

# TAIMIDE TECHNOLOGY INCORPORATION

## 2023 Sustainability Report



## About this Report

TAIMIDE discloses its actions and achievements annually to stakeholders in areas such as corporate governance, environmental protection, and social responsibility. Information from previous years' sustainability reports can be downloaded from the [TAIMIDE TECH official website under the CSR section—Stakeholder Engagement—Corporate Sustainability Reports](#).

Report Standards	<ul style="list-style-type: none"> <li>• Written in compliance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards, following the 2021 guidelines.</li> <li>• Task Force on Climate-related Financial Disclosures (TCFD)</li> <li>• Sustainable Development Goals (SDGs)</li> <li>• Sustainability Accounting Standards Board (SASB)</li> <li>• Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies</li> </ul>
Reporting Period	This report covers the period from January 1, 2023, to December 31, 2023.
Boundary and Scope	The sustainability performance disclosed in this report primarily focuses on TAIMIDE TECH and its Tongluo Branch. POMIRAN METALIZATION RESEARCH CO., LTD., TAIMIDE INTERNATIONAL INC, and KUNSHAN TAIMIDE TECH. INC. are not included in the data disclosure scope.
Calculation Basis	All relevant data in the 2023 report are presented using internationally recognized indicators. If other reporting scopes are involved, they are specifically noted within the report content. The financial data is presented in New Taiwan Dollars, unless otherwise specified in the currency.
Data Restatement	Due to data entry errors, the water consumption for the Tongluo Plant in 2021 and the total water withdrawal in 2022 have been revised.
External Assurance	<p>Financial Data: Public financial information verified and certified by Deloitte Taiwan</p> <p>Sustainability Data: Verified by BSI Taiwan according to AA1000AS V3 / Type I / The Moderate Assurance</p> <p>Environmental Data: Verified by SGS Taiwan after certification (ISO 9001, ISO 14001, ISO 45001, QC 080000, ISO 14064, ISO 14067, ISO 46001, ISO 50001, and IATF 16949)</p>
Quality Management	The information and data in this report were provided by various departments and plants of the Company, then compiled and edited by the Sustainability Report Preparation Team. The Sustainable Development Task Force further consolidated, edited, proofread, revised, and finalized the content. After following administrative procedures, the report was submitted to the President for review and subsequently approved by the Board of Directors for final publication. Some information was adjusted for disclosure in accordance with relevant report preparation guidelines and standards, with data and chapter explanations supplemented to enhance quality.

## ▲ Release Date

Release date of the previous report: September 2023

Release date of this report: August 2024

Release date of the next report: August 2025

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## ▲ Stakeholder Engagement



# Table of Contents

## About this Report [i](#)

## Letter from Management [1](#)

## 2023 Annual Performance [2](#)

### ESG Annual Performance [2](#)

### Sustainability Special Report [3](#)

## Sustainability Achieved, Advancing Towards Transformation [4](#)

### Sustainable Governance [5](#)

### Stakeholder Engagement [7](#)

### Materiality Analysis [10](#)

### Sustainable Development Goals [17](#)

## 1 Integrity, Honesty and Governance Transparency [23](#)

### 1.1 TAIMIDE TECH. INC. [24](#)

### 1.2 Corporate Governance [31](#)

### 1.3 Risk Management [40](#)

## 2. R&D Innovation Value Creation [55](#)

### 2.1 Product Innovation [56](#)

### 2.2 Customer Relations [61](#)

### 2.3 Supplier Management [66](#)

## 3 Green Circulation Low Carbon Transition [72](#)

### 3.1 Climate Resilience [75](#)

### 3.2 Greenhouse Gas and Energy Management [85](#)

### 3.3 Water Resource Management [92](#)

### 3.4 Waste and Air Pollution Management [99](#)

## 4 Happy Enterprise, Friendly Workplace [107](#)

### 4.1 Talent Policy [108](#)

### 4.2 Remuneration and Benefits [115](#)

### 4.3 Talent Development [120](#)

### 4.4 Human Rights Policy [125](#)

### 4.5 Healthy Workplace [133](#)

## 5 Social Welfare Mutual Prosperity [141](#)

### 5.1 Social Care [142](#)

## Appendix [145](#)

### Appendix 1: GRI Standards Content Index [146](#)

### Appendix 2: SASB Sustainability Accounting Standards Board Comparison Table [153](#)

### Appendix 3: TCFD Disclosure Items [156](#)

### Appendix 4: External Independent Assurance Statement [160](#)

## Letter from Management

### To all friends who are concerned about and support TAIMIDE's sustainable development:

In 2023, amidst the ongoing U.S.-China trade war and the Russia-Ukraine war, we are also witnessing a new outbreak of conflict between Israel and Palestine. The geopolitical landscape, coupled with changes in the overall business environment such as interest rates, inflation, and exchange rates, has impacted our operations, resulting in underutilization and losses this year. In the face of global trade dynamics, uncertainties in international relations, and a changing competitive environment, TAIMIDE will actively adjust its market positioning and product structure to strengthen operational growth momentum in response to demand.

We stay alert to market changes and operational risks, continuously enhancing R&D and innovation. By optimizing production, we offer unique products designed with a life-cycle approach to improve material recycling and reduce environmental impact. We also strengthen wastewater and waste recovery, aiming for "zero waste" and "zero wastewater" processes. Upholding the core values of "Integrity, Openness, Industry Pioneer, and Sustainable Legacy," we continuously develop high value-added products, fostering mutual growth for customers and shareholders. At the same time, we focus on process improvements, equipment upgrades, energy management, and circular economy initiatives to help Taiwan move toward a net-zero society.

TAIMIDE's industry relies on experienced R&D personnel to meet various customer design needs and develop the skills necessary to adjust product processes and material formulations, which require substantial time and experience to cultivate. As such, TAIMIDE places great emphasis on talent development and retention. We have implemented comprehensive employee training programs aligned with company values, management, and professional competencies to minimize skill gaps. Additionally, we have introduced employee incentive systems to enhance benefits and strengthen loyalty, aiming to retain talent and create shared value for both employees and the Company.

Looking ahead, TAIMIDE will integrate its commitment to environmental sustainability and social responsibility into daily operations, continuously strengthening corporate governance while striving for balanced benefits for stakeholders. We aim to foster symbiotic growth with our customers, society, and the environment, working together to create a positive impact.



TAIMIDE TECH Chairperson

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## 2023 Annual Performance

### ESG Annual Performance

Integrity, Honesty, and R&D Innovation	Climate Strategy and Environmental Development	Happy Enterprise and Social Welfare
<p>Ratio of Female Directors <b>44%</b></p> <p>Proportion of R&amp;D Expenses to Revenue <b>10.35%</b></p> <p>Patent Applications <b>18 Filings</b></p> <p>Customer Satisfaction Score <b>89 Points</b></p>	<p>Percentage of Recycled Materials Used <b>83%</b></p> <p>Recognized by <b>2023 R&amp;D 100 Award</b></p> <p>Obtained <b>ISO 46001</b> certification</p> <p>Obtained <b>ISO 50001</b> certification</p> <p>Energy Consumption Reduced by <b>8.79%</b></p>	<p>Average Training Hours for Managerial Positions <b>40.11 Hours</b></p> <p>Completed the establishment of the <b>talent development training map</b></p> <p>Employee Recognition Survey Score <b>3.73 Points</b></p> <p>Parental Leave Retention Rate <b>100%</b></p>

Note: Recycled material percentage = Total amount of recycled materials / Total amount of materials

## Sustainability Special Report

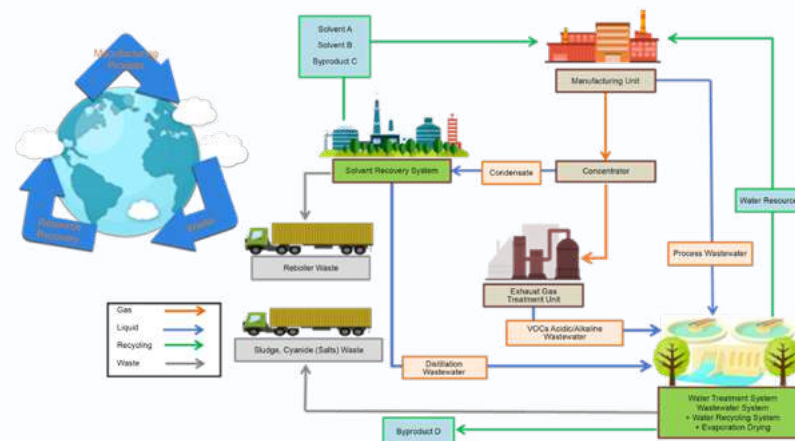
### [Green R&D] VOC-3R Near Total Recycling Technology Recognized by 2023 R&D 100 Award

In traditional PI film processes, organic solvents are often used, resulting in the emission of volatile organic compounds (VOCs). This contributes to air pollution and presents significant recycling challenges. TAIMIDE collaborated with the Industrial Technology Research Institute (ITRI) to co-develop the “VOC-3R Near Total Recycling - PI Film Green Process Innovation.” This process achieves near-zero VOC emissions by recycling VOC waste gases. Using high-efficiency separation and purification technology, approximately 90% of the VOCs are recovered as organic solvents, significantly reducing process waste and pollutant generation. This recycled material can be continuously reused in the process. The achievement was recognized with a prestigious 2023 R&D 100 Award.

### Implemented the 3R Project Achieving 99% VOCs Recycling, Reducing Approximately 18,282 Tons of Carbon Emissions

The Company systematically connects each stage of PI film production through the 3R Project: CO<sub>2</sub> Reduction, Solvent Reclaim, and Waste Resourceization. This is achieved using a closed system for the efficient separation and purification of VOCs, employing processes such as vacuum distillation, azeotropic evaporation, evaporative crystallization, and multi-effect evaporation. High-purity solvents A and B are extracted from VOCs emissions and recycled for use in the production process. Additionally, high-purity liquid solvents are extracted, and during wastewater treatment, evaporative crystallization of the waste sludge produces solid sodium sulfate, which is sold to other technology and dyeing industries. In 2023, a total of 6,398 tons of solvents were recovered, achieving a VOCs recovery rate of 99% and recycling nearly 90% of organic solvents, resulting in a reduction of approximately 18,282 tons of carbon emissions<sup>1</sup>.

>> For detailed information, please refer to sections 3.3.3 Water Conservation Measures and 3.4.3 Pollution Reduction and Prevention



Note 1: The carbon emissions of the new solvent from cradle to gate are approximately 2.871 kg CO<sub>2</sub>e per kilogram. The figure of 18,282 tons does not account for the carbon emissions generated by TAIMIDE TECH production processes.

An underwater photograph of a vibrant coral reef. The scene is filled with various types of coral, including branching and brain corals, in shades of pink, orange, and white. Small, colorful fish are swimming around the reef. The water is clear and blue, with sunlight filtering through from the surface.

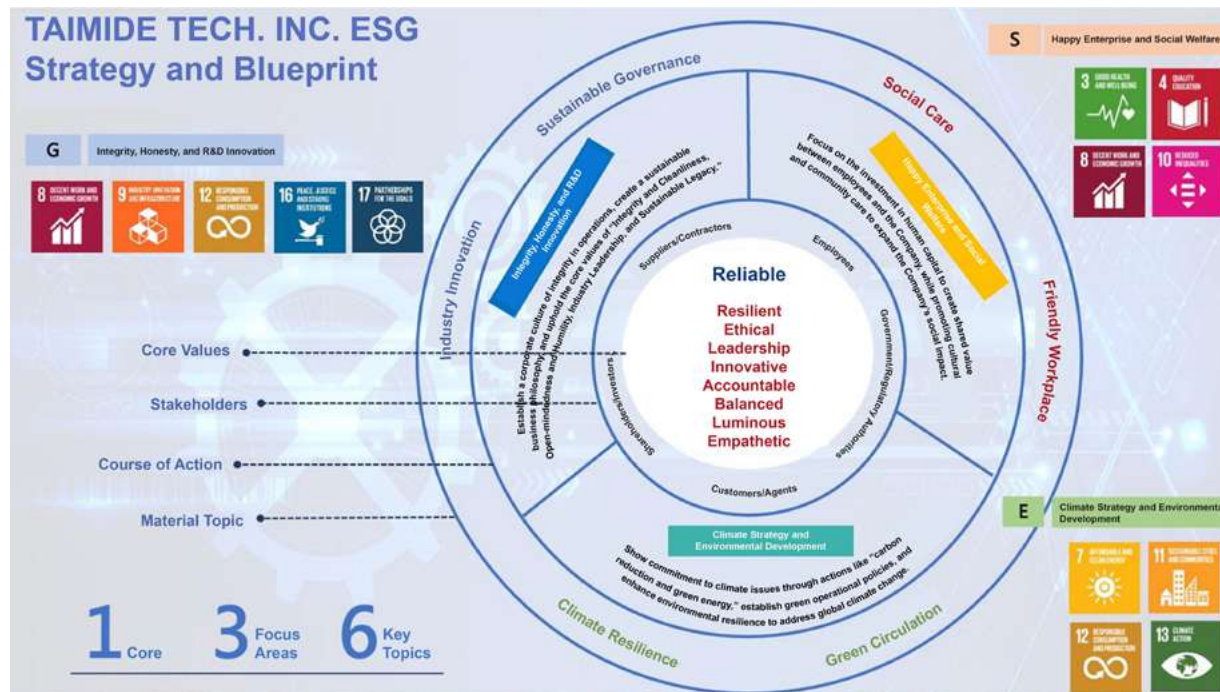
# **Sustainability Achieved, Advancing Towards Transformation**

**Sustainable Governance  
Stakeholder Engagement  
Materiality Analysis  
Sustainable Development Goals**

## Sustainable Governance

### Sustainability Vision and Strategy

TAIMIDE TECH positions itself as a trusted partner in the global flexible circuit board industry, focusing on "safety and reliability" as its core value. The Company has embarked on three key sustainable development areas: "Integrity, Honesty, and R&D Innovation," "Climate Strategy and Environmental Development," and "Happy Enterprise and Social Welfare." It has established six material topics: "Sustainable Governance," "Industry Innovation," "Climate Resilience," "Green Circulation," "Friendly Workplace," and "Social Care," along with corresponding short, medium, and long-term goals to fulfill TAIMIDE's sustainability mission.



## Sustainable Governance Structure

### Sustainable Development Policy

The Company has established the "Sustainable Development Best Practice Principles" as approved by the Board of Directors, which are designed to fulfill corporate social responsibility, including "implementing corporate governance", "developing sustainable environmental protection", "social welfare", and "enhancing CSR information disclosure". Base on the win-win principle of corporate development, environmental protection and occupational disaster prevention, we are committed to operate and manage in an environmentally friendly manner, to prevent and control pollution, to reduce and effectively utilize energy resources, and to implement risk control and intrinsic safety mechanisms.

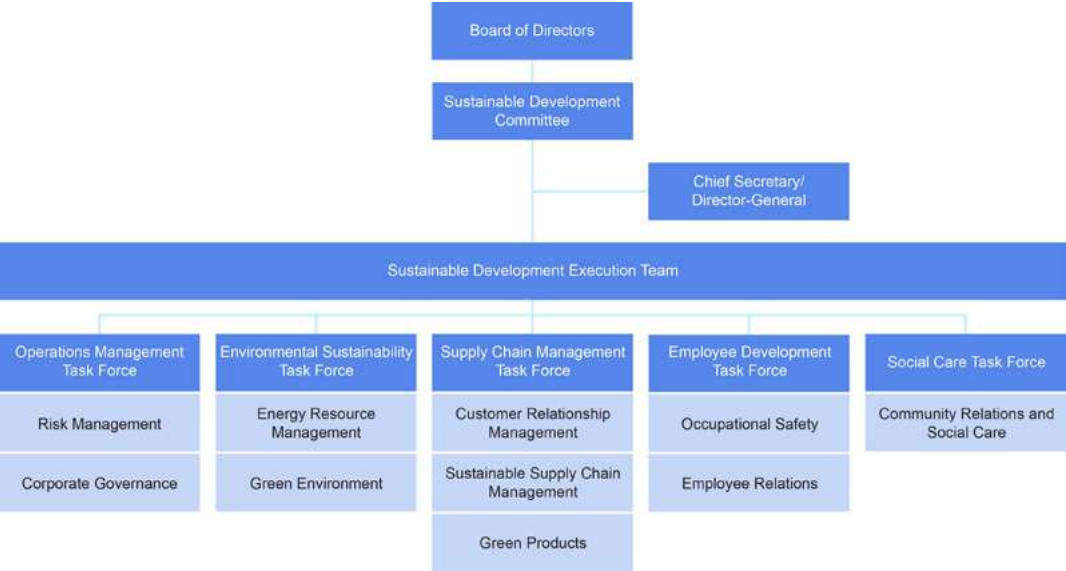
### Sustainable Development Committee

In March 2023, the Company established the "Sustainable Development Committee" to be solely responsible for the promotion of the sustainable development of the Company, which is the highest level decision center for sustainable development within the Company, chaired by the Chairperson, with the Committee electing a chief secretary and designating a director general to serve on the Committee. Together with senior executives from various fields, they review the Company's core operational capabilities, develop short, medium, and long-term sustainability plans, and oversee coordination, allocation, execution, and operations. The Committee meets at least once a year, and progress is regularly reported to the Board of Directors. In 2023, 1 report was made to the Board of Directors.

### Sustainable Development Execution Team

The committee has established a Sustainable Development Execution Team, which is responsible for advancing execution in the areas of environmental sustainability, social welfare, and corporate governance. Task-specific working groups are formed based on project needs, with meetings held accordingly. The Energy Resource Management Group under the Environmental Sustainability Task Force holds quarterly meetings to track environmental performance.

### Sustainable Development Committee



## Stakeholder Engagement

TAIMIDE follows the five AA1000 SES principles of stakeholder engagement—dependency, responsibility, tension, influence, and diverse perspectives—to identify and categorize five major stakeholder groups. The Company will continue to engage with stakeholders through diverse communication channels and deepen its commitment to sustainability. It will evaluate the purpose and outcomes of stakeholder communication to ensure the expected effectiveness is achieved.

Stakeholder	Engagement Topics	Engagement Channels	Engagement Frequency	2023 Engagement Performance	Contact Information
Customers/ Agents	Employee Health and Safety Operational Performance Risk Management Greenhouse Gas Emissions Management	Exhibition participation (TPCA Show)	Irregular	<ul style="list-style-type: none"> <li>Customer satisfaction score: 89 Points</li> <li>HSF satisfaction score: 96 Points</li> <li>Customer audits: 5 Audits (On-Site + Online); 59 areas for improvement addressed</li> <li>Technical exchange meetings: Over 60 sessions (In-Person visits + Online meetings)</li> </ul>	Contact: Manager Hsiao-Ching Tseng E-mail: marketing@taimide.com.tw Tel: 03-5896088#1211, 1216
		Customer satisfaction survey	Annual		
		HSF satisfaction survey	Annual		
		Meetings with clients	Immediate		
		Telephone, email	Immediate		
		ESG focus topic survey questionnaire	Once every 2 years		
Shareholders/ Investors	Operational Performance Corporate Governance Risk Management Greenhouse Gas Emissions Management Employee Health and Safety Circular Economy	Stakeholder complaint email and phone number	Immediate	<ul style="list-style-type: none"> <li>Held 1 Shareholders' Meeting and 1 Investors' Conference to provide investors with an overview of the Company's operational status and performance</li> <li>Issued 35 significant announcements and 360 general announcements</li> </ul>	Spokesperson: Vice President Tai-Tsun Chen Tel: 03-5896088 #1862 E-mail : pr@taimide.com.tw
		Disclosure of financial report information	Quarterly		
		Hold Shareholders' Meeting	Annual		Contact: Manager Chia-Hui Chung E-mail : ir@taimide.com.tw Tel: 03-5896088 #1862
		Hold Investors' Meeting	Annual		
		ESG focus topic survey questionnaire	Once every 2 years		

Stakeholder	Engagement Topics	Engagement Channels	Engagement Frequency	2023 Engagement Performance	Contact Information
		Establishment of an investor relations section on the official website	Irregular	<ul style="list-style-type: none"> <li>The English version of the shareholders' meeting handbook, annual report, and minutes is available for investors' reference</li> </ul>	
		Invited to participate in domestic and international investment forums	Irregular		
Employees	Employee Health and Safety Human Rights and Community Relations Talent Selection, Development, and Retention Operational Performance	Employee internal feedback mailbox	Immediate	<ul style="list-style-type: none"> <li>Average Training Hours for employees: 19.4 Hours</li> <li>Establish a training roadmap for management and professional staff</li> <li>The voluntary participation rate for the employee awareness survey was 50.5%, with an average score of 3.7 out of 5</li> <li>A total of 4 labor-management meetings were held</li> <li>A total of 4 occupational safety meetings were held</li> </ul>	Contact: Section Chief Ti-Hua Wan E-mail: <a href="mailto:csr@taimide.com.tw">csr@taimide.com.tw</a> Tel: 03-5896088 #1802
		Awareness Survey	Annual		
		Labor-Management Meeting / Employee Welfare Committee / Occupational Safety and Health Committee	Monthly/ Quarterly		
		ESG focus topic survey questionnaire	Once every 2 years		
Suppliers/ Contractors	Circular Economy Responsible Sourcing Energy Resource Management Greenhouse Gas Emissions Management Human Rights and Community Relations Risk Management	Telephone	Immediate	Number of suppliers signing the commitment to not use environmentally hazardous substances in 2023: 34 Number of suppliers who underwent regular audits in 2023: 16	Contact: Assistant Manager Chi-Hsiang Liu E-mail : <a href="mailto:purchase@taimide.com.tw">purchase@taimide.com.tw</a> Tel: 03-5896088 #1851
		Email	Immediate		
		Face-to-face communications	Immediate		
		Messaging Applications (LINE and WeChat)	Immediate		

Stake holder	Engagement Topics	Engagement Channels	Engagement Frequency	2023 Engagement Performance	Contact Information
Government/ Regulatory Authorities		Annual evaluations and on-site inspections	Implemented according to the audit plan		
		Whistleblower mailbox for violations of professional ethics	Immediate		
		ESG focus topic survey questionnaire	Once every 2 years		
	Compliance with socio-economic regulations Indirect economic impact Market position Labor-management relations Economic Performance	Communication via official letters	Immediate	<ul style="list-style-type: none"> <li>Participated in 19 regulatory briefing sessions</li> <li>In 2023, there were a total of 19 government inspections</li> </ul>	Contact: Section Chief Hung-Ta Shih E-mail: <a href="mailto:csr@taimide.com.tw">csr@taimide.com.tw</a> Tel: 03-5896088 #150
		Telephone Communication	Immediate		
		Disclosure of information on the Company website	Immediate		
		Uploading information to the Market Observation Post System (MOPS)	Immediate		
		Participation in seminars, promotional events, and briefings	1 ~ 2 times per month		
		Declaration review and on-site inspections	Annually by each regulatory authority		
		ESG focus topic survey questionnaire	Once every 2 years		

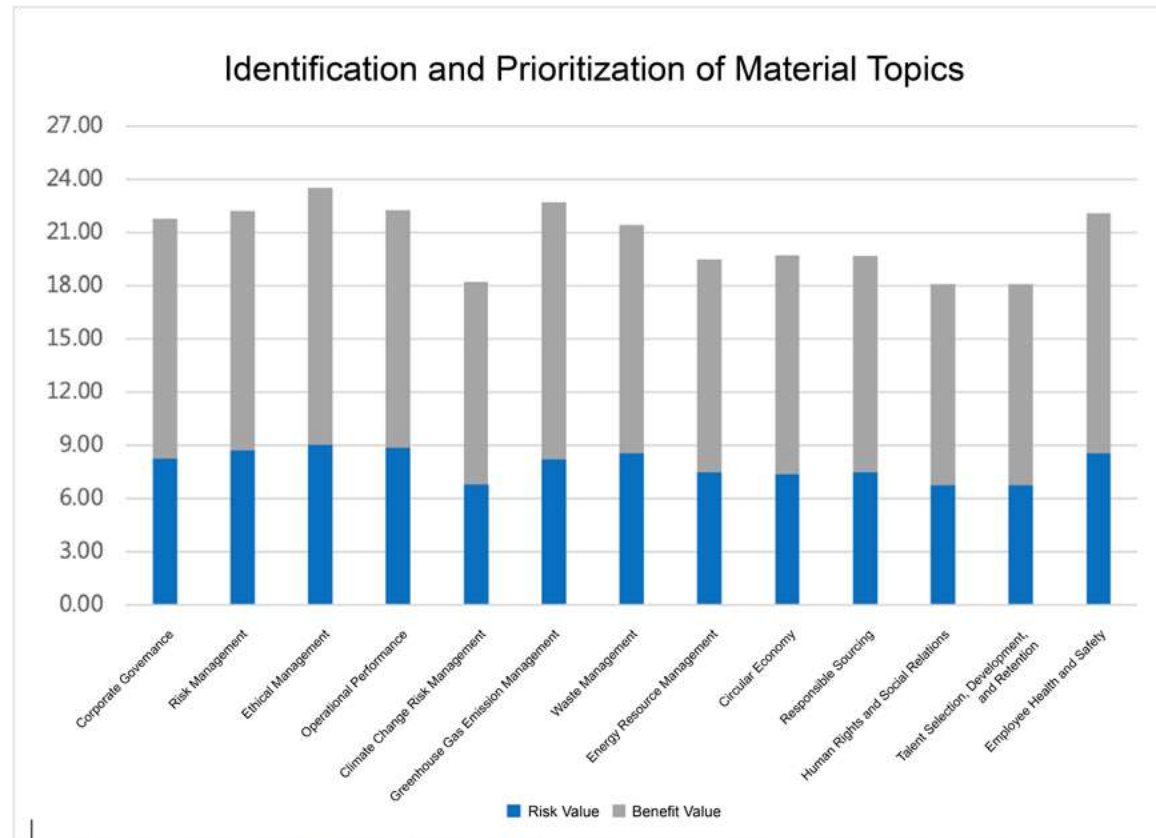
## Materiality Analysis

### Materiality Analysis Process

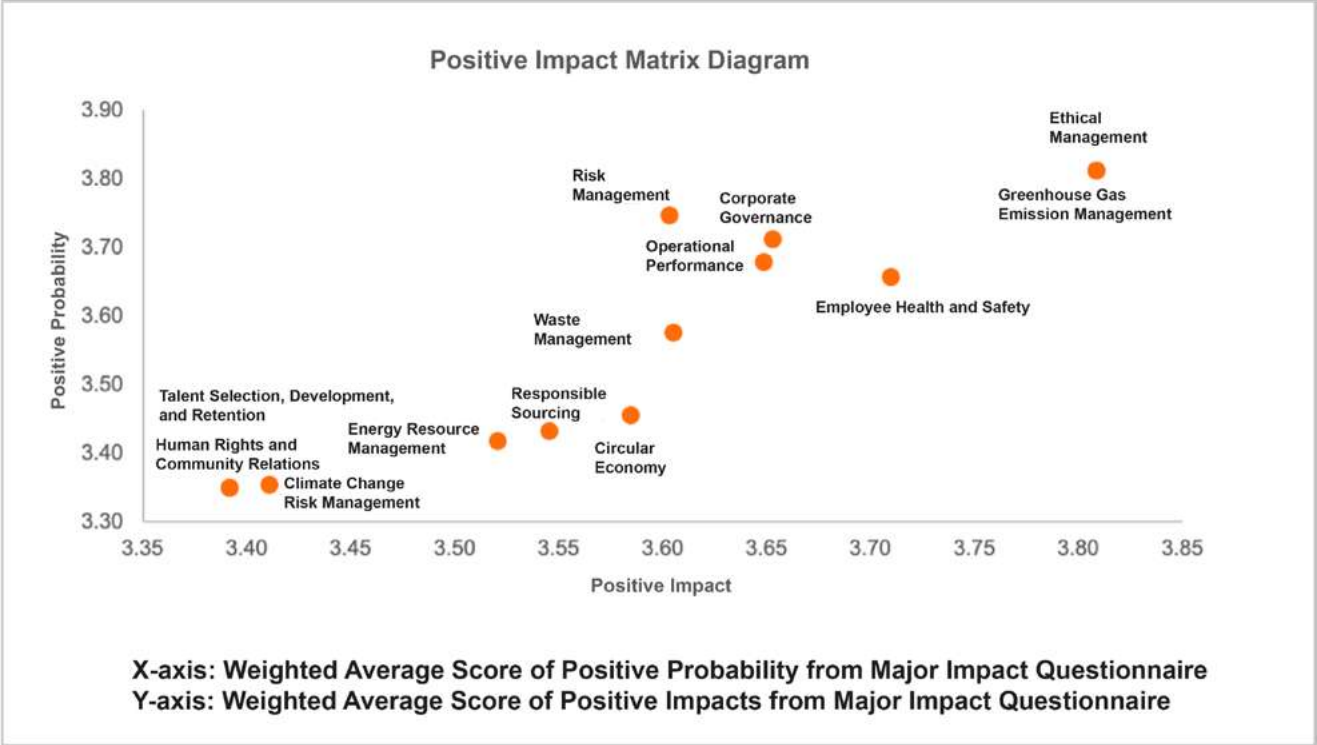
1	<b>Stakeholder Identification</b>	The Company follows the five key principles of the AA1000SES Stakeholder Engagement Standard (dependency, responsibility, tension, influence, and diverse perspectives) and distributes stakeholder surveys to internal managers. After statistical analysis, five major categories of stakeholders have been identified: employees, customers/agents, suppliers/contractors, shareholders/investors, and government/regulatory authorities.	<b>5 Major Stakeholder Categories</b>
2	<b>Sustainability Topic Collection</b>	Referring to international sustainability norms and standards (GRI Standards, SASB), the Taiwan Stock Exchange Corporation "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies," and domestic and international industry case studies, the senior management of the Company, in conjunction with TAIMIDE's sustainability strategy blueprint, has identified 13 sustainability topics.	<b>13 Sustainability Topics</b>
3	<b>Identification and Prioritization of Material Topics</b>	The Sustainable Development Task Force investigated the positive and negative impacts of the 13 sustainability topics on the five major categories of stakeholders and adjusted the weights based on the recommendations from the management team. This led to a ranking of the 13 sustainability topics based on the total of their benefit value (positive impact and positive probability) and risk value (negative impact and negative probability). If the total score for a sustainability topic exceeds 18 points, it is considered a material topic. A total of 221 valid questionnaires were collected in this survey, including 157 from employees, 19 from customers/agents, 23 from suppliers/contractors, 20 from shareholders/investors, and 2 from government/regulatory authorities. All 13 sustainable themes in this survey received a total score exceeding 18, indicating that all topics are material topics.	<b>221 valid questionnaires</b>
4	<b>Material Topics Positive and Negative Impact Identification Analysis</b>	The Sustainable Development Task Force assessed the identified material topics for their actual and potential impacts on the economy, environment, and people (including human rights). This evaluation was based on a positive and negative impact matrix, leading to a ranking of the sustainability topics according to their significance. In 2023, due to minimal operational changes, the previous year's materiality analysis results were continued. Although "Human Rights and Community Relations" was not designated as a material topic, it remains a key focus area in the Company's sustainability development strategy, with ongoing management and tracking.	<b>12 Material Topics</b>
5	<b>Material Topics Positive and Negative Impact Management</b>	The Sustainable Development Task Force established management policies based on the positive and negative impacts of material topics, using these as a foundation to set short-term and medium-to-long-term development goals, while regularly disclosing relevant information in the report.	<b>Identification performed every 2 years</b>

## Material Topics Positive and Negative Impact Analysis

The Sustainable Development Task Force created a positive and negative impact matrix based on the material topics, and the results are illustrated in the following diagram. As human rights are a key disclosure requirement under the GRI 2021 Universal Standards, the Company has evaluated that "Human Rights and Community Relations" will not be included as a material topic for this year. However, this topic remains a critical focus in the Company's sustainability strategy blueprint, and TAIMIDE will continue to manage and monitor it.

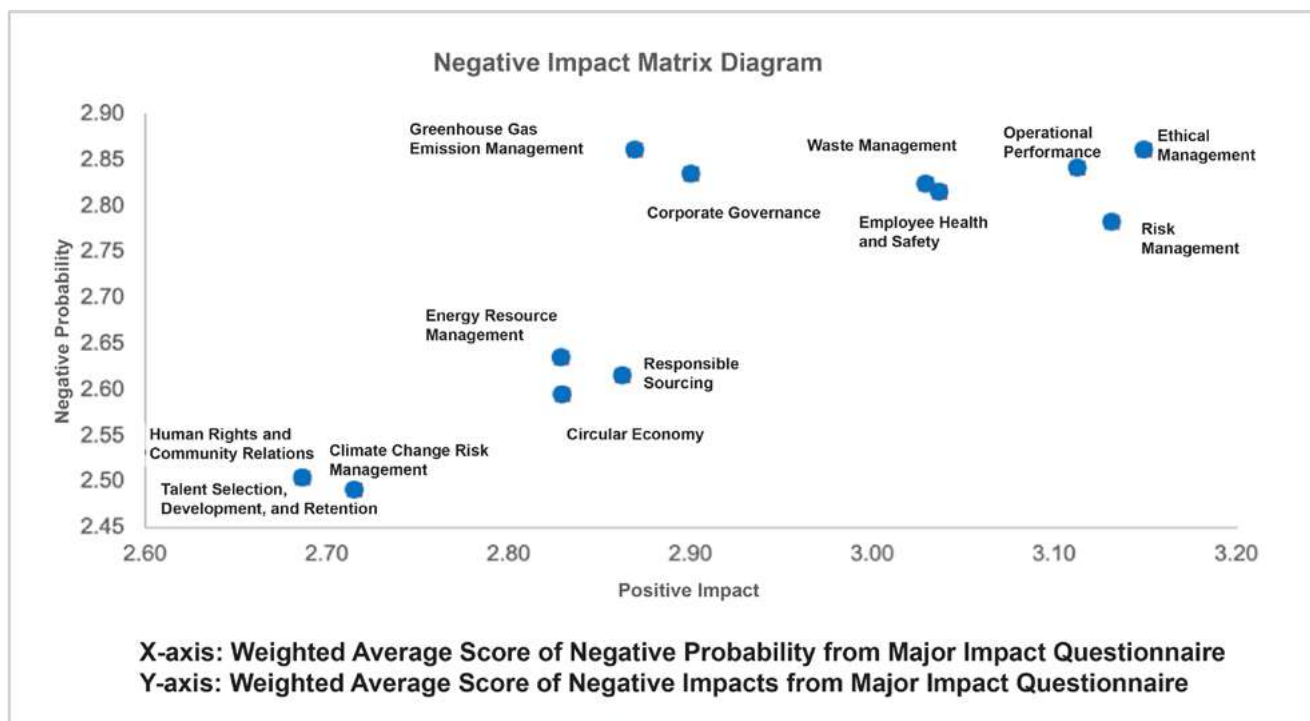


Note: Risk Value = Negative Impact + Negative Probability; Benefit Value = Positive Impact + Positive Probability



\*Note: As human rights are a required disclosure under GRI 2021, "Human Rights and Community Relations" has been removed from the list of material topics for 2023.

Positive Impact Ranking	Material Topics
1	Ethical Corporate Management
2	Greenhouse Gas Emissions Management
3	Employee Health and Safety
4	Operational Performance
5	Corporate Governance
6	Risk Management
7	Waste Management
8	Circular Economy
9	Responsible Sourcing
10	Energy Resource Management
11	Human Rights and Community Relations*
12	Talent Selection, Development, and Retention
13	Climate Change Risk Management



\*Note: As human rights are a required disclosure under GRI 2021, "Human Rights and Community Relations" has been removed from the list of material topics for 2023.

Positive Impact Ranking	Material Topics
1	Ethical Corporate Management
2	Operational Performance
3	Risk Management
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7	Corporate Governance
8	Responsible Sourcing
9	Energy Resource Management
10	Circular Economy
11	Human Rights and Community Relations*
12	Talent Selection, Development, and Retention
13	Climate Change Risk Management

## Boundaries of Material Topic Impacts

● Direct impact on business relationships ▲ Directly related to this impact through its business relationships



Topic Aspects	Material Topics	Positive Management	Negative Management	Impact Boundaries of the Value Chain				Corresponding Section and Performance Outcomes	Corresponding GRI
				Enterprise	Upstream	Midstream	Downstream		
Governance	Ethical Corporate Management	[Actual Impact] Continuous implementation of environmental and human rights education and advocacy, incorporating the spirit of integrity and honesty into the Company's culture	[Potential Impact] Establish Ethical Corporate Management Best Practice Principles and anti-corruption policies while continuously optimizing related strategies to minimize negative impacts on the Company's brand reputation	●	▲	●	●	1.3.3 Ethical Corporate Management	GRI 205: Anti-corruption
	Operational Performance	[Actual Impact] Regularly disclose financial information and significant updates to protect the interests of investors	[Potential Impact] Promote plans such as seed lecturer programs to cultivate a culture of accountability within the Company and prevent a decline in operational performance	●				1.1.4 Operational Performance	GRI 201: Economic Performance
	Corporate Governance	[Actual Impact] Emphasize corporate governance by regularly conducting internal and external performance evaluations to ensure that business activities have a positive economic impact	[Potential Impact] Establish an audit committee and continuously improve the internal control system to fully prevent business disruptions or poor performance resulting from inadequate corporate governance	●		●		1.2 Corporate Governance	Custom Material Topic
	Risk Management	[Actual Impact] Regularly assess transaction risks for the nine major transaction cycles and complete audit operations to ensure the smooth operation of daily activities	[Potential Impact] Develop relevant management policies for different operational risk items to mitigate the negative impacts of various economic, environmental, and human rights risks on the Company's operational profitability	●				1.3.1 Risk Management	Custom Material Topic



Topic Aspects	Material Topics	Positive Management	Negative Management	Impact Boundaries of the Value Chain				Corresponding Section and Performance Outcomes	Corresponding GRI
				Enterprise	Upstream	Midstream	Downstream		
Environment	Greenhouse Gas Emissions Management	[Actual Impact] Assess the organization's greenhouse gas emissions profile and establish greenhouse gas reduction policies to enhance resource efficiency	[Potential Impact] Gradually establish greenhouse gas reduction strategies to avoid incurring high carbon-related costs in business activities	●	▲	●	▲	3.2.1 Greenhouse Gas Emissions Management	GRI 305: Emissions
	Waste Management	[Actual Impact] Continuously analyze and manage waste conditions to gradually reduce resource wastage	[Potential Impact] Continuously update regulations and industry trends to avoid violating laws and facing penalties that could affect brand image	●	▲		▲	3.4.1 Waste Management	GRI 303: Water and Effluents GRI 306: Waste
	Circular Economy	[Actual Impact] Continuously develop product recycling and reuse designs to enhance the Company's competitiveness in the upstream industry	[Potential Impact] Adhere to the circular design requirements of major brands to avoid impacting long-term business development	●	▲	●	▲	2.1.2 Green Product Innovation	GRI 301: Materials
	Responsible Sourcing	[Actual Impact] Increase the proportion of green procurement for raw materials and office equipment to respond to relevant policy initiatives	[Potential Impact] Adhere to the material-related standards set by major brand manufacturers for suppliers to avoid negatively impacting long-term business development	▲				2.3.4 Local and Green Procurement	GRI 204: Procurement Practices
	Energy Resource Management	[Actual Impact] Gradually optimize energy usage efficiency to enhance product output	[Potential Impact] Increase the usage ratio of green energy to meet relevant supply chain requirements	●	▲	●	▲	3.2.2 Energy Management	GRI 302: Energy



Topic Aspects	Material Topics	Positive Management	Negative Management	Impact Boundaries of the Value Chain				Corresponding Section and Performance Outcomes	Corresponding GRI
				Enterprise	Upstream	Midstream	Downstream		
Environment	Climate Change Risk Management	[Actual Impact] Manage and plan the Company's short, medium, and long-term climate risk management strategies to establish a foundation for sustainable operations	[Potential Impact] Gradually improve TCFD-related standards to prevent an increase in financing costs that could negatively impact long-term operations	▲	▲	▲	▲	3.1.2 Climate Risk Management	GRI 201: Economic Performance
Social	Employee Health and Safety	[Actual Impact] Establish and optimize occupational safety and health processes to create a healthy and safe workplace environment	[Potential Impact] Comply with regulatory requirements to avoid frequent employee complaints and financial liabilities	●		●	▲	4.5.1 Occupational Safety Policy	GRI 403: Occupational Health and Safety
	Talent Selection, Development, and Retention	[Actual Impact] Continuously optimize and develop employees to enhance overall corporate competitiveness	[Potential Impact] Cultivate a talent-focused corporate culture to reduce organizational turnover and stabilize service quality	●	▲			4.1 Talent Policy 4.2 Talent Development	GRI 202: Market Presence GRI 401: Employment GRI 402: Labor/Management Relations GRI 404: Training and Education GRI 405: Diversity and Equal Opportunity




## Sustainable Development Goals



### Short, Medium, and Long-term ESG Goals


Material Topics	Policy and Commitment	2023 Annual Performance	2023 Annual Implementation Results	Achievement Status
Corporate Governance	Comply with the "Board Election Measures" and "Corporate Governance Best Practice Principles," while referencing the indicators from the "Corporate Governance Evaluation System" to promote and implement transparency in corporate governance	<ul style="list-style-type: none"> <li>Achieve Corporate Governance Evaluation score for "listed companies": 51% to 65%</li> <li>Establish the Sustainable Development Committee</li> </ul>	<ul style="list-style-type: none"> <li>The results of the 10th Corporate Governance Evaluation are between 51% and 65%, representing an improvement of one tier compared to the 9th evaluation</li> <li>Completed the establishment of the Sustainable Development Committee</li> <li>Ratio of Female Directors: 44%</li> </ul>	
	2025 Annual Goal	2030 Annual Goal	Management Mechanism	
	Achieve Corporate Governance Evaluation score for "listed companies": 21% to 35%	<ul style="list-style-type: none"> <li>Achieve Corporate Governance Evaluation score for "listed companies": 21% to 35%</li> <li>Increase the diversity of the Board composition</li> <li>Establish KPIs for the ESG aspects of the Board of Directors</li> <li>Implement digital management through systems to track sustainability performance</li> </ul>	Conduct annual performance evaluations for the Board of Directors and functional committees, along with external evaluations every three years	
Material Topics	Policy and Commitment	2023 Annual Performance	2023 Annual Implementation Results	Achievement Status
Risk Management	Strengthen the internal control system by conducting monthly internal audits and enhancing information security management to protect the confidentiality of stakeholder information	<ul style="list-style-type: none"> <li>Conduct social engineering drills</li> <li>Implement information security awareness campaigns</li> </ul>	<ul style="list-style-type: none"> <li>Commissioned a third party to conduct social engineering drills, achieving a click rate of 27.83%. A 90-minute information security training course was arranged for those who clicked</li> <li>A total of 93 participants engaged in information security awareness training, accumulating 46.5 hours, with the training designated as mandatory for employees in finance, procurement, sales, and research and development departments</li> </ul>	
	2025 Annual Goal	2030 Annual Goal	Management Mechanism	
	Implement information security standards, such as the ISO 27000 series and the Network and Information Systems (NIS) Directive	<ul style="list-style-type: none"> <li>Establish a Risk Management Committee to formulate risk management policies</li> <li>Continuously track and assess risks, adjusting strategies in response to emerging risks</li> </ul>	<ul style="list-style-type: none"> <li>The Board of Directors serves as the highest decision-making body for the risk management mechanism, with the Audit Office conducting risk assessments and formulating future audit plans based on audit results, which are then submitted for Board approval</li> <li>The IT Department regularly conducts vulnerability scanning, penetration testing, and social engineering assessments</li> </ul>	

Material Topics	Policy and Commitment	2023 Annual Performance	2023 Annual Implementation Results	Achievement Status
Ethical Corporate Management	With "Integrity" as the core value of the Company, TAIMIDE strives for honesty, transparency, and consistency with its stakeholders, including customers, suppliers, investors, and employees	Conduct ethical corporate management education and training	Conducted integrity management education and training for executives and employees, with a total of 83 participants and 41.5 hours of training No incidents of integrity violations were reported	
	2025 Annual Goal	2030 Annual Goal	Management Mechanism	
	Promote ethical corporate management through various channels, such as training sessions, policy advocacy, and events, to internalize these values from management to all employees	Promote ethical corporate management through various channels, such as training sessions, policy advocacy, and events, to internalize these values from management to all employees	The HR department and the audit unit regularly review potential integrity risks The HR department reports the execution results to the Board at least once a year	
Material Topics	Policy and Commitment	2023 Annual Performance	2023 Annual Implementation Results	Achievement Status
Operational Performance	Continuously improve the development of high value-added products to create mutually beneficial growth for customers and shareholders, aiming to become a trusted and innovative provider in the global flexible circuit industry	<ul style="list-style-type: none"> <li>Customer Satisfaction Score <math>\geq</math> 85 Points</li> <li>Patent Applications: 16 Filings</li> </ul>	<ul style="list-style-type: none"> <li>Customer Satisfaction Score: 89 Points</li> <li>Patent Applications: 18 Filings</li> </ul>	
	2025 Annual Goal	2030 Annual Goal	Management Mechanism	
	<ul style="list-style-type: none"> <li>Establish dedicated patent personnel to facilitate product patent review</li> <li>Develop a patent management system</li> <li>Enhance technical depth and breadth through collaboration with government and academic institutions</li> </ul>	<ul style="list-style-type: none"> <li>Regularly publish TTF technical reports to enhance technology in the PI industry</li> <li>Implement AI-driven smart manufacturing to strengthen automation and reduce human errors</li> <li>Plan and develop specialized PI applications or derivative products based on PI</li> </ul>	The Sales and Marketing Department conducts annual customer satisfaction surveys and continuously improves based on the results The R&D Department is responsible for patent development, application, and maintenance	

Material Topics	Policy and Commitment	2023 Annual Performance	2023 Annual Implementation Results	Achievement Status
Responsible Sourcing	Invite suppliers to jointly respond to sustainability initiatives, promoting the sustainable transformation of the industry and increasing the procurement ratio of local suppliers to support the development of local employment opportunities	Proportion of domestic suppliers > 90%	Proportion of domestic suppliers > 95.7%	
	2025 Annual Goal	2030 Annual Goal	Management Mechanism	
	<ul style="list-style-type: none"> <li>Regularly hold supplier meetings to maintain relationships and exchange market information</li> <li>Establish a supplier sustainability evaluation system, set up a supplier sustainability commitment, and review suppliers' performance in environmental, social, and ethical management aspects</li> <li>Enhance employee awareness of ESG, such as organizing sustainability seminars and environmental education activities</li> </ul>	<ul style="list-style-type: none"> <li>Collaborate with suppliers on circular economy projects to reduce production costs</li> <li>Maintain ongoing communication with suppliers and contractors to improve processes or initiate new project collaborations</li> <li>Organize sustainability seminars or forums to raise awareness of actual sustainable practices among stakeholders and the industry</li> </ul>	Each year, new suppliers are selected through a comprehensive evaluation conducted by various departments, including procurement, environmental safety, and quality assurance	
Material Topics	Policy and Commitment	2023 Annual Performance	2023 Annual Implementation Results	Achievement Status
Climate Change Risk Management	Develop climate response strategies based on the TCFD climate-related financial disclosure framework to mitigate the impacts of climate change	<ul style="list-style-type: none"> <li>Evaluate significant climate-related issues through TCFD and develop corresponding strategies</li> <li>Establish a timeline to gradually replace outdated systems and equipment</li> </ul>	<ul style="list-style-type: none"> <li>Completed the assessment of significant climate risks and developed corresponding strategies</li> <li>Gradually replaced outdated systems and equipment, resulting in a reduction of electricity usage by 2,465,809 kWh</li> </ul>	
	2025 Annual Goal	2030 Annual Goal	Management Mechanism	
	Develop Standard Operating Procedures (SOP) to maintain operations in response to extreme weather events and disasters	Continuously assess the Company's impact on the natural environment and plan to integrate the TNFD (Taskforce on Nature-related Financial Disclosures) framework in the future to mitigate related financial risks	The Sustainable Development Task Force regularly reviews the risk management issues of each department and conducts periodic follow-ups to track progress	

Material Topics	Policy and Commitment	2023 Annual Performance	2023 Annual Implementation Results	Achievement Status
Greenhouse Gas Emissions Management	In response to the "Taiwan's Pathway to Net-Zero Emissions in 2050 Overview," efforts are focused on process improvement, equipment replacement, energy management, and circular economy initiatives to assist Taiwan in moving towards a future net-zero society	<ul style="list-style-type: none"> <li>Perform greenhouse gas emission inventory</li> <li>Pass the ISO 14064-1 verification for greenhouse gas emissions for the Tongluo Plant</li> </ul>	<ul style="list-style-type: none"> <li>Completed greenhouse gas emission inventory</li> <li>The Tongluo Plant passed the ISO 14064-1 verification for greenhouse gas emissions</li> </ul>	
	2025 Annual Goal	2030 Annual Goal	Management Mechanism	
	<ul style="list-style-type: none"> <li>Set specific targets and schedule plans for greenhouse gas inventory</li> <li>Support the global net-zero carbon initiative</li> </ul>	<ul style="list-style-type: none"> <li>Based on the results of the greenhouse gas inventory, implement carbon management and plan annual carbon reduction targets and strategies</li> <li>Promote low-carbon manufacturing by adopting the best technologies to reduce greenhouse gas emissions</li> </ul>	<ul style="list-style-type: none"> <li>An external third-party verification body conducts annual verifications of greenhouse gas emissions</li> <li>The Environmental Sustainability Task Force conducts an annual inventory and gradually establishes carbon reduction targets</li> </ul>	
Material Topics	Policy and Commitment	2023 Annual Performance	2023 Annual Implementation Results	Achievement Status
Energy Resource Management	In accordance with the ISO 50001 standard, coupled with the EMS Energy Management System, real-time monitoring of energy consumption is conducted to continuously optimize energy efficiency	<ul style="list-style-type: none"> <li>Implement the ISO 50001 Energy Management System</li> <li>Achieve an annual total energy saving rate of over 1%</li> </ul>	<ul style="list-style-type: none"> <li>Obtained ISO 50001 Energy Management System certification</li> <li>Achieved an annual energy saving rate of 1.37% at the Xinpu Plant</li> <li>Achieved an annual energy saving rate of 6.68% at the Tongluo Plant</li> </ul>	
	2025 Annual Goal	2030 Annual Goal	Management Mechanism	
	Evaluate and increase investment in renewable energy sources	<ul style="list-style-type: none"> <li>Improve existing systems and equipment to reduce electricity consumption and decrease steam usage</li> <li>Enhance the use of renewable energy to foster corporate competitiveness</li> </ul>	<ul style="list-style-type: none"> <li>Consolidate energy usage data annually and plan energy-saving projects by the Engineering Department</li> <li>In 2024, the Energy Resource Management Team will hold meetings once a quarter to track implementation results</li> </ul>	
Material Topics	Policy and Commitment	2023 Annual Performance	2023 Annual Implementation Results	Achievement Status
Circular Economy	Design products with a life cycle perspective to enhance material recovery and recycling, thereby reducing the environmental impact of products	Achieve a recycling rate of ABS pipes of $\geq 91\%$	<ul style="list-style-type: none"> <li>Achieved a recycling rate of ABS pipes of <math>\geq 92.5\%</math></li> <li>Achieved <math>\geq 90\%</math> recovery and reuse rate of solvents in the Tongluo Plant</li> </ul>	

	<b>2025 Annual Goal</b>	<b>2030 Annual Goal</b>	<b>Management Mechanism</b>	
	Establish a sodium sulfate resource recovery system to convert waste into usable resources	Actively promote green manufacturing of products, such as developing biodegradable PI films or designs and materials that are recyclable	The R&D department is responsible for evaluating raw materials and improving technologies	
<b>Material Topics</b>	<b>Policy and Commitment</b>	<b>2023 Annual Performance</b>	<b>2023 Annual Implementation Results</b>	<b>Achievement Status</b>
<b>Waste Management</b>	Strengthen wastewater and waste recycling, gradually moving towards "zero waste" and "zero wastewater" processes	Implement the ISO 46001: Water efficiency management systems	Obtained ISO 46001 certification	
	<b>2025 Annual Goal</b>	<b>2030 Annual Goal</b>	<b>Management Mechanism</b>	
	<ul style="list-style-type: none"> <li>Track waste flow through evaluations of waste disposal companies</li> <li>Establish waste management procedures and handling methods</li> <li>Digitize paper forms, such as automated checklists and construction application forms</li> </ul>	<ul style="list-style-type: none"> <li>Monitor and improve water usage conditions to reduce water resource consumption and maintain zero wastewater discharge</li> <li>Optimize systems or introduce equipment to reduce waste generation</li> </ul>	<ul style="list-style-type: none"> <li>The Resource Utilization Division regularly ensures the validity of certifications and monitors water usage annually</li> <li>The Environment Protection Office annually compiles statistics on waste generation</li> </ul>	
<b>Material Topics</b>	<b>Policy and Commitment</b>	<b>2023 Annual Performance</b>	<b>2023 Annual Implementation Results</b>	<b>Achievement Status</b>
<b>Employee Health and Safety</b>	Implement the ISO 45001 Occupational Health and Safety Management System, and continuously improve workplace safety through the PDCA (Plan-Do-Check-Act) cycle to provide employees with a zero-accident work environment	<ul style="list-style-type: none"> <li>Reduce the risk of personnel injuries</li> <li>Achieved zero accidents for contractors</li> </ul>	<ul style="list-style-type: none"> <li>The number of disabling injuries has decreased by 71.4% compared to 2022</li> <li>A total of 106 contractor companies have participated in training</li> <li>Achieved zero accidents for contractors</li> </ul>	
	<b>2025 Annual Goal</b>	<b>2030 Annual Goal</b>	<b>Management Mechanism</b>	
	Strengthen the safety and health management and auditing of external contractors	<ul style="list-style-type: none"> <li>Enhance the level of automation and monitoring in factories to reduce occupational injuries</li> <li>Conduct proactive inspections and show concern for the operational status of factories to review the functioning of the occupational safety and health management system</li> </ul>	<ul style="list-style-type: none"> <li>The Occupational Safety and Health Committee meets quarterly to track the implementation status of occupational safety measures</li> <li>An internal audit of occupational safety is conducted once a year</li> </ul>	

Material Topics	Policy and Commitment	2023 Annual Performance	2023 Annual Implementation Results	Achievement Status
Talent Selection, Development, and Retention	Based on the Company's values, competencies in management, and professional skills, an employee training roadmap is planned to comprehensively reduce competency gaps	Develop a training map	Completed the establishment of the talent development training map	
	2025 Annual Goal	2030 Annual Goal	Management Mechanism	
	<ul style="list-style-type: none"> <li>Establish a performance-oriented employee evaluation system</li> <li>Perfect the training roadmap</li> <li>Encourage employees to engage in self-directed learning</li> <li>Organize diverse training programs</li> <li>Increase the proportion of female employees</li> <li>Develop multiple channels for employees to voice their opinions, ensuring smooth communication across all levels</li> <li>Care for the rights of minority groups, such as reviewing the accessibility of the Company's facilities</li> </ul>	<ul style="list-style-type: none"> <li>Establish a management training system to develop a talent pipeline at all levels</li> <li>Formulate employee incentive programs, such as employee stock ownership plans</li> <li>Create a reward system that links sustainable performance to compensation</li> <li>Emphasize employees' physical and mental well-being by organizing employee activities, diverse clubs, and counseling services</li> </ul>	The Human Resources Division plans the execution of the employee development program each quarter and compiles the total training hours for employees annually	



# 1

## Integrity, Honesty, and Governance Transparency

1.1 TAIMIDE TECH. INC.

1.2 Corporate Governance

1.3 Risk Management

## 1.1 TAIMIDE TECH. INC.

### 1.1.1 Company Profile

TAIMIDE TECH. INC. has long been committed to the design, mass production, and research and development of polyimide (PI) films, making it one of the leading manufacturers of PI films globally. In recent years, the development of related industries such as semiconductors, electronics, and communications has driven the demand for electronic materials, thereby enhancing the importance of PI films in electronic applications.

TAIMIDE was established in 2000 as the first company to set up a factory in the Tongluo Science Park. It went public on the Taiwan Stock Exchange in 2011, with the stock code 3645. The Company's headquarters is located in Taiwan, and has marketing and sales service points in the central and southern regions of China.

Looking ahead, TAIMIDE will continue to uphold its core values of "Integrity, Openness, Industry Pioneer, and Sustainable Legacy." The Company will consistently enhance the development of high value-added products based on its existing technological foundation, creating mutually beneficial growth for customers and shareholders. Additionally, it will adjust its operational strategies in line with industry trends, striving toward the vision of "becoming the invisible champion in the global supply chain of flexible circuit materials."

<b>Company Name</b>	TAIMIDE TECH. INC.
<b>Establishment</b>	June 22, 2000
<b>Listing Date/ Stock Code</b>	Listed on the Taiwan Stock Exchange in 2011 (Stock Code 3645)
<b>Main product</b>	Manufacturing and sales of polyimide films
<b>Main customers</b>	Clients in the flexible printed circuit board (FPCB) industry and the industrial insulation industry
<b>Chairperson of the Board</b>	Sheng-Chang Wu
<b>Number of Employees</b>	452 people (Including POMIRAN METALIZATION RESEARCH CO., LTD. and KUNSHAN TAIMIDE TECH. INC., up to the end of 2023)
<b>Capital</b>	1.322 billion New Taiwan Dollars (NTD)
<b>Consolidated Revenue</b>	1.593 billion New Taiwan Dollars (NTD)
<b>Operating Locations</b>	Corporate Headquarters (Main Plant): No. 127, Section 3, Wende Road, Xinpu Town, Hsinchu County 305 TAIMIDE TECH. INC. Tongluo Branch: No. 6, Tongke 2nd Road, Tongluo Science Park, Miaoli County 366 KUNSHAN TAIMIDE TECH: Room 1312, A Building, Modern Square, No. 18 Weiye Road, Kunshan City, Jiangsu Province
<b>Subsidiaries and affiliated companies in the consolidated financial statements</b>	Subsidiaries: 1. POMIRAN METALIZATION RESEARCH CO., LTD. 2. TAIMIDE INTERNATIONAL INC. 3. KUNSHAN TAIMIDE TECH. INC. Affiliated Company: POMIRAN TECHNOLOGY, LIMITED
<b>Shareholder Structure</b>	Individuals: 76.06%, other corporations: 12.14%, foreign institutions and individuals: 11.80%

**Global leader in PI film production**

**Established in 2000**



1.1.2 Brand Vision

Vision	TAIMIDE has always adhered to the spirit of “Integrity, Openness, Industry Pioneer, and Sustainable Legacy,” and has been deeply engaged in the flexible circuit materials industry for the long term. We believe that nurturing technical expertise can strengthen the core competitiveness of the enterprise and continuously provide customers with high-quality products and services. Built on a people-centric foundation, we are committed to creating a friendly workplace environment, listening to customer needs, fulfilling corporate sustainability responsibilities, and becoming a benchmark company in the industry.
Mission	We are committed to becoming a "trusted provider of innovative products in the global flexible circuit industry." To safeguard the interests of all stakeholders, we place great importance on the environmental impacts of TAIMIDE. The Company is gradually planning to implement low-carbon technologies, energy management, and circular economy waste treatment in its existing operations. At the same time, we continue to recruit talent with a sustainability mindset to address external environmental challenges together.

Core Management Philosophy



Core Values

We uphold honesty, integrity, and consistency with customers, suppliers, investors, and employees. The Company's commitment to customers is to give our best within our capabilities. TAIMIDE selects suppliers and employees fairly and objectively. Internally, we maintain unity, reject fraud, and ensure a 'clean' environment.



Shared Attitude

We foster a communicative environment to establish an open management model, where employees interact with integrity, honesty, and empathy from top to bottom. The leadership is receptive to feedback, while team members are eager for self-improvement. Through collaborative teamwork, we welcome diverse opinions. Once consensus is reached, we unite and fully commit to steadily advancing toward the shared goals.



Fundamental Spirit

TAIMIDE continually strives for excellence based on existing technologies, guided by the vision of becoming an industry pioneer. We are committed to enhancing our R&D and manufacturing capabilities to maintain global leadership in technology and customer benefits. We also focus on developing high value-added products, consistently surpassing ourselves, and achieving mutual benefits with customers, suppliers, employees, and shareholders.



Commitment to Goals

Continuous innovation is the vital source for sustainable growth in the future. We deeply understand that "those without thought for the future will surely have trouble close at hand." Innovation is the essence of our legacy. If we stop innovating, we will quickly face decline and obsolescence. TAIMIDE will continue to engage in meticulous long-term strategic planning, dedicated execution, timely evaluation, and proactive actions to address the increasingly severe and rapidly changing nature of the industry. We aim to establish our roots in Taiwan while gaining recognition internationally.

### 1.1.3 Product Services

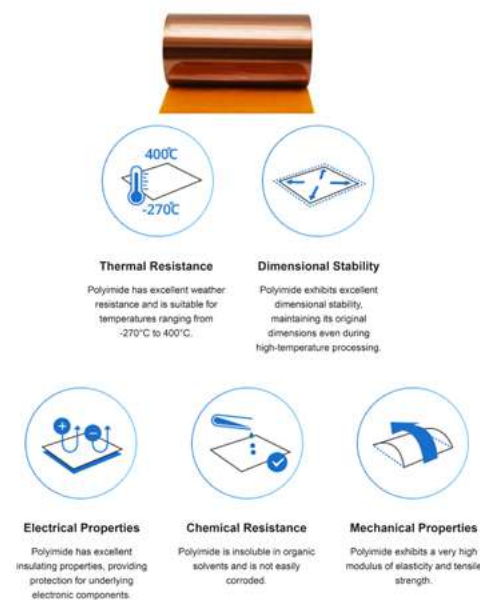
TAIMIDE's main product is polyimide film (hereafter referred to as PI). PI is an organic polymer material that contains polyimide, known for its excellent heat resistance and electrical insulation properties. It is one of the primary materials for flexible printed circuit boards and is an essential cutting-edge material for various lightweight, thin, compact, and small electronic products. PI is applied in electrical and electronic products, such as displays, touch panels, solar cell templates, LED light strips, robotics, and automotive electronics. In addition to producing and designing various performance polyimide films, the Company has the capability to customize PI film production, offering customers multifunctional film materials for use in a wide range of products.

#### Product Applications



#### Product Characteristics

##### Polyimide (PI) Film



### 1.1.4 Operational Performance

In 2023, TAIMIDE's consolidated operating revenue amounted to NT\$1,593,021 thousand. This represents a 15.68% decline compared to the previous year. In 2023, the economy was impacted by the Russia-Ukraine war, exacerbating inflation. Additionally, China's implementation of dynamic zero-COVID measures in response to a resurgence of the pandemic further disrupted the global supply chain. Ongoing inflation and economic instability have suppressed consumer willingness to purchase electronic goods, resulting in a slower depletion of inventory levels for related components. Consequently, end customers have become more conservative in their demand forecasts, leading to a decline in operational performance in 2023 compared to 2022.

Financial Performance Over the Past Three Years (Unit: in thousands of NTD)

Item/Year	2021	2022	2023
<b>Operating Revenue</b>	2,406,655	1,815,332	1,555,903
<b>Operating Costs</b>	1,643,328	1,331,516	1,278,509
<b>Gross Profit</b>	763,327	483,816	277,394
<b>Operating Profit</b>	452,323	231,674	-36,695
<b>Earnings Per Share</b>	2.32	1.13	-1.06
<b>Employee Remuneration and Benefits</b>	424,025	376,898	323,197
<b>Payments to the government</b> <sup>Note 1</sup>	41,929	82,002	19,900
<b>Community investments</b> <sup>Note 2</sup>	48	3	13
<b>Economic value retained</b> <sup>Note 3</sup>	140,070	-54,166	-105,378

Note 1: Payments to the government refer to all taxes (including business tax, income tax, property tax, stamp duty, etc.) and fines paid by the organization in accordance with international, domestic, and local standards, excluding deferred tax payments.

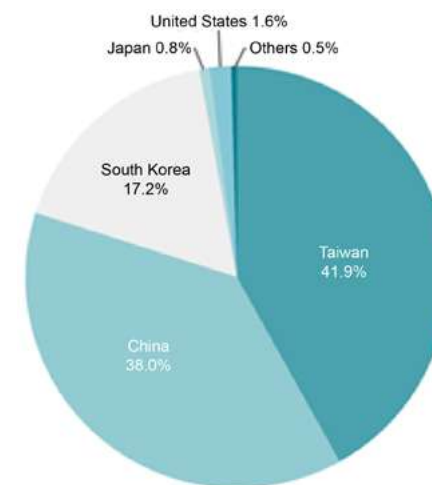
Note 2: Community investments refer to the expenses incurred by the Company for social welfare sponsorships and neighborhood fund expenditures.

Note 3: Economic value retained = Direct economic value generated (operating revenue) - Economic value distributed (including operating costs, employee benefits, government payments, community investments, and dividends paid to shareholders).

Looking ahead, the Company anticipates that with the advent of the 5G era, the demand for smartphones, wearable devices, and automotive flexible printed circuits will drive its growth. In recent years, the Company has actively positioned itself in the non-traditional PI film applications market, focusing on areas such as electric vehicle power battery packaging, insulation, and wiring.

Sales Regions in the Past Three Years (Unit: in thousands of NTD)

Sales Region	2021		2022		2023	
	Sales Amount	Percentage	Sales Amount	Percentage	Sales Amount	Percentage
<b>Taiwan</b>	814,483	33.8%	827,739	45.6%	652,269	41.9%
<b>China</b>	1,215,812	50.5%	668,776	36.8%	591,341	38.0%
<b>South Korea</b>	284,450	11.8%	262,702	14.5%	267,965	17.2%
<b>Japan</b>	49,280	2.0%	23,897	1.3%	12,000	0.8%
<b>United States</b>	35,702	1.5%	23,504	1.3%	25,409	1.6%
<b>Others</b>	6,928	0.3%	8,714	0.5%	6,919	0.5%
<b>Sales Total</b>	2,406,655	100%	1,815,332	100%	1,555,903	100%



## Sales in the Past Three Years (Unit: in thousands of NTD)

Product	2021 Sales Amount	2022 Sales Amount	2023 Sales Amount	2023 Sales Percentage
Polyimide (PI) Film	2,406,645	1,815,204	1,555,903	100%
Others	10	128	0	0%
Total	2,406,655	1,815,332	1,555,903	100%

## Government Subsidies

TAIMIDE is committed to technological upgrades and R&D innovation. The Company has applied for the following government subsidy programs to further enhance its technical capabilities, market competitiveness, and promote sustainable development.

## Government Subsidy Amounts in the Past Three Years (Unit: in thousands of NTD)

Year of Receipt	Subsidy Project	Subsidy Amount
2021	Investment Tax Credits (including R&D tax credits, 5G tax credits, smart machinery tax credits, and undistributed earnings tax credits)	19,087.18
	MOEA R&D Stabilization Project - Millimeter-Wave High-Frequency Substrate Material Development Project Grant	6,686.95
2022	Investment Tax Credits (including R&D tax credits, 5G tax credits, smart machinery tax credits, and undistributed earnings tax credits)	15,146.57
	2022 Energy Conservation Performance Guarantee Project Demonstration and Promotion Subsidy Program	2,608.26
2023	Investment Tax Credits (including R&D tax credits, smart machinery tax credits, and undistributed earnings tax credits)	6,993.11
	Occupational Safety and Health Administration Hazardous Chemicals Workplace Environment Monitoring Subsidy	4.54
	2022 Energy Conservation Performance Guarantee Project Demonstration and Promotion Subsidy Program	6,085.95
	Industrial Upgrading and Innovation Platform Counseling Program (Thematic) Subsidy	30,429.0

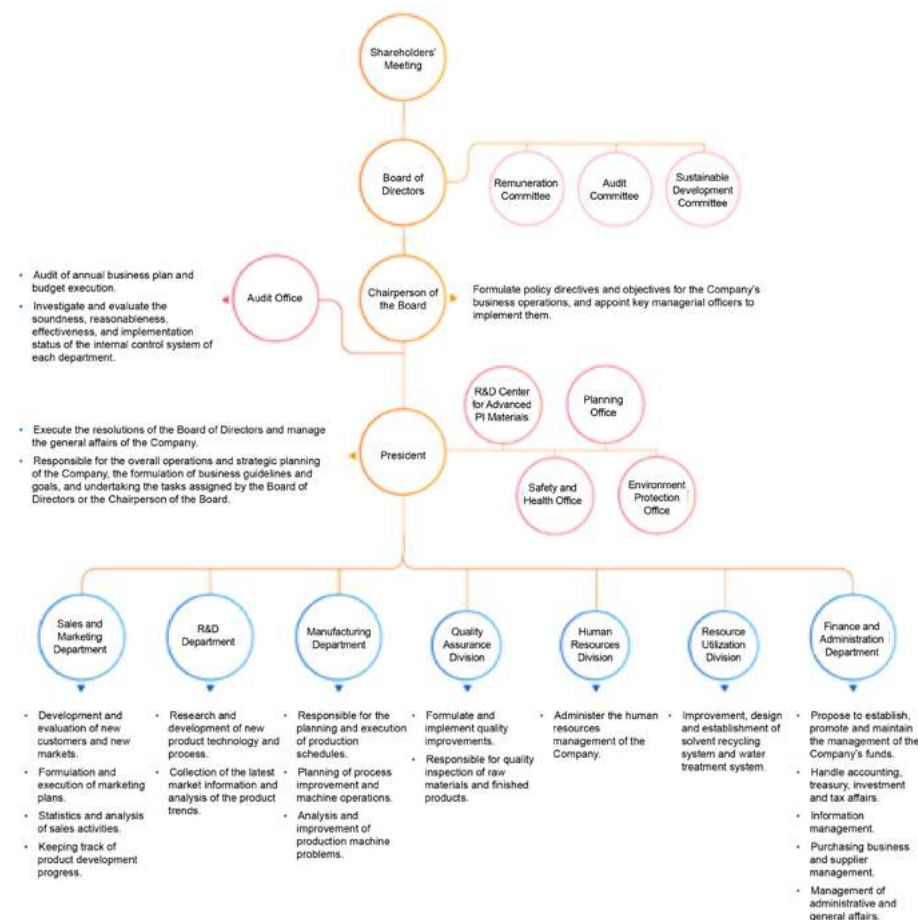
## 1.2 Corporate Governance

### 1.2.1 Governance Structure

The highest governance body of TAIMIDE TECH is the Board of Directors, composed of nine members, including three independent directors. The nomination and election of the board members are conducted in accordance with the Company's articles of incorporation through an election nomination system. In addition to assessing the educational and professional qualifications of each candidate, the opinions of stakeholders are taken into account, adhering to the "Director Election Methods" and "Corporate Governance Best Practice Principles" to ensure the diversity and independence of board members.

### 1.2.2 Members of the Board

The composition of the board members takes into account its own operations, operational types, and needs to formulate appropriate development goals. Board members all possess the necessary knowledge and skills required to fulfill their responsibilities. To achieve the ideal goals of corporate governance and comply with legal requirements, it is proposed that independent directors account for one-third of the board's seats, with their terms not exceeding three terms. Additionally, there should be at least one female director who possesses rich experience and expertise in fields such as finance, business, and management. In 2023, the average term of the board members of TAIMIDE was 7.5 years.



## TAIMIDE TECH Members of the Board

Title	Name	Gender	Appointment Date	Foreign / Vulnerable	Area of Expertise
Chairperson of the Board	Sheng-Chang Wu	Male	July 30, 2021	No	Industry Knowledge/Professional Skills/R&D/International Market Insight/Leadership and Decision-Making
Director	Chih-Hung Yen	Male	July 30, 2021	No	International Market Insight/Leadership and Decision-Making/Accounting and Financial Analysis Skills
Director	Feng Rong Industrial Co., Ltd. Representative: Chi-Teng Hsieh	Male	July 30, 2021	No	International Market Insight/Leadership and Decision-Making/Marketing/Accounting and Financial Analysis Skills
Director	Chan Fun Investment Co., Ltd. Representative: Fang-Chu Hsieh	Female	July 30, 2021	No	Leadership and Decision-Making/Accounting and Financial Analysis Skills
Director	Hsin Mu Energy Co., Ltd. Representative: Chao-Chin Li	Male	July 30, 2021	No	International Market Insight/Leadership and Decision-Making/Marketing/Accounting and Financial Analysis Skills
Director	Mei-Ling Tseng	Female	July 30, 2021	No	Industry Knowledge/Professional Skills/R&D/International Market Insight/Leadership and Decision-Making
Independent Director	Shih-Mei Lin	Female	July 30, 2021	No	Law/Leadership and Decision-Making
Independent Director	Chien-Min Wang	Male	July 30, 2021	No	Industry Knowledge/Professional Skills/Leadership and Decision-Making
Independent Director	Chien-Ju Lin	Female	June 24, 2022	No	Leadership and Decision-Making/Accounting and Financial Analysis Skills

### 1.2.3 Diversity of the Board

The Company has established a “[Director Nomination Procedure](#)” that takes into account diverse values such as the gender and age of directors, as well as their professional knowledge and skills. Concrete management goals are set for promoting diversity on the Board of Directors, and progress is regularly reviewed. In 2023, TAIMIDE has 6 directors and 3 independent directors (33.33%), and among the 9 members of the Board, there are 4 female directors (44.44%). Each member of the Board possesses the knowledge, skills, and experience required to perform their duties. The age distribution is as follows: 1 member is aged 41-50, 3 members are aged 51-60, 4 members are aged 61-70, and 1 member is over 70 years old.

Additionally, there have been no instances where spouses or relatives within the second degree of kinship account for more than half of the Board's seats. The effectiveness of the diversity policy has exceeded the Company's initially established diversity goals. For details on the implementation of the Company's board member diversity policy, please refer to page 11 of TAIMIDE TECH. INC. 2023 Shareholders' Meeting Annual Report.

Board Diversity Goals	Achievement Status	Execution Results
<b>Establish at least two independent directors, and they must not be less than one-fifth of the total number of Board seats</b>	V	There are a total of three independent directors, accounting for 33.33%
<b>At least one female director on the Board of Directors</b>	V	There are a total of 4 female directors, accounting for 44.44%
<b>More than half of the seats on the Board of Directors should not have spousal or immediate family relationships (within two degrees of kinship)</b>	V	The Company does not have this situation

#### Capabilities of the Board of Directors

Law	Industry Experience	Professional Skills
R&D and Manufacturing	<b>Capabilities of the Board of Directors</b>	International Market Insight
Leadership and Decision-Making	Marketing	Accounting and Financial Analysis

1.2.4 Operations of the Board of Directors

In 2023, TAIMIDE held a total of 5 board meetings, with an average attendance rate of 97.78% among all board members. Key events were communicated to the board in accordance with the "Board Meeting Procedures." In 2023, there were no significant controversies involving the Company. If any related events occur, TAIMIDE will release major information in accordance with regulations and announce it on the Market Observation Post System. For detailed information on board operations, please refer to the [TAIMIDE TECH. INC. official website under "Board Operations."](#)

Actual Attendance Rate of the Board of Directors in 2023

Title	Name	Actual Attendance Rate
Chairperson of the Board	Sheng-Chang Wu	100%
Director	Chih-Hung Yen	80%
Director	Chi-Teng Hsieh	100%
Director	Fang-Chu Hsieh	100%
Director	Chao-Chin Li	100%
Director	Mei-Ling Tseng	100%
Independent Director	Shih-Mei Lin	100%
Independent Director	Chien-Min Wang	100%
Independent Director	Chien-Ju Lin	100%

Important Resolutions of the Board of Directors in 2023

Date	Important Resolution
2023.03.09	Approval of the amendments to certain provisions of the Company's "Sustainable Development Best Practice Principles".
2023.05.09	Approval of the appointment of the "corporate governance officer".
2023.11.09	Approval of the appointment of new information security officer and information security personnel of the Company.

Note: The above important resolutions are excerpts. For detailed information, please refer to the TAIMIDE TECH. INC. 2023 Shareholders' Meeting Annual Report, pages 56-58.

Conflict of Interest

The board meetings and the discussion of proposals are conducted in accordance with the principle of conflict of interest. If there is a conflict with their own interests during discussions, the Company will act according to the relevant provisions of the board meeting rules and the corporate governance code. If a director has a conflict of interest that may harm the Company's interests, they will be proactively informed in the meeting notice before the board meeting to adhere to the conflict of interest principle. They may express opinions and respond to inquiries but are prohibited from participating in the discussion and voting. During discussions and voting, they must abstain and may not delegate their voting rights to other directors. In 2023, TAIMIDE did not encounter any conflicts of interest. For detailed provisions on conflict of interest avoidance, please refer to the TAIMIDE TECH. INC. 2023 Shareholders' Meeting Annual Report, page 16.

## 1.2.5 Board Member Continuing Education

The Company arranges for board members to participate in training courses each year, continuously enhancing their knowledge in sustainable development, governance competencies, and professional skills. The training content includes topics related to ESG, net zero, and climate change. In 2023, each board member participated in training hours that met the regulations of the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies," totaling 81 hours, with 66 hours specifically related to sustainable development.

### ESG Training Situation for Directors in 2023

Organizer	Course Name	Director	Total Hours
Chinese Corporate Governance Association	2030/2050 Net Zero Emissions - Global Corporate Sustainability Challenges and Opportunities	All directors	27
Chinese National Association of Industry and Commerce	Sustainable Transformation Course 4-1: Challenges and Opportunities in Global Net-Zero Transformation	Independent Director Chien-Min Wang	3
National Federation of CPA Associations of the R.O.C.	Net-Zero Emissions X Circular Economy X Construction Engineering	Independent Director Chien-Ju Lin	3
Ministry of Environment, Executive Yuan	Green Chemistry Co-Creating Sustainability	Director Mei-Ling Tseng, Director Fang-Chu Hsieh, Independent Director Chien-Min Wang	9
Financial Supervisory Commission	The 14th Taipei Corporate Governance Forum	Independent Director Chien-Min Wang	6
Securities & Futures Institute	Over-the-Counter and Listed Companies - Insights into the Derivative Financial Market, Moving Towards Corporate Sustainability Seminar	Director Fang-Chu Hsieh	3
	Risks and Opportunities of Climate Change and Net-Zero Emission Policies on Business Operations	Director Fang-Chu Hsieh	3
Taiwan Academy of Banking and Finance	Corporate Governance Seminar - Corporate Sustainability	Independent Director Shih-Mei Lin	6
Taiwan Stock Exchange Corporation	2023 Cathay Sustainable Finance and Climate Change Summit	Independent Director Chien-Min Wang	6

1.2.6 Functional Committees

Audit Committee

The Company has established an Audit Committee, consisting of three independent directors, with one independent director with financial expertise serving as the chairperson and convener. The purpose of the Audit Committee is to assist the Board of Directors in overseeing the quality and integrity of the Company's accounting, auditing, financial reporting processes and financial controls, to enhance the effectiveness of corporate governance, and to communicate with CPAs and auditors as necessary on significant matters relating to the Company's financial and business positions. The Audit Committee, in order to fulfill its responsibilities, may conduct any appropriate audits and investigations as stipulated in its organizational charter, and communicate in separate meetings with the Company's internal auditors and external auditors.

Attendance of the Audit Committee in 2023

Title	Name	Actual Attendance Count	Actual Attendance Rate
Convener	Chien-Ju Lin	5	100%
Committee Member	Shih-Mei Lin	5	100%
Committee Member	Chien-Min Wang	5	100%

Remuneration Committee

TAIMIDE has established a Remuneration Committee, consisting of three independent directors. The Remuneration Committee establishes and regularly reviews the policies, systems, standards, and structures for performance evaluation and remuneration of directors and managers. It assesses each director's level of participation and contribution to the Company's operations and makes recommendations based on the Company's operational performance and industry norms, submitting these to the board for resolution.

Attendance of the Remuneration Committee in 2023

Number of Meetings	Proposals	Resolutions
3 times	<ul style="list-style-type: none"><li>Review of the distribution of 2022 profit sharing remuneration for employees and directors</li><li>Review of changes in the Company's managerial officers and recommendation on salary</li><li>Review of 2023 year end (Chinese New Year) bonus payment</li><li>Review of the amendments to the Company's Regulations Governing the Remuneration for Directors</li><li>Proposal for the remuneration of Chairperson Sheng-Chang Wu to be determined in accordance with the amended Regulations Governing the Remuneration for Directors.</li></ul>	Approved as proposed without objection

## 1.2.7 Directors and Executives Remuneration

### Directors Remuneration

The Company has established the "Regulations Governing the Remuneration for Directors." In addition to receiving a fixed salary, board members receive a bonus based on the actual operating performance of the Company each year. According to the Company's articles of incorporation, if there are profits, up to 3% may be allocated as director compensation, which is agreed upon by the board of directors and reported to the shareholders' meeting.

Independent directors receive a fixed monthly compensation and do not participate in the distribution of director bonuses. Based on the salary levels of industry peers and the Company's operational status, the Remuneration Committee makes recommendations, which are then submitted to the board for approval. However, members of the Remuneration Committee are not allowed to vote on decisions regarding their own compensation; these decisions must be discussed and determined by the board.

### Managerial Remuneration

The remuneration policy for senior management is based on the achievement of the management team's goals and is governed by the Company's salary management and promotion policies. After considering industry standards, the remuneration for senior management primarily consists of a fixed salary, with variable remuneration rewards provided based on goal achievement rates.

### Remuneration Ratio

Annual Total Compensation Ratio	6.52
Annual Remuneration Change Ratio	3.32

Note: The annual total compensation ratio is the ratio of the highest annual total remuneration of an individual in the Company to the median annual total remuneration of other employees.

The annual remuneration change ratio is the percentage increase in the highest annual total remuneration of an individual in the Company compared to the percentage increase in the median annual total remuneration of other employees.

Currently, the remuneration of the board members and senior management of the Company is not directly linked to sustainability-related performance. However, data collection has recently begun, with the goal of establishing KPIs related to ESG for the board by 2030.

## 1.2.8 Board Performance Evaluation

The Company follows the "Regulations Governing Performance Evaluation of the Board of Directors" to enhance the efficiency of board operations and ensure that directors fulfill their duties with due diligence as responsible managers. An annual self-performance evaluation is conducted for the Board of Directors, its members, and functional committees. The evaluation results are reported to the board in the first quarter of the following year, and an external evaluation is carried out once every three years. In 2023, the Company conducted an internal self-evaluation. The scores for various evaluation indicators ranged from 4.79 to 4.98 (out of a maximum of 5), indicating that the overall performance of the Board of Directors was strong, contributing effectively to advancing the Company's future development strategies. The Company has continued to improve based on the results of the 2022 external evaluation. Optimization measures include the establishment of a corporate governance officer in 2023 and the consolidation of shareholder and stakeholder feedback—number of issues, key contents, and status of responses—by the end of each year. These are presented as report items to the Board of Directors.

### Board Performance Evaluation

Evaluation Scope	Evaluation Cycle	Evaluation Period	Evaluation Method	Evaluation Content	Overall Score	Evaluation Results
<b>Overall Board of Directors</b>	Once per year	2022/01/01-2022/12/31	Board of Directors Internal self-evaluation	1. Level of participation in company operations 2. Enhancement of board decision-making quality 3. Board composition and structure 4. Director selection and continued education 5. Internal control	4.89	The evaluation scores for each aspect ranged between 4.79 and 4.98 out of 5, indicating that the board has effectively fulfilled its responsibilities in guiding and supervising the Company's strategies, major business operations, and risk management. Overall, the board's operations are functioning well.
<b>Individual Members of the Board</b>	Once per year	2022/01/01-2022/12/31	Members of the Board Internal self-evaluation	1. Grasp of the Company's goals and mission 2. Awareness of directors' responsibilities 3. Level of participation in company operations 4. Management and communication of internal relations 5. Directors' expertise and continued education 6. Internal control	4.98	The scores for each aspect ranged from 4.90 to 5.00, indicating that directors were able to engage in thorough communication and discussion on proposals. This reflects positive evaluations of the efficiency and effectiveness of the board's performance across all indicators.

Evaluation Scope	Evaluation Cycle	Evaluation Period	Evaluation Method	Evaluation Content	Overall Score	Evaluation Results
<b>Functional Committees</b>	Once per year	2022/01/01-2022/12/31	Functional Committee Member Self-evaluation	1. Level of participation in company operations 2. Awareness of the functional committees' responsibilities 3. Enhancement of functional committee decision-making quality 4. Functional committee composition and committee member selection 5. Internal control	4.97	The scores for each aspect ranged from 4.92 to 5: 1. The overall operation of the Audit Committee is well-structured. For each quarterly financial report review, accountants, the Company's financial supervisor, and the internal audit manager are invited to engage in two-way discussions on various topics with the committee members. This practice meets corporate governance requirements and effectively enhances the functions of the Board of Directors. 2. The overall operation of the Remuneration Committee is well-structured, meeting corporate governance requirements and effectively enhancing the functions of the Board of Directors.



### 1.3 Risk Management

#### 1.3.1 Risk Management

The Board of Directors at TAIMIDE serves as the highest decision-making body for risk management mechanisms. The Company regularly conducts risk and opportunity identification processes, focusing on operational and sustainability risks. It identifies and manages these risks, particularly planning countermeasures for high-risk scenarios to prevent potential risks from occurring and impacting the Company's operations and external stakeholders. To enhance employees' ability to identify and respond to risks, the Company arranged for relevant personnel to participate in the course "Financial Analysis Indicator Interpretation and Business Risk Prevention" in 2023. This initiative aims to help employees quickly grasp financial report information and improve their analytical skills to effectively address business operational risks.



Operational Risk

Risk Item	Risk Description	Response Measures	Responsible Unit	Report to the Board of Directors
Interest Rate Fluctuations	If the market interest rate decreases by 0.1%, while all other variables remain constant, it will result in a pre-tax net profit increase of NT\$729,000 for TAIMIDE	To mitigate the impact of interest rate fluctuations, TAIMIDE will continuously monitor market interest rate trends and adjust the loan portfolio across different currencies. The Company will negotiate with banks to secure the most favorable loan rates and control the overall turnover rates of accounts receivable, inventory, and fixed assets. By increasing cash flow, the Company aims to minimize the effects of interest rate hikes	Financial Unit	Monthly business meeting Quarterly report to the Board of Directors

Risk Item	Risk Description	Response Measures	Responsible Unit	Report to the Board of Directors
<b>Exchange Rate Fluctuations</b>	The products of the Company and its subsidiaries are primarily for export and priced in U.S. dollars, while procurement is adjusted based on recent changes in international currency conditions	Purchases in mainland China are mainly quoted in RMB to ensure that the gross profit margin is not significantly affected by exchange rate fluctuations. The Company and its subsidiaries closely monitor international economic conditions and consult bank analysis reports regarding their USD net asset positions and future cash flows. To mitigate the impact of exchange rate fluctuations, they adopt hedging strategies such as engaging in forward foreign exchange contracts or directly selling USD spot positions when necessary. The consolidated foreign exchange gain for the year 2023 amounted to NT\$3.264 million	Financial Unit	Weekly financial unit meeting Quarterly report to the Board of Directors
<b>Inflation</b>	Inflation may lead to increased costs in raw materials, human resources, transportation, and logistics.	TAIMIDE has not yet experienced any significant impact on its profits and losses due to inflation. In the future, the Company will continue to maintain close and positive relationships with suppliers and customers, while closely monitoring market price fluctuations. This approach will allow the Company to adjust purchasing and selling prices in response to market changes, minimizing the effects of inflation	Procurement Unit and Sales and Marketing Department	Monthly Business Meeting Quarterly report to the Board of Directors
<b>Investment Risks</b>	TAIMIDE does not engage in high-risk or high-leverage investment products. All investments are executed after careful evaluation. Lending funds to others, providing endorsements and guarantees, and engaging in derivative transactions are all conducted in accordance with the regulations set forth in the Company's "Asset Acquisition or Disposal Procedures," "Lending Funds to Others Operating Procedures," and "Endorsements and Guarantees Operating Procedures."		Financial Unit	Weekly Financial Unit Meeting Quarterly report to the Board of Directors
<b>International Policy and Legal Changes</b>	Approximately 60% of TAIMIDE's products are exported to countries such as mainland China, Europe, Japan, and the United States. Changes in local trade policies, economics, environmental regulations, and product safety standards may impact product sales	Each department and business unit conducts impact assessments and response measures based on their functional responsibilities concerning significant policies, regulations, and technological changes, in order to mitigate potential operational risks in the future. If necessary, external legal consultants or accountants can also be engaged to provide inquiries and assist the Company in handling related legal issues. During the reporting period, there were no significant domestic or international policy or legal changes that affected the Company's financials or operations.	All Business Units	Each quarter, the Board of Directors will receive presentations from the accountants regarding upcoming applicable standards and regulations, along with routine meetings from each department.
<b>Technology and Industry Changes</b>	In the rapidly changing technological and industrial environment, the emergence of new technologies may affect the Company's competitive advantage and market share	In recent years, TAIMIDE has not only collaborated with major international companies to develop new functional polyimide film products for emerging application markets, but has also obtained aerospace certification in partnership with European and American collaborators. The goal is to achieve continuous advancements and improvements in application technologies. The Company's technology development and response planning are sufficient to address the impacts of technological changes and industry shifts		

Risk Item	Risk Description	Response Measures	Responsible Unit	Report to the Board of Directors
<b>Impact of Changes in Corporate Image on Crisis Management</b>	The corporate image is the overall impression and perception of the Company in the minds of the public, customers, partners, and employees. If negative events occur, it will impact the brand image and trigger a crisis of trust.	If TAIMIDE encounters situations that threaten the corporate image, a crisis response team will be established to implement necessary countermeasures. To address operational risks that may affect the Company's image, it is essential to establish a robust crisis management response mechanism. This will allow for the immediate activation of the response system, with a designated spokesperson providing unified external communication. Additionally, major information platforms can be used to clarify any misinformation, thereby protecting the Company's image and ensuring effective communication with all stakeholders.	President and Planning Office	Quarterly report to the Board of Directors Messages will be issued only after obtaining approval from the President in accordance with legal regulations
<b>Concentration of Purchases or Sales</b>	<b>Concentration of Purchases Risk:</b> If the Company relies on a few key suppliers for raw materials, any production issues, financial difficulties, or other unforeseen events at these suppliers can lead to disruptions in the supply of raw materials, impacting the Company's production plans and delivery capabilities	Due to factors such as the time, cost, risks, economies of scale, and the cooperative relationship with certified suppliers, the Company only procures from suppliers with stable quality, delivery times, and supply consistency. Additionally, the Company actively develops various raw material suppliers. Currently, each primary raw material has at least three suppliers, effectively reducing the risk of over-concentration in sourcing. Furthermore, the Company maintains good cooperative relationships with all suppliers, and over the years, the quality and delivery times from these suppliers have remained normal, with no incidents of supply shortages or interruptions.	Procurement Unit	Weekly Procurement Administrative Meeting Quarterly report to the Board of Directors
	<b>Concentration of Sales Risk:</b> Relying on a limited number of customers for sales poses a risk; if customer demand changes, it will significantly impact the Company's revenue	TAIMIDE's customer types include manufacturers of flexible copper-clad laminates (FCCL) and manufacturers of flexible printed circuit boards (FPC). Over the past two years, the net sales to the top ten customers accounted for about 80% of the Company's total revenue for those years. However, there is no concentration of customers within the same group, so there should be no issue of sales concentration	Sales and Marketing Department	Monthly business meeting Quarterly report to the Board of Directors

## Sustainability Risks

Aspects	Sustainability Risk Item	Response Measures
Environment	Environmental Impact and Management	<ul style="list-style-type: none"> <li>Continuously improve the construction of a distillation treatment system for waste solutions, optimize systems or introduce equipment to reduce waste generation, and achieve an overall plant recovery rate of over 95%</li> <li>For water resource management, monitor and improve water usage conditions to reduce water resource consumption and maintain zero wastewater discharge</li> <li>In terms of emission reduction and resource utilization, continuously implement the concept of lifecycle circulation control, with the goals of: (1) source reduction, (2) wastewater minimization, (3) zero wastewater discharge, (4) new water sources, and (5) resource recovery from waste sludge</li> <li>To mitigate the risks associated with the health and safety impacts of the products produced by the Company, management certifications such as ISO 14001, ISO 45001, and QC080000 have been implemented. All products undergo testing by a third-party certification body, covering 100% of the requirements (including REACH, ROHS, SVHC, and other required items). Additionally, relevant data on hazardous substance testing is provided to customers upon product shipment, ensuring that the quality meets customer expectations</li> <li>In 2022, the Company completed the product life cycle and carbon footprint assessment for all facilities and obtained the ISO 14067 verification statement</li> <li>The Company regularly assesses greenhouse gas emissions based on ISO 14064-1 to evaluate the impacts faced by its operations. Based on the carbon assessment results, the Company continues to implement carbon reduction measures, effectively reducing the direct emissions risk in Scope 1 and the greenhouse gas emissions caused by electricity usage in Scope 2</li> <li>The annual internal audit plan includes a compliance review of the processes that the Company must follow in accordance with various environmental regulations, ensuring that all operational tasks meet the required standards</li> </ul>
Social	Occupational Safety	<ul style="list-style-type: none"> <li>Implement the ISO 45001 Occupational Health and Safety Management System standard to provide a healthy and safe working environment</li> <li>Conduct regular fire drills and occupational safety training every year to cultivate employees' emergency response and self-safety management skills.</li> </ul>
	Product Safety	All products of the Company comply with government ethical regulations and meet the EU RoHS standards regarding chemical substances. To ensure the quality of customer service, a dedicated customer service hotline and communication website have been established. Regular annual surveys of customer service forms are conducted proactively to strengthen the cooperation between the Company and its customers
Corporate Governance	Socio-economic and Regulatory Compliance	<ul style="list-style-type: none"> <li>Establish a supervisory management organization and implement internal control mechanisms to ensure that all personnel and operations within the Company comply with relevant legal regulations</li> <li>The products developed by the Company apply for patent protection to safeguard the Company's interests</li> </ul>
	The Board of Directors and Functional Committees	<ul style="list-style-type: none"> <li>Plan relevant training for directors, annually provide updates on the latest regulations, system developments, and policies</li> <li>To protect the directors, the Company has taken out directors' liability insurance to cover any damages resulting from lawsuits or claims for compensation</li> </ul>
	Stakeholder Engagement	<ul style="list-style-type: none"> <li>The Company plans professional development for directors in areas such as finance, risk management, business, commercial affairs, legal matters, accounting, corporate social responsibility, and internal control systems. This initiative aims to enhance corporate governance operations and establish an effective team</li> <li>Various communication channels have been established to reduce conflicts and misunderstandings. An investor email address (ir@taimide.com.tw) has been set up, which will be managed by the spokesperson responsible for responding to inquiries</li> </ul>

Internal Control

TAIMIDE conducts internal control assessments annually in accordance with the Financial Supervisory Commission's " Regulations Governing Establishment of Internal Control Systems by Public Companies." The Company has established its own "Internal Control System" and "Enforcement Rules for Internal Audit." The Audit Office conducts risk assessments across nine major transaction cycles (sales and collection, procurement and payment, production, payroll, financing, real estate/ factories and equipment, investment, research and development, electronic operations, and others) and formulates future audit plans based on the audit results, which are then submitted for approval by the Board of Directors. In 2023, the internal audit results showed no abnormalities or irregularities.

The Audit Office is responsible for promoting and revising the internal control system, conducting regular internal audit activities every month, and overseeing various departments and subsidiaries. The audit results are reported to the Board of Directors at least once a year. In addition, each staff member in the Audit Office completes over 12 hours of audit education and training courses annually to enhance their professional capabilities.

2023 Audit Personnel Continuing Education

Organizer	Training Course	Number of participants	Total Hours
Institute of Internal Auditors- Chinese Taiwan	How to Adjust Internal Control Systems to Respond to New ESG Regulations	1	6
	How to Utilize Digital Technology to Explore and Improve Operational Processes and Fraud Detection—A Discussion on Audit Practices	1	6
	Analysis of Trade Secret Law and Non-Compete Cases (Including New Amendments to the National Security Law on Economic Espionage)	1	6
	How to Leverage Big Data to Strengthen Audit Operations	1	6

### 1.3.2 Tax Policy

TAIMIDE complies with the tax regulations and legislative spirit of the countries where its operations are located, in accordance with international developments, and completes tax filings and payments in accordance with the law. In terms of tax planning, to reduce domestic and international tax risks for the Company and its subsidiaries, and to avoid discrepancies arising from different tax opinions and planning approaches, the Finance and Administration Department actively participates in special tax-related issues. When necessary, external professional consultants may be appointed or consulted to effectively manage tax risks and assess response measures. In 2023, the Company received a total tax reduction of NT\$6,891 thousand, with no violations of tax-related regulations.

#### Tax Policy

1. Comply with local tax regulations by paying taxes and filing reports as required, fulfilling the Company's social responsibility as a taxpayer.
2. Disclose tax information in financial statements as required, ensuring transparency.
3. Maintain positive interaction and communication with tax authorities.
4. Consider the tax implications in major Company transactions and decisions.

#### Tax Information (Unit: NT\$ thousands)

Category	Description	Amount
<b>Business Tax</b>	Input Tax > Output Tax	0
<b>2023 Corporate Income Tax</b>	-	10,468
<b>Undistributed Earnings Tax for Fiscal Year 2022</b>	The undistributed earnings of NT\$2,931 thousand were offset by the deductible undistributed earnings, resulting in a tax amount of NT\$0.	0
<b>Various Taxes</b>	(Stamp Tax + Property Tax + Land Value Tax)	4,765
<b>Total</b>		15,233
<b>Percentage of Revenue</b>		0.96%

Note: The amounts above are the amounts applied for and are still under review for final approval.

1.3.3 Ethical Corporate Management

The Company has established a "Code of Ethical Conduct" and "Ethical Corporate Management Best Practice Principles," as well as "Procedures for Ethical Management and Guidelines for Conduct," which explicitly prohibit bribery, accepting bribes, providing illegal political donations, engaging in improper charitable contributions or sponsorships, and conducting improper exchanges of benefits. Additionally, the guidelines safeguard intellectual property rights and prevent unfair competition. All employees are required to adhere to these ethical standards and behavioral norms to promote the healthy development of the enterprise.

The Company emphasizes principles such as fairness, honesty, integrity, and transparency to guide its business activities, with "Integrity" as its core operational value. It has established sound corporate governance policies and risk management mechanisms to achieve long-term development goals. To this end, we regularly review potential integrity risks. The internal audit unit conducts annual audits, which include two operational sites (Xinpu Plant and Tongluo Plant). TAIMIDE ensures that 100% of its operational sites have completed corruption risk assessments. We also implement periodic educational training and awareness campaigns, with each department head responsible for the development and oversight of integrity management policies and prevention programs. This ensures the effective operation of integrity management. Reports on the implementation of integrity management are presented to the Board of Directors three to four times a year. In 2023, 4 report was made to the Board of Directors.

Management Targets	Management Method
Board of Directors	If a board member has a vested interest in a proposal listed for discussion, whether personally or through a representative entity, which may harm the interests of the Company, they may only express their opinions and respond to inquiries. They must not participate in discussions or voting and should recuse themselves during these processes. Additionally, they are prohibited from exercising voting rights on behalf of other board members. The board members also exercise a high degree of self-discipline and do not engage in any inappropriate mutual support.
All employees (including senior management)	The employment contracts include a stipulation of the employee code of conduct, which employees are required to follow in accordance with management policies. Additionally, annual ethical corporate management training is conducted for all employees and new hires to ensure adherence to ethical corporate management guidelines.
Customers, Suppliers	A customer and supplier evaluation mechanism has been established, which clearly outlines the rights and obligations of both parties at the time of contract signing, including confidentiality clauses. Additionally, it is planned to require customers and suppliers to sign a Vendor Integrity Commitment Letter.

## Core Trait of TAIMIDE TECH—Integrity

We uphold [honesty, integrity, and consistency](#) with customers, suppliers, investors, and employees. The Company's commitment to customers is to give our best within our capabilities. TAIMIDE TECH selects suppliers and employees fairly and objectively. Internally, [we maintain unity, reject fraud, and ensure a 'clean' environment](#).

## Ethical Corporate Management Education and Training

The Company strictly requires employees to practice self-discipline and adhere to the ethical corporate management guidelines. Regularly, during employee monthly meetings, the rules of employee conduct are promoted. Additionally, education and awareness efforts for both internal and external personnel are strengthened. New employees are required to participate in training, and all employees and senior management are invited to voluntarily attend training courses. In 2023, a total of 83 participants attended, accumulating 41.5 hours of training.

Participants	Training Course	Number of Attendance	Total Hours
<b>Internal employees (Including senior management)</b>	Explain the importance of preventing insider trading and the provisions outlined in TAIMIDE's ethical corporate management guidelines. Additionally, promote the Company's reporting and complaint channels, encouraging employees to seek justice promptly when encountering illegal activities.	72	36
<b>New Employees</b>	Promote the Company's ethical corporate management guidelines and internal reporting and complaint channels specifically for new employees. At the same time, communicate the Company's emphasis on values such as integrity and consistency to new personnel.	11	5.5

Reporting Channels

TAIMIDE's reporting system and related procedures operate in conjunction with the audit process, accepting anonymous complaints. During the handling of these complaints, the identity of the whistleblower is kept confidential and protected, ensuring that they do not face any repercussions as a result. An independent complaint mechanism and hotline have been established on the Company's official website and internal site, providing stakeholders with multiple channels for complaints and reports. The legal department addresses compliance-related issues raised through these complaint channels and may establish special projects when necessary, coordinating with various departments for assistance.

Relevant units report the summary of investigation results to the Board of Directors at least once a year. In 2023, a total of four reports were presented. In 2023, the Company did not experience any incidents of corruption or bribery, nor were there any violations of ethical corporate management regulations or reported cases.

Number of Complaints/Reports in the Past Three Years

Complaint/Report Categories	2021	2022	2023
Ethical Corporate Management	0	0	0
Labor Rights	0	0	0
Environment Protection	0	0	0
Customer Service	0	0	0



## Diverse Complaint Channels

Stakeholder	Contact Information	Receiving Units
<b>Employees</b>	Ms. Ti-Hua Wan Hotline: 03-5896088 #1802 E-mail: tihua_wan@taimide.com.tw	Human Resources Division
<b>Shareholders/ Investors</b>	Ms. Chia-Hui Chung Hotline: 03-5896088 #1862 E-mail: ir@taimide.com.tw	Finance and Administration Department
<b>Customers/ Channels/ Distributors</b>	Ms. Hsiao-Ching Tseng Hotline: 03-5896088 # 1211, 1216 E-mail: marketing@taimide.com.tw	Sales and Marketing Department
<b>Suppliers/ Contractors</b>	Mr. Chi-Hsiang Liu Hotline: 03-5896088 #1851 E-mail: purchase@taimide.com.tw	Finance and Administration Department
<b>Government/ Regulatory Authorities</b>	Mr. Hung-Ta Shih Hotline: 03-5896088 #1502 E-mail: csr@taimide.com.tw	Human Resources Division
<b>Community Residents</b>	Mr. Hung-Ta Shih Hotline: 03-5896088 #1502 (Xinpu Plant) Ms. Shih-Ting Huang Hotline: 037-987656 #2815 (Tongluo Plant) E-mail: csr@taimide.com.tw	Human Resources Division



1.3.4 Information Security

TAIMIDE’s IT Department is responsible for managing information security. It establishes information security management regulations, plans and implements information security operations, and promotes and enforces information security policies. Following the "Information Security Management Regulations," the unit manages the use of the Company's information equipment to strengthen information security controls.






Information Security Management Structure

In 2023, the Company established a Information Security Officer, with the IT Department responsible for managing information security and reporting directly to the Information Security Officer. Since the IT Department is located under the Finance and Administration Department, it sends weekly and monthly work reports to the head of the Finance and Administration Department, detailing information security tasks and activities. Each year, the Audit Office conducts internal control audits, while external audits are performed by an accounting firm. Starting in May 2024, the Company will implement ISO 27001, with third-party verification conducting annual external audits.

TAIMIDE TECH Information Security Policy

- (1) Ensure the confidentiality and integrity of information assets.
- (2) Ensure that data access is governed by departmental functional specifications.
- (3) Ensure the continuous operation of information systems.
- (4) Prevent unauthorized modification or use of data and systems.
- (5) Regularly conduct information security audits to ensure the effective implementation of information security measures.

## Information Security Management Measures

 <p><b>Equipment Management</b></p>	<ul style="list-style-type: none"> <li>The Company's main computers and application servers are all located in a dedicated server room, which maintains access logs for entry and exit</li> </ul>
 <p><b>Network Security</b></p>	<ul style="list-style-type: none"> <li>Servers and personal computers are regularly updated with software programs and scanned for viruses to prevent malware and malicious software</li> <li>A hardware firewall is installed on the network connections, with various firewall rules configured to control all communications both within and outside the network</li> <li>An email filter is in place to effectively reduce the risk of various email attacks, such as spam/advertising emails, phishing emails, spoofing attacks, virus-laden emails, and emails containing malicious attachments</li> </ul>
 <p><b>Access Controls</b></p>	<ul style="list-style-type: none"> <li>The IT Unit is responsible for setting data access permissions. Employees must apply for permissions according to regulations, which require approval from their respective supervisors.</li> <li>Accounts for various systems are deleted after employees leave the Company.</li> </ul>
 <p><b>Risk Management</b></p>	<ul style="list-style-type: none"> <li>Regularly conduct vulnerability scanning, penetration testing, and strengthening vulnerabilities</li> <li>Data is backed up daily, and disaster recovery drills are conducted annually to enhance operational resilience</li> <li>The server room is equipped with uninterruptible power supply (UPS) and voltage stabilization equipment to prevent system downtime caused by unexpected power outages. These measures ensure that computer application systems continue to operate during temporary power interruptions</li> </ul>
 <p><b>Information Security Awareness</b></p>	<ul style="list-style-type: none"> <li>Regular information security training and social engineering drills are conducted to enhance employees' awareness of information security.</li> <li>The Company has joined the SP-ISAC (Science Park Information Security Information Sharing and Analysis Center) to stay updated on the latest information security intelligence, and arrangements are made for information personnel to pursue further education and training.</li> </ul>

Raising Information Security Awareness

In 2023, a third party was commissioned to conduct social engineering drills, resulting in a click rate of 27.83%, which represents 26.86% of those tested. The Company will further investigate the reasons behind the clicks and has arranged a 90-minute information security course for the employees who clicked on the links. Additionally, annual information security training sessions are scheduled for employees at all levels. In 2023, a total of 98 participants attended, accumulating 114.5 hours of training.

2023 Information Security Training

Participants	Training Course	Number of Attendance	Total Hours
All employees (Including senior management)	The importance of information security is promoted to employees through current regulations, real-life examples, and key information security issues in 2023, aimed at enhancing employees' information security awareness	74	37
IT Department Responsible Personnel	Participating in events such as "CYBERSEC" allows personnel to understand the latest cybersecurity trends, domestic and international regulations, and case studies from businesses, including topics like AIGC development, zero trust cybersecurity, and industry trends related to visual data.	5	68
New Employees	New employees are trained on how to use the Company's information equipment and commonly used systems, while also being educated on the Company's information security regulations to ensure they understand the relevant rules.	19	9.5

Information Security Incident Handling

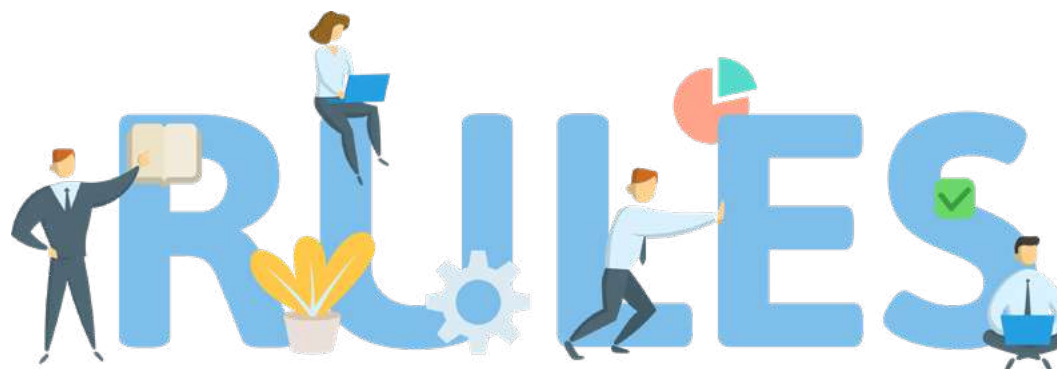
When the computer systems experience abnormal crashes, file corruption, hardware failures, fires, flooding, or cyberattacks, the Company follows the "Information Emergency Response Plan Management Regulations" to handle such incidents. In the event of a information security incident, reports are escalated up the hierarchy to the Information Security Officer, the head of the Finance and Administration Department, the President, and the Chairman. The cause of the incident is analyzed, and immediate action is taken to address it. Once resolved, preventive measures are planned to avoid recurrence of the incident. In 2023, there was one information security false alarm incident, which was promptly addressed and closed. This incident had no impact on the Company's financial operations, customers, employees, suppliers, or other stakeholders.

### 1.3.5 Regulatory Compliance

TAIMIDE's legal department regularly assists various units in identifying regulatory risks. We will continue to ensure that internal control systems are effectively and consistently implemented. In 2023, TAIMIDE recorded two compliance violations, but from 2021 to 2023, there were no major regulatory violations, and no incidents of anti-competitive behavior, antitrust, or monopolistic legal actions occurred. Over the past three years, there have been no direct or indirect political donations of financial or physical resources at any domestic or overseas locations. All violations were addressed and improved within the designated timeframe, with preventive measures planned to avoid recurrence.

Relevant Company Regulations	Labor Rights Regulations	Relevant Product Regulations
<ul style="list-style-type: none"> <li>✓ No violations of Company Law</li> <li>✓ No violations of Commercial Law</li> <li>✓ No violations of Securities and Financial Regulations</li> <li>✓ No involvement in corruption incidents</li> <li>✓ No political donations</li> </ul>	<ul style="list-style-type: none"> <li>✓ No violations of Gender Equality in Employment Act</li> <li>✓ No forced labor</li> <li>✓ No use of child labor</li> <li>✓ No infringement on indigenous rights</li> <li>✓ No incidents of discrimination</li> </ul>	<ul style="list-style-type: none"> <li>✓ No prohibited or controversial products</li> <li>✓ No violations of anti-dumping regulations or voluntary codes</li> <li>✓ No instances of incurring substantial fines due to legal violations related to product and service provision or use</li> <li>✓ No involvement in legal actions arising from anti-competitive behavior, antitrust, or monopolistic practices</li> <li>✓ No violations of customer privacy rights or loss of customer data that harm customer interests</li> </ul>

Note: A significant fine related to Company operations is defined as a single event where the total penalty amount reaches or exceeds NT\$1,000,000.



## 2023 Compliance Violation Improvements

Regulation Violation	Penalty Amount	Reason for Violation	Improvement Plan	Preventive Measures
Article 177, Paragraph 1, Item 3 of the Regulations for the Occupational Safety and Health Equipments and Measures and Article 6, Paragraph 1 of the Occupational Safety and Health Act	NT\$100,000	Regarding the presence of combustible dust, other than flammable liquid vapors, combustible gases, or explosive dust in the workplace, which poses a risk of explosion or fire, the electrical machinery, tools, or equipment used do not possess the explosion-proof characteristics suitable for the designated hazardous area.	Replace control boxes and alarm lights that do not meet explosion-proof specifications with explosion-proof models.	Future construction and repair work should be confirmed according to the classification of explosion-proof zones to ensure that the electrical machinery, tools, or equipment used within these areas possess explosion-proof characteristics.
Article 18, Paragraph 1, Item 4 of the Pressure Vessel Safety Regulations and Article 6, Paragraph 1 of the Occupational Safety and Health Act	NT\$100,000	In the new capital insurance building on the first floor, the cylindrical boiler installation site does not have a visible copy of the boiler inspection certificate and the qualification certificate for boiler operators displayed in an obvious location, which is subject to inspection.	Immediately post the boiler inspection certificate and a copy of the boiler operator qualification certificate in a prominent location on-site.	This item was added to the operations manual, and regular checks should be conducted to prevent similar incidents from occurring in the future.
A total of 2 compliance violation incidents resulted in fines amounting to NT\$200,000.				

# 2

## R&D Innovation - Value Creation

- 2.1 Product Innovation
- 2.2 Customer Relations
- 2.3 Supply Chain Management

## 2.1 Product Innovation

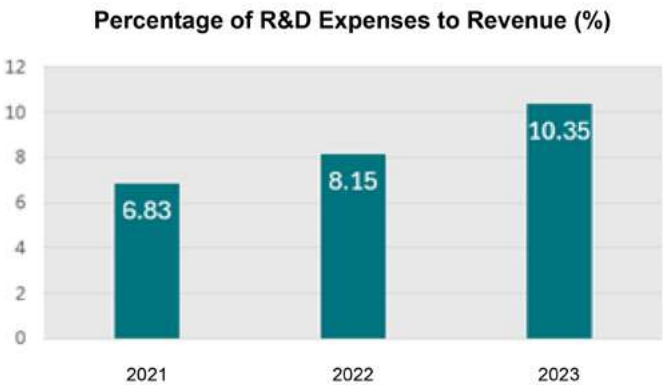
In addressing the issue of global warming, the circular economy can maximize the efficiency of resource utilization. In light of this, we invest significant effort into material recycling and utilization, and we design products with a life cycle perspective. Additionally, we invite our supplier partners to jointly respond to sustainability transformation initiatives and promote sustainable practices within the industry.

### 2.1.1 Patent Design and Innovation

Product innovation is the key to sustaining TAIMIDE's market competitiveness. By continuously investing in funding, talent, and technology for product development, we have met the diverse needs of our customers. According to the Company's strategic plan, TAIMIDE invested NT\$164.9 million in research and development in 2023, accounting for 10.35% of total revenue, and obtained multiple patents both domestically and internationally. As of the end of 2023, we have accumulated a total of 125 invention patents and 18 utility model patents, resulting in a total of 143 approved patents.

Percentage of R&D Expenses to Revenue (Unit: NT\$ Thousand)

Item	2021	2022	2023
R&D Expenses	164,365	147,933	164,902
Gross Operating Revenue	2,406,655	1,815,332	1,593,021
Percentage (%)	6.83	8.15	10.35



The Company continues to drive technological innovation by establishing the R&D Center and R&D Department. The R&D Center is responsible for the development of new technologies and products, and maintains ongoing collaborations with academic institutions and research organizations for specialized projects. We also work alongside internationally renowned companies, such as Arakawa Chemical in Japan, to execute several international-level new product and application development projects. The R&D Department focuses on enhancing product performance, improving production technology and equipment, and evaluating raw materials, all while striving to establish key technology platforms and independently develop high-end PI material formulations and processes.

#### Number of Patents Granted in the Past Three Years

	2021	2022	2023
<b>Domestic</b>	5	6	5
<b>International</b>	4	9	8
<b>Total</b>	9	15	13

#### Total Number of Patents Granted by the End of 2023

	Taiwan	China	United States	South Korea	Japan	Total
<b>Invention Patents</b>	56	33	20	9	7	125
<b>Utility Model Patents</b>	9	9	0	0	0	18
<b>Total</b>	65	42	20	9	7	143

## Intellectual Property Management

TAIMIDE, being a technology-oriented company, places significant importance on the protection and strategic management of intellectual property in the face of global competition. Patent applications not only protect the Company's products but also serve as the best indicators of technological capability and rights assertion. TAIMIDE has established the following policies for patent and trade secret management to safeguard the Company's intellectual property rights.

Patent Management Strategy	
<b>1. Patent Application</b>	Internal research and development results are processed through the internal patent application procedures for patent filing.
<b>2. Patent Maintenance</b>	Regularly monitor patent status and maintenance.
<b>3. Patent Analysis</b>	Conduct searches and analyses of patents to strategically position ourselves, keeping an eye on market and technology trends as well as competitor dynamics.

Trade Secret Management System	
<ul style="list-style-type: none"> <li>• Generate R&amp;D technical documents in accordance with the product development design process.</li> <li>• Manage related confidential documents following the R&amp;D data management procedures to ensure proper preservation of confidential files and prevent unauthorized access by personnel.</li> </ul>	

## Patent Incentive Policy

To encourage employees to continue innovating and driving technological advancements, we have established a Patent Incentive Policy that rewards those who contribute to the development of patents, whether through writing or obtaining patents.

<b>Patent Writing Incentive</b>	Incentives are provided for completing patent proposals that successfully pass internal review and obtain patent rights, encouraging continued innovation.
<b>Patent Approval Incentive</b>	Incentives will be awarded based on the order of approval for those who obtain patent rights after being approved by the patent authority.

## 2.1.2 Green Product Innovation

TAIMIDE continues to explore more sustainable product designs and is committed to enhancing the potential for resource recycling and reuse. To practice our environmental philosophy, we actively promote material recycling and reuse. In 2023, during the production of PI films, our total material usage reached 141.34 metric tons, with a total amount of recycled materials amounting to 117.31 metric tons, accounting for 83%. This includes materials such as ABS pipes, end caps, cardboard boxes, paper tubes, and wooden pallets. TAIMIDE recycles ABS pipes and end caps, processing and inspecting the recovered materials to ensure they meet quality standards before sending them back to the production line. This enables reuse and reduces the Company's environmental impact.

### Usage of Recycled and Non-Recycled Materials Over the Past Two Years (Unit: Metric Tons)

Category	Item	2022	2023
Recycled Materials	ABS	57.38	26.00
	Cardboard Boxes	72.02	41.11
	End Caps	29.06	17.54
	Wooden Pallets	24.22	31.33
	Paper Tubes	21.27	1.33
	Total	203.95	117.31
Non-Recycled Materials	Others	26.66	24.03
	Total	26.66	24.03
All Materials		230.61	141.34
Percentage of Recycled Materials Used		88.43%	83.00%

Note 1: Other non-recycled materials include EPE sheets, FRP pipes, HDPE pipes, PET aluminum foil, PE films, box sealing nails, masking tape, desiccants, and fiber tape, among others.

Note 2: Proportion of Recycled Materials: Proportion of recycled materials used = Amount of recycled materials used / Total amount of materials used.

## Zero wastewater discharge, organic solvent recovery rate $\geq$ 90%.

The main pollution sources in the PI film manufacturing process come from the use of organic solvents, which produce waste liquid and waste gas that may cause air and environmental pollution. Therefore, reducing volatile organic compounds (VOCs) emissions and wastewater discharge is a key issue that we continuously focus on. TAIMIDE's Tongluo Plant has successfully achieved zero wastewater discharge, realizing the vision of resource recycling and reuse. In addition, we have successfully implemented an organic solvent recovery system with a wastewater concentration and drying system, increasing the solvent recovery rate to over 90%. In 2023, the total amount of solvent recovered was 6,398 metric tons, resulting in a carbon reduction of 18,282 metric tons CO<sub>2</sub>e, equivalent to the carbon absorption of 47 Da'an Forest Parks.

>> For detailed information, please refer to sections 3.3.3 Water Conservation Measures and 3.4.3 Pollution Reduction and Prevention

Note: According to the Council of Agriculture, each hectare of forest can absorb 15 metric tons of carbon annually. One Da'an Forest Park, which is 25.9 hectares, can absorb approximately 388.5 metric tons of carbon each year.

## [Green R&D] Collaborated with National Tsing Hua University to develop PFAS-free polyimide monomers

PFAS (per- and polyfluoroalkyl substances) are a class of stable synthetic compounds that offer advantages such as excellent chemical resistance, low dielectric constant, low water absorption, and high transparency. They are commonly used in the production of polyimide films with high transparency or low dielectric properties. However, PFAS are difficult to decompose naturally, leading to their accumulation in the environment and living organisms. This accumulation can affect health, disrupt physiological functions, and even increase the risk of cancer.

Therefore, in 2023, TAIMIDE collaborated with National Tsing Hua University to develop a new generation of PFAS-free polyimide monomers. This initiative aims to provide good chemical resistance, low dielectric properties, low moisture absorption, and high transparency while being environmentally friendly. If the development is successful, the plan is to fully convert 5G high-frequency polyimide substrate materials and transparent polyimide materials used in displays into environmentally friendly products to meet the growing demand for sustainable solutions.

## [Green Patent] Biodegradable materials to reduce product pollution

TAIMIDE uses bio-refined materials—soluble polyimide resin—to create a primer that enhances the adhesion between PI films and metals, suitable for flexible circuit boards. This product can naturally biodegrade when discarded, reducing the environmental impact of raw materials.

## 2.2 Customer Relations

### 2.1.1 Customer Relations Management

TAIMIDE adheres to a customer-centric philosophy and is committed to providing the most suitable products through high-standard research and development and production technologies, backed by various management system certifications. The Company has also established a business service team to serve as a communication hub, offering relevant professional technical consulting services.

By participating in supplier seminars and planning annual product launches at the TPCA Show, TAIMIDE strengthens customer relationship activities. In 2023, as the pandemic eased, TAIMIDE increased the frequency of customer visits compared to the previous two years, gaining a deeper understanding of the quality requirements from end-brand customers. In 2023, TAIMIDE did not have any products banned from sale or removed from shelves according to the law, and there were no violations of marketing communication regulations or any voluntary compliance issues.

#### Awarded the Suppliers' Best Emission Reduction Award by Taiflex in 2023.

TAIMIDE was awarded the Best Emission Reduction Award by TAIFLEX Scientific Co., Ltd. during the annual supplier conference in 2023, in recognition of its outstanding performance in wastewater treatment and recycling at the Tongluo Plant, as well as its long-term commitment to pallet reuse and core recycling, demonstrating its efforts in environmental protection.



Customer Communications

To promptly respond to customer needs, the Company has established a "Customer Complaint Handling Procedure," which clearly defines the complaint handling process and operational methods to swiftly and effectively resolve customer complaints and prevent recurrence of such incidents.

Customer Complaint Handling Process



Customer Privacy Management

To protect customer confidential information, the Company implements control over employee system access permissions. Employees' use of various application systems is governed by the Company's internal system permission application procedure. After obtaining approval from the responsible supervisor, the IT Department creates system accounts, and access is granted by the system administrators based on the authorized functional permissions applied for. Additionally, departments classify file access permissions based on their responsibilities, setting password management for important files to prevent unauthorized access to data. At the same time, the Company conducts account deletion procedures for departing employees to prevent the leakage of confidential customer information. In 2023, there were no incidents of customer privacy breaches.

## 2.2.2 Customer Satisfaction Management

To ensure continuous improvement, the Company conducts an annual customer satisfaction survey to confirm that customer needs are appropriately understood. We firmly believe that enhancing customer satisfaction will ultimately lead to increased customer loyalty and further drive the growth of the Company's business.

Each year, we survey the top ten customers by sales and those designated by the Sales and Marketing Department for automotive products. In 2023, we received 26 customer satisfaction questionnaires, with an average satisfaction score of 89, showing a slight improvement from last year's score of 88.6. The Company conducts interviews with customers who provided lower scores to clarify the reasons behind their feedback. We communicate with the internal Quality Assurance Division and Manufacturing Department to plan corresponding measures, ensuring we continue to provide customers with higher-quality service.

### 2023 Customer Satisfaction Survey Results

Survey Item	Item Score	2023 Average Score
Delivery Service Satisfaction	10	8.8
Business Service Satisfaction	40	36.4
Technical Support Satisfaction	30	26.1
Product Satisfaction	20	17.7
Overall Satisfaction Score		89.0

### Customer Satisfaction Survey Results Over the Past Three Years

Year	2021	2022	2023
Overall Satisfaction Score	92	88.6	89

2.2.3 Product Safety Services

TAIMIDE values the impact of its products on the external environment and stakeholders. To provide safe, high-quality, and reliable products, the Company assesses harmful substances during raw material procurement to reduce the external negative impacts of its products. It has also implemented and passed the IECQ QC080000 hazardous substance process management system to effectively identify and control harmful substances. In addition, the Company ensures that all products undergo testing for hazardous substances by a third-party certification body, including REACH, RoHS, and SVHC, to provide customers with safe and reliable products. In 2023, there were no violations of health, safety, or information labeling regulations.

The Company requests Safety Data Sheets (SDS) from suppliers during the raw material procurement process, which are then filed by the Safety and Health Office. In accordance with HSF regulations, the Company identifies operating procedures and requires suppliers to provide corresponding test reports or guarantees of non-HSF substances, ensuring compliance with RoHS EU directives.

Quality Management

The Company adheres to the ISO 9001 Quality Management System and the IATF 16949 Automotive Quality Management System. A laboratory has been established in the Quality Assurance Division, with inspection categories divided into raw materials, semi-finished products, and finished products. All inspection methods and processes are executed in accordance with the "Raw Material Inspection Operating Procedures" and "Finished Product Inspection Operating Procedures."

Laboratory Test Items

Raw Materials	Appearance, purity, etc.
Semi-finished Products	Solid content and rheological properties, among other items.
Finished Products	According to the items specified in the specification document

TAIMIDE TECH Quality Management System



## IECQ QC080000

### Hazardous substance process management



## IATF 16949

### Automotive Quality Management System



## ISO 9001

### Quality management systems

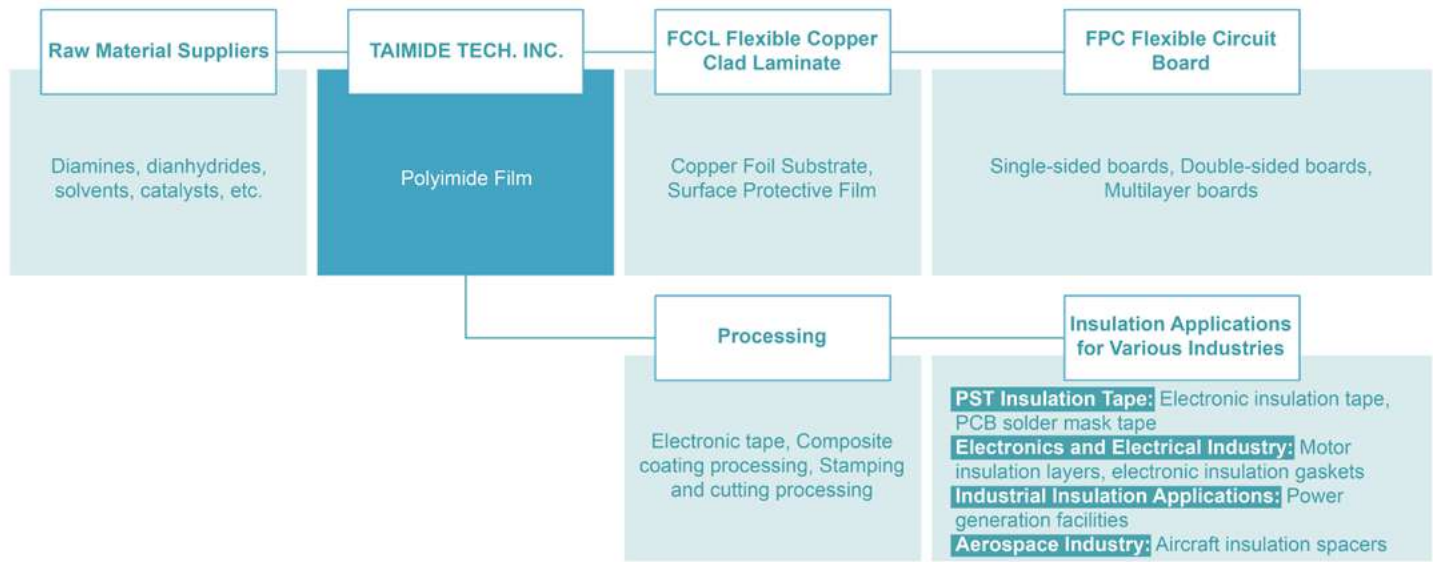


## 2.3 Supplier Management

### 2.3.1 TAIMIDE TECH Value Chain

TAIMIDE's PI films are primarily supplied for use in the flexible printed circuit (FPC) industry, insulation industry, and artificial graphite industry. As the downstream application markets gradually move towards more refined, high value-added development, PI films are produced using raw materials such as diamines, dianhydrides, solvents, and catalysts, and are supplied to the flexible printed circuit (FPC) sector of the electronics industry. These films are widely used in industries related to semiconductor packaging, liquid crystal displays, and communications. PI films have high-temperature resistance, dimensional stability, and excellent mechanical and electrical properties, making them suitable for insulation applications across various industries. These include motor insulation layers and electronic insulating gaskets in the electronics and electrical industries, insulation for industrial power generation facilities, and aircraft insulation spacers in the aerospace industry.

TAIMIDE TECH Industry Value Chain



Note: There were no significant fluctuations in the industry value chain in 2023 compared to the previous year.

## 2.3.2 Supplier Management Strategy

TAIMIDE actively seeks to understand the responsibilities and requirements that international companies place on sustainability actions within the supply chain. The Company continuously encourages more supply chain partners to embrace sustainable practices, enhancing their ability to adapt to the sustainability transition. The Company has established five key strategies for supply chain development to effectively manage the overall status of the supply chain.

### TAIMIDE TECH Supply Chain Development Strategy

#### 1 Supplier Evaluation and Due Diligence

- (1) Establishing Evaluation Standards: Defining key indicators and criteria for assessing suppliers' ESG performance, such as environmental management systems, RoHS compliance, the avoidance of hazardous substances, anti-discrimination policies, and the prohibition of child labor.
- (2) Supplier Scoring and Ranking: Using an ESG evaluation form, suppliers are scored and categorized into grades A to D, differentiating between those who meet ESG requirements and those who present potential risks.
- (3) Due Diligence: Starting in 2024, the Company plans to conduct due diligence on key suppliers, reviewing their documentation, policies, and practices related to environmental, social, and governance (ESG) factors.

#### 2 Contracts and Agreements

- (1) Integrating ESG Standards: Clearly incorporating ESG requirements and standards into contracts and agreements, including those related to environmental protection, labor rights, social responsibility, and governance.
- (2) Principles of Collaboration: Jointly developing principles of collaboration with suppliers to emphasize the importance of sustainability and accountability, and setting shared goals.

#### 3 Supplier Training and Support

- (1) Providing Training: Offering training to suppliers on ESG principles and best practices to enhance their understanding and capacity for sustainability and accountability.
- (2) Sharing Resources and Knowledge: Sharing resources and tools with suppliers to help them improve their ESG performance, such as providing carbon reduction technologies and recommendations for energy efficiency improvements.

4 Monitoring and Improvement

- (1) Monitoring Supplier Performance: Regularly monitoring suppliers' ESG performance, including environmental data, social reports, and governance practices, while maintaining ongoing dialogue and communication with them.
- (2) Risk Management: Identifying and assessing suppliers' ESG risks and developing response strategies, such as conducting supplier diversity and sustainability risk assessments.

5 Transparency and Reporting

- (1) Disclosing ESG Information: Encouraging suppliers to disclose their ESG data, such as environmental indicators, labor metrics, and governance structures, to enhance transparency.
- (2) Relevant Reporting: Regularly reporting on suppliers' ESG performance and improvements to stakeholders, including in annual sustainability reports and supply chain transparency reports.



### 2.3.3 Supplier Evaluation Process

Each year, new suppliers are selected through a comprehensive evaluation conducted by various departments, including procurement, environmental safety, and quality assurance. In 2023, a total of 79 new suppliers completed and signed the supplier survey, achieving a 100% response rate. For raw material suppliers, the Company has established supplier management guidelines. Each quarter, suppliers are evaluated based on the stability of their product quality, delivery timelines, and level of cooperation. For non-compliant suppliers, the Quality Assurance Division will oversee a structured plan for continuous improvement. If multiple corrective actions prove ineffective, the supplier will be disqualified and removed from the supplier list. In 2023, a total of 32 suppliers were evaluated, with an overall average score of 95.9.

#### Supplier Evaluation Criteria

Evaluation Item	Percentage	Description
<b>Quality</b>	60%	Delivery quality
<b>Delivery Timeline</b>	20%	On-time delivery rate and quantity accuracy
<b>Cooperation</b>	20%	Problem-solving performance, provision of environmental safety and hazardous substance-related information, and technical support availability.

#### 2023 Supplier Evaluation Results

Supplier Category	Suppliers Evaluated	Average Score
<b>Raw Materials</b>	16	94.5
<b>Materials</b>	14	95.7
<b>Outsourced Suppliers</b>	2	97.9

### On-site Supplier Audit

To mitigate supply chain disruption risks, TAIMIDE regularly conducts on-site audits of selected suppliers. The audit covers areas such as raw material intake, production/process control, packaging, warehousing/storage, and shipping management. These audits are designed to ensure production safety and the quality of raw materials. In 2023, TAIMIDE conducted on-site audits of major raw material suppliers, evaluating a total of 16 suppliers. Of these, 5 received an A rating, 10 received a B rating, and 1 received a C rating. No suppliers were disqualified, and the overall average score was 85.5.

2023 On-site Supplier Audit Results

Item	Score	Status	Description	Quantity	Percentage
A Rating	≥ 90	Qualified	Preferred trading suppliers	5	31.3%
B Rating	76 - 90	Qualified	Maintained trading suppliers	10	62.5%
C Rating	60 - 75	To be monitored	Reduced trading volume	1	6.2%
D Rating	≤ 60	Disqualified	Cease trading and remove supplier qualification	0	-
Total				16	100%

Supplier ESG Management

To enhance the overall ESG performance of the supply chain and mitigate risks such as operational disruptions, TAIMIDE has established supplier management guidelines. In 2024, the Company will require suppliers to sign commitments related to corporate social responsibility and respond to the ESG evaluation form. This form will cover five key areas: corporate governance, environmental protection, labor rights, health and safety, and supply chain management. Suppliers whose audit results do not meet the 70% standard will be required to implement improvements. This initiative aims to strengthen ESG performance management, ensuring that the entire product lifecycle aligns with sustainable development principles and encouraging supply chain partners to collectively contribute to the sustainability of the overall value chain. In 2023, TAIMIDE reported zero incidents of forced or compulsory labor occurring at its operational sites and among suppliers.

## 2.3.4 Local and Green Procurement

### Green Procurement

To establish long-term cooperative relationships within the supply chain and reduce unnecessary costs and external environmental impacts, the Company has developed eight key principles for green procurement management. These principles aim to work collaboratively with supply chain partners to build a sustainable value chain. Additionally, the Company advocates for the procurement of environmentally friendly certified products. In 2023, the total amount for green procurement was approximately 3.1 million TWD, primarily from the purchase of FSC-certified cardboard boxes.

### Local Procurement

TAIMIDE supports local procurement, aiming to enhance local employment opportunities and reduce overall carbon emissions in the supply chain. In 2023, the proportion of domestic procurement amounted to 51.3%, representing an increase of 4.8 percentage points compared to 2022.

#### Eight Key Principles for Green Procurement Management

1. Environmental Considerations: Taking into account the environmental impact of products or services during the procurement process, including energy efficiency, resource usage, emissions, and waste management.
2. Carbon Reduction and Circular Economy: Prioritizing products that reduce waste generation and are recyclable or reusable, promoting the principles of a circular economy.
3. Energy Conservation and Carbon Reduction: Selecting products with lower energy consumption and greenhouse gas emissions to support energy-saving and carbon reduction goals.
4. Social Responsibility: Considering the social responsibility performance of suppliers, such as labor rights, respect for human rights, and fair trade practices.
5. Environmental Labels and Certifications: Prioritizing products with environmental labels or certifications, such as energy efficiency ratings or organic certifications.
6. Supply Chain Transparency: Requiring suppliers to provide information regarding product origins, material components, and manufacturing processes to ensure the sustainability of the supply chain.
7. Innovation and Technology Development: Encouraging the adoption of innovative technologies and solutions to promote environmental sustainability and green development.
8. Education and Training: Providing internal training and education to enhance employees' understanding and capabilities related to green procurement, fostering a culture of sustainable procurement.

#### Number and Amount of Domestic and International Procurement Suppliers in the Past Two Years

Year	Supplier	Procurement area	Number of suppliers	Procurement Amount Proportion (%)
2022	Raw materials	Domestic	28	13.2%
		International	17	53.6%
	Others	Domestic	485	33.3%
2023	Raw materials	Domestic	29	13.6%
		International	17	47.4%
	Others	Domestic	456	37.7%
		International	5	1.3%

# 3

## Green Circulation, Low-Carbon Transformation

**3.1 Climate Resilience**

**3.2 Greenhouse Gas and Energy Management**

**3.3 Water Resource Management**

**3.4 Waste and Air Pollution Prevention**

## Green Circulation, Low-Carbon Transformation

As the impact of global warming on business operations intensifies, the Company has established energy and water resource policies and actively focuses on environmental issues. The Company has implemented the ISO 14001 environmental management systems, ISO 46001 water efficiency management systems, ISO 50001 energy management systems, and QC080000 Hazardous Substance Process Management (HSPM) System. Additionally, it has passed the ISO 14064-1 Greenhouse Gas Inventory and ISO 14067 carbon footprint of products verification. Through these comprehensive management systems and long-term planning, the Company is gradually realizing its internal sustainability transformation.

### <Energy and Water Resources Policy>

As a world-class enterprise specializing in the research, development, and manufacturing of polyimide films, TAIMIDE Co., Ltd. implements an energy and water resource efficiency management system. The Company expects every employee to take responsibility for energy and water resource management, integrating their efforts into the overall environmental protection framework. We adhere to national and local energy-related regulations, committing to ensure that all processes comply with the requirements of ISO 50001 and ISO 46001 standards. We commit to:

- A. Energy and Water Conservation: Implementing management measures to achieve energy management goals.
- B. Efficiency Improvement: Maximizing energy efficiency to reduce operational costs.
- C. Green Procurement: Reviewing procurement processes to prioritize the purchase of energy-efficient and water-saving equipment.
- D. Regulatory Compliance: Adhering to energy and water resource-related regulations to establish sustainable green operations.
- E. Continuous Improvement: Reviewing significant energy usage to continuously enhance energy performance.
- F. Employee Engagement: Establishing comprehensive training mechanisms to raise employee awareness of management responsibilities.

### Promoting Environmental Sustainability through the 3R Plan

TAIMIDE focuses on the 3R plan as the core of its environmental sustainability management—Reduction, Resourceization, and Reclaim. The Company actively seeks to reduce resource usage, reuse recyclable items, and implement recycling practices. This approach effectively lowers the demand for externally sourced raw materials while minimizing waste and pollutant generation.



### Engaging Employees in Environmental Sustainability

As a world-class enterprise specializing in the research, development, and manufacturing of polyimide films, we encourage all employees to actively participate in and implement sustainability initiatives. We aim for each employee to take responsibility for the environment and integrate their efforts into the overall environmental management system. To support this, we provide both internal training and external development opportunities covering topics such as net-zero emissions, energy, water resources, air pollution, green living, and waste management. In 2023, a total of 313 employee training sessions were conducted, amounting to 836.5 hours of internal training, while 4 employees participated in external training totaling 59.5 hours. By the end of 2023, 182 employees had successfully obtained certifications related to environmental management.

### There have been no violations of environmental regulations in the past three years

We adhere to local environmental regulations and regularly monitor environmental standards. In addition to strengthening employees' awareness of environmental issues, the Company conducts internal and external audits annually. Based on the audit results, we revise our management practices and execution strategies to achieve the goal of continuously improving environmental safety and health management performance. From 2021 to 2023, TAIMIDE has had no incidents of violations of environmental regulations.

## 3.1 Climate Resilience

According to the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6) from Working Group I, the average surface temperature of the Earth during the decade from 2011 to 2020 was approximately 1.09°C higher than the average temperature of the pre-industrial period (1850 to 1900). Therefore, it is essential to actively pursue net-zero carbon emissions or carbon neutrality goals to limit the increase in temperature to no more than 1.5°C.

To disclose the impact of climate change on its operations, TAIMIDE adopts the Task Force on Climate-related Financial Disclosures (TCFD) framework proposed by the Financial Stability Board (FSB). This framework analyzes the risks and opportunities presented by climate issues through four core elements: governance, strategy, risk management, and metrics and targets. Based on this analysis, the Company formulates relevant response strategies. The Company is better positioned to present the challenges posed by climate change and to seize potential opportunities that may arise during the transformation process.

### 3.1.1 Climate Governance

#### The Sustainable Development Committee is Responsible for Climate Change Management

In March 2023, the Company established the "Sustainable Development Committee," dedicated to promoting sustainable development and responding to climate change. This committee serves as the highest decision-making center for sustainability within the Company, chaired by the Chairperson. The committee elects a chief secretary and appoints a director general, with the current President serving as the chief secretary and the corporate governance officer acting as the director general. Together with several senior executives from different fields, they review the Company's core operational capabilities and develop short, medium, and long-term sustainability plans, including greenhouse gas inventory and reduction initiatives to mitigate climate change. The committee also has an execution team focused on advancing environmental sustainability, social welfare, and corporate governance.

## Board of Directors' Regular Oversight of Execution Results

The Company reports quarterly to the Board of Directors on the progress of greenhouse gas inventory and verification. Additionally, at least once a year, the Company presents its ESG sustainable development execution status to the board. In 2023, the Chairperson of the Sustainable Development Committee submitted the sustainability management policies and execution progress to the board, and based on the board's recommendations for revisions or adjustments to the targets, strategies will be adjusted according to the execution status.

## Enhancing Climate Competency for Directors and Executives

To improve the climate change and net-zero competencies of its directors, the Company arranged a total of 48 hours of relevant training courses for them in 2023. Additionally, the corporate governance officer participated in a low-carbon net-zero course, completing 12 hours of training in 2023. Together, they lead TAIMIDE's low-carbon transformation efforts to mitigate the impacts of climate change.



### 3.1.2 Climate Risk Management

After collecting data on business conditions, TAIMIDE assesses the likelihood and impact of climate issues. The likelihood is considered based on changes in regulations and policies, as well as the frequency of events. The impact is evaluated based on the extent of the effects on TAIMIDE following the occurrence of these events.

Based on the assessment of likelihood and impact, TAIMIDE identifies and prioritizes significant climate-related risks and opportunities across various categories, including transitional risks (policy and regulatory risks, technology risks, market risks, and reputational risks), physical risks (immediate and long-term risks), and opportunities (resource use efficiency, energy sources, products and services, market resilience). A total of 19 climate risks and 6 climate opportunities have been identified, including 5 critical climate risks and 2 critical climate opportunities. For these critical risks and opportunities, the Company evaluates their impact on operations and the strategies implemented to address them.

#### Climate Risk and Opportunity Management Process



### 3.1.3 Climate Strategy

Climate Risk Matrix

Risk Impact Level	High					2 Mandatory Disclosure	1 Greenhouse Gas Emission Cost Increase
					Demand for Low-Carbon Products and Services	4 <u>Extreme Weather</u> 5 Low-Carbon Technology Transformation	3 Air Pollution Control
	Medium			Missing Regulations or Compliance	General Environmental Regulations Legal Litigation Changes in Customer Behavior	<u>Investment in New Technologies</u>	
				Causing Changes in Natural Resources Negative Reputation Causing Negative Feedback	<u>Changes in Average Temperature</u>	Changes in Customer Preferences	International Conventions or Agreements
	Low		<u>Changes in Average Rainfall</u>			Uncertainty of Market Information	
		Low	Medium			High	
Probability							

Note 1: The shaded areas represent significant climate risks

Note 2: The numbers indicate the order of significance for climate risks

Note 3: No underline indicates transition risk, while an underline indicates physical risk

Climate Opportunity Matrix							
Risk Impact Level	High			Using Low-Emission Energy			1 Recycling and Reuse
						2 Utilize More Efficient Production and Distribution Processes	
	Medium			Obtaining Incentives From the Public Sector	Developing or Expanding Low-Carbon Products and Services	Moving Towards More Efficient Buildings	
	Low						
		Low		Medium		High	
Probability							

Note 1: The shaded areas represent significant climate opportunities

Note 2: The numbers indicate the order of significance for climate opportunities

## Response to Climate Risks and Opportunities

Type	Category	Item	Occurrence Period	Value Chain	Financial Impact	Response Measures
Transformation Risks	Market	Greenhouse Gas Emission Cost Increase	Long-Term	Distribution	<ul style="list-style-type: none"> <li>The government levies carbon fees, which will increase carbon costs</li> <li>To meet government caps, participation in the carbon market for carbon trading is required, leading to increased indirect costs</li> </ul>	<ul style="list-style-type: none"> <li>The Tongluo Plant has implemented the ISO 14064-1 greenhouse gas inventory system and established a mechanism for recording relevant environmental data. Carbon management is conducted based on the results of the carbon inventory</li> <li>Promoting green energy by installing a solar power generation system and participating in the Ministry of Economic Affairs Energy Administration's energy-saving performance guarantee project demonstration and promotion plan</li> </ul>
	Regulatory	Mandatory Disclosure	Short-Term	Waste	<ul style="list-style-type: none"> <li>If the report is not submitted on time, it may result in penalties from the government</li> </ul>	<ul style="list-style-type: none"> <li>Arrange personnel training on ISO standard management to cultivate environmental management talent and reduce support needs</li> <li>Regularly compile a sustainability report each year and maintain certifications for management systems such as ISO 14064-1 and ISO 50001. In 2023, a total of NT\$4.84 million was incurred for audits and consulting fees to strengthen environmental management and avoid penalties</li> </ul>
		Air Pollution Control	Long-Term	Production	<ul style="list-style-type: none"> <li>To comply with air pollution control, multiple equipment in the plant must be improved, increasing operating costs</li> <li>If regulatory requirements are not met, the Company will face penalties for non-compliance</li> </ul>	<ul style="list-style-type: none"> <li>Continuously improve production processes by following the ISO 14001 environmental management system for testing and monitoring, gradually reducing pollutant emissions each year, with average emission monitoring values complying with local air pollution emission standards</li> <li>Utilize the 3R program to recycle 99% of air pollutants, purifying them into organic solvents for reintegration into the production process. Compared to sourcing raw materials, this results in a carbon reduction rate of 31.6%</li> </ul>

Note: Short-term is defined as 1-3 years; medium-term as 3-8 years; and long-term as over 8 years

Type	Category	Item	Occurrence Period	Value Chain	Financial Impact	Response Measures
	<b>Technology</b>	Low-Carbon Technology Transformation	Medium-Term	Production	<ul style="list-style-type: none"> <li>Development and investment in low-carbon technologies to improve R&amp;D and production costs</li> <li>The introduction of low-carbon products will require adjustments to the new supply chain system, and the development of low-carbon raw material sources will lead to increased procurement costs</li> <li>The application of low-carbon raw materials will result in higher R&amp;D costs</li> </ul>	<ul style="list-style-type: none"> <li>Invest resources in low-carbon technology R&amp;D and actively apply for government subsidies</li> <li>Optimize parameters of existing equipment to meet low-carbon manufacturing standards, with an investment of approximately 7.1 million in 2023</li> </ul>
<b>Physical Risks</b>	<b>Immediacy</b>	Extreme Weather	Medium-Term	Production	<ul style="list-style-type: none"> <li>Extreme weather may affect suppliers' ability to deliver goods, leading to unstable delivery times for raw materials and causing disruptions in the supply chain</li> <li>Suppliers may be affected, resulting in unstable prices for raw material supplies, which increases operating costs</li> <li>Rising temperatures due to extreme weather can lead to heat-related injuries among employees</li> <li>Issues such as water shortages and power outages will impact production, resulting in financial losses and declining revenue</li> </ul>	<ul style="list-style-type: none"> <li>Develop and adjust alternative materials, and diversify by seeking suppliers from other regions</li> <li>Plan relevant measures in accordance with the government's guidelines for high-temperature work to implement personnel protection</li> <li>Plan a wastewater treatment system to increase water resource recovery rates in response to water shortages caused by disasters</li> </ul>
<b>Opportunities</b>		Recycling and Reuse	Short-Term	Production	<ul style="list-style-type: none"> <li>Promote internal circular economy practices to reduce waste disposal costs and lower operating expenses</li> <li>Increase recycling rates to reduce carbon emissions and raw material costs, thereby decreasing operating costs</li> </ul>	<ul style="list-style-type: none"> <li>Continuously invest in capital, talent, and technology for product development, focusing on sustainable product design</li> <li>Improve through distillation system technology and equipment investments to achieve a recovery rate of over 90% at the main plant, ensuring optimized material flow distribution</li> <li>The Tongluo Plant aims for zero wastewater discharge, while the Xinpu Plant continues to enhance water recycling rates and improve process water efficiency</li> <li>Implement the life cycle circular concept, advancing the 3R Plan:               <ul style="list-style-type: none"> <li>① Carbon dioxide (CO<sub>2</sub>) emissions reduction</li> </ul> </li> </ul>

Note: Short-term is defined as 1-3 years; medium-term as 3-8 years; and long-term as over 8 years

Type	Category	Item	Occurrence Period	Value Chain	Financial Impact	Response Measures
						<div>② Solvent Reclaim</div> <div>③ Waste Resoureization</div> <div>• Recycle process air pollutants and waste for reuse</div>
		Utilize More Efficient Production and Distribution Processes	Short-Term	Production	<div>• Improve process efficiency to reduce operational costs</div> <div>• Increase production capacity to boost revenue</div> <div>• Implement automated management and planning to reduce labor costs</div>	Implement an MES (Manufacturing Execution System) to support process automation, standardize workflow management, enhance production efficiency, and improve product quality through real-time monitoring

Note: Short-term is defined as 1-3 years; medium-term as 3-8 years; and long-term as over 8 years



## Scenario Analysis

TAIMIDE references the Sixth Assessment Report (AR6) by the Intergovernmental Panel on Climate Change (IPCC) and selected scenarios SSP1-2.6 and SSP5-8.5 for its climate change scenario analysis

Scenario		SSP1-2.6	SSP5-8.5
<b>Scenario Description</b>		The world pays close attention to climate change, with strict regulations and measures in place. The global average temperature can be controlled to remain below 2°C by the end of the century	In a fossil fuel-driven scenario, rapid technological advancement and human capital development lead to a swift increase in emissions, with no effective measures in place to address climate change. This results in catastrophic impacts on ecological and economic systems, with a temperature rise of 3.4°C
<b>Scenario for Taiwan by the end of the century</b>		<ul style="list-style-type: none"> <li>The number of extreme high-temperature events exceeding 36°C increases by 7 days</li> <li>The increase in heavy rainfall events is 15.3%</li> <li>The maximum number of consecutive dry days increases by 0.4%</li> </ul>	<ul style="list-style-type: none"> <li>The number of extreme high-temperature events exceeding 36°C increases by 48 days</li> <li>Total rainfall increases by more than 31%</li> <li>The increase in heavy rainfall events is 41.3%</li> <li>The maximum number of consecutive dry days increases by 12.4%</li> <li>The number of typhoons decreases, while the proportion of strong typhoons, wind speed, and rainfall all increase</li> </ul>
<b>Risks to TAIMIDE TECH. INC.</b>		<ul style="list-style-type: none"> <li>Increased costs for greenhouse gas emissions and mandatory reporting</li> <li>Air pollution control, low-carbon technology transition, and extreme weather</li> <li>Higher carbon fees will be levied on greenhouse gas emissions, and there will be stricter reporting regulations and air pollution controls, requiring more manpower and equipment to respond effectively</li> </ul> <p>Additionally, in response to the demand for low-carbon solutions, there is a need to invest significantly in technology, which may also pose the risk of transformation failure</p>	<ul style="list-style-type: none"> <li>Extreme weather leads to unstable raw material delivery times, resulting in supply chain disruptions or increases in raw material costs</li> </ul> <p>Additionally, encountering extreme weather events can lead to water shortages and power outages, impacting production, while employees may also be more prone to injuries</p>

Scenario		SSP1-2.6	SSP5-8.5
Adopted Strategies		<ul style="list-style-type: none"><li>Replace equipment or adjust management processes for high-emission areas based on greenhouse gas inventory results</li><li>Promote the use of renewable energy equipment</li><li>Continuously invest in capital, talent, and technology for product development, focusing on sustainable product design</li></ul>	<ul style="list-style-type: none"><li>Strengthen supply chain management by systematically assessing contingency plans for supply chain disruptions during the project execution phase</li><li>Enhance safety training and disaster response measures</li></ul>

3.1.4 Indicators and Objectives

To mitigate climate change, TAIMIDE has established energy-saving and carbon reduction targets, and the energy team meets quarterly to track the progress of implementation. The target for the year 2023 was to achieve a 1% reduction in electricity consumption, which has been successfully met

Objectives	2023	2023 Target Achievement Status	2024	2025
Energy Saving Rate	1%	Target met, achieved an annual energy saving rate of 5.32%	1%	1%

Note: Energy-saving rate = Estimated energy savings for the current year / Total purchased electricity usage

## 3.2 Greenhouse Gas and Energy Management

In recent years, the impacts of climate change have intensified, with greenhouse gas emissions being a major cause. Governments and international organizations around the world have begun to establish regulations and standards related to greenhouse gas emissions, which affect business operations. In response to the "Taiwan's Pathway to Net-Zero Emissions in 2050 Overview" and the industrial transformation strategies for the manufacturing sector, the Company is actively promoting carbon reduction and energy-saving solutions by focusing on process improvements, equipment upgrades, energy management, and circular economy initiatives. This approach aims to address future carbon risks while reducing operating costs and enhancing the management of greenhouse gas emissions resulting from our operational activities, ultimately helping Taiwan move towards a net-zero society.

### 3.2.1 Greenhouse Gas Emissions Management

The Company manages greenhouse gas emissions through the Environmental Sustainability Task Force under the Sustainable Development Committee. Following the ISO 14064-1 guidelines, we are conducting a baseline assessment of greenhouse gas emissions for all TAIMIDE facilities, focusing on Scope 1 and Scope 2 emissions. The Tongluo Pant has been verified by a third-party organization, using 2021 as the baseline year. The Sustainable Development Task Force will set relevant carbon reduction targets based on the assessment results and implement them annually.

In 2023, Scope 1 emissions amounted to 15,027.47 metric tons CO<sub>2</sub>e, while Scope 2 emissions totaled 26,813.68 metric tons CO<sub>2</sub>e, resulting in a total emissions of 41,841.15 metric tons CO<sub>2</sub>e. Due to a decline in demand for consumer electronics, total production in 2023 decreased by 21.6% compared to 2022, resulting in an increase in total GHG emissions intensity of 7.19 metric tons CO<sub>2</sub>e per metric ton compared to the previous year.

Total Greenhouse Gas Emissions in the Past 3 Years

Item	2021	2022	2023
Scope 1 (Tons of CO <sub>2</sub> e)	17,168.94	15,301.80	15,027.47
Scope 2 (Tons of CO <sub>2</sub> e)	38,112.83	29,250.41	26,813.68
Total emissions (Tons of CO <sub>2</sub> e)	55,281.77	44,552.21	41,841.15
Total Production (Tons)	1,660.50	1,231.92	965.3
GHG Emissions Intensity (Tons of CO <sub>2</sub> e/Tons)	33.29	36.16	43.35

Note 1: TAIMIDE's greenhouse gas emissions for 2023 are calculated using the operational control approach.

Note 2: The scope of TAIMIDE's 2021 greenhouse gas verification includes the Xinpu and Tongluo Plants, while only the Tongluo Plant verification was completed for 2022 and 2023.

Note 3: The types of greenhouse gases included in the inventory are carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), and sulfur hexafluoride (SF<sub>6</sub>).

Note 4: The emission factors are referenced from the Executive Yuan Ministry of Environments' greenhouse gas emission factor management table, version 6.0.4.

Note 5: The global warming potential (GWP) for the Xinpu Plant is based on data from the IPCC's Fifth Assessment Report, while the Tongluo Plant used data from the IPCC's Fourth Assessment Report (2007) for 2022 and the Fifth Assessment Report (2013) for 2023.

Note 6: The greenhouse gas emission factor for electricity is based on the latest available values for the year. 2021 Electricity Emission Factors: 0.509kg CO<sub>2</sub>e/ kwh, 2022 Electricity Emission Factors: 0.495kg CO<sub>2</sub>e/ kwh, 2023 Electricity Emission Factors: 0.494kg CO<sub>2</sub>e/ kwh.

## Total Greenhouse Gas Emissions of Each Plant in the Past 3 Years

Item	2021	2022	2023
Xinpu Plant			
Scope 1 (Tons of CO <sub>2</sub> e)	4,091.51	1,928.53	1,247.65
Scope 2 (Tons of CO <sub>2</sub> e)	10,574.23	7,868.00	6,885.32
Total emissions (Tons of CO <sub>2</sub> e)	14,665.74	9,796.53	8,132.97
Total Production (Tons)	515.49	344.80	262.32
GHG Emissions Intensity (Tons of CO <sub>2</sub> e/Tons)	28.45	28.41	31.00
Tongluo Plant			
Scope 1 (Tons of CO <sub>2</sub> e)	13,077.43	13,373.27	13,779.82
Scope 2 (Tons of CO <sub>2</sub> e)	27,538.60	21,382.41	19,928.36
Total emissions (Tons of CO <sub>2</sub> e)	40,616.03	34,755.68	33,708.18
Total Production (Tons)	1,145.01	887.11	702.98
GHG Emissions Intensity (Tons of CO <sub>2</sub> e/Tons)	35.47	39.18	47.95

### 3.2.2 Energy Management

To strengthen energy reduction management, we implemented and obtained certification for the ISO 50001 Energy Management System standard in 2023. We established and enforced an energy management system manual, actively reducing energy consumption and installing a solar power generation system for process electricity, thereby decreasing greenhouse gas emissions. In accordance with Energy Administration Act regulations, TAIMIDE reports its energy consumption annually, establishing an energy baseline to achieve the target of a 1% annual electricity savings rate.

The Company's energy consumption mainly consists of two categories: purchased electricity and natural gas, with natural gas primarily used as boiler fuel. Overall, purchased electricity constitutes the majority of energy usage. In 2023, the total energy consumption decreased by 8.79% compared to 2022.



ISO 50001  
Certification

#### Total Energy Consumption in the Past Three Years

Item		Unit	2021	2022	2023
Electricity	Non-renewable electricity procurement	kWh	74,911,106	59,091,746	54,310,520
		GJ	269,679.98	212,730.29	195,403.29
	Self-generated renewable electricity	kWh	-	351,000	822,000
		GJ	-	1263.60	2,959.20
Natural Gas		m³	6,869,092	6,821,291	6,137,459
		GJ	258,964.77	257,162.67	231,382.20
Total Consumption		GJ	528,644.75	471,156.56	429,744.69
Total Production		Kg	1,660,503	1,231,917	965,300
Energy Intensity		GJ/Kg	0.32	0.38	0.45

Note 1: Purchased electricity/natural gas is based on the sum of the monthly electricity bills/charges from each plant; natural gas is based on actual consumption.

Note 2: The conversion factors for the heating values of various energy sources refer to the Ministry of Environment's greenhouse gas emission factor management table, version 6.0.3; electricity: 1 kWh = 3,600 kJ; heating value of natural gas = 9,000 kcal/m<sup>3</sup>.

Note 3: Total production for each year is primarily based on the production values of major products disclosed in the annual report.

Note 4: Self-generated renewable energy has been used since 2022.

## Energy Consumption for Each Plant in the Past Three Years

Item	Unit	2021	2022	2023
Xinpu Plant				
Purchased Electricity	kWh	20,807,760	15,894,946	13,937,891
	GJ	74,907.94	57,221.81	50,176.41
Natural Gas	m <sup>3</sup>	1,833,849	814,659	485,846
	GJ	69,136.11	30,712.64	18,316.39
Total Consumption	GJ	144,044.04	87,934.45	68,492.80
Tongluo Plant				
Purchased Electricity	kWh	54,103,346	43,196,800	40,340,800
	GJ	194,772.05	155,508.48	145,226.88
Natural Gas	m <sup>3</sup>	5,035,243	6,006,632	5,651,613
	GJ	189,828.66	226,450.03	213,065.81
Total Consumption	GJ	384,600.71	381,958.51	358,292.69

Renewable Energy Usage

TAIMIDE launched a 650.08 kW self-generated solar power system at the Tongluo Plant in 2022. In 2023, it produced a total of 822,000 kWh of green electricity, accounting for approximately 1.49% of the overall electricity consumption, and has obtained 822 Taiwan Renewable Energy Certificates.

Proportion of Green Electricity Usage in the Past Two Years

Item	2022	2023
Green electricity usage (kWh)	351,000	822,000
Total electricity usage (kwh)	59,442,746	55,133,520
Green electricity percentage	0.59%	1.49%

Note 1: Total electricity consumption = Purchased electricity + Green electricity usage  
Note 2: Green electricity percentage = Green electricity usage / (Purchased electricity + Green electricity usage)

### 3.2.3 Energy Conservation and Carbon Reduction Measures

To enhance energy data visualization and further plan energy reduction initiatives, TAIMIDE has implemented an Energy Management System (EMS) that monitors equipment energy consumption, flow rates, temperature, pressure, and other data in real-time. The system employs differential pressure variable frequency control to improve energy efficiency while also providing insights into equipment energy-saving effectiveness, allowing for effective tracking of energy conservation and carbon reduction measures. In 2023, the following energy-saving measures were implemented, with an expected annual reduction of 16,077.05 GJ across both plants, equivalent to approximately 1,745 tons of greenhouse gas emissions.

#### 2023 Energy Conservation and Carbon Reduction Measures

Plant	Item	Improvement Effectiveness	GJ / Year	tCO <sub>2</sub> e / Year
Xinpu Plant	Variable frequency control for chiller water pumps	Reduced electricity consumption by 190,944 kWh per year	687.40	94.5173
Tongluo Plant	Replacement of chiller equipment	Reduced electricity consumption by 774,212 kWh per year	2,787.16	382.4607
	Replacement of chiller pumps and cooling water pumps	Reduced electricity consumption by 416,000 kWh per year	1,497.60	205.5040
	Variable frequency control for cooling towers and control of outside air wet bulb temperature	Reduced electricity consumption by 12,000 kWh per year	43.20	5.9280
	Replacing halogen ceiling lights with high-efficiency LED fixtures	Reduced electricity consumption by 107,200 kWh per year	385.92	52.9568
	Replacement of -15°C brine chillers	Reduced electricity consumption by 45,000 kWh per year	162.00	22.2300
	Implementation of a crystallization system for wastewater recovery	Reduction of natural gas by 150,758 m <sup>3</sup> / year	5,683.58	318.8342
	Heat recovery and reuse from heat exchangers	Reduced electricity consumption by 1,341,720 kWh per year	4,830.19	662.8097
<b>Total</b>			<b>16,077.05</b>	<b>1,745.2407</b>

Note 1: The calculation uses the 2023 power carbon emission factor set by the Ministry of Economic Affairs, which is 0.494 kg CO<sub>2</sub>e; the natural gas emission factor is referenced from the Executive Yuan Ministry of Environments' greenhouse gas emission factor management table, version 6.0.4

Note 2: The above data represent the estimated energy savings for the year, where electricity savings reduce Scope 2 emissions and natural gas reductions reduce Scope 1 emissions

### 3.3 Water Resource Management

Factory production relies on water resources, and in recent years, Taiwan has faced water shortages due to extreme drought, making water resource management an important issue for TAIMIDE's operations. The Company considered water resource usage planning during the establishment of the factory, taking into account not only the Company's development but also the water needs of nearby residents. By regularly monitoring water usage through daily meter readings, we effectively grasp water consumption information. Additionally, we regularly maintain and service our equipment to ensure that all water resources are utilized effectively. We also implement measures to improve water usage statistics, enhancing water resource management.

#### 3.3.1 Water Usage Management

The Company's Xinpu and Tongluo Plants are not located in ecological protection zones or areas with high baseline water pressure. The main sources of water are tap water and groundwater, which are used for process cooling, air pollution control equipment, employee domestic water, and landscape irrigation. The Xinpu Plant sources its water from the Fengshan River, while the Tongluo Plant draws from the Liyutan Reservoir. The amount of water extracted does not classify as a significant water user according to government regulations and has not caused any significant negative impact on the ecological biodiversity of the water source or the surrounding residents. We continuously monitor water usage and discharge at our plants through water records and meters, and we conduct regular tests on wastewater to strictly enforce water pollution prevention measures.

#### Water Usage

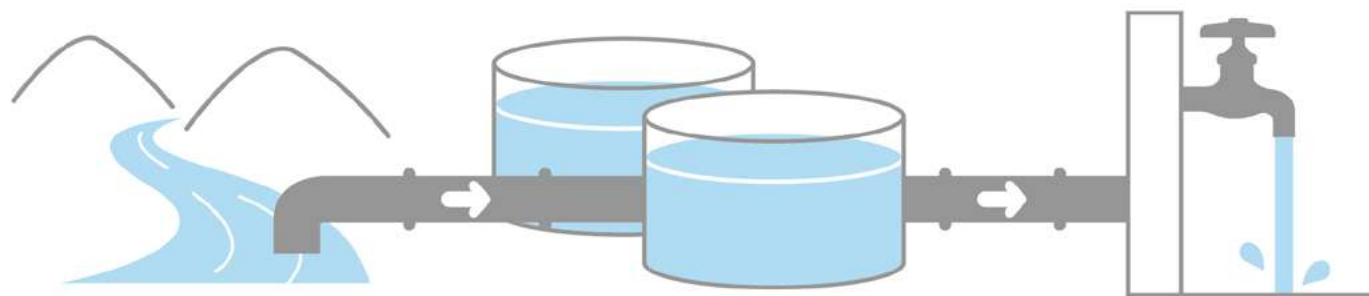
The water used in the production of PI film is primarily for cleaning substrates. In 2023, the total water intake was 184.20 million liters, with the Xinpu Plant's water intake decreasing by 16.13% compared to 2022. The Tongluo Plant has achieved "zero discharge," with 100% of its water resources recycled. As a result, there has been no wastewater discharge from that plant over the past three years.

## Water Usage Over the Past Three Years (Unit: Million Liters)

Plant	Xinpu Plant			Tongluo Plant		
Year	2021	2022	2023	2021	2022	2023
Water Withdrawal	72.92	56.90	47.72	138.77	136.56	136.48
Water Discharge	17.66	14.11	11.05	-	-	-
Water Consumption	55.26	42.79	36.67	138.77	136.56	136.48
Discharge Ratio	24.20%	24.80%	23.20%	-	-	-

Note 1: The tap water from the Xinpu Plant mainly benefits neighboring residents, while TAIMIDE's product and operational water comes from groundwater.

Note 2: The discharge volume data is derived from TAIMIDE's actual discharge statistics and does not include water discharged for neighboring residents.



Water Withdrawal Over the Past Three Years (Unit: Million Liters)

Plant		Xinpu Plant			Tongluo Plant		
Item		2021	2022	2023	2021	2022	2023
Tap Water	Water Withdrawal	12.477	12.446	10.477	99.606	94.156	97.224
	Percentage	17.1%	21.9%	21.95%	71.8%	78.3%	71.24%
Rainwater + OAC distillation recovery	Water Withdrawal	-	-	-	11.04	16.994	8.928
	Ratio	-	-	-	8.0%	7.1%	6.54%
Recycled Water	Water Withdrawal	-	-	-	23.009	23.78	26.27
	Percentage	-	-	-	16.6%	14.6%	19.25%
Groundwater	Water Withdrawal	60.445	44.453	37.244	0	0	0
	Percentage	82.9%	78.1%	78.05%	-	-	-
Reclaimed Water (External)	Water Withdrawal	-	-	-	5.12	1.63	4.059
	Percentage	-	-	-	3.6%	-	2.97%
Total Water Withdrawal		72.922	56.899	47.721	138.78	136.56	136.48

### 3.3.2 Wastewater Pollution Prevention

The Company manages wastewater discharge through an in-house wastewater treatment facility. The wastewater is treated using a biological treatment system, and we conduct daily self-monitoring to ensure that the concentration of pollutants is below the discharge standards before it is released through the industrial wastewater outlet. Currently, only the Xipu Plant has wastewater discharge, which is directed into the Fengshan River. The Tongluo Plant has achieved zero wastewater discharge and has sealed its discharge outlet to eliminate any potential impact on groundwater. This ensures that we are fully responsible for the Plant's wastewater treatment.

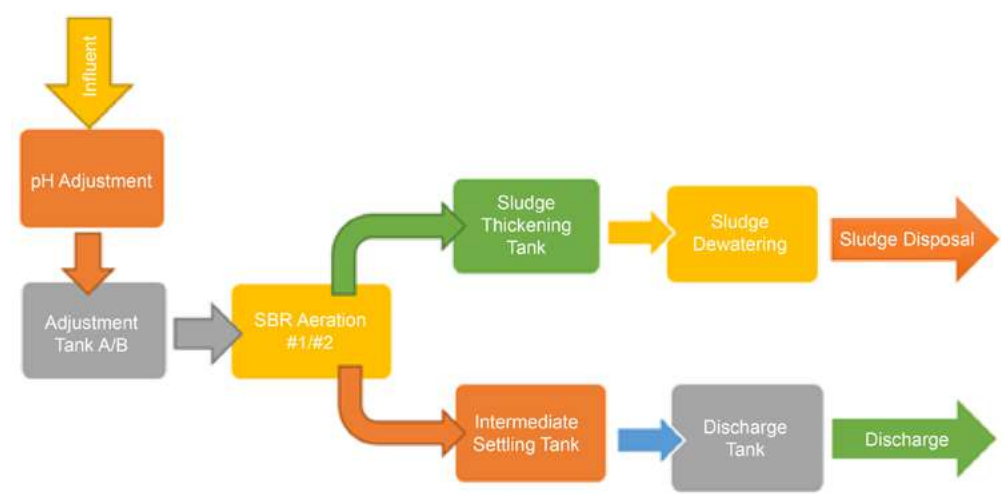
In addition to conducting daily self-monitoring, the Xipu Plant also engages qualified vendors to test the effluent quality every six months. The quality of the discharged water is significantly lower than the discharge standards and does not pose a significant negative impact on the biodiversity of the receiving water body or the nearby residents. In 2023, the wastewater discharge amounted to 11,015 tons, with an average daily pollutant discharge of approximately 30.178 CMD and a maximum daily discharge of about 106.2 CMD, all of which are well below the permitted discharge limit of 300 CMD. In 2023, the wastewater discharge from the Company's Xipu Plant fully complied with effluent quality standards.

#### Wastewater Discharge Situation Over the Past Three Years

Plant	Xipu Plant			Tongluo Plant		
Item	2021	2022	2023	2021	2022	2023
Wastewater Discharge Volume	17,659	14,107	11,015	No Discharge		
Wastewater Recycling Rate	None	None	None	100%	100%	100%

Test Items	Discharge Standards	2021 Test Results		2022 Test Results		2023 Test Results	
pH	6~9	8	7.8	8.1	7.9	7.9	8.1
Suspended Solids (mg/L)	<30	4.8	6.4	12.3	4.4	9.2	11.4
Biochemical Oxygen Demand (mg/L)	<30	8	7.4	9	7.2	4.2	2.8
Chemical Oxygen Demand (mg/L)	<100	25.2	22.2	34.7	17.7	39.9	29.7
True Color (mg/L)	<400	<25	<25	<25	<25	<25	<25
Free Available Chlorine (mg/L)	<2.0W	N.D.	0.11	N.D.	N.D.	N.D.	<0.09

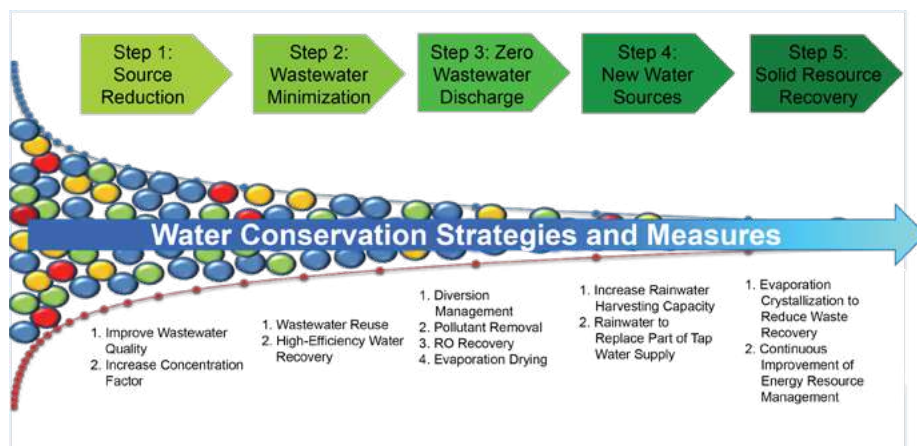
Xinpu Plant Wastewater Handling Process



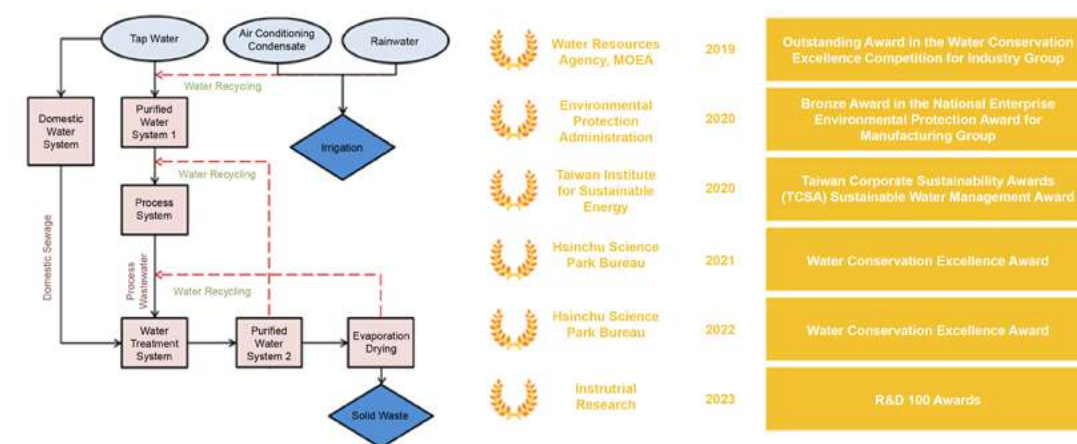
### 3.3.2 Wastewater Pollution Prevention

To alleviate local water pressure and consider the water needs of surrounding residents, TAIMIDE actively promotes water resource recycling and reuse through a 3R strategy. The Company has established a water-saving strategy and implemented five key steps to achieve zero wastewater discharge at the Tongluo Plant, resulting in annual savings of approximately NT\$3.4 million. Additionally, the Company strives to utilize all resources by recovering and recycling high-salinity and VOC wastewater, extracting high-purity salts, and creating economic benefits worth millions of dollars.

#### TAIMIDE TECH Water Conservation Strategy



#### Tongluo Plant: 100% Wastewater Recovery and Reuse



Step 1: Source Reduction	Step 2: Wastewater Minimization	Step 3: Zero Wastewater Discharge	Step 4: Additional Water Sources	Step 5: Solid Resource Recovery
<p>The main water resource used by TAIMIDE is for cooling towers. By switching to deionized water for the cooling towers, the concentration multiple significantly increases due to the high quality of the water, effectively enhancing usage frequency and efficiency. This change has drastically reduced the supply volume for the cooling towers, with the discharge rate dropping from 49.4% to 3.28%, and all water is now fully recycled.</p>	<ul style="list-style-type: none"> <li>The deionized water system has been upgraded from an RO (Reverse Osmosis) system to a 2B3T (Two-Bed Three-Tank) system, which improves water recovery rates and reduces wastewater generation.</li> <li>The solvent recovery system and evaporation drying system use steam generated by the boiler for heat recovery. The boiler now uses high-quality purified water to enhance water utilization rates. Additionally, a double-pump condensate recovery system is employed to reclaim condensate water after steam cooling, achieving a recovery rate close to 100%, which can save approximately 48,000 m<sup>3</sup> of water annually.</li> </ul>	<ul style="list-style-type: none"> <li>The high-concentration process wastewater and domestic sewage are treated through chemical coagulation, microbial nitrogen removal, and COD degradation, followed by various membrane processes to purify the water quality, resulting in clean recycled water that can be reused in the manufacturing process.</li> <li>In collaboration with the Industrial Technology Research Institute, high-salinity wastewater is treated through an evaporation drying system to produce solid powder, with 100% of the evaporated moisture being recovered.</li> <li>The Tongluo Plant has achieved zero wastewater discharge, saving approximately 26,270.7 m<sup>3</sup> of water in 2023.</li> </ul>	<p>The facility has installed rainwater collection tanks in the remaining space, with a total volume of 6,623 m<sup>3</sup> and a collection area of 14,268 m<sup>2</sup>. The collected rainwater is used for basic irrigation and, after treatment, replaces tap water usage. In 2023, the Tongluo Plant achieved a total water savings of approximately 12,986.8 m<sup>3</sup> from rainwater, OAC, and reclaimed water, accounting for 9.52% of the total water consumption for the year.</p>	<p>By using an evaporation crystallization system, the high-salinity wastewater treatment process produces waste sludge from which the salt content is evaporated and crystallized. This process filters and separates the salt, resulting in solid sodium salts that can be sold for reuse in the dyeing and finishing industry.</p>

### 3.4 Waste and Air Pollution Prevention

If the waste generated by the factory is not properly managed, it risks facing regulatory penalties that can impact operations and pose a significant burden on the environment. The Company strictly adheres to the relevant regulations set by the Ministry of Environment and actively seeks ways to maximize resource utilization. Additionally, by assessing the waste generation situation, we continuously strive to enhance resource utilization efficiency, reducing waste while lessening the environmental burden.

#### 3.4.1 Waste Management

The Company categorizes waste according to the Ministry of Environment's "Waste Disposal Act" into general waste and hazardous waste. In 2023, the total waste amounted to 9,065.38 metric tons, of which general industrial waste accounted for 99.9%, and hazardous industrial waste accounted for 0.1%. During the reporting period, there were no incidents of exporting, handling, or transboundary transportation of hazardous waste as defined by the Basel Convention.

#### 2023 Waste Types, Treatment Methods, and Production Amounts (Unit: Metric Tons)

Item Category	Waste Type	Handling Method	Output Quantity
General industrial waste	Solid waste such as mixed plastics and household garbage	Incineration, physical treatment	202.72
	Waste liquid (water)	Thermal treatment, physical treatment, incineration, external waste (sewage) treatment	431.62
	Sludge	Thermal treatment, solidification treatment	361.12
	Recyclable materials	Recycling and reuse	8,057.18
Hazardous Industrial Waste	Waste liquid of B-0339 ethylene glycol methyl ether	Incineration	0.01
	Waste liquid C-0301 with a flash point below 60°C (Excluding alcoholic waste with an ethanol volume concentration of less than 24%)	Incineration, washing treatment	12.73
Total			9,065.38



## 2022 Waste Disposal Statistics

Plant	Category	Handling Method	Reusable		Non-reusable				Total
			Reuse, Recycling	Other Recovery Operations	Incineration		Landfill	Other Handling Operations	
					Energy Recovery	Non-Energy Recovery			
Xinpu Plant	General industrial waste	On-site	-	468.03	-	-	-	-	1,033.14
		Off-site	-	14.54	199.31	45.43	-	305.83	
	Hazardous industrial waste	On-site	-	-	-	-	-	-	-
		Off-site	-	-	-	-	-	-	
	Total			-	482.57	199.31	45.43	-	305.83
Tongluo Plant	General industrial waste	On-site	-	9,433.92	-	-	-	-	10,634.98
		Off-site	-	-	68.37	733.14	-	399.55	
	Hazardous industrial waste	On-site	-	-	-	-	-	-	8.34
		Off-site	-	8.34	-	-	-	-	
	Total			-	9,442.26	68.37	733.14	0	399.55
Total			-	9,924.83	267.68	778.57	0	705.38	11,676.46

Note 1: Reuse refers to the inspection, cleaning, or repair of waste to allow it to be used again, thereby extending its lifecycle. For example, the Company's discarded computer is sent for repair, allowing it to be reused by others as a functioning computer

Note 2: Recycling refers to providing waste to resource recovery companies for processing, which is then transformed into new materials. For example, recycling plastic bottles and cardboard boxes

Note 3: Incineration "Energy Recovery" refers to the process of burning waste to generate energy or electricity

Note 4: Incineration "Non-Energy Recovery" refers to burning waste without generating energy or electricity

## 2023 Waste Disposal Statistics

Plant	Category	Handling Method	Reusable		Non-reusable				Total
			Reuse, Recycling	Other Recovery Operations	Incineration		Landfill	Other Handling Operations	
					Energy Recovery	Non-Energy Recovery			
Xinpu Plant	General industrial waste	On-site	-	-	-	-	-	-	249.98
		Off-site	-	72.53	83.54	32.16	-	61.75	
	Hazardous industrial waste	On-site	-	-	-	-	-	-	0.43
		Off-site	-	-	0.43	-	-	-	
	Total			-	72.53	83.97	32.16	-	61.75
Tongluo Plant	General industrial waste	On-site	-	7,687.7	-	-	-	0	8,802.66
		Off-site	-	296.95	62.6	489.52	-	265.89	
	Hazardous industrial waste	On-site	-	-	-	-	-	-	12.31
		Off-site	-	11.73	-	0.58	-	-	
	Total			-	7,996.38	62.6	490.10	-	265.89
Total			-	8,068.91	146.57	522.26	-	327.64	9,065.38

Note 1: Reuse refers to the inspection, cleaning, or repair of waste to allow it to be used again, thereby extending its lifecycle. For example, the Company's discarded computer is sent for repair, allowing it to be reused by others as a functioning computer

Note 2: Recycling refers to providing waste to resource recovery companies for processing, which is then transformed into new materials. For example, recycling plastic bottles and cardboard boxes

Note 3: Incineration "Energy Recovery" refers to the process of burning waste to generate energy or electricity

Note 4: Incineration "Non-Energy Recovery" refers to burning waste without generating energy or electricity

Note 5: In 2023, the Xinpu Plant reused and recycled discarded PI film, resulting in a decrease in waste volume compared to 2022.

### 3.4.2 Air Pollution Prevention

In addressing air pollution prevention, the Company adheres to the ISO 14001 Environmental management system, continuously improving production operations, products, and services to meet the emission standards set by the Ministry of Environment as a primary goal. Based on actual testing results, we strive to reduce pollutant emissions year by year, contributing to environmental sustainability.

#### Air Pollutant Emissions in the Last Two Years (Unit: Metric Tons)

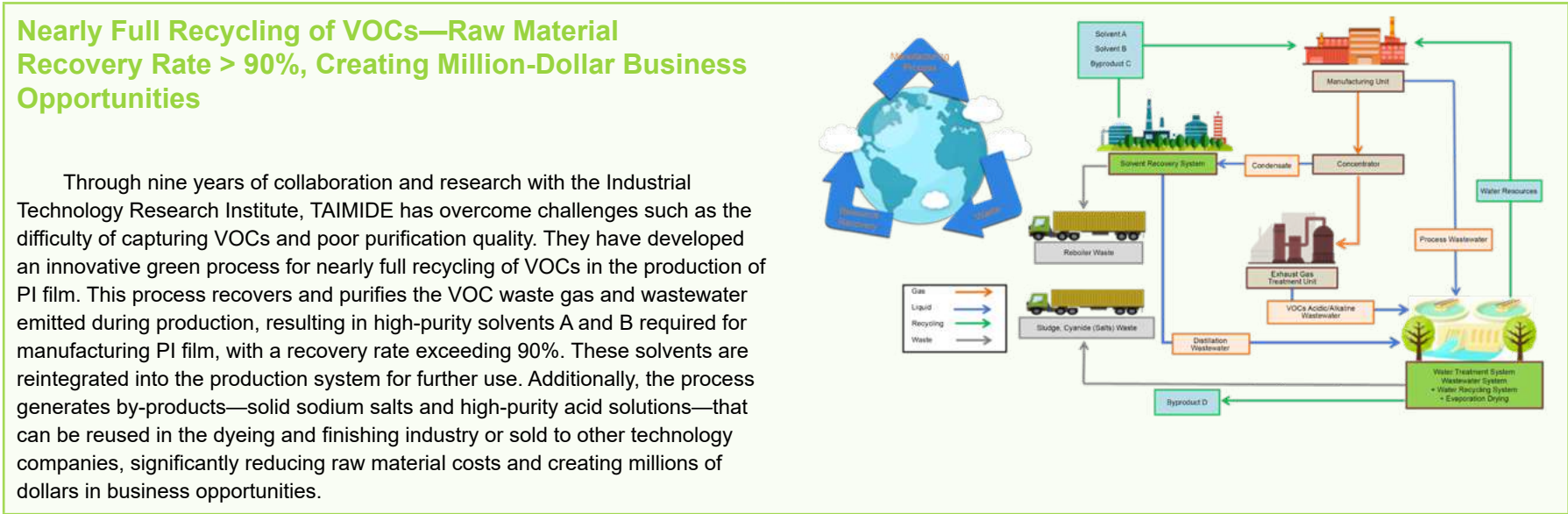
Year	2022		2023	
Item	Xinpu Plant	Tongluo Plant	Xinpu Plant	Tongluo Plant
<b>Nitrogen Oxide Emissions (NOx)</b>	1.35665	9.60369	0.78298	9.03501
<b>Sulfur Oxide Emissions (SOx)</b>	-	-	-	-
<b>Total Suspended Particulate Emissions (TSP)</b>	0.08772	0.28775	0.05714	0.27071
<b>Volatile Organic Compound Emissions (VOCs)</b>	2.10945	6.05955	1.53418	6.90448

Note 1: The data is sourced from the quarterly air pollution fees and emission reports from each plant of TAIMIDE

Note 2: The calculation method estimates emissions based on the amount of raw materials used

3.4.3 Pollution Reduction and Prevention

To reduce the environmental impact of its products, TAIMIDE assesses the product lifecycle and focuses on processes with higher pollution levels or greater potential for reuse. This is implemented through the 3R (Reduce, Reuse, Recycle) concept to promote recycling and pollution reduction. The PI film production process uses organic solvents for cleaning and surface treatment, generating waste liquid containing VOCs. Additionally, during the drying and baking process, a large amount of VOC waste gas is produced, which can impact local air quality. Therefore, after nine years of collaboration and research with the Industrial Technology Research Institute, Taimide Technology has overcome challenges such as the difficulty of capturing VOCs and poor purification quality. They have developed an innovative green process for PI film that achieves nearly full recycling of VOCs. In 2023, this achievement was recognized by the prestigious R&D 100 Awards, often referred to as the "the Oscars of Innovation."



### 3R Program Achieves Nearly Full Recycling of VOCs

1	<b>Carbon dioxide (CO<sub>2</sub>) emissions reduction</b>	<p><b>Reduction of 18,282 Metric Tons</b>  <b>Estimated Carbon Emission Reduction in 2023</b></p>
2	<b>Solvent Reclaim</b>	<p><b>6,398 Metric Tons Reclaimed</b>  <b>Solvent Reclaimed in 2023</b></p> <p><b>Savings of Millions of Dollars</b>  <b>Annual Cost Savings</b></p>
3	<b>Waste Resoureization</b>	<p><b>Production of 99% High-Purity Sodium Salt</b>  <b>Solid Sodium Salt Recovery Production in 2023</b></p> <p><b>100% Wastewater Recovery</b>  <b>VOC Wastewater Recycling Rate</b></p>

For VOC emissions, a common treatment method is incineration. However, through high-efficiency separation and purification technology, it is possible to capture and recycle 99% of VOCs to be reprocessed into solvents. The new solvent has a carbon footprint of approximately 2.871 kg CO<sub>2</sub>e/kg. Based on TAIMIDE's solvent usage and the avoidance of incinerating VOC emissions, it is estimated that carbon emissions can be reduced by about 18,282 metric tons in 2023.

The VOC waste gas contains rich amounts of solvents A and B, as well as high-purity acid solutions. By utilizing the existing high-temperature energy in the waste gas, a reflux operation is employed at the top of the distillation tower to effectively separate and capture the solvents and moisture from the VOC waste gas. This process condenses and liquefies the VOCs into a concentrated solution, which then enters the solvent recovery system for purification and recycling. Throughout this process, thermal energy can be recovered from upstream processes, helping to reduce the production costs of subsequent purification operations.

TAIMIDE utilizes azeotropic distillation to recover solvent B and employs vacuum distillation to recover working solvent A and high-purity acid solutions. Solvents A and B are recovered as raw materials and sent back to the production system for use, while the high-purity acid solutions are sold to provide for processes in the technology industry. The overall recovery rate exceeds 90%, with around 95% of the recovered materials being reusable production raw materials and 5% as valuable chemicals. In 2023, 6,398 metric tons of solvents were recovered, saving millions of dollars annually and enhancing revenue sources, thereby promoting a circular economy.

In the solvent recovery module, trace amounts of non-toxic waste can be utilized as fuel. Wastewater from the VOCs treatment and solvent recovery systems undergoes pollutant degradation through the wastewater system, followed by reverse osmosis (RO) to produce purified water for process use. Using multi-effect evaporation, drying, and evaporative crystallization techniques, the waste sludge is transformed into 99% high-purity solid sodium salt, which can be reused in the dyeing and finishing industry. In 2023, a total of 197.5 tons of solid sodium salt was produced, achieving 100% wastewater recovery.



VOCs Condensation and Concentration System



Organic Solvent Distillation System



Multi-Effect Evaporation System

Solvent Reclaimed in the Last Three Years

Year	Solvent Reclaimed (Tons)
2021	8,622
2022	7,219
2023	6,398

# 4

## Happy Enterprise, Friendly Workplace

- 4.1 Talent Policy
- 4.2 Talent Development
- 4.3 Remuneration and Benefits
- 4.4 Human Rights Policy
- 4.5 Healthy Workplace

## 4.1 Talent Policy

TAIMIDE TECH is people-oriented, respecting each individual's uniqueness and viewing people as the cornerstone of sustainable business operations and competitive advantage. The Company fosters a humane and systematic organizational atmosphere, continuously optimizing its training system and framework to provide employees with diverse learning and development resources. This supports employees in accumulating professional knowledge and skills, enhancing their work value. The Company firmly believes that by treating all employees fairly, establishing effective communication channels, setting reasonable compensation, and providing a friendly and equitable work environment for continuous learning, it can enhance employees' sense of belonging and mission towards the Company. TAIMIDE envisions a diverse and inclusive human resources strategy that inspires employees to commit to and contribute to the Company, society, and stakeholders, aiming to achieve sustainable development goals.

### Hiring Policy

1



When conducting workforce planning, the Company accurately assesses the demand for human resource quality within the organization and adopts appropriate methods for open, fair, and impartial internal and external selection. This ensures the recruitment of individuals who align with the Company's values, implementing the principle of placing the right talent in the right positions.

- Job vacancies are announced through public recruitment media, inviting like-minded individuals who align with the Company's vision and values to apply.
- Candidates are selected based on the competencies required for each position, ensuring that the talent selection process is fair and impartial, with the right talent placed in the right roles.

### Training and Development Policy

2



Through training, development, career planning, and performance management systems, the Company aims to strengthen employees' willingness to work and their capabilities, enhance individual performance, and achieve organizational goals.

- Based on organizational analysis, job analysis, and employee development analysis, the Company identifies the training and development needs of employees.
- By utilizing diverse learning tools and a robust training and development system, the Company ensures that employees are equipped to excel in their current and future roles.

3



### Remuneration and Benefits Policy

Based on market compensation trends and consideration of operational conditions, the Company develops an internal incentive and external competitive compensation and benefits program to attract, motivate, and retain talent.

- Develop and establish external equity, internal equity, and individual equity in remuneration and benefits.
- Develop appropriate remuneration and benefits package solutions based on the supply and demand conditions of the labor market.

4



### Employee Relations

Provide high-quality labor conditions, work environments, communication channels, employee assistance, and the development of a strong corporate culture to align individual employee goals with organizational objectives. This approach enhances employee well-being and creates maximum mutual benefits for both labor and management.

- Develop and shape a positive corporate culture that creates a pleasant work environment and fosters good employee relations.
- Establish effective communication channels to enhance understanding and dialogue; treat employees fairly and with respect; and develop and implement employee assistance programs.

## 4.1.1 Human Resource Structure

As of the end of 2023, the Company employs full-time permanent staff at both the Xinpu Plant and the Tongluo Plant, with no part-time, temporary, or non-guaranteed hour personnel. The total headcount is 383 employees (328 male employees, accounting for 85.6%, and 55 female employees, accounting for 14.4%). Due to the nature of the work, which often involves mobility and heavy lifting, the proportion of male employees remains higher among direct personnel. Due to the decline in demand for consumer electronics, the total headcount decreased by 8.4% in 2023. The ratio of local nationality among the management level in Taiwan is 100%.

## Employee Composition of TAIMIDE TECH in the Last Three Years

Full-time permanent staff	Category	Year		2021		2022		2023	
		Area	Item	Female	Male	Female	Male	Female	Male
	Job Levels	Xinpu Plant	Managerial Position	4	8	3	9	3	10
			Non-Managerial Position	38	140	42	129	37	132
		Tongluo Plant	Managerial Position	-	6	-	6	-	5
			Non-Managerial Position	19	211	20	209	15	181
	Total			61	365	65	353	55	328
	Age	Xinpu Plant	Under 30	3	10	4	7	2	6
			31 - 50	34	122	36	116	30	117
			Over 51	5	16	5	15	8	19
Tongluo Plant		Under 30	9	52	8	43	4	29	
		31 - 50	10	156	12	161	11	146	
		Over 51	-	9	-	11	-	11	
Total			61	365	65	353	55	328	
Total			426 People		418 People		383 People		
Non-Employee Workers (Security, Cleaning)		Xinpu Plant		2	2	2	2	2	2
		Tongluo Plant		3	3	5	3	4	4
		Total		10 People		12 People		12 People	

Note 1: Managerial positions refer to management personnel at the level of manager and above.

Note 2: There were no significant fluctuations in the number of non-employee workers in 2023 compared to the previous year.

Note 3: Due to difficulties in data collection, the above figures for non-employee workers do not yet include contractors.

### 4.1.2 Talent Recruitment

Talent is the most important resource for the growth and development of the Company. TAIMIDE formulates its annual operational plans and strategies and implements workforce supply and demand planning from the top down to various departments and units. The recruitment process adopts an open, fair, and impartial selection method. It is based on the competencies required for each position, utilizing appropriate selection tools to identify the most suitable candidates from both internal and external talent pools. This approach aims to implement the Company's philosophy and goal of placing the right talent in the right positions.

Diverse Recruitment Channels		
Online Channels	Job Banks	University and College Websites
Physical Channels	Employment Service Centers	
Employee Referrals	Employee Referral	Internal Recruitment



## New Hire Statistics for the Last Three Years

In 2023, the Company had 19 new hires, resulting in a total new hire rate of 4.96%.

Category	Year		2021				2022				2023			
	Item		Female	New Hire Ratio	Male	New Hire Ratio	Female	New Hire Ratio	Male	New Hire Ratio	Female	New Hire Ratio	Male	New Hire Ratio
New Hires	Xinpu Plant	Under 30	2	66.67%	5	50.00%	2	100.00%	1	14.29%	-	-	4	66.67%
		31 - 50	6	17.65%	9	7.38%	5	16.67%	3	2.59%	1	3.33%	3	2.56%
		Over 51	-	-	1	6.25%	-	-	-	-	-	-	1	5.26%
	Tongluo Plant	Under 30	6	66.67%	26	50.00%	2	50.00%	13	30.23%	-	-	5	17.24%
		31 - 50	6	60.00%	40	25.64%	1	9.09%	12	7.45%	3	27.27%	2	1.37%
		Over 51	-	-	-	-	-	-	-	-	-	-	-	-
	Total		20	32.79%	81	22.19%	10	18.18%	29	8.22%	4	7.27%	15	4.57%
	Percentage of Total Employees		23.71% / Year (Total Number of Employees: 426)				9.33% / Year (Total Number of Employees: 418)				4.96% / Year (Total Number of Employees: 383)			

Note 1: The number of new hires does not account for employees who left mid-year.

Note 2: The new hire ratio for male (female) employees in that age group = the number of new male (female) hires in that age group / the total number of male (female) employees in that age group at year-end.

Note 3: The total new hire rate = the number of new hires for that year / the total number of employees at the end of the year.

### 4.1.3 Talent Retention

To encourage new employees to stay longer, the Company has established a retention bonus for new hires to maintain workforce stability. Additionally, it plans to implement interviews between HR personnel and new employees in 2024 to understand their adaptation status and reinforce the Company's commitment to employee care. Simultaneously, to enhance human resource management, TAIMIDE conducts exit interviews for departing employees to gain deeper insights into their reasons for leaving and to propose further improvement measures. In 2023, the rate of exit interviews conducted reached 100%.

Main Reasons for Departure	Analysis and Improvement Plan
Company Prospects / Benefit System / Poor Environment	Due to the global economic downturn in 2023, the Company's operations were impacted, leading to a reduction in employee benefits. In 2024, all units will fully cooperate with Company policies to achieve continued revenue growth.
Personal Factors / Pursuit of Challenges and Personal Achievement	Encourage talent rotation within the Company, allowing employees to accumulate practical experience in different roles. This not only enhances their expertise and perspective but also increases the likelihood of retaining outstanding talent.



## TAIMIDE Employee Departure Statistics for the Last Three Years

In 2023, the Company had 55 employees leave, resulting in a total turnover rate of 14.36%.

Category	Year		2021				2022				2023			
	Item		Female	Turnover Ratio	Male	Turnover Ratio	Female	Turnover Ratio	Male	Turnover Ratio	Female	Turnover Ratio	Male	Turnover Ratio
New Hires	Xinpu Plant	Under 30	3	100.00%	2	20.00%	1	25.00%	3	42.86%	2	100.00%	1	16.67%
		31 - 50	1	2.94%	11	9.02%	3	8.33%	8	6.90%	5	16.67%	6	5.13%
		Over 51	-	-	2	12.50%	-	-	-	-	1	12.50%	-	-
	Tongluo Plant	Under 30	1	11.11%	15	28.85%	2	25.00%	11	25.58%	3	75.00%	9	31.03%
		31 - 50	4	40.00%	34	21.79%	-	-	18	11.18%	4	36.36%	24	16.44%
		Over 51	-	-	-	-	-	-	-	-	-	-	-	-
	Total		9	14.75%	64	17.53%	6	9.23%	40	11.33%	15	27.27%	40	12.20%
	Percentage of Total Employees		17.14% / Year (Total Number of Employees: 426)				11.00% / Year (Total Number of Employees: 418)				14.36% / Year (Total Number of Employees: 383)			

Note 1: The number of departing employees includes those who left voluntarily, were dismissed, or retired.

Note 2: The turnover rate for male (female) employees in that age group = the number of male (female) employees who left in that age group / the total number of male (female) employees in that age group at year-end.

Note 3: The total turnover rate = the number of employees who left that year / the total number of employees at the end of the year.

## 4.2 Talent Development

### 4.2.1 Talent Incubation

To implement the spirit of "people as TAIMIDE's most important asset," the Company develops an annual training plan based on the needs of its operational plans and strategies, employee development programs, and the competencies that need strengthening for employees in their current roles. The training plan categorizes and arranges suitable professional skills training for employees according to their levels, as well as management skills training appropriate for their respective hierarchies.

TAIMIDE is committed to developing and enhancing its existing training system. It plans a training roadmap based on the Company's core competencies, management skills, and professional skills, enabling employees to enhance their abilities to meet position requirements. This strategic approach to planning training content comprehensively reduces competency gaps. Employees must complete the corresponding training as outlined in the training roadmap, whether for improving their current job skills or pursuing promotions.



## Training Structure and Performance

Each department conducts professional skills training by inviting experienced colleagues and supervisors to serve as internal instructors, sharing their work experiences. This training is offered through both in-person and online courses, allowing employees to choose their preferred learning channel based on their individual work schedules. TAIMIDE has implemented a TMS digital learning system, which complements the planning and promotion of the training roadmap to enhance employees' self-directed learning resources. This system not only regularly updates online course content but also allows employees to access course materials and track their personal learning histories at any time. Additionally, department supervisors can use the system to monitor their colleagues' learning progress, ensuring the effectiveness of the training.

In addition to professional skills training conducted by internal instructors, TAIMIDE also offers financial subsidies for external training. This enables employees to attend professional training institutions outside the Company or arrange for external instructors to conduct training sessions. This approach focuses on management skills and certain professional competencies, allowing employees to apply what they learn in their actual work. By doing so, employees can fully leverage their potential to achieve the Company's operational performance goals. Additionally, the Company is gradually implementing training programs focused on sustainability themes. Through lectures, empowerment courses, and seminars, it aims to cultivate a core culture of sustainable development within the organization.

### 2023 Average Training Hours

Category	Male			Female		
	Total Training Hours	Total Number of Participants	Average Training Hours	Total Training Hours	Total Number of Participants	Average Training Hours
Management Positions	578	15	38.5	144	3	48.0
Non-Management Positions	5,527	313	17.6	1,210	52	23.2
Total	6,105	328	18.6	1,354	55	24.6

In 2023, the Company also began developing a talent pipeline management system, identifying key positions and critical talents. The Individual Development Plans (IDPs) for future key talents will be aligned with the mandatory courses at each stage of the training roadmap to achieve the goal of cultivating talent.

## 2023 Training Participants and Hours

Training Type	Training Item	Training Participants	Total Training Hours
Internal Training (including online courses from the TMS digital learning system)	Company Values Competency Training	43	43.0
	Management Competency Training	278	228.5
	Professional Competency Training	2,302	3,065.5
	Management System Training	88	86.0
	Occupational Safety and Health (including Fire Safety)	522	799.5
	General Education Courses	992	883.5
External Training	Management Competency Training	1	6.0
	Professional Competency Training	36	398.0
	Management System Training	341	954.5
	Occupational Safety and Health (including Fire Safety)	189	994.5
Total		4,792	7,459.0

Note: General education courses include training for new employees, sexual harassment prevention, integrity management, information security, health promotion seminars, and more.

2023 Sustainable Development Training Programs

Sustainable Activity Content		Number of Attendance	Total Hours
Sustainability Promotion Speech	Chairperson's Speech (Rome Wasn't Built in a Day)	43	43
Vision and Goals / Senior Management Sustainability Training	Training Course (2030/2050 Net Zero Emissions - Global Corporate Sustainability Challenges and Opportunities)	6	18
ESG Task Force Improvement	ESG Courses / Seminars / Forums	98	393
Employee Sustainability Education Training	ISO 50001 Energy Management System Implementation Course	190	570
	ISO 46001 Water Resource Efficiency Management System Implementation Course	75	225
	Internal Courses	370	294

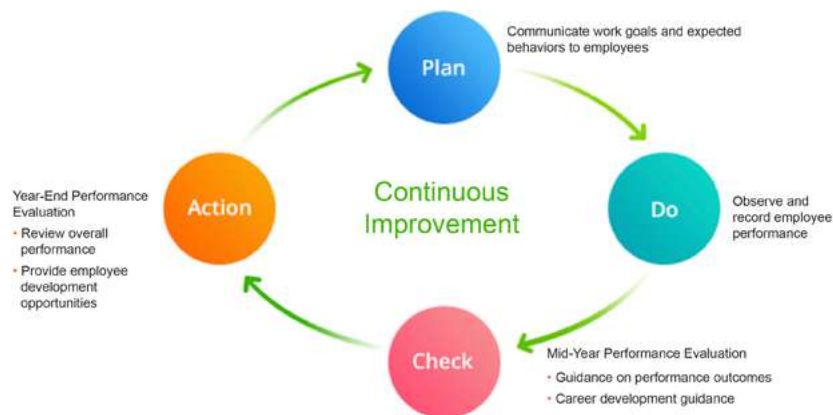


## 4.2.2 Performance Evaluation

To assist employees in continuous improvement and growth, TAIMIDE has established a comprehensive regular performance evaluation system, ensuring that performance assessments are conducted without distinction based on gender. New employees undergo a probationary training and assessment mechanism to ensure they are familiar with their job responsibilities and organizational culture. Existing employees set annual goals at the beginning of the year, with a goal management and performance evaluation system implemented twice a year—mid-year and year-end. Promotions and transfers are based on employees' historical assessment results and approved by the personnel review committee. In 2023, 100% of TAIMIDE employees underwent performance evaluations, with 29 individuals promoted in alignment with organizational or personal development, accounting for 7.6%. Additionally, 6 individuals were transferred, making up 1.6%.

The Company enhances and recognizes employee performance through performance management, training programs, bonus systems, development systems, and promotion systems. Upholding transparency in internal job openings and respecting employees' desire for career transitions, the promotion system is designed to cultivate a succession pipeline, with the development of potential being a key evaluation criterion for promotions. In addition, employees are encouraged to participate in job rotations that align with organizational development, facilitating internal talent mobility. This approach enhances employees' overall capabilities, ensuring the best fit among employees, their roles, and the organization, ultimately improving employee satisfaction and organizational performance.

To cultivate succession talent at all levels of the organization and strengthen organizational performance, the Company implements employee performance management and development through the PDCA management cycle. At the end of each year, managers and employees collaboratively set goals for the upcoming year and determine the skills and behaviors needed to achieve those goals. Performance assessments are conducted every six months, during which managers continuously provide feedback on observations to employees and offer guidance on performance and career development, creating opportunities for employee growth.



## 4.3 Remuneration and Benefits

### 4.3.1 Employee Benefits

#### Benefit Measures

To create a quality work environment, comprehensive employee benefits, and a thorough insurance system along with recreational activities that cater to various employee needs, the Company employs a range of benefit measures in addition to rewards to motivate and retain talent. These initiatives address employees' personal life needs outside of work, enhancing their sense of belonging. TAIMIDE cares for its employees' hard work and encourages them to achieve a work-life balance. We offer the following measures:

<b>Statutory leave</b>	Family care leave, menstrual leave for women, prenatal checkup leave, maternity leave, paternity leave, and special leave
<b>Health care</b>	Labor insurance, National Health Insurance, group insurance for employees and their dependents (cancer and accident insurance), company uniforms/safety shoes/protective gear, annual health check-ups/special health screenings (for noise/dust), on-site doctors/nurses, hospitalization condolence payments, and health seminars
<b>Holiday bonuses</b>	Vouchers for the three major festivals (Lunar New Year, Dragon Boat Festival, and Mid-Autumn Festival), birthday gifts, Labor Day vouchers, Mother's Day gifts, Mid-Autumn Festival gift boxes, and wedding/funeral allowances
<b>Childcare benefits</b>	Childbirth allowance, children's scholarships, and designated daycare services
<b>Discount benefits</b>	Domestic and international travel subsidies, club subsidies, discounts at designated stores, on-the-job training course/examination subsidies, and transportation subsidies for official vehicles
<b>Bonuses and incentives</b>	Year-end bonuses, performance bonuses, production bonuses, profit-sharing bonuses, employee stock trust, patent research and development bonuses, annual proposal bonuses, and long-service awards
<b>Company facilities</b>	Employee dormitories at the Tongluo Plant, employee cafeteria/meal provisions, lactation rooms, employee parking spaces, and recreational lounges
<b>Company Activities</b>	Regular employee gatherings, annual year-end parties, and Christmas events

## Parental Leave System

The Company allows employees to apply for unpaid leave during their parental leave period, providing a supportive environment for childcare and offering a free group insurance plan to help employees balance family care needs. In 2023, there were 3 employees who applied for parental leave (2 males and 1 female), with an overall return-to-work rate of 50% and a retention rate of 100%. Statistics on parental leave applications and reinstatements for 2023:

Plant	Male	Female	Total
Number of individuals eligible to apply for parental leave (A)	8	1	9
Actual number of individuals applying for parental leave in the year (B)	2	1	3
Number of individuals who should return to work after parental leave in the year (C)	2	0	2
Actual number of individuals who returned to work after parental leave in the year (D)	1	0	1
Parental Leave Retention Rate for the Current Year% (D/C)	50%	-	50%
Number of individuals who returned to work in the previous year (E)	0	1	1
Number of individuals who returned to work for one year in the previous year (F)	0	1	1
Parental Leave Retention Rate for the Current Year% (F/E)	-	100%	100%

Note: (A) The qualification for parental leave in 2023 is for employees who gave birth between January 1, 2021, and December 31, 2023, and who are still employed at the end of 2023. All applicants for maternity and paternity leave are "qualified" for parental leave. (B) Those who meet the qualifications for parental leave and actually used it in the same year. (C) The number of expected returnees in 2023, counting those who apply within the same year. (D) The actual number of returnees in 2023, counting those who apply within the same year. (E) The actual number of returnees in 2022, counting those who apply within the same year. (F) The total number of employees who completed their parental leave in 2022 and remained employed twelve months after returning.

## Retirement System

The Company has established a retirement plan for employees, which includes a defined benefit plan according to Taiwan's Labor Standards Act and a defined contribution amount according to Taiwan's Labor Pension Act. In addition to legally mandated retirement reserves, the Company also conducts annual actuarial assessments of the retirement reserves through external consultants to ensure sufficient contributions, safeguarding employees' future pension entitlements. In 2023, TAIMIDE completed sufficient contributions to the pension fund. Currently, 23 employees are subject to the old labor retirement system, while the remaining employees are under the new labor retirement system, with a total contribution of NT\$13,639 thousand. For employees who end their careers due to retirement or termination of employment, the Company will consider their skills, physical condition, and willingness to offer a re-employment plan for middle-aged and older individuals, creating a win-win situation for both employees and the Company.



### 4.3.2 Employee Remuneration

At TAIMIDE TECH, "people" are the most important asset. We also believe that employees with high satisfaction can create high-performance results. Therefore, providing competitive salary levels has always been TAIMIDE's goal. We adjust salary levels based on internal job evaluations, external salary surveys, and the Company's annual operating conditions. Employees can earn higher performance incentives through performance evaluations.

The Company's employee compensation is determined based on the "Salary Management Regulations," and salary levels are calculated according to job grades. There has never been any consideration given to race, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, marital status, disability, or union membership. Salary levels are based on individual education, work experience, and expertise. In addition to fixed salaries, performance bonuses, year-end bonuses, and employee compensation are awarded based on operational conditions and individual performance. To attract, cultivate, and retain talent, as well as to reward employees who can create performance and continue to contribute, the Company has adjusted fixed compensation in recent years based on economic conditions, operational performance, and individual performance.

#### 2023 Employee Remuneration

Plant	Item	Supervisors		Non-Supervisors	
		Female	Male	Female	Male
Xinpu Plant	Base Salary Ratio	1	0.95	1	1.03
	Remuneration Ratio	1	0.95	1	1.04
Tongluo Plant	Base Salary Ratio	NA	NA	1	0.94
	Remuneration Ratio	NA	NA	1	1

Note:

1. Supervisory personnel refers to managerial personnel at the level of manager and above.

2. The base salary ratio and remuneration ratio for supervisory positions at the Tongluo Plant are NA, primarily because there are no female supervisory personnel at the Tongluo Plant.

The Company provides salaries that exceed the minimum wage as stipulated by labor laws and does not make different considerations based on gender. In 2023, the Company adjusted its compensation structure by converting part of the variable salary into fixed salary. After the adjustment, each employee's base salary increased by 6%, enhancing the disposable fixed income of employees each month. In 2023, both male and female frontline employees earned 1.05 times the minimum wage.

#### Ratio of Standard Salaries for Frontline Employees to the Local Minimum Wage in 2023

	Female	Male
Taiwan minimum wage: TAIMIDE	1: 1.05	1: 1.05

The statistical method is based on the regulations of the Taiwan Stock Exchange, excluding managers and personnel exempted from the statistics, and calculating the number of days employed for those with less than one year of service. Employee compensation is calculated on an accrual basis, and any unpaid employee compensation is estimated. In 2023, due to the sluggish market for consumer electronics and reduced customer demand, the Company continued to manage inventory levels, and the adjustment of utilization rates led to a decrease in overtime pay and bonuses. As a result, overall remuneration decreased compared to 2022.

#### Overview of Salaries for Non-Supervisory Full-Time Employees

Item	2021	2022	2023	Difference from the Previous Year (Percentage)
Number of Non-Managerial Full-Time Employees	392	413	372	-9.90%
Average Salary of Non-Managerial Full-Time Employees (in thousands)	827	779	657	-15.70%
Median Salary of Non-Managerial Full-Time Employees (in thousands)	775	708	618	-12.70%

## 4.4 Human Rights Policy

The Company complies with government policies and international laws, adheres to labor standards, human rights declarations, international standards, and protects copyrights and company assets, and is committed to maintaining the highest ethical standards. In 2023, there were no incidents of discrimination, sexual harassment, infringements on Indigenous peoples' rights, or social impact events, and no violations of labor laws occurred. The Company maintained a safe and equal working environment for all employees. In compliance with labor and human rights guidelines, the Company is committed to:

- Not employing child labor under the age of 16
- Prohibiting all forms of forced labor
- Prohibiting any form of discrimination, workplace sexual harassment, and retaliation
- Providing reasonable salaries and benefits
- Offering diverse communication channels to maintain harmonious labor relations
- Providing a safe working environment and establishing preventive measures

### Human Rights Assessment

TAIMIDE is committed to ensuring that its internal management policies and related measures comply with international human rights conventions such as the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. In accordance with the Company's Sustainable Development Best Practice Principles, it guarantees gender equality, labor rights, and prohibits discrimination. The Company has established relevant management guidelines and operational procedures, including:

- Assessing the impact of business activities and internal management on human rights, and developing appropriate response procedures
- Regularly reviewing the effectiveness of internal human rights policies or declarations
- Disclosing the process for handling situations involving human rights violations affecting stakeholders
- Providing effective and appropriate grievance mechanisms for labor rights violations, ensuring equality and transparency throughout the grievance process

Training Item	Training Course	Number of Attendance	Total Hours (Hours)
Workplace Relations	We encourage colleagues to understand their own interpersonal styles in the workplace and to learn effective workplace communication methods. By improving emotional sensitivity in professional settings, we aim to create a more friendly and supportive work environment.	46	46
Sexual Harassment Prevention	Educating employees on common forms of workplace sexual harassment and providing information on internal reporting channels within the Company.	74	18.5



#### 4.4.1 Diversity and Inclusion

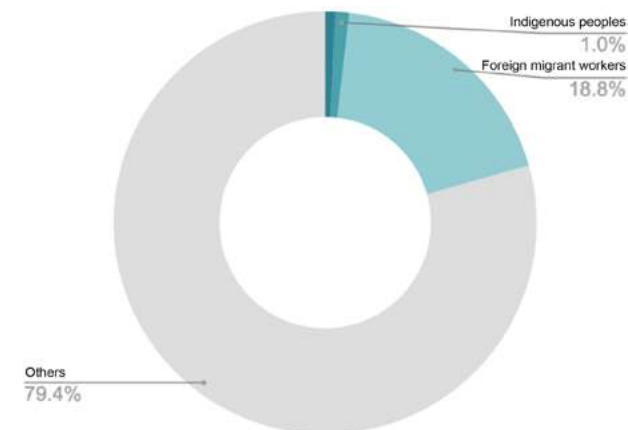
Upholding a culture of diversity and inclusion, TAIMIDE continuously strives to create a friendly and diverse workplace environment, ensuring equal employment opportunities for disadvantaged and related groups. The Company hires Indigenous people and individuals with disabilities and, in cases where the required employment quota is not met, pays the difference in supplementary fees as mandated by law. By the end of 2023, TAIMIDE has employed 2 individuals with mild disabilities, 1 individual with severe disabilities, 4 Indigenous individuals, and 72 foreign migrant workers.

The Company does not discriminate based on race, nationality, age, gender, marital status, political stance, or religious beliefs. In compliance with labor laws, the systems for promotions, assessments, training, rewards and punishments, and benefits all have clear regulations in place to ensure fairness, justice, and transparency.

##### Diversity of Labor Force in 2023

Item	Age	Male	Female
Disability	Under 30	2	-
	31 - 50	-	1
	Over 51	-	-
Indigenous Peoples	Under 30	-	-
	31 - 50	3	-
	Over 51	1	-
Foreign Migrant Workers	Under 30	18	-
	31 - 50	54	-
	Over 51	-	-
Total		78	1

Item	Male	Female
Doctorate	9	-
Master's	47	12
Bachelor's	137	32
Below Bachelor's	135	11
Total	328	55
Total	383	



## Friendly Workplace Measures

TAIMIDE provides assistance to employees with disabilities or mobility issues, including accessible parking spaces and remote work options during recovery. All of the Company's foreign migrant workers come from the Philippines, and dormitories have been established for them, which include a prayer room, the Taipei English Daily, facial recognition temperature check devices, recreational areas, and medical protective equipment, to enhance the quality of life for foreign migrant workers in Taiwan. At the same time, we offer basic Mandarin language training classes for foreigners to help migrant workers reduce communication difficulties. We also conduct awareness programs on gender-based violence prevention and legal regulations to enhance the awareness of migrant workers' rights. In 2023, migrant workers participated in various external activities, including:



Legal awareness programs and movie appreciation events



Migrant Workers' Taro Balls: Delivering Warmth and Gender-Based Violence Prevention Promotion



Mandarin language training class, with 11 migrant workers receiving completion certificates



Barbecue Singing Contest

#### 4.4.2 Labor-Management Communication

The Company respects employees' rights to freely associate and regularly holds labor-management meetings and welfare committee sessions to promote two-way communication. Representatives from each unit assist employees in expressing their opinions during these meetings, ensuring that all employees' voices are heard and responded to by the Company. Every month, the President hosts an employee monthly meeting to report on operational status, important achievements, and management expectations, and to communicate significant operational changes through this platform. Although there is currently no union established, the Company actively promotes labor-management harmony. Since its inception, there have been no significant labor disputes, and four labor-management meetings were held in 2023.

The Company has established clear employee work rules that protect employee rights, obligations, and benefits. Through various communication channels, employee feedback is effectively addressed, and there were no employee grievance cases in 2023. TAIMIDE is committed to establishing harmonious labor relations, ensuring effective communication and problem-solving, protecting employee rights, and promoting mutual prosperity for both parties.

Item	Engagement Channels	Communication Content
1	Company Administrative Structure (Unit (Plant) → Vice President → President → Chairperson)	When individuals or units have relevant opinions to express, they can follow the administrative structure to report to their direct superiors. Supervisors at all levels should assist in consulting the relevant units to address these matters. If the issue is not handled appropriately, individuals can seek resolution through the following channels, such as the Employee Welfare Committee, Labor-Management Meetings, and the complaint system.
2	Employee Welfare Committee	Employee Benefits and Rights
3	Labor-Management Meetings	Harmonize labor-management relations and promote communication and cooperation between labor and management
4	Labor Pension Supervisory Committee	Retirement Fund Reserve Storage
5	Employee Stock Ownership Committee	Handles employee membership, withdrawals, and fund contributions
6	Company Website	Announcements of organizational changes, job transfers, and disciplinary actions
7	Employee Complaint Mailbox	Complaints regarding illegal violations in the workplace Email: <a href="mailto:safetyappeal@taimide.com.tw">safetyappeal@taimide.com.tw</a> Tel: 03-5896088 #1955/2955 Sexual Harassment Reporting Email: <a href="mailto:hrgrievance@taimide.com.tw">hrgrievance@taimide.com.tw</a> Tel: 03-5896088 #1968/1965

## Employee Recognition Survey

TAIMIDE values employees' voices and opinions and adheres to a management philosophy of actively caring for employees. Each year, the Company conducts an employee awareness survey, providing questionnaires in both Chinese and English for staff use. The survey results and employee feedback are compiled into an internal report for reference by the Company's management. TAIMIDE continuously takes action on important issues identified in the survey results to enhance employee recognition and engagement.

In 2023, a total of 193 people responded to the survey, resulting in a response rate of 50.5%. The survey included five main categories of employee awareness: "Quality Policy," "Goal Management," "Operational Performance," "Leadership," and "Employee Development." The overall awareness statistic was 74.6%, meaning the average score on the 5-point scale was 3.73.

Survey Item	Average Score
Quality Policy	3.96
Goal Management	3.93
Operational Performance	3.60
Leadership	3.62
Employee Development	3.54
Overall Average Score	3.73

According to the survey results, the score for "Employee Development" was lower. The Company has already taken steps to improve in this area, including collaboration between the HR Division and various departments to establish a training roadmap and plan talent development programs.

## Minimum Notice Period for Operational Changes

According to the Labor Standards Act, the Company did not experience any significant operational changes in 2023. In the event of significant operational changes, both parties, labor and management, must comply with the following notification guidelines:

Unless any of the following circumstances occur, the Company shall not give notice to terminate the labor contract:

1. When the business is suspended or transferred.
2. When there are losses or business contraction.
3. When work is suspended due to force majeure for more than one month.
4. When there is a need to reduce the workforce due to changes in the nature of the business, and there are no suitable positions available for reassignment.
5. When employees are unable to perform their assigned tasks competently.

If the employment relationship is terminated due to the reasons stated in the previous article, notice must be given according to the following regulations. If the contract is terminated without prior notice, wages for the notice period shall be paid.

1. For employees who have worked continuously for three months but less than one year, a notice must be given ten days in advance.
2. For employees who have worked continuously for one year but less than three years, a notice must be given twenty days in advance.
3. For employees who have worked continuously for three years or more, a notice must be given thirty days in advance.

After receiving the aforementioned notice, employees may take leave to seek work during their working hours. However, the leave hours must not exceed two working days per week, and their wages will continue to be paid during the leave period.

## 4.5 Healthy Workplace

### 4.5.1 Occupational Safety Policy



TAIMIDE has implemented the ISO 45001 Occupational Health and Safety Management System, which covers the Xinpu Plant and the Tongluo Plant (including all employees and non-employee workers) to reduce occupational health and safety risks and improve operational efficiency. At the same time, annual hazard risk assessments are conducted, and the PDCA (Plan-Do-Check-Act) method is utilized to continuously improve the occupational health and safety management system. PDCA Management Cycle:

**Plan:** Identify and assess occupational health and safety risks, opportunities, and other risks and opportunities; set occupational health and safety objectives and establish necessary procedures to achieve results consistent with the organization's occupational health and safety policy.

**Do:** Utilize organizational resources to implement various management activities and fulfill occupational health and safety requirements in operational processes.

**Check:** Monitor and measure the degree of compliance with occupational health and safety policies and objectives, and report the results of the audits.

**Action:** Take measures to continuously improve the occupational health and safety system to achieve the desired outcomes.



In the event of an immediate danger or emergency during any operation, employees are allowed to assess the level of danger on-site and determine whether to stop work or take necessary protective measures. If they choose to leave their work station to seek refuge, they will not face any adverse consequences.

## Occupational Safety and Health Committee

TAIMIDE has established an "Occupational Safety and Health Committee," which consists of a chairperson, an executive secretary, committee members (including labor representatives), and safety and health personnel. The committee has a total of 44 members, with labor representatives accounting for more than one-third, totaling 16 members. Quarterly meetings are held to discuss occupational safety and health-related matters, ensuring the implementation of occupational safety and health management. In 2023, a total of 4 meetings were held, with the following initiatives promoted:

- Adding spill prevention measures for the storage of chemicals to reduce the risk of accidents.
- Installing eyewash stations in the quality assurance laboratory and emergency use supplies such as anti-corrosive agents and burn ointments at coating operation sites to minimize injuries from accidents.
- Promoting a 5S inspection plan for first-line supervisors.
- Planning safe walking routes in the wastewater area.

## Occupational Safety and Health Training

To strengthen employees' understanding of occupational safety regulations and the operation of the safety management system, as well as to ensure they have the knowledge to respond appropriately in the event of hazards, TAIMIDE conducts annual occupational safety and health education and training. All new employees must undergo labor safety and health and hazard awareness training upon hiring. Additionally, translators are available to assist in delivering the training in languages familiar to migrant workers. For employees in specific positions where unique hazards may occur during their tasks, advanced specialized training is provided to enhance their safety awareness and ensure a safe working environment. In 2023, the total number of participants in general awareness training was 627, with a total of 1,005 hours of training. Additionally, 96 personnel participated in external training, totaling 817 hours.

TAIMIDE also conducts occupational safety awareness programs for non-employee workers and provides health check-ups and on-site medical services. In 2023, there were zero work injury incidents and zero occupational disease incidents among non-employee workers at the Xinpu and Tongluo Plants.

## 4.5.2 Hazard Analysis

### Hazard Identification and Assessment

Qualified personnel are responsible for hazard identification and assessment each year, quantifying hazard factors as the basis for risk evaluation. After review by the safety and health management unit, risk levels are established, classified into three tiers, with operational execution controls and improvement objectives set for hazard risks. These are incorporated into the occupational safety management system for regular tracking, aiming to continuously eliminate potential hazards in the workplace. In 2023, hazard risk assessments were conducted, identifying the following two hazard factors:

Item	Hazard Factor Description	Management Measures Description
Physical Hazard Factors	Noise and dust are the main physical hazard factors	A working environment monitoring is conducted every six months, and graded management is implemented based on the monitoring results. Clear signs are posted at prominent locations indicating precautions for entering areas with noise or dust exposure, and appropriate personal protective equipment is provided.
Chemical Factors	The top three are Dimethylacetamide (DMAc), Acetic Anhydride, and 3-Methylpyridine	A working environment monitoring is conducted every six months, and graded management is implemented based on the monitoring results. The main management measures include the use of enclosed facilities, local exhaust systems, general ventilation measures, as well as providing appropriate personal protective equipment and emergency response equipment.

### Chemical Management

The production of PI films involves the use of organic solvents and other chemicals. To prevent harm to employees, the Company has established clear management measures for laboratory and production processes. This includes management in three areas: input, storage, and operation in the laboratory. For the production process, protective measures are enhanced for handling, storage, and repackaging. The Company implements the following measures to reduce the impact of hazardous substances on employees:

- Purchasing - Includes demand assessment, inventory confirmation, procurement/acceptance processes, and cataloging (SDS) procedures
- Storage - Includes labeling, announcements, and categorization and arrangement of items in the medicine cabinet.
- Usage - Includes instructions on clothing, protective equipment, and first aid measures for injuries.

In 2023, a total of four chemical-related training sessions were conducted, with 110 participants and a total training duration of 124 hours. Additionally, supervisors were assigned to participate in advanced external training, with a total of four participants and 39 training hours.

**2023 Occupational Safety Quantitative Statistics Table**

Category	Xinpu Plant	Tongluo Plant
Work hours (hours)	289,718	440,826.5
Number of Disabling Injury Cases	0	2
Total Lost Days	0	4
Disabling Injury Frequency Rate (FR)	0	4.53
Disabling Injury Severity Rate (SR)	0	9
Absenteeism Rate (AR)	0	0.0035%
Occupational Disease Rate	0	0
Fatality Rate	0	0

Note:

1. Total Hours Worked = Annual Attendance Hours x Number of Employees at the End of the Month
2. Number of Lost-Time Injuries: The number of cases where workers are unable to return to work for one day (inclusive) or more due to occupational injuries.
3. Total Lost Days: The total number of calendar days that workers are unable to return to work due to occupational injuries for one day (inclusive) or more. This total does not include the day of the injury and the day of returning to work.
4. Disabling Injury Frequency Rate (FR) = (Number of Disabling Injuries x 1,000,000) / Total Hours Worked
5. Disabling Injury Severity Rate (SR) = (Total Lost Days x 1,000,000) / Total Hours Worked
6. Absenteeism Rate (AR) = (Days Lost Due to Lost-Time Injuries / Total Work Days) x 100
7. Traffic Accidents are not included in the statistics
8. The above data pertains to full-time employees of TAIMIDE TECH. INC.

## Occupational Injury Analysis and Improvement

Xinpu Plant		
Work-related Injury Incident	A person was injured in an incident where they struck their head against a metal object, resulting in less than 1 day of lost time.	
Cause of Incident	Unsafe Environment	Unsafe Actions
Improvement Measures	The fixed pressure strip of the solar energy panel's wiring channel has been replaced with a flush design, and warning signs have been posted to enhance safety awareness	The safety helmets were not checked to ensure they were worn securely, which may increase the risk of head injuries in the event of an accident
Preventive Measures	Implement improvement measures in parallel across the solar energy area to enhance safety protocols and reduce risks	Conduct educational campaigns to promote the proper wearing of safety helmets, ensuring all employees understand the importance of wearing them securely to prevent injuries
Tongluo Plant		
Work-related Injury Incident	1. A finger was injured by a pinboard, resulting in 1 person injured and a loss of 3 days. 2. A chemical splash caused a burn, resulting in 1 person injured and a loss of 1 day. 3. A finger was crushed by a panel, resulting in 1 person injured and a loss of less than 1 day. 4. An arm was cut by a utility knife, resulting in 1 person injured and a loss of less than 1 day. 5. A hand was cut by a blade, resulting in 1 person injured and a loss of less than 1 day.	
Cause of Incident	Unsafe Environment	Unsafe Actions
Improvement Measures	Improve the on-site working environment and isolate hazards by updating equipment and tools	Avoid exposure to potential hazards by improving work procedures
Preventive Measures	<ul style="list-style-type: none"> <li>Implement parallel improvement measures in work areas with similar hazards</li> <li>Conduct operational briefings for personnel after implementing improvements</li> <li>Post warning signs</li> </ul>	<ul style="list-style-type: none"> <li>Conduct operational briefings for personnel after implementing improvements</li> <li>Post warning signs</li> </ul>

4.5.3 Health Promotion

TAIMIDE analyzed the health check-up results of its employees and found that in 2024, 67.5% of employees had a BMI above normal values, with 18.2% classified as severely obese. This could lead to potential health issues such as hypertension, diabetes, and other chronic diseases in the future. As a result, the Company has started planning a series of employee health promotion programs focused on "Healthy Learning," "Healthy Eating," and "Healthy Exercise" to raise health awareness, plan healthy diets, and establish exercise habits to mitigate obesity issues.

Reduce employees' BMI and distance from issues related to high blood pressure, high blood sugar, and obesity		
Healthy Learning	Healthy Eating	Healthy Exercise
<b>[Enhancing Health Awareness]</b> <ul style="list-style-type: none"><li>• Health Check-ups</li><li>• Health Promotion</li><li>• Health Consultations</li></ul>	<b>[Planning Healthy Diets]</b> <ul style="list-style-type: none"><li>• Low Oil, Low Salt, Low Sugar</li></ul>	<b>[Establishing Exercise Habits]</b> <ul style="list-style-type: none"><li>• Sports Competitions</li><li>• Sports Clubs</li></ul>

1. Healthy Learning

<b>Health Check-ups</b>	Employees undergo annual general health check-ups and special health examinations each year. TAIMIDE has contracted on-site nurses and doctors responsible for caring for, tracking, and analyzing employees' health check-up results. For employees classified as Level 2 (inclusive) or above based on their health check-up results, as well as those identified as higher risk through a ten-year cardiovascular risk assessment by on-site nurses, individual consultation services with medical staff are arranged to provide one-on-one health education guidance. In 2023, a total of 387 individuals underwent health check-ups. The number of individuals undergoing specialized health check-ups were 110 for noise exposure and 49 for dust exposure.
<b>Maternal Health Protection Measures</b>	To ensure the physical and mental health of female employees during maternal health protection periods, the Company offers one-on-one consultation services with on-site medical staff. This includes assessments of workplace health hazards, risk classification, work suitability evaluations, and hazard control recommendations. If necessary, improvements to the work environment and adjustments in work assignments are made to reduce potential hazards that female employees may encounter during maternal health protection periods.

<b>Overwork Prevention</b>	To ensure the physical and mental health of company employees and to prevent diseases from overwork, a "Self-Reported Fatigue and Musculoskeletal Symptoms" questionnaire is conducted during annual employee health checks. Based on the results of the survey, on-site nurses identify those with severe conditions for one-on-one personal health education consultations. If necessary, recommendations for workplace improvements or adjustments in job assignments are provided to help alleviate employees' self-reported symptoms, and their conditions are monitored after the improvements.
<b>On-site Health Consultation</b>	Doctors and nurses regularly visit the plants to provide health consultations. Nurses conduct consultations 6 times a month for 2 hours each, while doctors visit once every 2 months for 2 hours. Additionally, a specialist in occupational medicine visits every 4 months for 3 hours. In 2023, there were a total of 156 on-site service sessions, serving 245 individuals.
<b>Health Promotion</b>	Each year, in-person or online health promotion seminars are organized, and health promotion information is announced on the internal platform.

## Health Promotion

Health Seminar	Promotional Content	Number of Participation	Total Training Hours
Building Good Workplace Relationships and Safeguarding Interpersonal Boundaries at Work	We encourage colleagues to understand their own interpersonal styles in the workplace and to learn effective workplace communication methods. By improving emotional sensitivity in professional settings, we aim to create a more friendly and supportive work environment.	46	46
A good night's sleep: the stress-relief nutrition secret	By understanding the nutrients and actual effects of food and dietary supplements, one can choose an appropriate diet plan to improve sleep issues.	44	44
How much do you know about the three highs?	Explain the definitions of the three highs (hypertension, high blood sugar, and high cholesterol) and their possible causes, and introduce methods for improvement, including which good habits can help alleviate the three highs and recommended dietary intake methods.	45	45

## 2. Healthy Eating

<b>Healthy Diets</b>	<ul style="list-style-type: none"> <li>The Company provides an employee cafeteria that serves lunch, and the administrative department regularly surveys the meal offerings to ensure they meet the requirements for low oil, low salt, and low sugar, in order to promote healthy eating among employees.</li> <li>All vending machine drinks in the plants have been changed to unsweetened drinks.</li> </ul>
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3. Healthy Exercise

Sports Competitions	<ul style="list-style-type: none"><li><b>Department Health Points Competition</b> Each participant records their personal aerobic exercise frequency and types for the month. Points are calculated for departments with high exercise frequency and participation ratios, and exercise subsidies are provided. Additionally, participation in health seminars and on-site services, as well as monthly exercise frequency, are included in the points calculation. The department with the highest points will receive a health bonus.</li><li><b>Department BMI Reduction Competition</b> The competition compares the health check reports of each department over two years, calculating the reduction in the proportion of employees with abnormal BMI and the amount of weight loss. The department with the most significant reduction will be awarded a health bonus.</li><li><b>Individual BMI Reduction Competition</b> This competition compares the health check reports of employees with abnormal BMI over two years and identifies the individual with the greatest reduction in BMI. The winner will be awarded a personal health bonus.</li></ul>
Sports Clubs	Establish sports clubs to encourage employees to participate in club activities, enhancing team cohesion and promoting the development of regular exercise habits.



# 5

## Social Welfare Mutual Prosperity

### 5.1 Social Care

5.1 Social Care

TAIMIDE actively integrates company resources and continues to invest in social welfare and support local community activities to enhance its social impact. The company strives to implement the Sustainable Development Goals set by the United Nations, aiming to gather greater and broader forces to bring the most genuine attention to the society and environment we care about, and to provide the greatest warmth to the people we concern.



Public Association Name	Year of Participation	Participation Role
Taiwan Printed Circuit Association (TPCA)	2003	Member
Hsin Chu Industrial Society	2000	Member
The Allied Association for Science Park Industries	2012	Member
Institute of Internal Auditors-Chinese Taiwan	2017	Member
Friends of Republic of China Police Association	2016	Member
Taiwan Battery Association (TBA)	2022	Member

[Community Co-Prosperity] Local Community Communication	
Due to the proximity of the TAIMIDE Xinpu Plant to residential areas, we are committed to establishing positive community relations, as we believe that community communication is a crucial aspect. To build good relationships with surrounding residents, TAIMIDE engages in face-to-face communication through regular visits with residents, stakeholders, and local groups, as well as discussions via messaging apps. This helps us understand and address community needs, implement improvements, and enhance the quality of life for nearby residents, fostering sustainable community relationships.	
Improvement Goals	Improvement Measures and Actions
To reduce the impact of noise	Install walls in the dormitories, update old equipment, and adjust equipment operating parameters. Operations for large trucks and diesel forklifts will be concentrated between 7 AM and 8 PM, with a ban on operations from 12 PM to 1 PM and after 8 PM.
To reduce the impact of odor	Replace the heavy oil used in the boilers with natural gas, install scrubbers to manage odors from tank breathing, and cover the wastewater treatment plant's wastewater pool while directing the air to scrubbers to eliminate odors.

## [Social Contribution] Sponsorship of Environmental Education and Safety Promotion

TAIMIDE believes that true sustainable development is achieved through active participation and social contribution. By collaborating with local communities and NGOs, we are dedicated to improving education, promoting environmental protection, and supporting social welfare projects. This commitment allows us to build a better, more sustainable future alongside our business growth. The Company will periodically dedicate efforts to social responsibility activities related to environmental protection, social contributions, social services, public welfare, consumer rights, human rights, and health and safety.

## 2023 Social Engagement List

Item	Contents	Engagement Record
Donation to the "TPCF Environment Foundation"	We sponsor TPCF's series of initiatives that engage both students and adults. Whether it's the "ECO Expert Campus Sharing Sessions" for elementary and junior high schools, guiding high school and vocational students through "Technology in Life - Exploring Life," or the "Environmental Sustainability · Green Future" innovative design initiatives at the university level, sustainability principles are integrated into every task. This helps to foster momentum for sustainable development and encourages positive engagement and reflection on global environmental issues.	
Donation to the Xinqu Volunteer Fire Brigade	Sponsorship of various fire prevention awareness activities and disaster response training	

## [Social Participation] Promoting Cultural Heritage

In June 2023, the Hakka Cultural Development Center of the Hakka Affairs Council held the eighth annual "Hakka Growth Ceremony" at the Taiwan Hakka Museum. This event embodies the spirit of Hakka culture through three main themes: "Serving Tea," "Wisdom Scarves as Encouragement," and "Hakka Heritage."

The Taiwan Hakka Museum hosted the Hakka Growth Ceremony, hoping that students will carry forward Hakka culture with a spirit of responsibility and perseverance. With a joyful heart, the event encourages students to pass on their traditions year after year. Participants learned to express gratitude to their teachers through the act of serving tea. Under the guidance of Hakka language instructor Yi-Fan Chiu, students collectively thanked their teachers. After the tea-serving ceremony, teachers tied Hakka floral fabric scarves around the graduates' necks as a symbol of wisdom and blessing, encouraging the young people to remember to use wisdom to overcome challenges on their life journey.



A total of 666 graduates from 20 schools across four counties and cities participated: New Taipei City, Hsinchu County, Miaoli County, and Taichung City



After the tea-serving ceremony, teachers tied scarves around the graduates' necks as a symbol of wisdom and blessing  
(Image source: Hakka Affairs Council)

# Appendix

**GRI Content Index**

**Sustainable Accounting Standards Board  
(SASB) Comparison Table**

**TCFD and Climate-Related Information  
Index for Listed Companies**

**External Independent Assurance Statement**

# Appendix

## GRI Content Index

Statement of Use	TAIMIDE has reported on the content for the period from January 1, 2023, to December 31, 2023, in accordance with GRI standards
GRI 1 Used	GRI 1: Foundation 2021

## General Standards

Category	Topic	Indicator Code	Indicator Name	Corresponding Section	Page Number
GRI 2 General Disclosures 2021	The organization and its reporting practices	2-1	Organizational details	1.1.1 Company Profile	<a href="#">24</a>
		2-2	Entities included in the organization's sustainability reporting	About this Report	<a href="#">i</a>
		2-3	Reporting period, frequency and contact point	About this Report	<a href="#">i</a>
		2-4	Data Restatement	About this Report	<a href="#">i</a>
		2-5	External assurance	About this Report	<a href="#">i</a>
	Activities and workers	2-6	Activities, value chain and other business relationships	2.3.1 TAIMIDE TECH Value Chain	<a href="#">66</a>
		2-7	Employees	4.1.1 Human Resource Structure	<a href="#">109</a>
		2-8	Workers who are not employees	4.1.1 Human Resource Structure	<a href="#">109</a>

Category	Topic	Indicator Code	Indicator Name	Corresponding Section	Page Number
Governance	Governance	2-9	Governance structure and composition	1.2.1 Governance Structure 1.2.2 Members of the Board	<a href="#">31</a> <a href="#">31</a>
		2-10	Nomination and selection of the highest governance body	1.2.1 Governance Structure	<a href="#">31</a>
		2-11	Chair of the highest governance body	1.2.2 Members of the Board	<a href="#">31</a>
		2-12	Role of the highest governance body in overseeing the management of impacts	Sustainable Governance Structure	<a href="#">6</a>
		2-13	Delegation of responsibility for managing impacts	Sustainable Governance Structure	<a href="#">6</a>
		2-14	Role of the highest governance body in sustainability reporting	About this Report	<a href="#">i</a>
		2-15	Conflicts of interest	1.2.4 Operations of the Board of Directors- Conflict of Interest	<a href="#">34</a>
		2-16	Communication of critical concerns	1.2.4 Operations of the Board of Directors	<a href="#">34</a>
		2-17	Collective knowledge of the highest governance body	1.2.5 Board Member Continuing Education	<a href="#">35</a>
		2-18	Evaluation of the performance of the highest governance body	1.2.8 Board Performance Evaluation	<a href="#">38</a>
		2-19	Remuneration policies	1.2.7 Directors and Executives Remuneration	<a href="#">37</a>
		2-20	Process to determine remuneration	1.2.7 Directors and Executives Remuneration	<a href="#">37</a>
		2-21	Annual total compensation ratio	1.2.7 Directors and Executives Remuneration	<a href="#">37</a>
	Strategy, policies and practices	2-22	Statement on sustainable development strategy	Sustainability Vision and Strategy	<a href="#">5</a>
		2-23	Policy commitments	Sustainable Governance Structure	<a href="#">6</a>

Category	Topic	Indicator Code	Indicator Name	Corresponding Section	Page Number
GRI 2 General Disclosures 2021				2.3.2 Supplier Management Strategy 4.4 Human Rights Policy	<a href="#">67</a> <a href="#">125</a>
		2-24	Embedding policy commitments	2.3.3 Supplier Evaluation Process 4.4 Human Rights Policy	<a href="#">69</a> <a href="#">125</a>
		2-25	Processes to remediate negative impacts	Boundaries of Material Topic Impacts 1.3.3 Ethical Corporate Management- Reporting Channels	<a href="#">14</a> <a href="#">48</a>
		2-26	Mechanisms for seeking advice and raising concerns	1.3.3 Ethical Corporate Management- Reporting Channels	<a href="#">48</a>
		2-27	Compliance with laws and regulations	1.3.5 Regulatory Compliance	<a href="#">53</a>
		2-28	Membership associations	5.1 Social Care	<a href="#">142</a>
	Stakeholder engagement	2-29	Approach to stakeholder engagement	Stakeholder Engagement	<a href="#">7</a>
		2-30	Collective bargaining agreements	No collective bargaining agreements established	-
GRI 3 Material Topics 2021	Material Topics Disclosure	3-1	Process to determine material topics	Materiality Analysis Process	<a href="#">10</a>
	Material Topics Disclosure	3-2	List of material topics	Boundaries of Material Topic Impacts	<a href="#">14</a>
	Material Topics Disclosure	3-3	Management of material topics	Sustainable Development Goals	<a href="#">17</a>

## Specific Topic Standards

Category	Indicator Code	Indicator Name	Corresponding Section	Page Number
<b>Material Topics</b>				
<b>Ethical Corporate Management</b>				
<b>GRI 205: Anti-corruption 2016</b>	205-1	Operations assessed for risks related to corruption	1.3.3 Ethical Corporate Management	<a href="#">46</a>
<b>Greenhouse Gas Emissions Management</b>				
<b>GRI 305: Emissions 2016</b>	305-1	Direct (Scope 1) GHG emissions	3.2.1 Greenhouse Gas Emissions Management	<a href="#">85</a>
	305-2	Energy indirect (Scope 2) GHG emissions	3.2.1 Greenhouse Gas Emissions Management	<a href="#">85</a>
	305-4	GHG emissions intensity	3.2.1 Greenhouse Gas Emissions Management	<a href="#">85</a>
	305-5	Reduction of GHG emissions	3.2.3 Energy Conservation and Carbon Reduction Measures	<a href="#">91</a>
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	3.4.2 Air Pollution Prevention	<a href="#">103</a>
<b>Operational Performance</b>				
<b>GRI 201: Economic Performance 2016</b>	201-1	Direct economic value generated and distributed	1.1.4 Operational Performance	<a href="#">28</a>
<b>Risk Management-Self-Defined Material Topic</b>				
<b>GRI 3</b>	3-3	Management of material topics	Sustainable Development Goals 1.3 Risk Management	<a href="#">17</a> <a href="#">40</a>

Category	Indicator Code	Indicator Name	Corresponding Section	Page Number
<b>Employee Health and Safety</b>				
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	4.5.1 Occupational Safety Policy	<a href="#">133</a>
	403-2	Hazard identification, risk assessment, and incident investigation	4.5.2 Hazard Analysis	<a href="#">135</a>
	403-3	Occupational health services	4.5.3 Health Promotion	<a href="#">138</a>
	403-4	Worker participation, consultation, and communication on occupational health and safety	4.5.1 Occupational Safety Policy	<a href="#">133</a>
	403-5	Worker training on occupational health and safety	4.5.1 Occupational Safety Policy	<a href="#">133</a>
	403-6	Promotion of worker health	4.5.3 Health Promotion	<a href="#">138</a>
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.5.2 Hazard Analysis	<a href="#">135</a>
	403-8	Workers covered by an occupational health and safety management system	4.5.1 Occupational Safety Policy	<a href="#">133</a>
	403-9	Work-related injuries	4.5.2 Hazard Analysis	<a href="#">135</a>
	403-10	Work-related ill health	4.5.2 Hazard Analysis	<a href="#">135</a>
<b>Corporate Governance-Self-Defined Material Topic</b>				
GRI 3	3-3	Management of material topics	Sustainable Development Goals 1.2 Corporate Governance	<a href="#">17</a> <a href="#">31</a>

Category	Indicator Code	Indicator Name	Corresponding Section	Page Number
<b>Waste Management</b>				
GRI 303: Water and Effluents 2018	303-2	Management of water discharge-related impacts	3.3 Water Resource Management	<a href="#">92</a>
	303-3	Water withdrawal	3.3 Water Resource Management	<a href="#">92</a>
	303-4	Water discharge	3.3 Water Resource Management	<a href="#">92</a>
	303-5	Water consumption	3.3 Water Resource Management	<a href="#">92</a>
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	3.4.3 Pollution Reduction and Prevention	<a href="#">104</a>
	306-2	Management of significant waste-related impacts	3.4.1 Waste Management	<a href="#">99</a>
	306-3	Waste generated	3.4.1 Waste Management	<a href="#">99</a>
	306-4	Waste diverted from disposal	3.4.1 Waste Management	<a href="#">99</a>
	306-5	Waste directed to disposal	3.4.1 Waste Management	<a href="#">99</a>
<b>Circular Economy</b>				
GRI 301: Materials 2016	301-1	Materials used by weight or volume	2.1.2 Green Product Innovation 3.4.3 Pollution Reduction and Prevention	<a href="#">59</a> <a href="#">104</a>
<b>Responsible Sourcing</b>				
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	2.3.4 Local and Green Procurement	<a href="#">71</a>

Category	Indicator Code	Indicator Name	Corresponding Section	Page Number
<b>Energy Resource Management</b>				
GRI 302: Energy 2016	302-1	Energy consumption within the organization	3.2.2 Energy Management	<a href="#">88</a>
	302-3	Energy consumption outside of the organization	3.2.2 Energy Management	<a href="#">88</a>
	302-4	Reduction of energy consumption	3.2.3 Energy Conservation and Carbon Reduction Measures	<a href="#">91</a>
<b>Climate Change Risk Management</b>				
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	3.1.3 Climate Strategy	<a href="#">78</a>
<b>Talent Selection, Development, and Retention</b>				
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	4.3.2 Employee Remuneration	<a href="#">123</a>
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	4.1.2 Talent Recruitment	<a href="#">111</a>
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.3.1 Employee Benefits	<a href="#">120</a>
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	4.4.2 Labor-Management Communication	<a href="#">130</a>
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	4.2.1 Talent Incubation	<a href="#">115</a>
	404-2	Programs for upgrading employee skills and transition assistance programs	4.2.1 Talent Incubation	<a href="#">115</a>
	404-3	Percentage of employees receiving regular performance and career development reviews	4.2.2 Performance Evaluation	<a href="#">119</a>
GRI 405: Diversity and Equal Opportunity 2016	405-2	Ratio of basic salary and remuneration of women to men	4.3.2 Employee Remuneration	<a href="#">123</a>

## Sustainable Accounting Standards Board (SASB) Comparison Table

Indicator Code	Disclosure Indicator	Response Contents	Page Number
<b>Disclosure Topic: GHG emissions</b>			
RT-CH-110a.1	Gross global Scope 1 emissions (Tons of CO <sub>2</sub> ); Scope 1 emissions covered under emissions-limiting regulations percentage (%)	3.2.1 Greenhouse Gas Emissions Management; Emissions are not subject to emission restriction regulations	<a href="#">85</a>
RT-CH-110a.2	Discussion of long term and short term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	3.1.4 Indicators and Objectives	<a href="#">84</a>
<b>Disclosure Topic: Air Quality Management</b>			
RT-CH-120a.1	Disclosure of air emissions of the following pollutants: (1) NOX, (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	3.4.2 Air Pollution Prevention	<a href="#">103</a>
<b>Disclosure Topic: Energy Management</b>			
RT-CH-130a.1	(1) Total energy consumed (GJ) (2) percentage grid electricity (%) (3) percentage renewable (%) (4) total self-generated energy (GJ)	(1) 429,744.69 (2) 45.46% (3) 1.49% (4) 2,959.20	<a href="#">88</a>
<b>Disclosure Topic: Water Management</b>			
RT-CH-140a.1	(1) Total water withdrawn (2) total water consumed (3) percentage of each in regions with High or Extremely High Baseline Water Stress	3.3.1 Water Usage Management	<a href="#">92</a>
RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	3.3.2 Wastewater Pollution Prevention No incidents of non-compliance occurred in 2023	<a href="#">95</a>
RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	3.3 Water Resource Management	<a href="#">92</a>

Indicator Code	Disclosure Indicator	Response Contents	Page Number
<b>Disclosure Topic: Hazardous Waste Management</b>			
RT-CH-150a.1	Amount of hazardous waste generated by the Company and percentage recycled	3.4.1 Waste Management	<a href="#">99</a>
<b>Disclosure Topic: Community Relations</b>			
RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	5.1 Social Care	<a href="#">142</a>
<b>Disclosure Topic: Workforce Health and Safety</b>			
RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for direct employees and contract employees	(1) Total recordable incident rate (TRIR): 0 (2) fatality rate: 0	<a href="#">136</a>
RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Employees undergo annual health checkups, and for chemicals regulated by occupational safety and health laws, workplace environment monitoring is conducted every six months	<a href="#">135</a>
<b>Disclosure Topic: Product Design for Use-phase Efficiency</b>			
RT-CH-410a.1	Revenue from products designed for use phase resource efficiency	The Company's products are used in electric vehicles, helping to reduce material usage, lower costs, optimize space utilization, and reduce energy consumption, achieving green sales. Product revenue information is considered confidential and will not be disclosed.	-
<b>Disclosure Topic: Safety and Environmental Stewardship of Chemicals</b>			
RT-CH-410b.1	Percentage of products that contain Globally Harmonized System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment.	(1) The final product cannot be classified according to GHS levels. (2) Raw materials are labeled according to GHS and included in the SDS.	-
RT-CH-410b.2	Developing strategies for high-concern chemicals and alternative products that reduce impacts on humans and the environment.	2.3.3 Supplier Evaluation Process (1) Products are sent annually to SGS for testing in accordance with RoHS, PoHS, and REACH regulations, with results published on the internal website for employee reference. (2) Raw materials are also controlled by requiring suppliers to provide relevant test reports or declarations of non-use of hazardous substances.	<a href="#">69</a>

Indicator Code	Disclosure Indicator	Response Contents	Page Number
<b>Disclosure Topic: Genetically Modified Organisms</b>			
RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	TAIMIDE does not have products in this category	-
Disclosure Topic: Laws and Regulations			
RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	1.3.1 Risk Management	<a href="#">40</a>
Disclosure Topic: Occupational Safety and Emergency Responses			
RT-CH-540a.1	Process Safety Incidents Count (PSIC)	Xinpu Plant: No process safety incidents occurred. Tongluo Plant: A finger was injured by a pinboard, resulting in 1 person injured. A finger was crushed by a panel, resulting in 1 person injured. A hand was cut by a blade, resulting in 1 person injured.	<a href="#">137</a>
	Process Safety Total Incident Rate (PSTIR)	Xinpu Plant: 0 Tongluo Plant: 1.36	<a href="#">137</a>
	Process Safety Incident Severity Rate (PSISR)	Xinpu Plant: NA Tongluo Plant: 1.36	<a href="#">137</a>
RT-CH-540a.2	Number of transport incidents	0 transport incidents occurred	-

## TCFD and Climate-Related Information Index for Listed Companies

Recommended disclosures by the TCFD			Climate-related information of publicly listed companies.	Corresponding Section	Page Number
Governance	TCFD 1(a)	Describe the board's oversight of climate-related risks and opportunities.	1. Describe the board and management's oversight and governance of climate-related risks and opportunities.	3.1.1 Climate Governance	<a href="#">75</a>
	TCFD 1(b)	Describe the role of management in assessing and managing climate-related risks and opportunities.			
Strategy	TCFD 2(a)	Describe the short-, medium-, and long-term climate-related risks and opportunities identified by the organization.	2. Explain how identified climate risks and opportunities affect the Company's business, strategy, and finances (short-term, medium-term, and long-term).	3.1.3 Climate Strategy	<a href="#">78</a>
	TCFD 2(b)	Describe the impacts of climate-related risks and opportunities on the organization's business, strategy, and financial planning.	3. Describe the impact of extreme weather events and transition actions on financial performance.	3.1.3 Climate Strategy	<a href="#">78</a>
	TCFD 2(c)	Describe the organization's strategic resilience, considering different climate-related scenarios (including 2°C or more stringent scenarios).	5. If scenario analysis is used to assess resilience against climate change risks, explain the scenarios, parameters, assumptions, analysis factors, and key financial impacts used.	3.1.3 Climate Strategy	<a href="#">78</a>
Risk Management	TCFD 3(a)	Describe the organization's process for identifying and assessing climate-related risks.	4. Explain how the identification, assessment, and management processes of climate risks are integrated into the overall risk management system.	3.1.2 Climate Risk Management	<a href="#">77</a>
	TCFD 3(b)	Describe the organization's process for management of climate-related risks.			
	TCFD 3(c)	Describe how the processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management system.			

Recommended disclosures by the TCFD			Climate-related information of publicly listed companies.	Corresponding Section	Page Number
Indicators and Goals	TCFD 4(a)	Disclose the indicators used by the organization to assess climate-related risks and opportunities in accordance with its strategy and risk management processes.	6. If there are transformation plans to address climate-related risks, describe the contents of the plan and the indicators and targets used to identify and manage both physical and transition risks.	3.1.3 Climate Strategy	<a href="#">78</a>
	TCFD 4(b)	Disclose Scope 1, Scope 2, and Scope 3 greenhouse gas emissions and related risks (if applicable).	9. Greenhouse gas inventory and assurance status, along with reduction targets, strategies, and specific action plans.	3.2.1 Greenhouse Gas Emissions Management	<a href="#">85</a>
	TCFD 4(c)	Describe the targets used by the organization in managing climate-related risks and opportunities, as well as the performance in implementing those targets.	8. If climate-related targets have been set, the activities covered, greenhouse gas emissions scopes, planning timeline, and annual progress made toward achieving these targets should be described. If carbon offsets or renewable energy certificates (RECs) are used to meet these targets, specify the source and amount of the offset reductions or the number of renewable energy certificates (RECs) obtained.	3.1.4 Indicators and Objectives	<a href="#">84</a>
-			7. If internal carbon pricing is used as a planning tool, please explain the basis for setting the price.	The internal carbon pricing mechanism has not yet been established.	-

## Recent two years of the Company's greenhouse gas inventory and assurance status

		Scope 1	Scope 2	Scope 3
2022	Included individual entities	TAIMIDE TECH. INC.		Not yet verified
	Total emissions (Tons of CO <sub>2</sub> e)	15,301.80	29,250.41	
	GHG Emissions Intensity (tCO <sub>2</sub> e / Total Production (Tons))	12.42	23.74	
	Assurance Organization	TAIMIDE TECH. INC.		
	Assurance Situation Description	The Tongluo Plant has completed third-party verification		
2023	Included individual entities	TAIMIDE TECH. INC.		
	Total emissions (Tons of CO <sub>2</sub> e)	15,027.47	26,813.68	
	GHG Emissions Intensity (tCO <sub>2</sub> e / Total Production (Tons))	15.57	27.78	
	Assurance Organization	TAIMIDE TECH. INC.		
	Assurance Situation Description	The Tongluo Plant has completed third-party verification		

Note:

1. Direct emissions (Scope 1), which come directly from sources owned or controlled by the Company; energy indirect emissions (Scope 2), which result from the consumption of purchased electricity, heat, or steam; and other indirect emissions (Scope 3), which are emissions generated by the Company's activities but not included in Scope 2, originating from sources owned or controlled by other companies. In the future, the Company will assess and disclose Scope 3 data.
2. Subsidiaries included in the consolidated financial statements should begin implementing assurance starting in 2029.

## Greenhouse Gas Reduction Goals, Strategies, and Specific Action Plans

<b>Reduction Goals</b>	Achieve an annual energy saving rate of 1%
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• TAIMIDE has implemented an Energy Management System (EMS) that monitors equipment energy consumption, flow rates, temperature, pressure, and other data in real-time. The system employs differential pressure variable frequency control to improve energy efficiency while also providing insights into equipment energy-saving effectiveness, allowing for effective tracking of energy conservation and carbon reduction measures</li> <li>• Replace high carbon emission equipment to reduce process carbon emissions</li> </ul>
<b>Specific Action Plans</b>	<ul style="list-style-type: none"> <li>• Conduct annual verification of greenhouse gas inventory in accordance with ISO 14064-1</li> <li>• Regularly track carbon emissions status and plan carbon reduction initiatives</li> </ul>

External Independent Assurance Statement



獨立保證意見聲明書

達邁科技股份有限公司 2023 年度永續報告書

英國標準協會與達邁科技股份有限公司(簡稱達邁科技)為相互獨立的公司。英國標準協會除了針對達邁科技股份有限公司 2023 年度永續報告書進行評估和查證外，與達邁科技並無任何財務上的關係。

本獨立保證意見聲明書之目的，僅作為對達邁科技股份有限公司 2023 年度永續報告書所界定範圍內的相關事項進行保證之結論，而不作為其他之用途。除對查證事實提出獨立保證意見聲明書外，對於其他目的之使用，或閱讀此獨立保證意見聲明書的任何人士，英國標準協會並不負有或承擔任何有關法律或其他之責任。

本獨立保證意見聲明書係英國標準協會審查達邁科技提供之相關資訊所作成之結論，因此審查範圍乃基於並局限於這些提供的資訊內容之內。英國標準協會認為這些資訊內容都是完整且準確的。

對於這份獨立保證意見聲明書所載內容或相關事項之任何疑問，請向達邁科技一併諮詢。

**查證範圍**

達邁科技與英國標準協會協議的查證範圍包括：

1. 本查證作業範疇與達邁科技股份有限公司 2023 年度永續報告書披露之報告範疇一致。
2. 依照 AA1000 保證標準 v3 的第 1 應用類型評估達邁科技遵循 AA1000 當責性原則(2018)的真實和程度，不包括對於報告書披露的資訊/數據之可信程度的查證。

本聲明書以英文作成並已翻譯為中文以供參考。

**意見聲明**

我們應達邁科技股份有限公司 2023 年度永續報告書內容，對於達邁科技之相關運作與永續績效提供了一個公平的觀點。基於保證範圍限制事項，達邁科技所提供資訊與數據以及編織之測試，此報告書並無重大之不實陳述。我們相信有關達邁科技的環境、社會及治理等資訊是正確與無誤地呈現。報告書所披露之永續績效資訊展現了達邁科技對識別利害關係人的努力。

我們的工作是由一組具有依據 AA1000 保證標準 v3 查證能力之團隊執行，以及策劃和執行這部分的工作，以獲得必要之訊息資料及說明。我們認為就達邁科技所提供之足夠證據，表明其符合 AA1000 保證標準 v3 的報告方法與自我聲明依據 GRI 永續性標準等則係屬公允的。

**查證方法**

為了收集與作成結論有關的證據，我們執行了以下工作：

- 對來自外部團體的議題相關於達邁科技政策進行高階管理層訪談，以確認本報告書中聲明書的合適性；
- 與管理層討論有關利害關係人參與的方式，然而，我們並無直接詢問利害關係人；
- 访谈 17 位與永續性管理、報告書編纂及資訊提供有關的員工；
- 審查有關相關的關鍵性證據；
- 審查內部稽核的發現；
- 審查報告書中所含的支撐性證據；
- 針對公司報告書及其相關 AA1000 當責性原則(2018)中間包含包容性、重大性、回應性及衝擊性原則之流程管理進行審查。

**結論**

針對 AA1000 當責性原則(2018)之包容性、重大性、回應性及衝擊性與 GRI 永續性標準等則的詳細審查結果如下：

**包容性**

2023 年報告書反映出達邁科技已持續尋求利害關係人的參與，並建立重大永續主題，以發展及達成對永續具有實質且策略性的回應。報告書中已公正地報告與應處理環境、社會及治理的訊息，是以支持適當的計畫與目標設定。以我們的專業意見而言，這份報告書涵蓋了達邁科技之包容性議題。

**重大性**

達邁科技公布對組織及其利害關係人之評估、決策、行動和績效會產生實質性影響與衝擊之重大主題。永續性資訊揭露利害關係人係以對公司之管理與績效進行判斷。以我們的專業意見而言，這份報告書適切地涵蓋了達邁科技之重大性議題。

**回應性**

達邁科技執行來自利害關係人的期待與看法之回應。達邁科技已發展相關溝通政策，作為提供進一步回應利害關係人的機會，並針對利害關係人所關切之議題作出及時性回應。以我們的專業意見而言，這份報告書涵蓋了達邁科技之回應性議題。

**衝擊性**

達邁科技已識別並以平衡和有效之量測及揭露方式公正展現其衝擊。達邁科技已建立立監管、量測、評估和管理衝擊之流程，從而組織內實現更有效之決策和結果管理。以我們的專業意見而言，這份報告書涵蓋了達邁科技之衝擊性議題。

**GRI 永續性標準等則**

達邁科技提供有關依據 GRI 永續性標準等則 2021 之自我宣告，並對每個涵蓋其行業等則和其相關性的 GRI 主題等則之重大主題，其披露項目依據全部標準要求的相關資料。基於審查的結果，我們確認報告書中參照 GRI 永續性標準等則之永續發展相關披露項目已獲報告，部分報告式省略。以我們的專業意見而言，此自我宣告涵蓋達邁科技的永續性主題。

**保證等級**

依據 AA1000 保證標準 v3 我們審查本聲明書為中度保證等級，如同本聲明書中所描述之範圍與方法。

**責任**

這份達邁科技所屬責任，如同責任中所宣稱，為達邁科技負責人所有，我們的責任為基於所描述之範圍與方法，提供專業意見並提供利害關係人一獨立的保證意見聲明書。

**能力與獨立性**

英國標準協會於 1901 年成立，為全球標準與驗證的領導者。本查證團隊係由具專業背景，並接受過如 AA1000AS、ISO 14001、ISO 45001、ISO 14064 及 ISO 9001 之一系列永續性、環境及社會管理標準的訓練，具有稽核及質檢之成員組成。本保證係依據 BSI 公平交易等則執行。



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For and on behalf of BSI: Peter Pu, Managing Director BSI Taiwan

Statement No: SRA-TW-811924  
2024-09-02

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By Royal Charter

INDEPENDENT ASSURANCE OPINION STATEMENT

TAIMIDE TECHNOLOGY INCORPORATION 2023 Sustainability Report

The British Standards Institution is independent to TAIMIDE TECHNOLOGY INCORPORATION (hereafter referred to as TAIMIDE TECHNOLOGY in this statement) and has no financial interest in the operation of TAIMIDE TECHNOLOGY other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of TAIMIDE TECHNOLOGY only for the purpose of assuring its statements relating to its sustainability report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by TAIMIDE TECHNOLOGY. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to TAIMIDE TECHNOLOGY only.

Scope

The scope of engagement agreed upon with TAIMIDE TECHNOLOGY includes the followings:

1. The assurance scope is consistent with the description of TAIMIDE TECHNOLOGY INCORPORATION 2023 Sustainability Report.
2. The evaluation of the nature and extent of the TAIMIDE TECHNOLOGY's adherence to AA1000 Accountability Principles (2018) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.

This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the TAIMIDE TECHNOLOGY INCORPORATION 2023 Sustainability Report provides a fair view of the TAIMIDE TECHNOLOGY sustainability programmes and performances during 2023. The sustainability report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the TAIMIDE TECHNOLOGY and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are fairly represented. The sustainability performance information disclosed in the report demonstrate TAIMIDE TECHNOLOGY's efforts recognized by its stakeholders.

Our work was carried out by a team of sustainability report assurers in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that TAIMIDE TECHNOLOGY's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top-level review of issues raised by external parties that could be relevant to TAIMIDE TECHNOLOGY's policies to provide a check on the appropriateness of statements made in the report,
- discussion with managers on approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- 17 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusion, Materiality, Responsiveness, and Impact as described in the AA1000AP (2018).

Conclusions

A detailed review against the Inclusion, Materiality, Responsiveness, and Impact of AA1000AP (2018) and GRI Standards is set out below:

Inclusivity

This report has reflected a fact that TAIMIDE TECHNOLOGY has continually sought the engagement of its stakeholders and established material sustainability topics, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for the information of Environment, Social and Governance (ESG) in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the TAIMIDE TECHNOLOGY's inclusivity issues.

Materiality

TAIMIDE TECHNOLOGY publishes material topics that will substantively influence and impact the assessments, decisions, actions and performance of TAIMIDE TECHNOLOGY and its stakeholders. The sustainability information disclosed enables its stakeholders to make informed judgements about the TAIMIDE TECHNOLOGY's management and performance. In our professional opinion the report covers the TAIMIDE TECHNOLOGY's material issues.

Responsiveness

TAIMIDE TECHNOLOGY has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for TAIMIDE TECHNOLOGY is developed and continually provides the opportunity to further enhance TAIMIDE TECHNOLOGY's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the TAIMIDE TECHNOLOGY's responsiveness issues.

Impact

TAIMIDE TECHNOLOGY has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. TAIMIDE TECHNOLOGY has established processes to monitor, measure, evaluate, and manage impacts that lead to more effective decision-making and results-based management within the organization. In our professional opinion the report covers the TAIMIDE TECHNOLOGY's impact issues.

GRI Sustainability Reporting Standards (GRI Standards)

TAIMIDE TECHNOLOGY provided us with their self-declaration of in accordance with GRI Standards 2021 (For each material topic covered in the applicable GRI Sector Standard and relevant GRI Topic Standard, comply with all reporting requirements for disclosures). Based on our review, we confirm that sustainable development disclosures with reference to GRI Standards' disclosures are reported, partially reported, or omitted. In our professional opinion the self-declaration covers the TAIMIDE TECHNOLOGY's sustainability topics.

Assurance level

The moderate level assurance provided is in accordance with AA1000AS v3 in our review, as defined by the scope and methodology described in this statement.

Responsibility

The sustainability report is the responsibility of the TAIMIDE TECHNOLOGY's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14064, and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.



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For and on behalf of BSI:   
Peter Pu, Managing Director BSI Taiwan

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CNS 45001\_2018-  
(20220910~20250909)



IATF 16949\_2016-  
(20220317~20250316) - Tongluo Plant



IATF 16949\_2016-(20230707~20260706)-  
Xinpu Plant



IECQ-QC080000\_2017-  
(20220910~20250909)



ISO 9001\_2015-  
(20230418~20250316) Combined with  
16949 - Tongluo Plant



ISO 9001\_2015-  
(20230707~20260706) Combined with  
16949 - Xinpu Plant



ISO 14001\_2015-  
(20220908~20250904)



ISO 45001\_2015-  
(20220910~20250910)



ISO 14064 Greenhouse Gas Emissions Verification Opinion Statement-Taimid...



ISO 14067 Greenhouse Gas Emissions Verification Opinion Statement-Taimid...



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