awareness.			
																			2. Provide adequate number of protective gear for the different works involved, and thereby prevent accident from happening.			
																			3. Promote safety awareness during commuting and business trips.			
AD 0	Contractor 1														F1				1. Verify work area and environment prior to commencing work activities.			
																			2. Enforce proper usage of protective gear.			
																			3. Provide employees with necessary safety and health training.			
Hengs 0															M1				1. Enforce use of safety harness, safety wire, hooks and helmets for rooftop operations.			
																			2. Promote compliance of traffic rules.			
																			3. Procure installation/construction insurance during the work period.			
Vietnam	Dong Nai 1			M1															1. Outline standard operating procedures and place reminders at work site.			
																			2. Enforce use of safety boots by workers, and helmets by truck drivers and forklift operators.			
	Hai Duong 0																		3. Place first aid kits on-site to facilitate preliminary treatment of injuries.			
4. Procure social insurance and accident insurance for employees who are required to perform duties outside of business premise.																						
China	Dongguan 1													F1 (塗料灼傷)					1. Advise employees on the safety aspects of their work.			
																			2. Advocate compliance with traffic rules.			
																			3. Wear safety gear.			
	Kuanshan 0																		4. Set the standard operating procedures and remind you at the site.			
																			5. Place the medicine box on site to initially handle simple wounds.			
																		6. Those who are required to go out to work, in addition to social insurance, insured accident insurance.				

Note 1: Occupational hazard code: (1) Fall from elevated position; (2) Tripping; (4) Impact to others; (6) Impact by others; (7) Jamming; (8) Cut or abrasion; (11) Contact with extreme temperatures; (13) Electric shock; (17) Risky movements; (20) Traffic accident. An AD Engineering employee fell caused by road construction and cut on the leg when getting off work, counted as (18) Others. Health-threatening operations code: (1) High temperature; (2) Noise; (25) Dust.

Note2: The green background is the type of major occupational hazard identified by the Company. The number is the number occurrences by employees and contractors during the year.

## Health Care

Ta Ya is committed to the promotion of tobacco control and health in the workplace and has been certified by the Health Promotion Administration with a "healthy workplace certification - health initiation conformance" (valid from January 2019 to December 2020).

In accordance with the age of the employee and the work environment, Ta Ya provides adequate health plans and check-ups for early detection of potential health hazards and virulent factors. Special medical personnel are sent to implement annual physical check-ups and also conduct evaluations of items needing improvement according to abnormal proportions, annual trends, and ethnic trends. We prioritize items requiring improvement in accordance with its level of urgency, plan full intervention programs, understand individual needs, assist in follow-up check-ups at the hospitals, engage in health-care tracking, and provide complete health-care measures.

With regard to employee health check-ups, the privacy protection and control of the employee's health check information are handled as follows: 1. The files will be sent only to the personal computer. 2. The basic information in the electronic file will be encrypted. 3. The Save function will be locked. (403-3)

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

Scheme	Content
A beetle nut and smoke-free healthy workplace	Smoking is prohibited throughout the Guanmiao plant and signs prohibiting smoking and betel nut chewing are posted in obvious places around the plant. Outdoor designated smoking areas have been set up in compliance with the law to separate smoking employees from their colleagues, prevent the hazards of second-hand smoking and maintain a clean environment. Penalties are in place for violations of the law.
Provide health-related information	From time to time, health news is communicated through the electronic bulletin board, in line with the government's health and hygiene policies.
Promotional health conferences	Colorectal cancer and oral cancer screenings are offered in line with the health authorities.
Blood pressure measurement	Conducting blood pressure measurements every three months at each department for early diagnosis and treatment.
Blood sugar measurements	Health education is provided to employees with higher-blood sugar levels based on physical examination, and they are listed for tracking and care.
Sports clubs	Yoga, motor bike, badminton, hiking, and cultural studies clubs are available and events are held periodically.
The Ta Ya Hiking Track	A 0.9 km hiking track is made available to encourage colleagues to walk ten thousand steps every day to prevent and improve chronic disease conditions.
New breastfeeding room	One breastfeeding room has been newly installed in the medical room for employees.
Health education activities	Colorectal cancer and oral cancer screenings are offered in line with the health authorities.
Health guidance and consultations	Under the employee health management plan, we have commissioned specialized physicians from the Kaohsiung Veterans General Hospital to visit the plant to offer consultations, health advice, assess reintegration possibilities after occupational injuries and serious injuries, consultation on maternal health and advice on improvements to the work environment.
Complete work exhaustion questionnaire	To understand staff's degrees of exhaustion from work and screen for high-risk groups, the resident doctor will provide one-on-one health guidance to assess whether it is necessary to adjust or shorten the working hours or change the work content, or provide referrals for diagnosis and treatment at the hospital. From time to time, health and well-being are tracked. We provide comprehensive health and care.

### Other Affiliates Practices:

Company	Practices
<b>Cuprime</b>	Provide annual health check-ups, and provide different special health check-ups according to employees' workplaces. Understand the individual needs of colleagues, assist in arranging follow-up visits to the hospital, and perform health care tracking from time to time to provide comprehensive health care. According to the analysis of the results of the annual health examination, it was found that BMI, cholesterol, and mild fatty liver were the top three abnormalities in the physical examination. Colleagues mostly work in shifts, so it is easy to cause irregular work and rest, unbalanced diet and nutrition, and neglect of leisure sports.
<b>Ta Heng</b>	Employee group insurance (and extended to employees' family members, paid by family members), the company also organizes labor health check every three years, sponsored by the General Affairs Department.
<b>UEI</b>	In recent years, it has been better than relevant laws and regulations. Every year, health checkup hospitals are arranged to perform health checks on employees in order to detect health hazards and potential pathogenic factors early. In addition, a physical fitness program is added to let colleagues understand their physical fitness status. After the annual health check, the hospital will compile statistics based on the abnormal proportion of employees and evaluate the items that need improvement. Arrange medical staff to explain physical condition and health checkup reports, assist in arranging follow-up visits to the hospital, and carry out health care tracking from time to time to provide comprehensive health care. According to the analysis of the annual health examination results, it was found that BMI, cholesterol, and fatty liver were the top three abnormalities in the physical examination. It may be related to the unbalanced diet and lack of leisure exercise.
<b>AD</b>	Arrange employees to conduct annual health check every year to detect health hazards and potential pathogenic factors at an early stage. In addition to the general health examination items (including general physical examination, intraocular pressure, stool, urine, blood test, liver and kidney function test, metabolism test, diabetes screening and blood fat test), the annual health check also arranges cancer check and X-ray Photography, electrocardiogram examination, hepatitis B and ultrasound examinations allow employees to have a comprehensive understanding of their physical health. If there are potential pathogenic factors, they can also be detected early and treated as soon as possible.
<b>Hengs</b>	According to the labor health protection regulations, when hiring new workers, general physical examinations should be performed. For general health check-ups for working workers, a health check-up is performed annually, which is better than the provisions of laws and regulations. The inspection items are increased. The health check-up is mainly used to analyze the abnormal health of colleagues, early detection of diseases, early treatment, and health promotion announcements. Guide, build a healthy and energetic workplace.

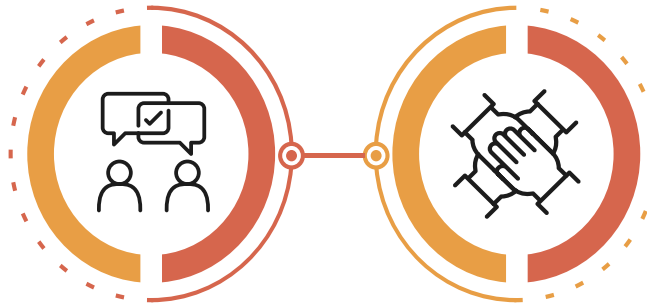
## 5-3 Educational Training

### Training and Assessment

Human resources are a crucial factor in the sustainable development or transformation of any enterprise. Ta Ya upholds training policies and training commitments to build a comprehensive training system, provide employees with a systematic and target-oriented learning environment and training channels, and has "Education and Training Operation Procedures" in place to integrate internal and external resources, to build a more systematic employee training program that are effectively implemented and verified, enhancing the company's competitive advantages.

#### Training policy

Support employees' training and development to provide the group with the drive to accomplish its missions and growth.



#### Training commitments

The Company will provide employees with the proper training to advance in their career and develop the competitiveness needed to accomplish more complex tasks. In return, employees shall also accept the Company's training arrangements and plans where appropriate. Both the Company and employees shall abide to the above commitments.




Ta Ya's internal educational training system implements training in accordance with the types of profession. The training content includes management, general, and professional skills, as well as self-motivation. The various business groups provide the annual training requirement lists at the end of each year for the following year. HR then compiles these into the annual execution plan. Professional skills training requirements are issued by each of the business groups in accordance with their business strategy plans or current situations. HR then collects relevant training classes and lecturer lists for reference and compiles the training requirement lists for each business group.

For new employee training, courses are prepared by HR and training sessions are provided by each of the business groups. The contents of the training emphasize organizational overview, history, business philosophy, personnel systems, benefits, insurance, salaries, work safety, labor health and safety, the ISO system, quality policies, and field internships.

As international business communications is required for operations, Ta Ya initiated the Application of Foreign Language Job Training for Employees in 2010. In addition to providing subsidies for training, we also provide salary increases in accordance with learning results, and take language abilities as a priority in promotions and mobilizations. In 2011, we further defined an even more complete Employee Job Training Application, which covers all tuition fees for Master's and Doctorate student-employees who choose to pursue management-related studies or studies that have a potential future for development in the company.

Ta Ya sets great store with employee training and talent development. With regard to results (external training, internal training, on-the-job training), the total investment in education and training in 2020 was TWD 634,779, with training time totaling 6,893 hours. Training was attended by 1,956 people, with an average of 11.1 training hours per person. To pass on experience and share knowledge, an internal lecturer group has proven to be an indispensable part of the organization. The company currently has 40 certified internal lecturers, who present increasing numbers of seminars each year. This exchange and interaction among colleagues have helped create a lively culture of a Learning Organization.

### Ta Ya Education and Training System

 Class	 Management Skills	 General Skills	 Professional Skills	 Self-Motivation
Manager (included) and above	Strategic Planning Advanced Communication and Coordination Advanced Problem Analysis Advanced Leadership Middle and Top Executive Seminar	Skill Training Basic Labor Safety Knowledge	Manufacturing Technique Sales HR R&D Financial Accounting	Grad School College
Managers below Department Head including group leaders	Basic Communication and Coordination Basic Problem Analysis Basic Leadership Basic Manager Seminar	Employee-Career Management Innovation & Improvement Full Quality Execution and Tracking	Info Tech Environmental Safety License General Procurement Quality System Internal Lecturer Project Management	Institute Job Training Foreign Language Job Training (English/Japanese)
Professional functional technician	×			

### Training Hours of Ta Ya

	Female			Male			General Staff			Managers below Department Head (including organizers)			Managers and above		
	Training Hours	Number of People	Average Training Hours	Training Hours	Number of People	Average Training Hours	Training Hours	Number of People	Average Training Hours	Training Hours	Number of People	Average Training Hours	Training Hours	Number of People	Average Training Hours
2018	1,376.50	76	18.11	7,461	543	13.74	4,891.50	492	9.94	2,409	88	27.37	1,537	39	39.41
2019	1,027.50	73	14.08	6,703.50	543	12.35	4,726.50	487	9.71	1,892	94	20.13	1,112.50	35	31.79
2020	1,085	69	15.72	5,808	543	10.66	4,007	485	8.26	1,762.50	91	19.37	1,123.50	38	29.57

Average training hours: Total 6,893 training hours / 621 people (total number of people at the end of the month / 12) = 11.10 hours

### Training Hours of Affiliated Enterprises (2020)

	Female			Male			General Staff			Managers below Department Head (including organizers)			Managers and above		
	Training Hours	Number of People	Average Training Hours	Training Hours	Number of People	Average Training Hours	Training Hours	Number of People	Average Training Hours	Training Hours	Number of People	Average Training Hours	Training Hours	Number of People	Average Training Hours
Cuprime	54	18	3	197	54	3.65	155	42	3.69	76	20	3.8	20	10	2
Ta Heng	105	41	2.56	484	136	3.56	438	144	3.04	94	26	3.62	48	8	6
Ta Ho	0	0	0	1,603	28	57.25	1,340	22	60.91	263	6	43.83	0	0	0
UEI	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD	708	23	31	1,456	37	39	1,565	39	41	378	13	29	201	8	25
Hengs	1,554	60	26	2,790	95	29	2,639	114	23	922	27	34	784	14	56
Dong Nai	88	6	14.67	956	176	5.43	676	163	4.15	292	15	19.47	76	4	19
Hai Duong	9	3	3	451	108	4.18	370	91	4.07	72	14	5.14	18	6	3
Dongguan	392	49	8	1,432	179	8	1,608	201	8	104	13	8	112	14	8
Kuanshan	362	32	11.31	532.5	102	5.22	824.5	116	7.11	31	13	2.38	39	5	7.8

# CH.6

## Co-Prosperity with Society



- 6-1 Environmental Protection
- 6-2 Electricity Safety Education Promotion
- 6-3 Social Participation



## CH6. Co-Prosperity with Society //

### | 6-1 Environmental Protection

#### Pristine Homeland Foundation

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

Taya Pristine Homeland Foundation (and its predecessor CSR program) has been handling green collection since 2007 and has increased the Phoenix Flower Forum since 2012. For thousands of communities, the beautiful home is our goal. The starting point is a friendly environment. There are many actions to be taken in the middle. The green collection is action. The Phoenix Flower Forum is an inductive discussion on action.

During the first decade of the Foundation, the themes we selected include renewable energy, rainwater recycling, friendly agriculture, green transportation, environmental education, and various aspects of life. Every theme is like a small part of community life and every program is a citizen module that uses social resources to solve social problems.

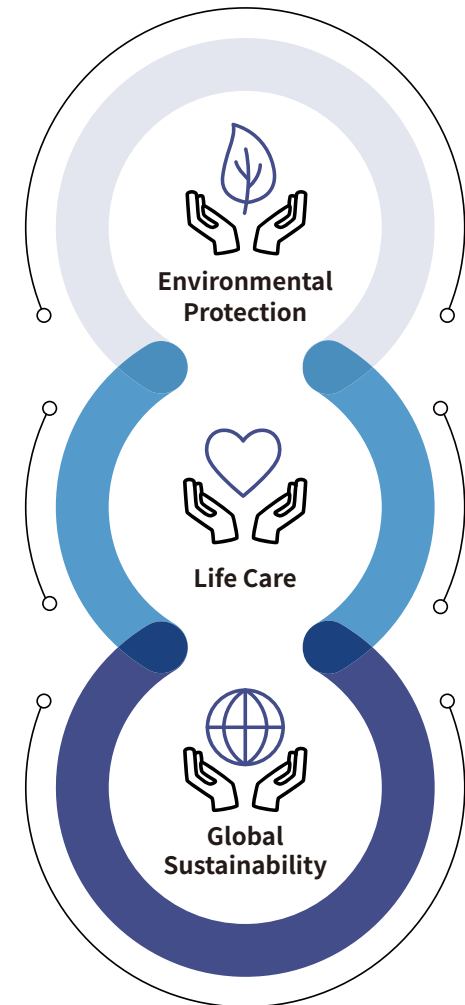
In the second decade of the Foundation, the theme we selected was to be cross cascaded by citizen modules, including the relationship between each module, the operating logic of each other, and so on. Of course, in the spirit of social design, all the cores of "self-made" are people.

#### Greeninside Blog and Fan Page:



[www.greeninside.com.tw](http://www.greeninside.com.tw) 、 [www.facebook.com/greeninside](https://www.facebook.com/greeninside)

was established in February 2011 to provide employees and the public with an environmentally friendly concept of new media (Blog, FB) to promote people's daily life. Develop environmental habits in life.



## Delonix Regia Forum

This year, the main topic of the 2020 Phoenix Flower Forum was "New Options in Green Electricity for Enterprises." In the past, humans used the earth's resources to excess, which led to a gradual imbalance of resources among living beings. Enterprises can now easily choose green electricity and make a real difference.

At this event, Cheng-Wei Yu, director of the Bureau of Energy, Ministry of Economic Affairs; Dr. Yenhaw Chen, director of Research Division I, Taiwan Economic Research Institute; associate professor Tze-Luen Lin of National Taiwan University; and directors of Ta Ya's Green Inside Foundation.



## Green Inside Project

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

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

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

**Awards:**



### Southern Spirit Award:

This is for individuals or groups dedicated to environmentally friendly activities on a long-term basis. The prize is at least NT\$100,000.



### Pristine Homeland Award:

This is for individuals or groups promoting environmentally friendly projects. The prize for each winner is NT\$30,000.



### Green Connection Award:

This is for the winners of Green Inside awards who have registered again. In particular, the winners of Green Inside awards are encouraged to combine their creative ideas.

## List of Candidates and Winners of the 9th Green Inside Project Awards

A total prize of NT\$600,000 was awarded. The list of award winners is as follows:

Price	Name
Southern Spirit Award	周 ○ 心 台灣千里步道協會
Southern Spirit Award	陳 ○ 美 生態關懷者協會
Southern Spirit Award	周 ○ 任 台灣藍色東港溪保育協會
Southern Spirit Award	李 ○ 圖 台灣樂活有機農業協會
Pristine Homeland Award	劉 ○ 瑋 臺灣好植地
Pristine Homeland Award	馮 ○ 蕾 有限責任台灣共好生活勞動合作社
Pristine Homeland Award	林 ○ 生 新北市瑞芳老街文化觀光推展協會
Pristine Homeland Award	林 ○ 堃 台南市月津文史發展協會
Pristine Homeland Award	張 ○ 誠 蟹兒創意有限公司 美麗家園獎
Pristine Homeland Award	林 ○ 忠 可可農夫
Pristine Homeland Award	何 ○ 融 大電奉還：綠色校園節電專案
Pristine Homeland Award	周 ○ 秦 國立清華大學環保星勢力志工隊
Pristine Homeland Award	呂 ○ 毅 德明財經科技大學環保星勢力志工隊
Green Connection Award	林 ○ 貞 稻田裡的教室
Green Connection Award	張 ○ 瑋 Shinrin-Yoku Taiwan 小森日
Green Connection Award	李 ○ 峯 環保星勢力志工隊

### List of award winners



**Southern Spirit Award**  
4 winners



**Pristine Homeland Award**  
9 winners



**Green Connection Award**  
3 winners



## TAYA Group Family Day

### 2020 TAYA Group Northern Region Family Day - Starting with "River" to Prevent Marine Debris



To join the development of global environmental sustainability, environmental protection has become an imperative. The TAYA Pristine Homeland Foundation, which has been paying close attention to ecological protection and environmental issues, voluntarily launches monthly corporate volunteer activities. With "Be Concerned about the Environment and Create a Friendly Beautiful Life" as its core, the foundation invites TAYA employees as well as their family members to join the educational entertainments that promote the importance of environmental protection.

According to the statistics, 37 tons of marine debris in total was collected from the whole coastline of Taiwan via coastal cleanups in 2019, nearly 70% of it discovered to be related to the human diet, including plastic bottles, plastic bottle caps, plastic bags, etc. Coastal cleanups and ocean cleanups aren't the only thing we can do for the ocean; we should further start from the headwaters. Thus, instead of coastal cleanups or mountain cleanups, TAYA Northern Region Family Day had "river cleanup" as the topic this year in the hope of taking action to reduce marine debris from the river source.

This year, the Northern Region Family Day took place at Huajiang Riverside Park, New Taipei City in the morning on Saturday, November 21, with 150 participants in total, including the employees from the northern region and their family members. As riverside parks in the Taipei Metropolitan Area are ideal places for people to relax and exercise and are therefore closely connected to human life, the environmental pollution problems which the marine debris from the riverside has resulted in are of great seriousness. Under the leadership of the chairman of the foundation, Mr. Shen, Shang-Hung, the participants collected debris from the river via teamwork.

With the participants' effort, 77.4 kg of recyclable trash and 194 kg of non-recyclable trash in total was collected during this river cleanup. The top three types of trash collected were cigarette butts, plastic bottles and food packaging, which corresponded to the statistics of marine debris composition according to the annual records of the Taiwan International Coastal Cleanup (ICC). In addition, the total weight of recyclable and non-recyclable trash was 56.1 kg heavier than that of the coastal cleanup of the 2019 TAYA Northern Region Family Day. These have indicated that the rubbish discarded into the river is one of the main causes for marine debris, highlighting the significance of river cleanups.

Furthermore, we invited Chang-Ying He from the "Wetland Zhenshui Volunteer Group" of New Taipei City to talk on the evolution of rivers and ocean as the topic and the issues of marine environmental protection. As our employees and their families learned more about how important environmental protection and education is, this activity became even more meaningful.





We also cooperated with the Tzu Chi Foundation this time in order to know more about the importance of recycling. Our participants were brought to Tzu Chi's recycling education station in the Sanchong District to learn how to put environmental protection concepts into practice. It is hoped that all of us can reduce waste as well as plastic use and re-use materials in our daily life for ocean sustainability and our beautiful land. During this part, participants were shown how the common LCD screen cartons are recycled. It might seem simple, yet every step, including cleaning, disassembling and recycling, has its own importance. The carton should be disassembled, the styrofoam inside should be considered as non-recyclable trash and the tape on the foam must be completely removed before being re-used and so on - all of these require a great deal of time and effort to recycle thoroughly. Via this activity, TAYA folks with kids also got an opportunity to implement environmental protection action with their kids and educate them on the significance of reducing waste and recycling.

At last, Mr. Shen, Shang-Hung, Chairman of the TAYA Pristine Homeland Foundation, encouraged: "Everyone is the best in today's river cleanup. It has been 65 years since the TAYA Group was founded, but for the Earth, TAYA is just a tiny, transient existence. Living on this sole Earth, we should protect it unconditionally, and coastal cleanups, mountain cleanups or river cleanups are part of the ways to protect our environment. No matter what difficulties await us, we must continuously sow the seeds of sustainable living and cultivate the seeds in the present and the future. This is a mission that admits no delay. It is also hoped that TAYA can keep promoting such a meaningful activity and advancing the corporate social responsibility, contributing to the environmental protection for the Earth."





## Corporate Volunteer Team

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

Since 2015, the number of volunteer team members and total volunteer service has continued to increase. In 2020, A total of 8 events will be held, attracting a total of 669 people to participate in the event, 37 members of the volunteer team contributed a total of 504 hours of volunteer service hours, of which eight personal service hours exceeded 24 hours. The Group encourages more employees and their families to participate in volunteer service and invest in social welfare, and expand the concept of the Group's beautiful home to every corner.

Date	Title	Hours	Number of Participants
2020.02.22	Erren Jingdi Eco Fun Pottery	4	112
2020.03.14	Spring Flowers Bloom, Leaf Rubbing Reproduction	4	91
2020.06.13	Hand-Made Insect Wall, Canoe	4	41
2020.08.01	A Clean Environment, A Robust Ecology	4	66
2020.09.26	Delonix Regia Forum	8	115
2020.10.24	Cleaning The Environment, Remove Ecology Killers	4	41
2020.11.07	Electricity Safety Awareness	4	87
2020.11.21	North District Family Day	8	116
Total		40	669

## Volunteer Service Hours



2018	Number of Volunteer: 30	Total Service Hours: 504
2019	Number of Volunteer: 33	Total Service Hours: 670
2020	Number of Volunteer: 37	Total Service Hours: 504

## 6-2 Electricity Safety Education Promotion

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

### Electrical Wiring Safety Check Program for Old Buildings

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

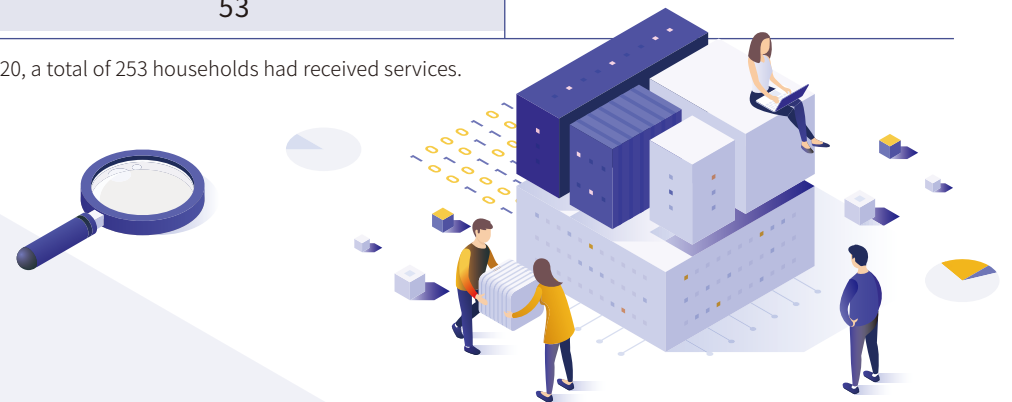
However, it is difficult to check the electric wires installed in the deep wall, and it is necessary to rely on the high-resistance device this time: if the high-resistance device shows that the insulation resistance value is higher (generally more than 1MΩ), indicating that the insulation coating is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

#### 2020 Implementation Status



Area	Service Households	Notes
Taipei, New Taipei, Taoyuan	23	Due to the epidemic situation in 2020, inspections were suspended from February to June. Thus, less inspections were held in comparison to 2019.
Taichung, Changhua, Nantou	12	
Tainan, Kaohsiung, Pingtung	18	
Total	53	

\*Since the introduction of the campaign until the end of 2020, a total of 253 households had received services.





## 6-3 Social Participation

### My One Acre Farm Adoption Program

Since the program's beginning of 2010, Ta Ya has participated in the My One Acre Farm Adoption Program every year, creating a win-win for the Earth, farmers, and consumers. Our Company also continued to participate in local public welfare activities related to arts, culture, police, and government, including continued sponsorship of the Tainan Arts Festival. The program which supports small farmers, promotes Taiwan's rice industry, and promotes social welfare and corporate social responsibility, has been highly successful and well-received. As the program enters its 10th year, Ta Ya will continue its membership and support this social welfare activity. Ta Ya continued its adoptions of 2 hectares in 2020.

### Affiliated Social Participation

Affiliated	Social Participation Content	
Cuprime	<ul style="list-style-type: none"> <li>The exhibition was intended to support local agriculture and give back to the community and neighborhoods. In 2020, TWD 22,000 was donated to support local agriculture, neighborhood activities and community patrol teams.</li> </ul>	
Ta Heng	<ul style="list-style-type: none"> <li>The sponsored amount for community activities in 2020 was TWD 20,000</li> </ul>	
UEI	<ul style="list-style-type: none"> <li>In 2020, the sponsorship of the Green Inside Foundation was TWD 200,000</li> <li>The Touhu Elementary School in Linkou District, New Taipei City was sponsored with an amount of TWD 66,000</li> </ul>	
AD	<ul style="list-style-type: none"> <li>Ren'an Social Welfare and Charity Foundation 10,000</li> <li>National United University 400,000</li> <li>Koupi Elementary School 20,000</li> <li>Wenxian Elementary School 20,000</li> <li>Ruojhuer Education Foundation 2,000</li> </ul>	<ul style="list-style-type: none"> <li>Yunlin An Cing Elementary School Girls' Volleyball Team 30,000</li> <li>Heng-Shan Social Welfare Foundation (reg. Taichung) 10,000</li> <li>Boyo Social Welfare Foundation 20,000</li> <li>Ta Ya Pristine Homeland Foundation 50,000</li> </ul>
Hengs	<ul style="list-style-type: none"> <li>Donation of TWD 10,000 to Lions Club Taiwan Foundation</li> <li>Donation of infrared thermo camera worth TWD 10,000 to Lions Club</li> </ul>	<ul style="list-style-type: none"> <li>Donation of TWD 50,000 to Ta Ya Green Inside Foundation</li> </ul>
Dong Nai	<ul style="list-style-type: none"> <li>Donation of VND 20 million for Covid-19</li> <li>Donation of VND 10 million for autumn festival charity work</li> <li>Donation of VND 20 million for flood disaster relief in central Vietnam</li> </ul>	<ul style="list-style-type: none"> <li>Donation of VND 294,000 to Green Inside Foundation</li> <li>Sponsored the SONADEZI Industrial Park Scholarships with a total amount of VND 15 million</li> </ul>
Hai Duong	<ul style="list-style-type: none"> <li>Donation of VND 5 million to Haiphong Chamber of Commerce for winter relief</li> <li>Donation of VND 3 million to Jinyang County for Covid-19 prevention</li> </ul>	<ul style="list-style-type: none"> <li>Donation of VND 10 million to Jintian Club Conference</li> <li>Donation of VND 3 million for typhoon disaster in central Vietnam</li> </ul>

# Appendix //

## Management Policy

Priority Themes	Management Policy	Evaluation Mechanism	Corresponding Chapter
Sustainable Innovation	Code of Practice for Corporate Social Responsibility Our group continues to cultivate this Develop non-core-business investment projects through venture capital companies	R&D expenses, Capital expenditures, Number of reinvestment cases	3-1 Value transfer
Product Reputation and Quality	Quality policy Code of Practice for Corporate Social Responsibility	ISO system certification	3-1 Value transfer
Pollution Prevention	Environmental policy Code of Practice for Corporate Social Responsibility	Regular reports, Regular inspections to amend rules, Regular inspections of permits, Emergency response mechanisms	4-3 Pollution prevention management
Employee Health and Safety	Code of Practice for Corporate Social Responsibility Employee health management procedures Encouragement of club activities Encourage employees to travel and exercise	Regular occupational health inspections, Health management seminars, On-site services from commissioned physicians, Club subsidies (through welfare committee), Travel subsidies, sports promotion	5-2 Occupational Safety and Health
Energy Management	Managed through ISO 50001 management system	Measure and monitor energy use to improve energy efficiency. Such self-inspections help reduce unnecessary energy consumption and carbon emissions with a view to the ultimate goal of environmental protection.	4-1 Environmental Policy and Management
Risk Management	Carry out carbon inventories regularly and improve equipment efficiency to meet energy conservation requirements	Greenhouse gas emission intensity, Energy conservation and carbon reduction results	4-2 Response to Climate Changes
Brand Management	Formulate public relations/brand strategy each year, communicate with stakeholders on various topics and through multiple communication channels	Market share, financial performance, brand awareness/likeability, post-advertising testing	1-1 Company Profile
Talent Training and Education	Talent Quality Management System (TTQS), training policies and training commitments, education and training procedures, management methods for the selection and appointment of lecturers	Training performance evaluation, Specialized training: experience reports, On-the-job training: test score tables, Training numbers and cost statistics tables	5-1 Human rights protection 5-3 Educational Training
Talent Attraction and Retention	Measures for annual employee performance appraisals, measures for bonus distribution, measures for key talent retention, measures for employee promotion	Annual promotion tests, bonus method management rules, key talent retention method, personnel entry rate, exit rate statistics table, turnover rate	5-1 Human rights protection
Environmental Policy / Management System	Regularly review the company's weak spots and build a management system	Management system, audit results	3-1 Value transfer
Harmonious Labor-Management Relations	Code of Practice for Corporate Social Responsibility Regular labor-management meetings	Labor-management meeting minutes Number of mediation cases and litigation cases	5-1 Human rights protection

## GRI Standard Guidelines

### GRI 102 : General Disclosures

	Disclosures Items		Page	Omit / Description	Corresponding chapter	External Assurance
Organizational Profile	G102-1	Name of the organization	4		Editorial Principles	■
	G102-2	Activities, brands, products, and services	12		1-1 Company Profile	■
	G102-3	Location of headquarters	5		Editorial Principles	■
	G102-4	Location of operations	14		1-1 Company Profile	■
	G102-5	Ownership and legal form	4		Editorial Principles	■
	G102-6	Markets served	14		1-1 Company Profile	■
	G102-7	Scale of the organization	12		1-1 Company Profile	■
	G102-8	Information on employees and other workers	68		5-1 Human Rights Protection	■
	G102-9	Supply chain	15		1-1 Company Profile	■
	G102-10	Significant changes to the organization and its supply chain		No major changes in 2020		■
	G102-11	Precautionary Principle or approach	56		1-2 Governance structure	■
	G102-12	External initiatives		No participation in external initiatives in 2020		■
	G102-13	Membership of associations	16		1-1 Company Profile	■
Strategy	G102-14	Statement from senior decision-maker	6		Chairman's Statement	■
Ethics and Integrity	G102-16	Values, principles, standards, and norms of behavior	34		1-2 Governance structure	■
Governance	G102-18	Mechanisms for advice and concerns about ethics	12		1-2 Governance structure	■

	Disclosures Items		Page	Omit / Description	Corresponding chapter	External Assurance
Stakeholder Engagement	G102-40	List of stakeholder groups	37		2-1 Stakeholder Interactivity	■
	G102-41	Collective bargaining agreements		No signing group agreement		■
	G102-42	Identifying and selecting stakeholders	37		2-1 Stakeholder Interactivity	■
	G102-43	Approach to stakeholder engagement	37		2-1 Stakeholder Interactivity	■
	G102-44	Key topics and concerns raised	38-40		2-2 Analysis of Materiality	■
Reporting Practice	G102-45	Entities included in the consolidated financial statements	35		1-2 Governance structure	■
	G102-46	Defining report content and topic Boundaries	4		Editorial Principles	■
	G102-47	List of material topics	40		2-2 Analysis of Materiality	■
	G102-48	Restatements of information		No relevant circumstances in 2020		■
	G102-49	Changes in reporting	39		2-2 Analysis of Materiality	■
	G102-50	Reporting period	4		Editorial Principles	■
	G102-51	Date of most recent report	4		Editorial Principles	■
	G102-52	Reporting cycle	4		Editorial Principles	■
	G102-53	Contact point for questions regarding the report	4		Editorial Principles	■
	G102-54	Claims of reporting in accordance with the GRI Standards	4		Editorial Principles	■
	G102-55	GRI content index	97-102		Appendix GRI Content	■
	G102-56	External assurance	4		Editorial Principles	■

## Gri Specific Topic Disclosure

Priority Themes	Disclosures Items		Page	Corresponding Chapter	Remark	External Assurance
Economic Standards	Product Credit and Quality					
	103-1	Explanation of the material topic and its Boundary	40	2-2 Analysis of Materiality		■
	103-2	The management approach and its components	96	Appendix Management policy		■
	103-3	Evaluation of the management approach	96	Appendix Management policy		■
	417-1	Requirements for product and service information and labeling	44	3-1 Value transfer		■
Environmental Standards	Energy 2016					
	103-1	Explanation of the material topic and its Boundary	40	2-2 Analysis of Materiality		■
	103-2	The management approach and its components	96	Appendix Management policy		■
	103-3	Evaluation of the management approach	96	Appendix Management policy		■
	302-1	Energy consumption within the organization	53-55	4-1 Environmental Policy and Management		■
	302-3	Energy intensity	53-55	4-1 Environmental Policy and Management		■
	302-4	Reduction of energy consumption	59	4-2 Response to Climate Changes		■
	Emission 2016					
	103-1	Explanation of the material topic and its Boundary	40	2-2 Analysis of Materiality		■
	103-2	The management approach and its components	96	Appendix Management policy		■
	103-3	Evaluation of the management approach	96	Appendix Management policy		■
	305-1	Direct (Scope 1) GHG emissions	58	4-2 Response to Climate Changes		■
	305-2	Energy indirect (Scope 2) GHG emissions	58	4-2 Response to Climate Changes		■
	305-4	GHG emissions intensity	58-59	4-2 Response to Climate Changes		■
	305-5	Reduction of GHG emissions	59	4-2 Response to Climate Changes		■
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	61	4-2 Response to Climate Changes		■

Priority Themes	Disclosures Items		Page	Corresponding Chapter	Remark	External Assurance
Environmental Standards	Waste 2016					
	103-1	Explanation of the material topic and its Boundary	40	2-2 Analysis of Materiality		■
	103-2	The management approach and its components	96	Appendix Management policy		■
	103-3	Evaluation of the management approach	96	Appendix Management policy		■
	306-2	Waste by type and disposal method	63	4-3 Pollution prevention management		■
Social Standards	Occupational Safety and Health 2018					
	103-1	Explanation of the material topic and its Boundary	40	2-2 Analysis of Materiality		■
	103-2	The management approach and its components	96	Appendix Management policy		■
	103-3	Evaluation of the management approach	96	Appendix Management policy		■
	403-1	Occupational safety and health management system	77	5-2 Occupational Safety and Health		■
	403-2	Hazard identification, risk assessment, accident investigation	80	5-2 Occupational Safety and Health		■
	403-3	Occupational health services	82	5-2 Occupational Safety and Health		■
	403-4	Participation, consultation and communication with staff on topics of occupational safety and health	78	5-2 Occupational Safety and Health		■
	403-5	Training of workers on topics of occupational safety and health	78	5-2 Occupational Safety and Health		■
	403-6	Health awareness promotion	82	5-2 Occupational Safety and Health		■
	403-7	Preventing and mitigating the impacts of occupational safety and health directly related to business relationships	79	5-2 Occupational Safety and Health		■
	403-9	Occupational injuries	81	5-2 Occupational Safety and Health		■

Priority Themes	Disclosures Items		Page	Corresponding Chapter	Remark	External Assurance
Social Standards	Training and Education 2016					
	103-1	Explanation of the material topic and its Boundary	40	2-2 Analysis of Materiality		■
	103-2	The management approach and its components	96	Appendix Management policy		■
	103-3	Evaluation of the management approach	96	Appendix Management policy		■
	404-1	Average hours of training per year per employee	86	5-3 Educational Training		■
	404-2	Programs for upgrading employee skills and transition assistance programs	73	5-1 Human rights protection		■
	Labor / Management 2016					
	103-1	Explanation of the material topic and its Boundary	40	2-2 Analysis of Materiality		■
	103-2	The management approach and its components	96	Appendix Management policy		■
	103-3	Evaluation of the management approach	96	Appendix Management policy		■
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	86	5-1 Human rights protection		■
	Employment 2016					
	103-1	Explanation of the material topic and its Boundary	40	2-2 Analysis of Materiality		■
	103-2	The management approach and its components	96	Appendix Management policy		■
	103-3	Evaluation of the management approach	96	Appendix Management policy		■
	402-1	Minimum notice periods regarding operational changes	66	5-1 Human rights protection		■




## Custom Theme Disclosure

Disclosures Items		Page	Corresponding Chapter	Remark	External Assurance
Sustainable Innovation					
103-1	Explanation of the material topic and its Boundary	40	2-2 Analysis of Materiality		■
103-2	The management approach and its components	96	Appendix Management policy		■
103-3	Evaluation of the management approach	96	Appendix Management policy		■
Brand Management					
103-1	Explanation of the material topic and its Boundary	40	2-2 Analysis of Materiality		■
103-2	The management approach and its components	96	Appendix Management policy		■
103-3	Evaluation of the management approach	96	Appendix Management policy		■
Environmental Policy / Management System					
103-1	Explanation of the material topic and its Boundary	40	2-2 Analysis of Materiality		■
103-2	The management approach and its components	96	Appendix Management policy		■
103-3	Evaluation of the management approach	96	Appendix Management policy		■

## Breaches of Environmental Protections Laws and Regulations

	Cuprime
Number of Fines	1
Penalty Amount	60,000
Penalty Content	During a factory visit by the Environmental Protection Bureau on 22 March 2019, pipes were found to be missing, and the original pipelines did not comply with the factory's wastewater permit.
Solution	After this case, we will be more careful in the future, and we will apply for changes to permit details according to the law whenever the design of our wastewater equipment functions needs changing.

# TWLPP5008 ESG SRA AA1000ASv3 Licensed Assurance



## ASSURANCE STATEMENT

**SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE TAYA ELECTRIC WIRE & CABLE CO., LTD.'S CORPORATE SUSTAINABILITY REPORT FOR 2020**

**NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION**  
 SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by TAYA ELECTRIC WIRE & CABLE CO., LTD. (hereinafter referred to as TAYA) to conduct an independent assurance of the Corporate Sustainability Report for 2020 (hereinafter referred to as the Report). The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, included the sampled text, and data in accompanying tables, contained in the report presented during on-site verification in the period of 7 May 2021 to 28 May 2021. SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

**INTENDED USERS OF THIS ASSURANCE STATEMENT**  
 This Assurance Statement is provided with the intention of informing all TAYA's Stakeholders.

**RESPONSIBILITIES**  
 The information in the TAYA's CSR Report of 2020 and its presentation are the responsibility of the directors or governing body (as applicable) and management of TAYA. SGS has not been involved in the preparation of any of the material included in the Report.

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


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

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

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

Assurance has been conducted at a moderate level of scrutiny.

TWLPP 5008 Issue 2104



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