Shuang-Bang Industrial Corp.

2024

Sustainability Report

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Editorial Policy

Dear Readers,

Thank you for reading the 2024 Corporate Sustainability Report issued by Shuang-Bang Industrial Co., Ltd. (hereinafter referred to as "Shuang-Bang").

This report aims to fully disclose information of concern to Shuang-Bang's stakeholders and to provide a clear account of the Company's planning and implementation results in areas such as corporate governance, financial performance, environmental protection, supply chain management, employee care, and social contribution, thereby fulfilling its responsibilities in corporate sustainability and advancing sustainable development.

Reporting Boundary and Scope [GRI 2-2]

This report primarily discloses Shuang-Bang's sustainability performance in the economic, environmental, and social aspects in 2024. The reporting scope covers the Yongxing Plant (Headquarters), Renhe Plant, Nangang Plant, Taipei Office, and the subsidiary, Miracle Textile Industry Co., Ltd. The boundaries for financial and operational performance are aligned with the consolidated financial statements, covering Shuang-Bang and all subsidiaries. The boundaries for environmental and social disclosures cover the Yongxing Plant, Renhe Plant, Nangang Plant, and Taipei Office. Any differences in scope will be indicated in the relevant sections.

Reporting Period [GRI 2-3]

This report covers Shuang-Bang's key ESG management focuses and achievements for the period January 1 to December 31, 2024. The disclosures cover ESG commitments, strategies, goals, management policies, material topics, responses, and performance of activities. For completeness of project and activity performance, certain content also includes information prior to January 1, 2024 and after December 31, 2024.

Shuang-Bang publishes its Corporate Sustainability Report on a regular annual basis. The report is available on the Company's website under the "Sustainability" section.

Sustainability Report Download: https://www.shuang-bang.com/stake_2.html

Basis of Preparation

This report has been prepared in accordance with the latest version of the Global Reporting Initiative (GRI) Standards and the "Regulations Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies." Shuang-Bang Industrial Corp. has long been committed to advancing Environmental (E), Social (S), and Governance (G) practices. The report also aligns with the United Nations Sustainable Development Goals (SDGs) and references the Task Force on Climate-Related Financial Disclosures (TCFD), addressing the sustainability topics of concern to stakeholders. Through transparent disclosure, the Company seeks mutual learning and growth, with the expectation of continuously moving forward toward sustainable development.

Restatements [GRI 2-4]

Restated Information	Reason for Restatement	Impact of Restatement	Reporting Section
2023 Greenhouse Gas Emissions	Revised data verified by a third party	Emissions increased by 11.34%	4.1.2 Greenhouse Gas Management

Report Assurance [GRI 2-5]

All information and statistical data disclosed in this report are compiled by Shuang-Bang Industrial Corp. The financial data are based on publicly released information audited and certified by independent accountants. To ensure the reliability of the information disclosed in this report, the standards adopted and the assurance/verification organizations for each dataset are as follows:

Disclosure Item	Applicable Standard	Assurance/Verification Organization
Sustainability Indicators	Assurance Standard No. 3000 of Accounting Research and Development Foundation in Taiwan (based on ISAE 3000)	Weyong International CPAs & Co.
Financial Data	Regulations Governing Certified Public Accountants' Auditing and Attestation of Financial Statements and Generally Accepted Auditing Standards	Weyong International CPAs & Co.
Management Systems	ISO 9001:2015 Quality Management System	SGS Taiwan Ltd.
	ISO 14001:2015 Environmental Management System	SGS Taiwan Ltd.
2023 Greenhouse Gas	ISO 14064-1:2018 Specification with Guidance at the Organization Level for Greenhouse Gas Emissions	AFNOR Asia, Ltd.

Feedback [GRI 2-3]

To all readers concerned about Shuang-Bang Industrial Corp., we remain committed to sustainable development and dedicated to fulfilling our responsibilities in corporate governance, environmental protection, and corporate sustainability. This report is published in Chinese and made available on the Company's website for public access. We sincerely welcome your valuable feedback and suggestions.

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Company's Website	https://www.shuang-bang.com

Message from Management [GRI 2-22]

In the face of rapid global industrial changes and climate challenges, corporate responsibility extends beyond profitability and includes the ability to create positive impacts on society and the environment. Since its establishment in 1989, Shuang-Bang has adhered to the four core business principles of integrity, quality, innovation, and sharing. The Company has developed expertise in functional textiles and specialty chemical materials, steadily expanding its business presence while remaining committed to sustainability for employees, customers, society, and the environment.

Rooted in integrity, Shuang-Bang values trust and transparent communication with stakeholders. The Company has established a robust corporate governance framework, strengthened the functions of the Board of Directors and its committees, enhanced the integrity management system, and emphasized risk management and regulatory compliance. In terms of business performance, with the global economy gradually recovering in 2024, Shuang-Bang seized the opportunities of industrial rebound. Revenue has returned to the steady levels prior to the pandemic, demonstrating the Company's agility and resilience.

Shuang-Bang firmly believes that research and innovation are the core drivers of growth. The Company continues to invest in the innovation and application of high-performance PU, TPU, and coating and lamination technologies, enhancing process efficiency while developing low-pollution, high-value green products. By advancing sustainability from the source of materials, Shuang-Bang reduces its environmental impact. At the same time, the Company is committed to building a sustainable supply chain, working with partners to create a responsible and resilient production system.

In environmental management, Shuang-Bang actively promotes energy conservation and carbon reduction, air pollution prevention, water resource management, and waste recycling. The Company has also established comprehensive mechanisms for climate risk identification and adaptation. By introducing standards such as ISO 14001 and ISO 14064, Shuang-Bang has strengthened management effectiveness, fulfilled disclosure obligations, and is steadily advancing toward the goal of net-zero emissions.

"People-oriented" has long been Shuang-Bang's core management philosophy. The Company provides equal employment opportunities and competitive compensation and benefits, fostering a safe, respectful, and inclusive workplace. A comprehensive human rights policy and labor communication mechanisms are in place, with a strong emphasis on gender equality and employee well-being. Through training and development, the Company enhances employees' professional capabilities and sustainability awareness, enabling every colleague to grow and contribute their strengths within Shuang-Bang.

As a member of society, Shuang-Bang actively engages in community contribution and public welfare activities, responding to social expectations through concrete actions. Whether through donations, support for education, or participation in local development, the Company believes that corporate growth should advance in step with society to create shared prosperity. Looking ahead, Shuang-Bang will remain true to its founding values by strengthening business resilience, embracing digital transformation and sustainable innovation, and proactively responding to international ESG trends and the net-zero challenge. Through comprehensive sustainability strategies and governance mechanisms, Shuang-Bang is committed to becoming a trusted industry leader, socially responsible, and environmentally friendly.

Shuang-Bang recognizes that sustainability is not a destination but an ongoing commitment and practice. I sincerely thank every employee, customer, supplier, shareholder, and the wider community for their trust and support, which enable Shuang-Bang to advance step by step toward a more responsible and competitive future.

Chung-Tang Chang, Chairman, Shuang-Bang Industrial Corp. in 2025

CH1 Sustainability Development

1.1 Sustainable Development Vision

1.1.1 Sustainability Vision [GRI 2-22]

Shuang-Bang is committed to becoming a corporate role model that integrates economic performance, social responsibility, and environmental protection. Through the comprehensive implementation of ESG strategies, the Company seeks to achieve sustainable operations and create positive impacts.

Governance Vision	**Establish an integrity- and transparency-based governance framework**
	Set up Audit, Risk Management, and Sustainability Committees to strengthen governance resilience
	Incorporate sustainability into Board decision-making
	Regularly review ESG issues, risks, and opportunities to ensure top-level involvement in sustainability
	Implement transparent disclosure and regulatory compliance
	Prepare sustainability reports in line with GRI Standards and TCFD recommendations to ensure transparency

Environmental Vision	**Reduce carbon emissions from the source and progress toward net-zero goals**
	Develop low-pollution, high-value green products such as eco-friendly PU, TPU, and coating and lamination materials.
	Build green processes and a circular economy system
	Implement energy conservation and carbon reduction, air pollution prevention, water recycling, and waste reuse.
	Climate risk adaptation
	Introduce ISO 14064 and GHG inventory systems to gradually build a net-zero roadmap.

Social Vision	**People-oriented, with respect and inclusion at the core**
	Strengthen human rights policies and foster a diverse, equal, and inclusive workplace.
	Emphasize employee well-being and career growth
	Advance human resource management, training and development, gender equality mechanisms, and occupational health and safety systems.
	Community prosperity and public engagement
	Actively participate in community contribution and educational support to reinforce the role of corporate citizenship.

1.1.2 Sustainability Goals

2024 Sustainable Development Achievements

Governance Aspect			
SDGs	Goal		2024 Performances
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Recycled Polyol Technology and Product Development	Recycled PET-based polyol (r-PET polyol)	Added GRS-certified product category of recycled PET polyols
		TPU made with recycled PET-based polyol	Added GRS-certified product category of TPU made with recycled PET polyols
		PU made with recycled PET-based polyol	Added GRS-certified product category of PU made with recycled PET polyols
	Solvent-free Product Development	Water-based PU resin and dedicated production line	Conducted pilot production of water-based PU resin.
10 REDUCED INEQUALITIES	Board Diversity and Independence	Board gender diversity	One female director, representing 11.11% of board members
		Number of Independent Director	Three independent directors, representing 33.33% of board members
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Quality Management System	ISO 9001: 2015	Passed re-certification (valid for every three years)
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Cybersecurity	Social engineering drill	80% of employees passed; re-training provided to those who did not pass
17 PARTNERSHIPS FOR THE GOALS	Sustainability Information Management	Procedures for Preparation and Verification of Sustainability Reports	Submitted to the Board of Directors on November 12, 2024.
		Internal Control System and Audit Plan	Submitted to the Board of Directors on November 12, 2024.
		Sustainability Development Committee	The Sustainability Development Committee was restructured in December 2024 and approved by the Board of Directors in March 2025, with the Board serving as the highest governance body.
	Supplier Sustainability Management	Supplier Code of Conduct	In 2024, the “Supplier Code of Conduct and Integrity Commitment” and the “Integrity Commitment” were established, with the signing and collection process scheduled for completion in 2025.

Environmental Aspect			
SDGs	**Goal**		**2024 Performances**
	High-Carbon Fuel Replacement	Biomass fuel substitution	All coal-fired boilers were completely replaced with wood-pellet fuel systems
		High-efficiency fuel substitution	Heavy-oil boilers were converted to natural-gas combustion systems
	Air Pollution Control	VOC reduction optimization	Installed a second regenerative thermal oxidizer at the Yongxing Plant. The VOC reduction rate exceeded regulatory standards.
	Environmental Management System	ISO 14001: 2015	Passed re-certification (conducted every three years)
	Greenhouse Gas Management	Scope 1 and Scope 2 inventory disclosure	Completed the first disclosure in 2023 and continued annual implementation.
		Scope 3 inventory disclosure	First disclosure completed in 2024
		ISO 14064-1:2018	Completed third-party verification of 2023 GHG emissions

Social Aspect			
SDGs	**Goal**		**2024 Performances**
	Occupational Health and Safety Management System	ISO 45001: 2018	Introduced with consultant guidance; certification expected in 2025
		Hazard Identification and Risk Assessment	Identified three high-risk incidents, all of which have been addressed with corrective control measures.
	Human Rights Protection	Human Rights Awareness and Sexual Harassment Prevention Training	All employees completed annual training.

Sustainability Development Goals

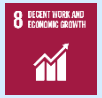
Governance Aspect					
SDGs	**Topics**	**Indicators**	**Short-term Goals** 2025–2027	**Mid-term Goals** 2028–2030	**Long-term Goals** 2030 and beyond
	Operational Strategy and Economic Performance	(1) Quarterly disclosure of financial information. (2) Regular review of profitability and deliberation on significant proposals by the Board of Directors.	Sustain steady growth in revenue and profitability	Continue achieving steady growth in revenue and profitability	Maintain long-term steady growth in revenue and profitability
	Product design and R&D	Regular assessment of the synergies of new technologies and review of implementation results.	Develop low-solvent resin products	Introduce bio-based and recycled materials into products to reduce carbon emissions and minimize environmental impact, while selecting low-toxicity materials for production.	Develop solvent-free products and promote low-toxicity processes, while comprehensively increasing the use of bio-based and recycled materials to achieve energy conservation, carbon reduction, and sustainable development goals.
	Product and service quality	(1) Regular customer satisfaction surveys. (2) Digitalized systems to monitor product quality and process parameters in real time, with analysis and traceability of quality, process conditions, and raw material parameters.	Achieve 90% customer satisfaction	Continuously establish multi-channel communication platforms and conduct annual customer satisfaction surveys, promptly addressing customer needs and tracking quality items to ensure satisfaction with products and services.	Strengthen regular engagement with customers and brand partners on product development progress and issue resolution to facilitate product advancement and brand value growth.

Governance Aspect

SDGs	Topics	Indicators	Short-term Goals 2025–2027	Mid-term Goals 2028–2030	Long-term Goals 2030 and beyond
17 PARTNERSHIPS FOR THE GOALS	**Supply Chain Management**	(1) Supplier evaluation every six months and comprehensive audits every five years (on-site or document review). (2) Signing rate of Supplier Code of Conduct and Integrity Commitment.	(1) Achieve over 70% signing rate of the Supplier Code of Conduct and Integrity Commitment. (2) Conduct supplier evaluations every six months, analyze differences between consecutive periods, and request suppliers to provide improvement plans, ensuring effective follow-up on corrective actions.	Achieve over 95% signing rate of the Supplier Code of Conduct and Integrity Commitment.	Implement more comprehensive supplier environmental and social responsibility screening and evaluation mechanisms.

Environmental Aspect

SDGs	Topics	Indicators	Short-term Goals 2030	Mid-term Goals 2040	Long-term Goals 2050 and beyond
13 CLIMATE ACTION	**Climate Change and Adaptation**	Establish a reduction plan with 2024 GHG emissions as the baseline year.	Reduce GHG emissions by 5%.	Reduce GHG emissions by 20%.	Achieve net-zero emissions at all operational sites.

Social Aspect					
SDGs	**Topics**	**Indicators**	**Short-term Goals** 2025–2027	**Mid-term Goals** 2028–2030	**Long-term Goals** 2030 and beyond
	Occupational health and safety	(1) Incidence rate of occupational injuries, illnesses, and accidents. (2) Number of occupational health and safety violations.	(1) Obtain initial ISO 45001 certification for the Occupational Health and Safety Management System. (2) Achieve 80% completion rate of management programs. (3) Achieve 80% training effectiveness. (4) 100% implementation of self-inspections.	Maintain ISO 45001 certification through re-certification every three years.	Zero injuiries, zero accidents, zero occupational illnesses.
	**Talent Recruitment and development**	Employee retention and recruitment performance.	(1) Keep annual turnover rate below 13%. (2) Introduce online learning and development platform for employee training.	Integrate job competency requirements with training and education systems.	Develop diverse workforce planning to address retirement transitions.

Social Aspect					
SDGs	**Topics**	**Indicators**	**Short-term Goals** 2025–2027	**Mid-term Goals** 2028–2030	**Long-term Goals** 2030 and beyond
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	**Human Rights Protection**	(1) Hold regular labor–management and welfare committee meetings, and implement performance evaluation mechanisms. (2) Establish preventive measurement against unlawful workplace violations	(1) Strengthen supply compliance management: achieve over 70% signing rate of the Supplier Code of Conduct and Integrity Commitment. (2) Enhance employee awareness of human rights: conduct annual training on human rights issues with 100% participation rate. (3) Optimize grievance mechanisms: accelerate grievance handling processes to ensure quicker and fairer responses.	(1) Deepen supply chain management: achieve over 95% signing rate of the Supplier Code of Conduct and Integrity Commitment. (2) Promote stakeholder engagement: hold more dialogue sessions with employees, suppliers, and customers to enhance policy transparency.	(1) Build an ecosystem for corporate social influence: collaborate with other enterprises, governments, and non-profit organizations to jointly promote human rights protection and gender equality. (2) Employee well-being and diversity development: strengthen diversity and inclusion policies, provide more career development opportunities and welfare measures, and enhance employee well-being.

1.2 Sustainable Development Management

Sustainability Governance Structure [GRI 2-13]

To achieve sustainability goals and effectively implement sustainability initiatives, Shuang-Bang Industrial Corp. transformed its former "Corporate Social Responsibility Promotion Committee" into the "Sustainability Development Committee" in 2022, as approved by the Board of Directors. The Committee serves as the decision-making and supervisory body for sustainability-related matters. To further strengthen sustainability governance, the Sustainability Development Committee was restructured in December 2024 and approved by the Board of Directors in March 2025. A top-down governance framework was adopted, with the Board of Directors serving as the highest governing body of the Sustainability Development Committee. Beneath it, a Sustainability Development Task Force was established, led by the General Manager as head of the Task Force. In alignment with specific indicators set forth by the Global Reporting Initiative (GRI), four cross-departmental working groups were formed: the Corporate Governance Group, the Sustainable Environment Group, the Social Engagement Group, and the Sustainability Information Disclosure Group. These groups are responsible for carrying out sustainability initiatives and ensuring the effective implementation of Shuang-Bang's sustainability efforts.

Organization	Responsibilities
Board of Directors	◆ Define the Company's sustainability mission or vision, and establish sustainability policies, systems, and related management guidelines. ◆ Integrate sustainability into business operations and development strategies, and approve concrete sustainability implementation plans. ◆ Ensure the timeliness and accuracy of sustainability-related information disclosures. ◆ Authorize the Sustainability Development Committee to address economic, environmental, and social issues arising from business operations. ◆ Supervise the Company's sustainability performance, review implementation effectiveness, and promote continuous improvement to ensure the fulfillment of sustainability policies.
Sustainability Development Committee	◆ Formulate, promote, and strengthen the Company's sustainability policies, annual plans, and strategies. ◆ Review, monitor, and revise the implementation status and effectiveness of sustainability initiatives. ◆ Oversee sustainability disclosures and review the sustainability report. ◆ Supervise the execution of the Company's Sustainability Guidelines or other sustainability-related tasks resolved by the Board of Directors. ◆ Authorize senior executives to serve as heads of the Task Force, promoting the Company's sustainability efforts. ◆ Report to the Board of Directors at least once a year on the implementation results of sustainability initiatives.
Sustainability Development Task Force	◆ Assist the Sustainability Development Committee in implementing various plans. ◆ Establish cross-departmental working groups to carry out sustainability initiatives. ◆ Report at least once a year to the Sustainability Development Committee on implementation progress.

Organization	Responsibilities
Corporate Governance Team	◆ Ensure compliance with corporate governance laws and regulations. ◆ Establish reasonable compensation policies and employee performance evaluation systems. ◆ Build internal and external communication mechanisms with all organizational members and key stakeholders along the value chain. ◆ Assess relevant risks and management mechanisms.
Sustainable Environment Team	◆ Manage environmental management systems. ◆ Ensure compliance with environmental laws, regulations, and international standards. ◆ Assess sustainability transition, enhance resource utilization efficiency, and develop climate change adaptation and response mechanisms. ◆ Establish dedicated units or personnel for environmental management.
Social Engagement Team	◆ Formulate human rights management policies and procedures. ◆ Ensure compliance with sustainability disclosure regulations and international standards. ◆ Establish appropriate training programs. ◆ Promote community and cultural development.
Sustainability Information Disclosure Team	◆ Manage sustainability information disclosure policies. ◆ Ensure compliance with sustainability disclosure regulations and international standards. ◆ Disclose relevant and reliable sustainability information. ◆ Enhance transparency of sustainability information.

2024 Sustainability Implementation Report [GRI 2-16]

Date of Board Meeting	Report Items
May 10, 2024	◆ Prepared the 2023 ESG Sustainability Report.
November 12, 2024	◆ Formulated Procedures for Preparation and Verification of Sustainability Reports. ◆ Added “Sustainability Information Management” internal control system and internal audit plan.

2025 Sustainability Development Task Force Work Plan

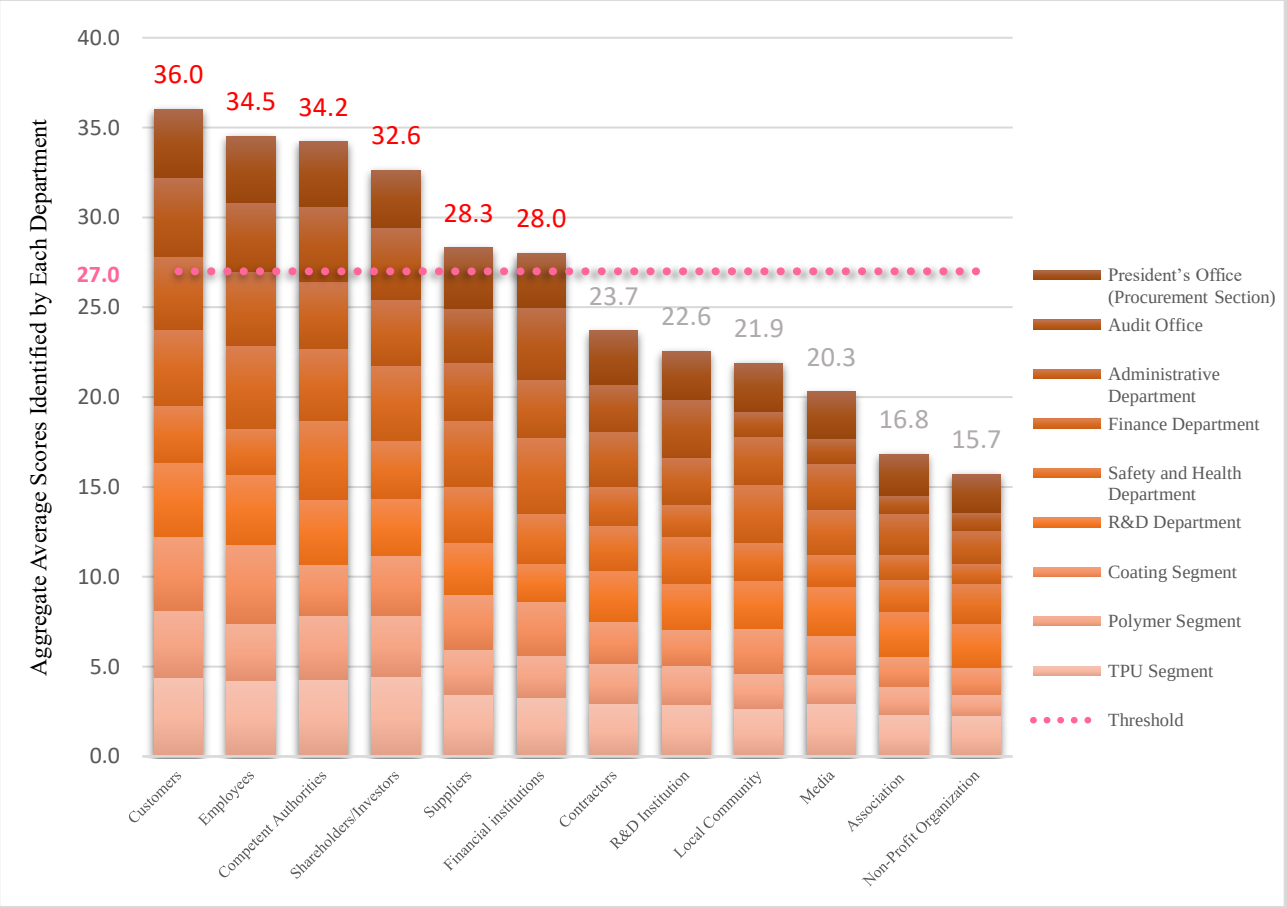
To effectively manage the development of sustainability issues, Shuang-Bang Industrial Corp. conducted a questionnaire survey and held discussions with the Sustainability Development Task Force at the end of 2024 to determine the material topics, stakeholder concerns, and other sustainability issues for 2025. This enables quarterly sustainability meetings to track implementation performance and propose timely improvement measures.

	Sustainable Environment Team	Social Engagement Team	Corporate Governance Team	Sustainability Information Disclosure Team
Material Topics	◆Climate Change and Adaptation	◆Talent Recruitment and development ◆Occupational health and safety ◆Human Rights Protection	◆Product design and R&D ◆Product and service quality ◆Operational Strategy and Economic Performance ◆Cybersecurity and Customer Privacy Protection	-
Stakeholder Concerns	◆Waste Management and Resource Circulation ◆Water Resources and Wastewater Management ◆Climate Change and Adaptation ◆Greenhouse Gas Emissions Management	◆Employee Benefits and Rights Protection ◆Human Rights Protection ◆Occupational health and safety	◆Customer Relationship Management ◆Product and service quality ◆Product design and R&D ◆Sustainable Supply Chain Management ◆Corporate Governance and Ethical Corporate Management ◆Operational Strategy and Economic Performance ◆Cybersecurity and Customer Privacy Protection	-
Other Sustainability Issues	◆Task Force on Climate-Related Financial Disclosures ◆Greenhouse Gas Inventory ◆Greenhouse Gas Reduction Plan	-	◆Risk Management ◆Remuneration Policy	◆Sustainability Report ◆Sustainability Information Updates ◆Annual Sustainability Plan

1.3 Stakeholders and Material Topics

1.3.1 Stakeholder Identification and Engagement [GRI 2-29]

Shuang-Bang recognizes that communication with stakeholders is critical for continuous improvement and long-term development. Each year, the Sustainability Development Task Force conducts stakeholder identification. In accordance with the AA1000 Stakeholder Engagement Standards (AA1000 SES), five assessment principles are applied: responsibility, influence, tension, diverse perspectives, and dependency. Stakeholders are scored and ranked using questionnaires. A total of 34 deputy section managers and above, along with one procurement specialist, evaluated the degree of relevance between stakeholders and Shuang-Bang. The questionnaire results were ranked from highest to lowest. In 2024, the identified key stakeholders and priority communication groups included customers, employees, competent authorities, shareholders/investors, suppliers, and financial institutions. Shuang-Bang aims to establish communication and response mechanisms regarding sustainability issues with stakeholders. Through diverse channels, the Company collects stakeholder feedback and suggestions, which are incorporated into business planning.



Stakeholders and Contact Channels

Stakeholders	Importance	Contact Channels
Customers	Customers are vital partners in the Company's operations. Their needs drive technology development and quality management. Through order execution and product improvement, the Company delivers satisfactory products to customers.	Spokesperson: President Hsu TEL: 049-2251505#103 Email: rita@sbinet.com.tw
Employees	Employees are the Company's most valuable assets. By applying the principle of placing the right talent in the right position, employees are empowered to perform to their full potential, which is a key factor in the Company's success.	Administrative Department: Manager Yang TEL: 049-2257450# 201 Email: sbi_mgmt@sbinet.com.tw
Competent Authorities	Competent authorities are an important reference point for the Company's development. Compliance with and response to regulatory requirements are fundamental principles of the Company's operations.	Administrative Department: Manager Yang TEL: 049-2257450# 201 Email: sbi_mgmt@sbinet.com.tw
Shareholders/ Investors	Shareholders are crucial supporters of the Company's survival. Through capital contributions, they participate in corporate governance and supervision, enabling business continuity and sustainable development.	Spokesperson: President Hsu TEL: 049-2251505#103 Email: rita@sbinet.com.tw
Suppliers	Excellent suppliers provide stable raw materials and professional quality services. The Company and its suppliers collaborate and support each other to jointly accomplish assigned tasks.	Spokesperson: President Hsu TEL: 049-2251505#103 Email: rita@sbinet.com.tw
Financial institutions	Financial institutions play a key role in the sustainability transition. Through investment and financing standards, they influence the Company's strategic direction, integrate financial resources, support the net-zero transition, and enhance the Company's capacity to address risks related to climate change and the natural environment.	Finance Department: Vice President Lin TEL: 049-2257450# 301 Email: nitalin@sbinet.com.tw

Stakeholder Concerns

Issues	Customers	Employees	Competent Authorities	Shareholders/ Investors	Suppliers	Financial institutions	Response Sections	SDGs
Governance Aspect								
Operational Strategy and Economic Performance				●		●	2.3 Operational Strategy and Economic Performance	8 DECENT WORK AND ECONOMIC GROWTH
Corporate Governance and Ethical Corporate Management						●	2.2 Corporate Governance 2.4 Ethical Corporate Management	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Product and service quality	●			●	●	●	3.2 Product and Service Quality	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Product design and R&D				●			3.1 Product Design and R&D	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Customer Relationship Management				●			3.4 Customer Relationship	17 PARTNERSHIPS FOR THE GOALS
Sustainable Supply Chain Management					●		3.3 Supply Chain Management	17 PARTNERSHIPS FOR THE GOALS
Governance Aspect								
Waste Management and Resource Circulation	●		●				4.4 Waste Management	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Water Resources and Wastewater Management	●		●				4.3 Water Resources and Wastewater Management	6 CLEAN WATER AND SANITATION
Climate Change and Adaptation			●				4.5 Climate Change and Adaptation	13 CLIMATE ACTION
Greenhouse Gas Emissions Management			●				4.1.2 Greenhouse Gas Management	13 CLIMATE ACTION
Governance Aspect								
Employee Benefits and Rights Protection		●					5.2.1 Employee Compensation and Benefits	8 DECENT WORK AND ECONOMIC GROWTH
Human Rights Protection		●					2.7 Human Rights Protection	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Occupational health and safety		●	●		●	●	5.4 Occupational Health and Safety	3 GOOD HEALTH AND WELL-BEING

Stakeholder Engagement

Stakeholders	Communication Methods and Frequency	Engagement Practices
Customers	◆ International exhibitions and product seminars: at least once a year ◆ Quality meetings: once a month ◆ Product training, technical support, and services: as needed ◆ Customer satisfaction surveys: once a year ◆ Higg FEM factory environmental management module self-assessment verification: once a year	◆ Participated in the 2024 ISPO Exhibition in Germany with the theme "Environment and Sustainability," showcasing fabrics laminated and directly coated with water-based and bio-based PU resins. At the same time, market trends were observed to evaluate whether the Company's product development direction aligned with customer needs. ◆ Conducted monthly production quality statistics and non-conformance reports, with discussions focused on customer complaints, root cause analysis, and corresponding corrective actions. ◆ Provided product training for relevant personnel to explain the core functions and characteristics of new products, while offering immediate support for technical issues or urgent requests. ◆ Valued customer feedback and suggestions by conducting and analyzing customer satisfaction surveys annually. Results were reviewed in management meetings, and corrective measures were implemented to improve operations and enhance customer service and satisfaction. ◆ Collaborated with customers to improve performance on the Higg FEM factory environmental management module, covering aspects such as environment, energy, wastewater, air emissions, waste, and chemical management.

Stakeholders	Communication Methods and Frequency	Engagement Practices
Employees	◆ Occupational Safety and Health (OSH) Committee: once per quarter ◆ General employee meetings: twice a year ◆ Labor-management meetings: once per quarter ◆ Migrant worker forums: once per quarter ◆ Training programs: scheduled and implemented as needed ◆ Human rights due diligence: once a year ◆ Suggestion box / grievance hotline and email: available at all times Quality meetings: once a month	◆ Management at all levels and employee representatives jointly review workplace accidents, corrective measures, and updates to occupational safety and health regulations, enabling employees to directly raise workplace safety concerns and propose improvements to management. ◆ Semi-annual general employee meetings are held to ensure that all employees are informed of departmental plans and performance, promoting information transparency and alignment of goals. Employees may raise suggestions during these meetings, which receive direct responses from senior management. ◆ Labor and management representatives engage in open communication and coordination regarding corporate governance and employee rights, fostering mutual trust, shared benefits, and win-win cooperation. ◆ Dedicated sessions are held for migrant worker forums are held to inform migrant employees of company policies, work requirements, and regulatory updates, while also providing care and assistance in adapting to work and life. ◆ Human rights awareness and anti-sexual harassment training are conducted during general employee meetings, with additional sessions provided for new hires to ensure all employees complete annual training. ◆ Pre-employment OSH training is provided to new hires to strengthen safety awareness and basic protective knowledge, reducing risks during the initial stage of employment. ◆ Ongoing OSH training is provided to current employees, covering workplace hazards, hazard communication, emergency response, and incident reporting procedures. These trainings enhance safety awareness and response capabilities, helps prevent occupational injuiries, and builds a safety culture to ensure the workplace remains safe and compliant. ◆ Internal surveys are conducted to identify potential risks related to forced labor, discrimination and inequality, and occupational safety and health. Corresponding mitigation measures are then formulated and implemented.

Stakeholders	Communication Methods and Frequency	Engagement Practices
Competent Authorities	◆ Nantou County Environmental Protection Bureau – Waste Management Division on-site audit: from time to time ◆ Nangang Industrial Park Wastewater Treatment Plant on-site audit: twice a month ◆ Wastewater (raw water and effluent) quality testing: twice a year ◆ Third-party verification of greenhouse gas emissions: once a year ◆ Climate risk assessment: once a year ◆ Occupational injuiries reporting: in accordance with regulations	◆ Manage and classify industrial waste in accordance with waste clearance documentation, and carry out reporting, storage, recycling, removal, and treatment in compliance with the Waste Disposal Act and related regulations. ◆ Conduct monthly sampling of effluent discharges to ensure compliance with wastewater quality standards. ◆ Commission third-party testing of wastewater (raw water and effluent) every six months, and report results to the wastewater management system. ◆ Perform organizational-level GHG inventory in line with ISO 14064-1, commission third-party verification, and publish the GHG verification statement on the Company website. ◆ Conduct climate risk and opportunity identification through internal surveys in reference to the Task Force on Climate-related Financial Disclosures (TCFD) guidelines. Develop corresponding adaptation strategies to assess the potential impacts of climate change on the Company and create long-term value. ◆ In the event of a fatal occupational accident, an incident resulting in injuries to three or more individuals, or an accident causing hospitalization of at least one individual, report in accordance with regulations and conduct an accident investigation.

Stakeholders	Communication Methods and Frequency	Engagement Practices
Shareholders/ Investors	◆ Shareholders' Meeting: once a year ◆ Investor Conference: once a year ◆ Market Observation Post System: once a month ◆ Financial Reports: once per quarter ◆ Annual Report: once a year	◆ To report to shareholders on the previous year's operating results and dividend distribution. ◆ To explain the Company's current operating status and future profitability outlook to the investors. ◆ To announce monthly revenue figures at Market Observation Post System. ◆ To publish financial reports approved by the Board of Directors on the Company website. ◆ To disclose the execution results of annual business strategies.
Suppliers	◆ Supplier evaluation: twice a year ◆ Raw material chemical BSBL declaration: once every three years	◆ Conduct evaluations on quality and safety, delivery, and pricing for the top ten suppliers and individual suppliers ranked by transaction value from January to June and July to December each year. Perform variance analysis on the evaluation results of the top ten suppliers across two periods and propose follow-up action and improvement plans. ◆ Require raw material suppliers to assist in assessing the compliance of raw materials with the bluesign® System Black List (BSBL) and to provide BSBL declarations. Through input stream management, ensure that the Company's bluesign®-certified products comply with the bluesign® System Substances List (BSSL).
Financial institutions	◆ Market Observation Post System: once a month ◆ Financial Reports: once per quarter ◆ Annual Report: once a year ◆ ESG Report disclosure: once a year	◆ To announce monthly revenue figures and implementation status of corporate governance at Market Observation Post System. ◆ To publish financial reports approved by the Board of Directors on the Company website. ◆ To disclose the execution results of annual business strategies. ◆ Publish the ESG Report to disclose the annual implementation status of sustainability issues.

1.3.2 Identification of Material Topics [GRI 3-1]

Understanding the Organizational Context

Shuang-Bang considers key aspects of business operations, critical operational resources, and essential factors for business continuity, as well as each stage of the supply chain and value chain. At the same time, the Company monitors international sustainability trends and issues highlighted by foreign investment rating agencies in the industry. Based on this assessment, a total of 19 sustainability topics were identified, comprising 9 governance topics, 4 environmental topics, and 6 social topics.

Aspect	Item	Sustainability Issue
Governance	1	Cybersecurity and Customer Privacy Protection
	2	Operational Strategy and Economic Performance
	3	Risk Management
	4	Regulatory Compliance
	5	Corporate Governance and Ethical Corporate Management
	6	Product and service quality
	7	Product design and R&D
	8	Customer Relationship Management
	9	Sustainable Supply Chain Management
Environment	10	Waste Management and Resource Circulation
	11	Water Resources and Wastewater Management
	12	Climate Change and Adaptation
	13	Greenhouse Gas Emissions Management
Society	14	Employee Benefits and Rights Protection
	15	Talent Recruitment and development
	16	Human Rights Protection
	17	Occupational health and safety
	18	Tax Responsibility
	19	Social Engagement and Contribution

Identify Impacts and Evaluate the Significance

Based on the list of sustainability topics identified in the previous stage, the Sustainability Development Task Force of Shuang-Bang further assessed the actual and potential positive and negative impacts of each topic.

Actual or Potential Positive Impacts	These may occur when the Company establishes and effectively implements relevant management policies for a given sustainability topic, thereby generating favorable or significant performance outcomes. Such outcomes represent the positive impacts of sustainability on the economy, environment, and society.
Actual or Potential Negative Impacts	These may occur when the Company fails to implement or inadequately manages a given sustainability topic, resulting in negative impacts from overall operations on the external economy, environment, and society.

Governance Aspect		
Sustainability Issue	**Negative Impacts**	**Positive Impacts**
Information Security and Customer Privacy Protection	Exposure to cyberattacks or data theft leading to customer data breaches, causing significant impacts on business operations.	Establishment of an information security management system to safeguard customer data and privacy, preventing the leakage of confidential information.
Operational Strategy and Economic Performance	Poor operating performance damaging shareholders' economic interests and undermining commitments to shareholders.	Creation of economic value, enhancement of shareholder returns, and fulfillment of commitments to shareholders.
Risk Management	Failure to respond promptly to economic, social, and geopolitical changes, affecting supply chains and trade partners.	Establishment of a risk management framework to ensure supply chain stability and smooth trade operations.
Regulatory Compliance	Failure to comply with regulations and competent authority requirements may harm stakeholders, expose the Company to penalties, and increase operating costs.	Strict compliance with legal requirements reduces operational risks, avoids penalties, and contributes to positive socio-economic development.
Corporate Governance and Ethical Corporate Management	Poor corporate governance and violations of business ethics may result in fraudulent behavior, severely damaging the Company's reputation and stakeholder interests.	Establishment of a robust corporate governance framework and regulations, adherence to business ethics, prevention of improper business conduct, and alignment with the expectations and requirements of government and stakeholders.

Governance Aspect		
Sustainability Issue	**Negative Impacts**	**Positive Impacts**
Product and service quality	Poor product quality and low yield rates may lead to loss of customer orders and erosion of consumer trust.	Improved product quality increases customer orders, enhances consumer trust, and strengthens competitiveness.
Product design and R&D	Failure to anticipate market trends or develop innovative technologies, or products failing to meet international standards and market needs, may negatively impact revenue.	Product R&D and technological innovation, including the development of new or green products, increase product value, enhance customer willingness to purchase, and boost Company revenue.
Customer Relationship Management	Failure to deliver required products and services or to respond promptly to customer needs may lead to loss of customer trust.	Provision of required products and services, timely responses to customer needs, and establishment of strong customer relationships.
Supply Chain Management	Supply chain disruptions or non-compliance of suppliers with Company or client requirements may undermine commitments to customers.	Proactive selection of reliable suppliers creates a win–win situation for both parties.

Environmental Aspect		
Sustainability Issue	**Negative Impacts**	**Positive Impacts**
Waste Management and Resource Circulation	Failure to properly handle waste, leading to ecological damage.	Proper management of waste emissions to reduce environmental pollution and promote a circular economy.
Water Resources and Wastewater Management	Arbitrary discharge of wastewater, causing ecological pollution, violating government regulations, and damaging corporate reputation.	Active management of water resources to enhance efficiency of resource utilization and reduce ecological burdens.
Climate Change and Adaptation	Failure to effectively implement adaptation measures, aggravating global climate change, increasing climate risks, and worsening the Company's operating environment and financial performance.	Effective adaptation strategies that control climate-related risks, mitigate potential impacts of climate change on the Company's operations and financial condition.
Greenhouse Gas Emissions Management	Ineffective control of greenhouse gas emissions, resulting in exceeding permissible limits, damaging the climate environment, and losing opportunities to align with net-zero policies.	Establishment of clear reduction plans and strict monitoring of greenhouse gas emissions to mitigate the greenhouse effect, reduce environmental impact, and align with the net-zero pathway.

Social Aspect		
Sustainability Issue	**Negative Impacts**	**Positive Impacts**
Employee Benefits and Rights Protection	Failure to provide employees with basic protection, violation of the Labor Standards Act, and infringement of labor rights.	Provision of comprehensive employee benefits to safeguard basic needs, thereby strengthening employees' sense of identification with the Company.
Talent Recruitment and development	Inability to recruit and retain outstanding talent, neglect of employee development or provision of appropriate promotion channels, leading to talent loss and gaps in experience and expertise.	Recruitment and retention of outstanding talent, enhancement of professional skills, and strengthening of corporate competitiveness.
Human Rights Protection	Discrimination or unfair practices that fail to protect the rights of employees and non-employees, resulting in infringements of employee rights, loss of trust, and decreased cohesion.	Respect for diversity and inclusion, safeguarding the rights of employees and non-employees, establishing transparent communication channels, and enhancing trust and cohesion.
Occupational health and safety	Failure to comply with safety regulations, leading to occupational accidents that threaten the lives, safety, and work capacity of employees and other stakeholders.	Implementation of occupational safety and health management, provision of a safe and healthy working environment, and reduction of accident risks.
Tax Responsibility	Non-compliance with tax regulations, potentially resulting in penalties for underreporting.	Establishment of a tax management framework to fulfill tax responsibilities and align with international anti-tax avoidance trends.
Social Engagement and Contribution	Failure to adequately contribute to society and fulfill corporate social responsibilities, weakening social cohesion and increasing societal costs.	Addressing and resolving social issues, promoting public welfare initiatives to give back to society, creating social value, and strengthening social cohesion.

Prioritization of Impacts

To evaluate the "likelihood of occurrence" and "magnitude of impact" of the actual and potential positive and negative impacts of each sustainability topic, Shuang-Bang distributed a materiality assessment questionnaire. A total of 34 deputy section managers and above, along with one procurement specialist, assessed the impacts and risks of sustainability topics on the Company's operations. The results of the questionnaire were used to calculate the significance of both positive and negative impacts, as well as materiality. Topics were then ranked from highest to lowest by materiality. Sustainability topics with a materiality score above 25.80 were defined as material. A total of six topics were selected as material topics: Product and Service Quality, Product Design and R&D, Business Strategy and Economic Performance, Occupational Health and Safety, Talent Recruitment and Development, and Sustainable Supply Chain Management. In addition, in response to international sustainability trends, Shuang-Bang's Sustainability Meeting resolved to include Human Rights Protection and Climate Change and Adaptation as material topics. In 2024, Shuang-Bang identified a total of eight material topics for which the Sustainability Development Task Force established corresponding policies and objectives, along with action plans to address these issues in practice.

Aspect	Sustainability Issue	Significance of Negative Impact	Significance of Positive Impacts	Materiality	Material Topics
Governance	Product and service quality	13.85	16.20	30.05	●
Governance	Product design and R&D	12.84	15.59	28.43	●
Governance	Operational Strategy and Economic Performance	12.05	14.98	27.03	●
Society	Occupational health and safety	12.98	13.93	26.91	●
Society	Talent Recruitment and development	12.35	14.24	26.59	●
Governance	Sustainable Supply Chain Management	11.52	14.37	25.89	●
Governance	Customer Relationship Management	11.59	13.57	25.16	
Environment	Waste Management and Resource Circulation	11.03	12.87	23.90	
Governance	Information Security and Customer Privacy Protection	10.41	12.16	22.57	
Environment	Water Resources and Wastewater Management	9.62	12.32	21.94	
Governance	Corporate Governance and Ethical Corporate Management	9.75	12.08	21.83	
Governance	Regulatory Compliance	9.74	11.99	21.73	
Society	Human Rights Protection	9.20	12.26	21.46	●
Environment	Greenhouse Gas Emissions Management	10.26	11.15	21.41	
Society	Employee Benefits and Rights Protection	9.14	12.00	21.14	
Environment	Climate Change and Adaptation	9.50	10.32	19.82	●
Governance	Risk Management	8.72	11.00	19.72	
Society	Tax Responsibility	6.97	10.37	17.34	
Society	Social Engagement and Contribution	6.39	8.37	14.76	

Note 1: "Human Rights Protection" and "Climate Change and Adaptation" were included as material topics by resolution of the Sustainability Committee.
Note 2: Impact Significance = Average Likelihood of Occurrence × Average Impact Level
Note 3: Materiality = Negative Impact Significance + Positive Impact Significance
Note 4: Likelihood of occurrence: Never = 1 point; Unlikely = 2 points; Possible = 3 points; Likely = 4 points; Almost certain = 5 points.
Note 5: Degree of impact: None = 1 point; Minor = 2 points; Moderate = 3 points; High = 4 points; Very high = 5 points.

1.3.3 Material Topics Management

List of Material Topics [GRI 3-2]

Compared to the previous year, Shuang-Bang Industrial Corp. reduced the number of material topics from 14 to 8 in order to manage the important material topics more effectively.

2024 Material Topics	2023 Material Topics	Explanation of Changes
Product and service quality	-	Materiality adjustment, upgraded to material topic.
Product design and R&D	**Innovative Technology and Services**	Maintained, with name adjustment.
Operational Strategy and Economic Performance	**Operational Performance**	Maintained, with name adjustment.
Occupational health and safety	**Workplace Health and Safety**	Maintained.
Talent Recruitment and development	-	Materiality adjustment, upgraded to material topic.
Sustainable Supply Chain Management	**Supplier Management**	Maintained, with name adjustment.
Human Rights Protection	-	Materiality adjustment, upgraded to material topic.
Climate Change and Adaptation	**Climate Strategy and Action**	Maintained, with name adjustment.
-	**Corporate Governance**	Materiality adjustment, downgraded to topic of concern.
-	**Ethical Corporate Management**	Materiality adjustment, downgraded to topic of concern.
-	**Regulatory Compliance and Ethical Standards**	Materiality adjustment, downgraded to topic of concern.
-	**Risk Management**	Materiality adjustment, downgraded to topic of concern.
-	**Environmental Management**	Materiality adjustment, downgraded to topic of concern.
-	**Green Products**	Materiality adjustment, downgraded to topic of concern.
-	**Waste Management**	Materiality adjustment, downgraded to topic of concern.
-	**Labor Relationship**	Materiality adjustment, downgraded to topic of concern.
-	**Social Contribution**	Materiality adjustment, downgraded to topic of concern.

Material Topics and Value Chain

Topic Aspect	Material Topics	Significance to Shuang-Bang Industrial Corp.	Value Chain						GRI Topic Standards	Disclosure Section
			Upstream	Shuang-Bang	Downstream	Other Stakeholders				
			Suppliers	Employees	Customers	Shareholders/ Investors	Competent Authorities	Financial institutions		
Governance	**Operational Strategy and Economic Performance**	Sustained profitability to achieve the goal of sustainable operations and to create new employment opportunities.		●		●		○	GRI 201 Economic Performance	2.3 Operational Strategy and Economic Performance
	Product design and R&D	Keeping up with fashion trends and market dynamics, and promptly developing marketable product designs and innovation capabilities, are critical to maintaining the Company's competitiveness.		●	●	○		○	Customized Topic	3.1 Product Design and R&D
	Product and service quality	Product quality and service are the foundation of the Company's sustainable development. Adhering to the business principle of "Quality First, Customer First," the Company strictly ensures product quality requirements.		●	●	○		○	Customized Topic	3.2 Product and Service Quality
	Sustainable Supply Chain Management	A sound supply chain management system can effectively mitigate the risk of operational disruptions caused by supply shortages, thereby ensuring business continuity and stable operations.	●	●	●				GRI 204 Procurement Practices	3.3 Supply Chain Management
Environment	**Climate Change and Adaptation**	By changing social and economic development models, the Company enables its operations to adapt to the impacts of climate change, seeking to sustain survival, livelihood, and development under extreme climate conditions and the effects of global warming.	●	●	●	○	○	○	Customized Topic	4.5 Climate Change and Adaptation
Society	**Occupational health and safety**	A sound occupational safety and health management system helps create a safe, comfortable, and efficient working environment, enhancing employees' workplace safety and health.	○	●	○		○		GRI 403 Occupational Health and Safety	5.4 Occupational Health and Safety
	Talent Recruitment and development	Employees help the Company create operational value. The Company should be committed to providing employees with opportunities for continuous learning and growth, and to creating a diverse and inclusive working environment.		●					GRI 404 Training and Education	5.3 Talent Recruitment and development
	Human Rights Protection	The Company not only pursues economic performance but also emphasizes its positive impact on employees and society by promoting respect for human rights and gender equality, thereby contributing to the building of a fair and harmonious society.	○	●	○		○		GRI 406 Non-discrimination GRI 408 Child Labor	2.7 Human Rights Protection

Note 1: ● Directly related; ○ Indirectly related

CH2 Operations and Governance

2.1 Company Profile

2.1.1 Organizational Profile [GRI 2-1]

Founded in 1989, Shuang-Bang Industrial Corp. is a pioneer in Taiwan in the production of high-performance waterproof and breathable fabrics. With extensive technical expertise and in-house resin production for lamination, the Company holds a distinct advantage in both quality and cost. Over the years, Shuang-Bang has continuously expanded its operations, acquiring diversified coating equipment and technologies to provide customers with one-stop services.

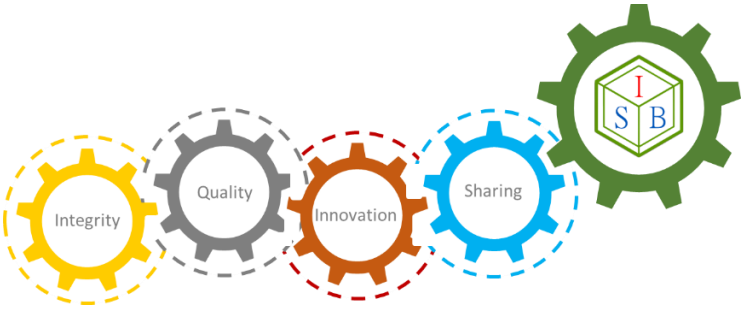
Since 1998, in addition to high-performance PU resins and waterproof breathable fabric processing, Shuang-Bang has expanded its business scope to include the production and sale of hardeners and specialty chemicals. In 2008, the Company developed a TPU product line, primarily applied in footwear materials. This marked its expansion from chemical products to functional textile processing, with further applications extended to footwear-related products. Today, Shuang-Bang has become one of the leading domestic manufacturers of high-performance resins, functional textiles, footwear materials, and specialty chemicals.

The Company's headquarters is located in the Nangang Industrial Park, Nantou County, Taiwan. As of December 31, 2024, Shuang-Bang operates four facilities: the Yongxing Plant, Renhe Plant, Nangang Plant, and Taipei Office, employing a total of 355 people.

Shuang-Bang Industrial Corp.	
Employee count	355 persons (as of December 31, 2024)
Capital	NT$824 million (as of December 31, 2024)
Date of Establishment	November 1989
Main products	◆ Coating and lamination products ◆ Resins, curing agents, and photo-initiators ◆ TPU (Thermoplastic Polyurethane)
Chairman	Chung-Tang Chang
President	Yu-Chuan Hsu
Headquarters	No. 3, Yongxing Rd., Nangang Industrial Park, Nantou City, Nantou County, Taiwan

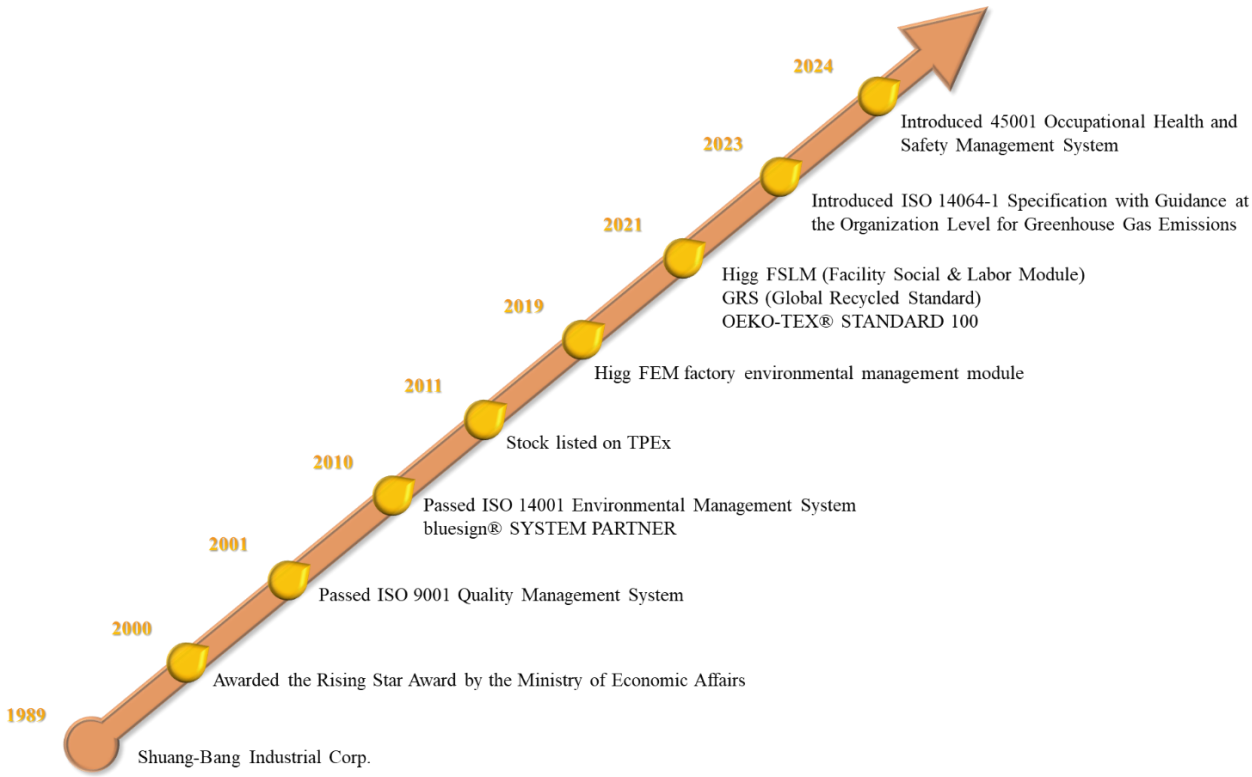
Business Philosophy

Shuang-Bang Industrial Corp. upholds "Integrity" as its core value, consistently enhances "Quality," continuously pursues "Innovation," and shares achievements with employees, shareholders, and society. Guided by the leadership of senior management, the Company is dedicated to research and development, striving to deliver products of the highest quality, provide services that meet customer needs, and achieve long-term sustainable operations.



Integrity	Adhering to the principle of integrity, strictly complying with laws and regulations, and fostering strong partnerships with suppliers and customers.
Quality	Continuously improving operational, product, and service quality to maintain the Company's competitive edge and fulfill customer expectations.
Innovation	Promoting process improvements and developing competitive or niche products through ongoing innovation and research.
Sharing	Pursuing sustainable operations while utilizing corporate profits to care for employees and contribute to shareholders and society.

Key Milestones



2.1.2 Organizational Value Chain [GRI 2-6]

Industry Classification

Shuang-Bang Industrial Corp. is primarily engaged in the research, development, manufacturing, and sales of functional textiles and chemical products, including coating and lamination processing, polymer chemicals, and TPU products. According to the Sustainability Accounting Standards Board (SASB) under the Sustainable Industry Classification System® (SICS®), Shuang-Bang is classified in the Resource Transformation sector, Chemicals industry. In Taiwan's Over-the-Counter (OTC) market, the Company is categorized under the textile and fiber industry.

Classification Basis	Industry Classification
SASB Sustainable Industry Classification System (SICS®)	Resource Transformation Sector; Chemicals Industry
Taipei Exchange	Textiles and Fiber Industry

Product Structure

Based on its main product categories, Shuang-Bang Industrial Corp. has established three major business divisions: the Coating Division, the Polymer Division, and the TPU Division. In 2024, revenue contributions from these three divisions were as follows: Coating Division 52.77%, Polymer Division 34.18%, and TPU Division 10.53%. The revenue structure showed no significant changes compared to 2023.

Net Revenue

Unit: NT$ thousand

Main products		2023		2024	
		Net operating income	Percentage of revenue	Net operating income	Percentage of revenue
Coating and lamination		765,789	48.45%	1,006,767	52.77%
Polymer	**Resin (including toll processing)**	189,175	11.97%	197,905	10.37%
	Curing agent (including toll processing)	347,553	21.99%	389,607	20.42%
	Photoinitiator	31,220	1.97%	64,589	3.39%
TPU		184,241	11.66%	200,874	10.53%
Others		62,630	3.96%	48,097	2.52%
Total		1,580,608	100.00%	1,907,839	100.00%

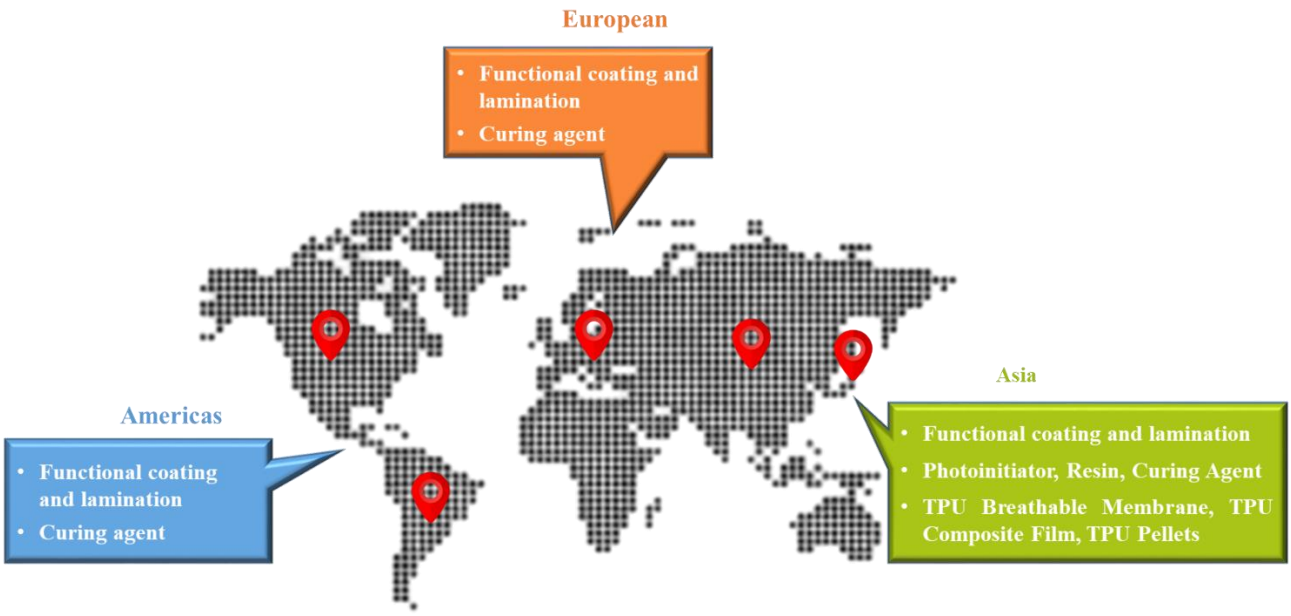
Sales Market

Shuang-Bang Industrial Corp. sells to customers across Taiwan, Asia, the Americas, and Europe. In 2024, domestic sales in Taiwan amounted to NT$1,461,768 thousand, accounting for 76.62% of total revenue, making it the Company's primary market. Exports are listed in order of significance: Asia NT$282,105 thousand (14.79%), the Americas NT$156,169 thousand (8.19%), and Europe NT$2,275 thousand (0.12%).

Net Revenue

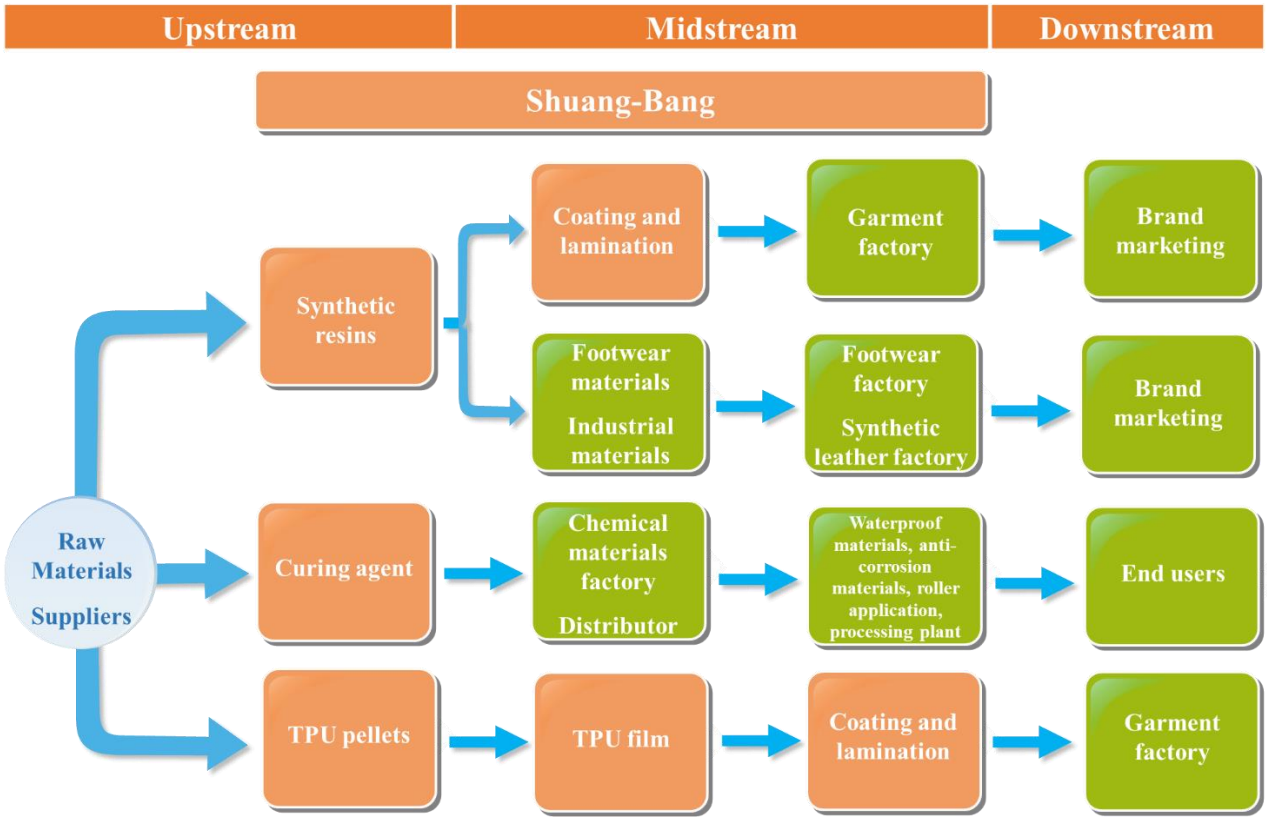
Unit: NT$ thousand

Sales Region		2023		2024	
		Net operating income	Percentage of revenue	Net operating income	Percentage of revenue
Domestic Sales	**Taiwan**	1,287,368	81.45%	1,461,768	76.62%
Export	**European**	1,584	0.10%	2,275	0.12%
	Asia	125,736	7.95%	282,105	14.79%
	Americas	158,331	10.02%	156,169	8.18%
	Others	7,589	0.48%	5,522	0.29%
	Subtotal	293,240	18.55%	446,071	23.38%
Total		1,580,608	100.00%	1,907,839	100.00%



Industry Value Chain

Shuang-Bang Industrial Corp.'s coating and lamination processing operations are positioned as a midstream manufacturer. To secure critical raw materials, the Company also engages in the production of upstream synthetic resins, hardeners, and TPU particles. The Company's products have downstream applications across a wide range of sectors, including footwear, medical supplies, bags and luggage materials, apparel, outdoor products, electronics, and industrial-grade products.



2.1.3 Participation in External Associations [GRI 2-28]

Shuang-Bang Industrial Corp.'s main business activities are in the synthetic resin industry and the textile industry. To maintain close connections with various sectors of society, promote sustainable collaboration and development, and stay abreast of market trends, the Company actively participates in industry associations.

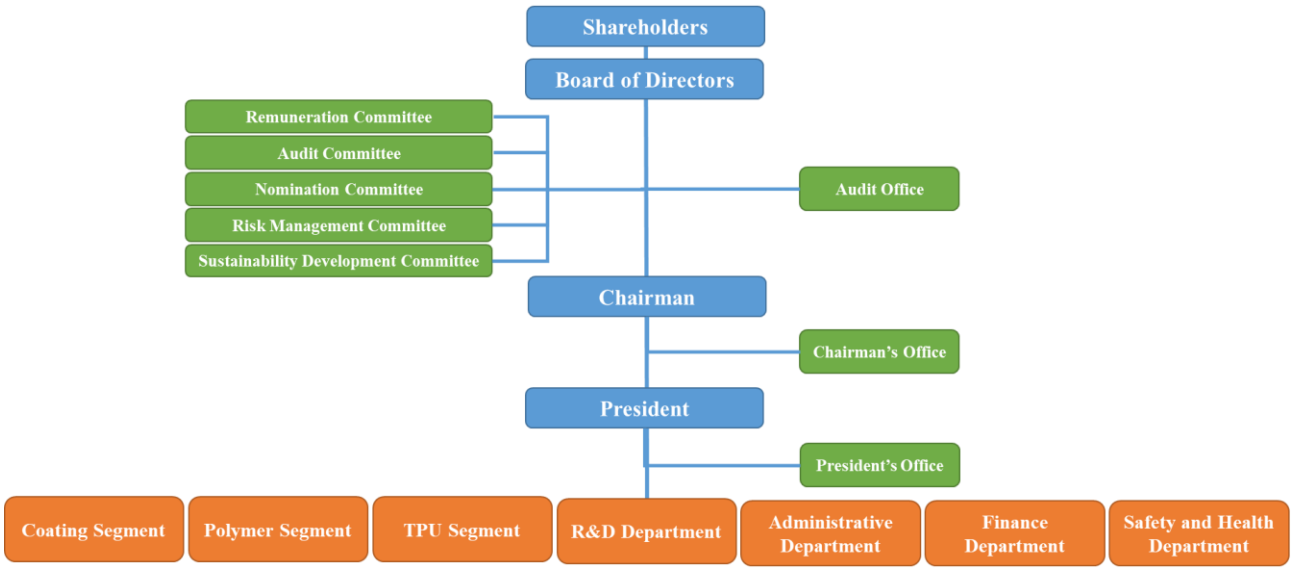
Association Name	Role in the Association
Taiwan Synthetic Resins & Adhesives Industrial Association	Member
Nantou Nangang Industrial Park Vendors & Manufacturers Association	Member
Nantou County Industrial Association	Member
Taiwan Association of Industrial Textiles	Member
Manufacturers United Association of Taiwan Industrial Zones (Republic of China)	Member
Nantou County Chamber of Commerce	Member
Taiwan Garment Manufacturers Association	Member
Management Science Society of the Republic of China – "Little Giant Award" Fellowship Association	Member

2.2 Corporate Governance

The Board of Directors of Shuang-Bang Industrial Corp. is the Company's highest governance body. It has established the Audit Committee, Compensation Committee, Nomination Committee, Risk Management Committee, and Sustainability Development Committee to assist in fulfilling its supervisory responsibilities and to report their activities, proposals, and related resolutions to the Board. In terms of sustainability strategy management, the Board of Directors serves as the highest decision-making and supervisory body for managing impacts related to economic, environmental, and social issues. When deliberating significant matters, the Board takes into account governance, environmental, and social issues, their related impacts, risks and opportunities, as well as stakeholder perspectives.

Shuang-Bang Industrial Corp.

Organizational Chart



2.2.1 Board of Directors [GRI 2-9]

Composition and Responsibilities of the Board of Directors

[GRI 2-10, GRI 2-11, GRI 2-12, GRI 2-14, GRI 2-17]

The 14th term of the Board of Directors of Shuang-Bang Industrial Corp. serves from May 31, 2024, to May 30, 2027. Board members collectively possess expertise in chemistry/organic chemistry, chemical engineering, research and development, business management, marketing and trade, education, accounting, and finance. All members are invited to attend Board meetings.

Composition of the Board of Directors	
Nomination, and Election	◆ Shuang-Bang's Board of Directors consists of 7 to 11 members, elected by shareholders under the candidate nomination system. Each director serves a three-year term and is eligible for re-election. The total shareholding ratio of all directors complies with the requirements of the securities regulatory authority. ◆ Among the above number of directors, there shall be at least two independent directors and independent directors may not account for less than one-fifth of board seats. The qualifications and election process of independent directors comply with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies." Independent directors must not have been related parties or employees of the Company or its affiliates in the two years prior to their election, nor during their tenure, to ensure independence. ◆ Board composition must consider diversity. Directors who concurrently serve as managerial officers may not exceed one-third of all board seats. In selecting candidates, considerations extend beyond gender, age, nationality, and culture, to include expertise and experience required for the Company's operations, business model, and development needs. ◆ Candidate selection or nomination is guided by annual performance evaluations of the Board, its members, and functional committees, with adjustments made to ensure effectiveness.
Chairman of the Board	◆ The Chairman of the 14th term Board, Mr. Chang, Chung-Tang, also serves as Chief Strategy Officer. As the founder of the Company and a graduate of the Department of Chemistry at National Chung Hsing University, he possesses extensive industry knowledge, business management expertise, and leadership skills. ◆ To ensure the independence of corporate operations and mitigate conflicts of interest, directors or their representatives with interests in meeting proposals must regularly disclose any conflicts of interest and are subject to supervision by independent directors.

Responsibilities of the Board	
Oversight of Impact Management	◆ The Board of Directors of Shuang-Bang Industrial Corp. serves as the Company's highest governance body. The Board provides strategic guidance, oversees management, and is accountable to the Company and its shareholders. All corporate governance operations and arrangements are carried out by the Board in accordance with applicable laws and regulations, the Articles of Incorporation, and resolutions of the shareholders' meeting, thereby ensuring the proper exercise of its authority. ◆ The Board convenes at least once per quarter to review corporate performance, discuss major ESG strategy issues and significant events, including economic, environmental, and social impacts, risks, and opportunities. Follow-up responsibilities are assigned during meetings, and execution reports are presented annually.
Sustainability Reporting	◆ The Sustainability Development Committee and its task force, under the Board of Directors, are responsible for preparing the sustainability report in compliance with the Global Reporting Initiative (GRI) Standards and the Task Force on Climate-related Financial Disclosures (TCFD) framework. Reports are finalized and published upon Board approval. ◆ The Board approves the Company's sustainability mission or vision, sustainability policies, systems, management guidelines, and concrete implementation plans, ensuring timely and accurate disclosure of sustainability-related information.
Continuing Education of Directors	◆ According to the "Directions for the Implementation of Continuing Education for Directors," directors of Shuang-Bang must complete at least six hours of training annually. ◆ In 2024, directors completed two key training courses: Corporate Sustainability and Governance: Key Issues and Stakeholder Analysis (3 hours) and Trade Secret Protection and Non-Compete Practices (3 hours). ◆ For further details, please refer to Shuang-Bang's 2024 Annual Report (pp. 68–69) or the Market Observation Post System (MOPS) disclosure on "Director Training Status."

Board members												
Title	Director	Gender	Age			Managerial Officer	Professional capabilities					Main academic and career backgrounds
			Age 60 and under	Age 61 to 70	Age 71 and above		Financial accounting	Business administration	Knowledge of the industry	Leadership and decision-making	Law	
Chairman	**Chung-Tang Chang**	Male			●	●	●	●	●	●		Education: Department of Chemistry, National Chung Hsing University
Vice Chairman	**Ah-Ming Chen**	Male		●		●		●	●	●		Education: Department of Chemistry, National Cheng Kung University
Director	**Hsi-Neng Hsieh**	Male		●				●	●	●		Education: Master's Degree, Institute of Polymer Science & Engineering, Tsinghua University
Director	**Ken-Chen Chen**	Male			●			●	●	●		Education: Department of International Business, Tamkang University Experience: CEO of Panel Group
Director	**Ho-Pin Lin**	Male		●				●	●	●		Experience: Chairman, HOR JING CORP.
Director	**Uei-Want Industrial Co. Ltd. Representative: Cheng-Yen Liang**	Male			●			●	●	●		Experience: Director, Uei-Want Industrial Co., Ltd. Chairman, Unifong Corporation

Board members												
Title	Director	Gender	Age			Managerial Officer	Professional capabilities					Main academic and career backgrounds
			Age 60 and under	Age 61 to 70	Age 71 and above		Financial accounting	Business administration	Knowledge of the industry	Leadership and decision-making	Law	
Independent Director	**Chen, Li-Ling**	Female	●				●	●		●	●	Education: PhD of Accounting, National Cheng Kung University Experience: CPA, Chuan-Da Accounting Firm Manager, Audit Department, KPMG Independent Director, Hanpin Electron Co., Ltd. Independent Director, Lin Horn Technology Co., Ltd. Assistant Professor, Tatung Institute of Technology
Independent Director	**Tsai, Hao-Chin**	Male		●				●	●	●		Education: Master of Industrial Engineering, University of Houston Experience: President, ChingTai Resin Chemical Co., Ltd.
Independent Director	**Cheng-Feng Cheng**	Male			●			●	●	●		Education: Ph.D. in Chemistry, University of North Texas Experience: Professor of Chemistry, National Chung Hsing University

Note 1: Information regarding the background of Board members, shareholdings, concurrent positions in other companies, and attendance records has been disclosed in Shuang-Bang's 2024 Annual Report (pp. 4–7, p. 16) and is available on the Market Observation Post System (MOPS) as well as on the Company website (https://www.shuang-bang.com).

Independence and Diversity of the Board of Directors [GRI 405-1]

The 14th Board of Directors of Shuang-Bang Industrial Corp. consists of nine members with diverse gender, age, professional backgrounds, and work experience. The Company places great emphasis on the independence of Board operations and has clearly defined the "Rules Governing the Scope of Powers of Independent Directors" to ensure that independent directors can fully exercise their responsibilities, thereby enhancing Board effectiveness and corporate performance.

Rules Governing the Scope of Powers of Independent Directors

- When an independent director objects to or expresses reservations about any matters, it shall be recorded in the minutes of the board meeting. The Company or Board of Directors may not obstruct, refuse, or evade the actions of independent directors in business execution.
- As independent directors deem necessary for business execution, independent directors may request the board to appoint relevant personnel or may hire by themselves professionals for assistance.

Number of Independent Director	The Board includes three independent directors, accounting for one-third of all Board seats. Each independent director has provided a declaration of independence, confirming their own independence as well as that of their immediate family members in relation to the Company. The tenure of all independent directors does not exceed three consecutive terms.
Directors Concurrently Serving as Managerial Officers	For business development and operational needs, two directors concurrently serve as company managers, not exceeding one-third of all Board seats.
Board Gender Representation	

Gender	Number of Board members	As a Percentage of the Board of Directors
Female	1	11.11%
Male	8	88.89%

Age distribution of Directors

Age	Number of Board members	As a Percentage of the Board of Directors
Age 31 to 50	0	0.00%
Age 51 to 70	6	66.67%
Age 71 and above	3	33.33%

Note 1: Ages 31–50 refer to individuals who have reached 31 but are not yet 51; ages 51–70 refer to individuals who have reached 51 but are not yet 71; ages 71 and above refer to individuals who have reached 71.

Management of Directors' Conflicts of Interest [GRI 2-15]

Shuang-Bang Industrial Corp. has clearly stipulated rules on directors' recusal from conflicts of interest in the "Director and Manager Ethical Behavior Guidelines," "Rules of Procedure for Board Meetings," and "Ethical Corporate Management Principles." For details on the implementation of directors' recusals from conflict-of-interest proposals in 2024, please refer to Shuang-Bang's 2024 Annual Report.

Director and Manager Ethical Behavior Guidelines	◆ The Company shall prevent directors or managers from engaging in the following activities: (1) Taking advantage of company assets, information, or their position to seek private gains; (2) Taking advantage of company assets, information, or their position to obtain personal benefits; (3) Competing with the Company. ◆ When business opportunities arise, directors or managers have the responsibility to increase the legitimate benefits obtainable by the Company.
Rules of Procedure for Board Meetings	◆ Directors, their spouses, relatives within the second degree of kinship, or companies with a controlling or subordinate relationship to the director who have a conflict of interest regarding a meeting agenda item shall disclose the material content of such conflict at the Board meeting. Where the matter may be detrimental to the interests of the Company, the director shall not participate in discussions or voting and shall recuse themselves during such discussions and voting. Furthermore, they shall not act as proxies for other directors in exercising voting rights.
Ethical Corporate Management Principles	◆ Directors, supervisors, managers, and other stakeholders attending or present at Board meetings who have a conflict of interest regarding any proposal on the agenda shall disclose the material content of that conflict at the Board meeting. Where the matter may be detrimental to the interests of the Company, such persons shall not participate in discussions or voting, and shall recuse themselves during discussions and voting. They shall not act as proxies for other directors in exercising voting rights. Directors shall also exercise self-discipline and refrain from providing improper mutual support. ◆ The Company's directors, supervisors, managers, employees, appointees, and ultimate controllers shall not use their position or influence within the Company to obtain improper benefits for themselves, their spouses, parents, children, or any other person.

2.2.2 Functional Committees [GRI 2-9, GRI 2-16]

The Board of Directors of Shuang-Bang Industrial Corp. has established the Audit Committee, Compensation Committee, Nomination Committee, Risk Management Committee, and Sustainability Development Committee to assist the Board in fulfilling its supervisory responsibilities. The organizational charters of all committees are approved by the Board of Directors. Details of their composition and operations can be found on the Market Observation Post System (MOPS), in Shuang-Bang's 2024 Annual Report (pp. 22–25, pp. 36–41), and on the Company's Website.

Audit Committee	Remuneration Committee	Nomination Committee	Risk Management Committee	Sustainability Development Committee
To strengthen organizational value, enhance supervisory functions, and ensure sound financial review and control, the "Audit Committee Charter" was adopted and the Audit Committee was established to support the Company in achieving its strategic objectives.	In accordance with the Regulations Governing the Establishment and Exercise of Powers of Remuneration Committees of Companies Whose Stock is Listed on the Taiwan Stock Exchange or Traded Over the Counter by Securities Firms, the "Remuneration Committee Charter" was adopted. The Remuneration Committee was established in December 2011 to ensure a sound compensation system for directors and managers.	To strengthen the Board's functions and enhance governance mechanisms, the "Nomination Committee Charter" was adopted in accordance with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies. The Nomination Committee was established in November 2024.	To establish a risk management mechanism and strengthen corporate governance, the "Risk Management Committee Charter" was adopted in accordance with Article 27 of the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies. The Risk Management Committee was established in November 2024.	To achieve sustainability objectives and effectively promote sustainability initiatives, Shuang-Bang established the Sustainability Development Committee in 2022 as the decision-making and supervisory body for sustainability-related matters. To further strengthen sustainability governance, the Committee was restructured in December 2024, and the "Sustainability Development Committee Charter" was adopted. In March 2025, the Board of Directors approved the revised structure, designating the Board as the highest governance body of the Sustainability Development Committee.

Functional Committee Member								
Title	Name	**Term of Service (Year)**	**Audit Committee**	**Remuneration Committee**	**Risk Management Committee**	**Nomination Committee**	**Sustainability Development Committee**	**Main academic and career backgrounds**
Independent Director	**Chen, Li-Ling**	0.5	●	●	○	○	○	Education: PhD of Accounting, National Cheng Kung University Experience: CPA, Chuan-Da Accounting Firm Manager, Audit Department, KPMG Independent Director, Hanpin Electron Co., Ltd. Independent Director, Lin Horn Technology Co., Ltd. Assistant Professor, Tatung Institute of Technology
Independent Director	**Tsai, Hao-Chin**	0.5	○	○	○	●	○	Education: Master of Industrial Engineering, University of Houston Experience: President, ChingTai Resin Chemical Co., Ltd. Director, ChingTai Resin Chemical Co., Ltd.
Independent Director	**Cheng-Feng Cheng**	3.5	○	○	●	○		Education: Ph.D. in Chemistry, University of North Texas Experience: Professor of Chemistry, National Chung Hsing University Vice President of National Chung Hsing University
Chairman	**Chung-Tang Chang**	36					●	Education: Department of Chemistry, National Chung Hsing University Experience: Chairman, Shuang-Bang Industrial Corp.

Note 1: ● Convener; ○ Member.

Note 2: All members of functional committees possess more than five years of work experience and relevant qualifications, sufficient to maintain the independence, professionalism, and impartiality of the functional committees.

Functional Committees	Responsibilities	Actual governance
Audit Committee	◆ Establishment or amendment of the internal control system, and assessment of the effectiveness of the internal control system. ◆ Establishment or amendment of procedures for major financial operations, including the acquisition or disposal of assets, derivative transactions, loans to others, endorsements, or guarantees. ◆ Matters concerning directors' personal interests. ◆ Significant asset or derivative transactions, and material loans, endorsements, or guarantees. ◆ Offering, issuance, or private placement of securities with equity characteristics. ◆ Appointment, dismissal, or remuneration of certified public accountants, and the appointment or dismissal of financial, accounting, or internal audit officers. ◆ Annual financial reports signed or sealed by the Chairman, managers, and accounting officer, and second-quarter financial reports required to be audited and attested by CPAs. ◆ Other issues deemed material by the Company or the authority.	A total of five meetings were held in 2024, and all members attended the meeting in person, with an average attendance rate of 100%.
Remuneration Committee	◆ Assess the compensation policies and systems for the directors and managerial officers of Shuang-Bang Industrial Corp. from a professional and objective standpoint. ◆ Regularly review the annual and long-term performance objectives of directors and managerial officers, as well as the related compensation policies, systems, standards, and structures. ◆ Periodically evaluate the achievement of performance objectives by directors and managerial officers to determine their individual compensation packages and amounts.	A total of three meetings were held in 2024, and all members attended the meeting in person, with an average attendance rate of 100%.
Nomination Committee	◆ Specify the standards of professional knowledge, skills, experience, gender, and independence required for board members and senior managers, and search for, review, and nominate candidates for directors and senior managers accordingly. ◆ Construct and develop the organizational structure of the board and committees, conduct performance appraisal of the board, committees, directors and senior managers, and assess the independence of independent directors.	A total of two meetings were held in 2024, and all members attended the meeting in person, with an average attendance rate of 100%.

Functional Committees	Responsibilities	Actual governance
Risk Management Committee	◆ Review the risk management policies, procedures and framework, and review their applicability and implementation effectiveness on a regular basis. ◆ Determine risk appetite (risk tolerance) and guide resource allocation, and approve risk management priorities and risk levels. ◆ Ensure that the risk management measures can adequately address the risks faced by the Company and are integrated into daily operating procedures. ◆ Review the implementation of risk management, provide recommendations for improvement, and report to the Board of Directors on a regular basis (at least once a year). ◆ Carry out the risk management decisions of the board.	A total of one meeting was held in 2024, and all members attended the meeting in person, with an average attendance rate of 100%.
Sustainability Development Committee	◆ Formulate, promote, and strengthen the Company's sustainability policies, annual plans, and strategies. ◆ Review, monitor, and revise the implementation status and effectiveness of sustainability initiatives. ◆ Oversee sustainability disclosures and review the sustainability report. ◆ Supervise the execution of the Company's Sustainability Guidelines or other sustainability-related tasks resolved by the Board of Directors.	In December 2024, the committee was restructured and has not yet convened a formal meeting. The Corporate Governance Officer reported the implementation status of sustainability development to the Board of Directors.

Note 1: Detailed disclosures on the operations of the functional committees have been published in Shuang-Bang Industrial Corp.'s 2024 Annual Report, and can be accessed through the Market Observation Post System (MOPS) and on the Company's website (https://www.shuang-bang.com).

2.2.3 Performance Evaluation and Remuneration Policy

Performance Evaluation [GRI 2-18]

To enhance corporate governance and strengthen the functions of the Board of Directors, Shuang-Bang Industrial Corp. established the "Rules for Performance Evaluation of the Board of Directors" which were approved on March 27, 2020. The Board conducts performance evaluations at least once a year, covering the Board of Directors, individual directors, and functional committees. Evaluations are carried out through questionnaires, including evaluation of Board operations, and self-evaluation of individual participation by directors, as well as the evaluation of committee operations by functional committee members. The results of the above performance evaluation will be used as a reference for the selection or nomination of directors.

Shuang-Bang completed the 2024 performance evaluation in January 2025. The self-assessment results ranged from 4 ("Agree") to 5 ("Strongly Agree"), indicating that the overall operations of the Board and its functional committees were effective. The evaluation results and continuous improvement measures were reported to the Board of Directors in March 2025.

Board Performance Evaluation	Performance Evaluation of Board Members	Performance Evaluation of Functional Committees
(1) Participation in the operation of the Company. (2) Improvement of the quality of the Board of Directors' decision-making. (3) Composition and structure of the Board of Directors. (4) Election and continuing education of the directors. (5) Internal control.	(1) Understand the objectives and missions of the Company. (2) Understanding of directors' job responsibilities. (3) Participation in the operation of the Company. (4) Internal relationship management and communication. (5) Specialization and continuing education of directors. (6) Internal control.	(1) Participation in the operation of the Company. (2) Understanding of functional committee's job responsibilities. (3) Improvement of the quality of the functional committee's decision-making. (4) Makeup of the functional committees and election of members. (5) Internal control.
Results of Board of Directors' Self-Evaluation: average score 4.67, with all five categories above 4.43, indicating satisfactory performance.	Results of Self-Evaluation of Board Members: average score 4.76, with all five categories above 4.44, indicating satisfactory performance.	Each functional committee achieved self-evaluation scores ranging from 4.89 to 4.96, with all five assessment categories averaging above 4.67, demonstrating favorable performance.

Note1: Scoring Scale: 5 = Strongly Agree, 4 = Agree, 3 = Neutral, 2 = Disagree, 1 = Strongly Disagree.

Note2: As the Sustainability Development Committee was restructured in December 2024, it was not included in the performance evaluation.

Note3: Disclosure of performance evaluation results and improvement measures can be found in Shuang-Bang's 2024 Annual Report (pp. 18–19) and on the Market Observation Post System (MOPS), as well as the Company website 2024 Result Report of Performance Evaluation of Board of Directors.

Remuneration Policy [GRI 2-19, GRI 2-20]

Shuang-Bang Industrial Corp. has established a Remuneration Committee under its Board of Directors, which is composed entirely of three independent directors. This committee is entrusted with ensuring fair and reasonable deliberation and decision-making regarding the remuneration of the highest governance body and senior management.

The procedures for determining remuneration take into account not only overall corporate operating performance but also individual performance achievement rates and contributions to corporate results in order to provide reasonable remuneration. All relevant remuneration matters are submitted to the Remuneration Committee for review and approved by the Board of Directors. The Company also continuously reviews its remuneration system based on developments in business operations, profitability, operational risks, and changes in relevant regulations, ensuring a balance between sustainable corporate development and effective risk management.

Stakeholders of Shuang-Bang Industrial Corp. may express their opinions through channels such as the Shareholders' Meeting or labor–management meetings. The Compensation Committee regularly integrates these stakeholder perspectives into its remuneration considerations. In the 2024 Annual General Shareholders' Meeting, no shareholders raised questions regarding director or employee remuneration, as documented in the meeting minutes.

Directors' remuneration	Remuneration to President and vice presidents
(1) Transportation Allowance ◆ Based on industry standards, directors are paid attendance fees on a per-meeting basis according to their actual attendance at Board meetings. **(2) Directors' Remuneration** ◆ In accordance with Article 30 of the Company's Articles of Incorporation, directors' remuneration is allocated at a rate not exceeding 3% of the Company's net profit for the year.	**(1) Basic Salary** ◆ Determined based on the market competitiveness of the employee's position and the Company's policies. **(2) Bonuses and Employee compensations** ◆ Granted based on the achievement of individual and departmental goals, or in connection with the Company's overall operating performance. **(3) Benefits** ◆ With compliance with legal requirements as the premise, and taking employee needs into consideration, welfare measures are designed to be shared among all employees.
The Remuneration Committee, based on the Articles of Incorporation, the "Rules Governing the Remuneration of Directors and Managerial Officers," directors' attendance, and the Company's annual profitability after deducting accumulated losses, reviews and recommends the directors' remuneration. The recommendation is then submitted for Board approval and subsequently reported to the Shareholders' Meeting.	It is determined pursuant to the Articles of Incorporation and the "Rules Governing the Remuneration of Directors and Managerial Officers." The remuneration structure includes salary, bonuses, and employee remuneration allocations. All remuneration proposals are submitted to the Remuneration Committee for review and are implemented upon approval by the Board of Directors.

Note 1: Note 1: There is no differentiation in contribution rates or retirement benefit plans between the highest governance body, senior management, and other employees.

Note 2: Note 2: Shuang-Bang Industrial Corp. does not have a remuneration clawback mechanism. For details on directors' and managers' remuneration in 2024, please refer to the 2024 Annual Report of Shuang-Bang P.11–P.15.

Employee Salary

Benefit and Salary Unit: NT$ thousand

Employee Benefit and Salary	2023	2024	Variation
Average employee count	359	355	-
Average employee benefit	722	873	24.91%
Average employee salary	602	750	24.58%
Salary of Full-time Employees Not in Managerial Positions	**2023**	**2024**	**Variation**
Average Salary of Full-time Employees Not in Managerial Positions	554	673	21.48%
Median Salary of Full-time Employees Not in Managerial Positions	514	594	15.56%

Total Annual Remuneration for 2024 [GRI 2-21]

Annual Total Remuneration Ratio	
◆ This represents the ratio of the total annual remuneration of the individual with the highest remuneration in the organization to the median total annual remuneration of all employees (excluding the individual with the highest remuneration).	11.94
Annual Remuneration Change Ratio	
◆ This represents the ratio of the percentage increase in total annual remuneration of the individual with the highest remuneration in the organization to the percentage increase in the median total annual remuneration of all employees (excluding the individual with the highest remuneration).	1.75

2.3 Operational Strategy and Economic Performance

Material Topic Management [GRI 2-23, GRI 2-24, GRI 2-25, GRI 3-3]

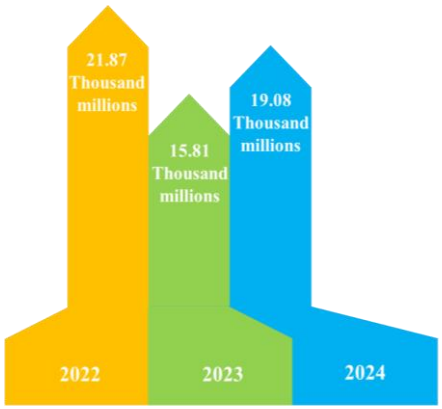
Material Topics		Operational Strategy and Economic Performance		
Significance to Shuang-Bang Industrial Corp.		Sustained profitability to achieve the goal of sustainable operations and to create new employment opportunities.		
Actual and Potential Impacts	**Negative Impacts**	Poor operating performance damaging shareholders' economic interests and undermining commitments to shareholders.		
	Positive Impacts	Creation of economic value, enhancement of shareholder returns, and fulfillment of commitments to shareholders.		
Policies and Commitments		(1) Seize market trends and create new industrial value. (2) Pursue continuous growth and innovation, with active investment in R&D activities.		
Action Plans		(1) Development low-pollution, high-value green products and technologies. (2) Diversification of product portfolio to provide customers with varied options.		
Effectiveness Evaluation Indicators		(1) Quarterly disclosure of financial information. (3) Regular review of profitability and deliberation on significant proposals by the Board of Directors.		
Goal		**Short-term Goals (2025–2027):** Maintain or pursue positive growth in revenue and profitability	**Mid-term Goals (2028–2030):** Maintain or pursue positive growth in revenue and profitability	**Long-term Goals (2030 and beyond):** Maintain or pursue positive growth in revenue and profitability
Influence of Stakeholder Engagement on Actions		(1) Revenue information for the previous month is disclosed by the 10th of each month. (2) At the Annual General Meeting, the Company explains its operational performance to shareholders and potential investors.		

Operational Strategy

To enhance operational effectiveness and ensure sustainable corporate development, the Company conducts analyses of its internal environment, current production conditions, and competitors. Based on these analyses, annual business plans and budgets are formulated. Operational performance is supervised through routine inspections and continuous monitoring, while daily operational information serves as feedback to adjust and improve business plans for the following year.

Economic Performance [GRI 201-1]

In 2023, due to high inventory levels among downstream brand customers and weak demand momentum, Shuang-Bang Industrial Corp. recorded actual revenue of only NT$1.581 billion. In 2024, with the end of the pandemic, many industries began to recover, global inventory levels eased, and demand momentum improved, resulting in revenue growth to NT$1.908 billion. Operating income and net profit after tax also increased, gradually returning to pre-pandemic levels. Going forward, the Company will continue to strengthen cost control and market risk management to enhance its market competitiveness and financial stability.



REVENUE TREND OF SHUANG BANG FROM 2022 TO 2024

Unit: NTD thousands

	2022	2023	2024
Direct Economic Value Generated (A)	2,385,918	1,611,621	1,930,963
Operating revenues	2,186,641	1,580,608	1,907,839
Interest income	383	1,509	1,542
Other income	8,440	25,079	18,664
Gains on disposal of assets	190,454	4,425	2,918
Economic Value Distributed (B)	2,307,032	1,750,855	1,915,492
Operating costs	1,689,649	1,307,275	1,470,805
Employee wages and benefits	415,990	330,650	368,117
Payments to providers of capital	177,701	110,091	48,714
Payments to governments by country	23,132	2,269	27,256
Community investment	560	570	600
Economic Value Retained (A–B)	78,886	-139,234	15,471

Note 1: Note 1: Payments to government include all taxes and penalties paid by the organization in accordance with international, national, and local standards. Taxes include duties, income tax, and value-added/business tax.

Note 2: Note 2: Community investments include voluntary donations and funding to the broader community. For details, please refer to Section 6.1 Social Contributions of this Report.

2.4 Ethical Corporate Management

Shuang-Bang Industrial Corp. firmly believes that ethical corporate management is a fundamental cornerstone for sustainable operations. By fostering a culture of integrity and establishing a comprehensive ethical management framework, the Company strives to achieve the goal of ethical corporate conduct. To implement its ethical management policy and actively prevent dishonest behavior, Shuang-Bang has formulated the Ethical Corporate Management Principles, Procedures for Ethical Management and Guidelines for Conduct, Director and Manager Ethical Behavior Guidelines, and Procedures for Handling Internal Material Information. These serve as the standards of ethical compliance for directors, managers, and employees, as well as a basis for enhancing behavioral standards. In addition, the Company arranges annual training courses for directors and supervisors, and promotes ethical values and related regulations through executive meetings and monthly meetings, ensuring that all employees clearly understand the Company's philosophy and requirements regarding ethical corporate management.

Management Regulations	Regulated Target	Regulated Conduct
Ethical Corporate Management Principles	Directors, supervisors, managers, employees, appointees, and individuals with substantial control over the Company.	◆ Prohibits directly or indirectly offering, promising, requesting, or accepting any improper benefits, or engaging in any dishonest acts, unlawful conduct, or breaches of fiduciary duty in order to obtain or maintain benefits. ◆ The types of benefits subject to regulation include any form or title of money, gifts, commissions, positions, services, preferential treatment, rebates, and the like.
Procedures for Ethical Management and Guidelines for Conduct	Directors, supervisors, managers, employees, appointees, and individuals with substantial control over the Company.	◆ In the course of conducting business, Company personnel are prohibited from directly or indirectly offering, accepting, promising, or requesting any improper benefits, or engaging in other acts that violate integrity, are unlawful, or breach fiduciary duties to obtain or maintain benefits. ◆ If improper benefits are offered, promised, requested, or accepted through a third party, such conduct shall be presumed to have been undertaken by Company personnel.

Management Regulations	Regulated Target	Regulated Conduct
Director and Manager Ethical Behavior Guidelines	Directors and managers, including the President and equivalent positions, Vice Presidents and equivalent positions, Assistant Vice Presidents and equivalent positions, the head of the Finance Department, the head of the Accounting Department, and other individuals responsible for corporate management who are authorized to sign on behalf of the Company.	◆ Prevent conflicts of interest. ◆ Avoid opportunities for personal gain. ◆ Maintain confidentiality of information relating to the Company itself or its suppliers and customers. ◆ Directors and managers shall treat the Company's suppliers, customers, competitors, and employees fairly, and shall not obtain benefits through unfair trade practices. ◆ Directors and managers have a responsibility to safeguard and properly use Company assets. ◆ Encourage the reporting of any illegal conduct or violations of the Code of Ethical Conduct. ◆ In the event that any director or manager violates the Code of Ethical Conduct, the Company shall handle such cases in accordance with the disciplinary measures stipulated in the Code.

Note 1: The detailed provisions of ethical corporate management regulations are publicly disclosed on Shuang-Bang Industrial Corp.'s official website under "Important Internal Regulations" https://www.shuang-bang.com/invest-8.html.

Prevention of Unethical Conduct and Implementation Effectiveness

<table>
<tr><th>Prevention Measures</th><th>2024 Implementation Results</th></tr>
<tr><td>Integrate integrity and ethical values into the Company's business strategies, and establish anti-fraud measures in compliance with laws and regulations to ensure ethical management.</td><td>Disclosure of the Procedures for Ethical Management and Guidelines for Conduct on Shuang-Bang Industrial Corp.'s website.</td></tr>
<tr><td>Conduct regular analysis and assessment of unethical conduct risks within the scope of business operations, and formulate corresponding prevention programs, including relevant standard operating procedures and guidelines for conduct.</td><td>Disclosure of the Procedures for Ethical Management and Guidelines for Conduct on Shuang-Bang Industrial Corp.'s website.</td></tr>
<tr><td>Plan internal organization, staffing, and responsibilities, and implement checks-and-balances mechanisms for business activities identified as having higher risks of unethical conduct.</td><td>Disclosure of the Procedures for Ethical Management and Guidelines for Conduct on Shuang-Bang Industrial Corp.'s website.</td></tr>
<tr><td>Promote and coordinate training on ethical policies.</td><td>Conducted semi-annual training sessions on ethical corporate management during employee meetings.
<table>
<tr><th>Year</th><th>Course</th><th>No. of Attendance</th><th>Total Training Hours</th></tr>
<tr><td>2024</td><td>Compliance with Ethical Management Regulations (including the Code of Ethical Conduct and courses on the prevention of insider trading)</td><td>371</td><td>185.5</td></tr>
</table></td></tr>
<tr><td>Established a whistleblowing mechanism to ensure effective implementation.</td><td>There were no reported complaints or allegations against the Company's operations or employees for violations of ethics, integrity, or unlawful conduct.</td></tr>
</table>

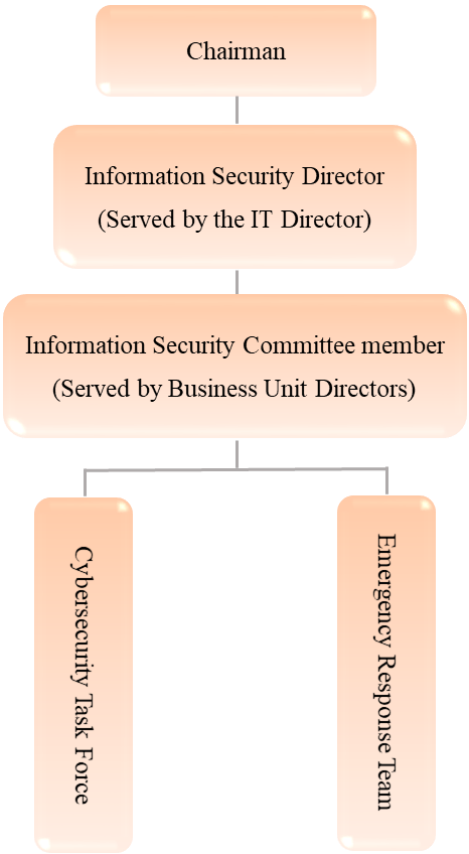
Whistleblowing Mechanism [GRI 2-26]

Shuang-Bang Industrial Corp. has announced whistleblowing channels on its official website, which include a designated email address and mailing address, available for both internal employees and external parties. The Company ensures the confidentiality of whistleblower identities and reported content and is committed to protecting whistleblowers from improper treatment as a result of their reporting. This mechanism actively prevents unethical conduct, fraud, and criminal behavior.

Whistleblowing Email	sbi_mgmt@sbinet.com.tw
Written Reporting	Mail to Management Department, No. 3, Yongxing Rd., Nangang Industrial Park, Nantou City, Nantou County, Taiwan
Responsible Unit	Management Department, with designated personnel handling reports.

2.5 Cybersecurity and Customer Privacy Protection

The personal information of employees, customers, and business partners, as well as technical and sales-related information, is an asset that must be protected. To effectively safeguard these information assets and strengthen their management, Shuang-Bang Industrial Corp. has established a Cybersecurity Task Force and an Emergency Response Team. Together, these units form the Company's information security risk management framework to implement information security management systems and oversee related activities, including operational execution, procedure development, and management reviews.

Cybersecurity management Organization	Responsibilities
	◆ Establishment of measures and specifications related to information communication security management. ◆ Information security management meetings are held regularly to review internal and external risks. ◆ Establishment of response and reporting procedures for information security incidents to improve the internal staff's ability to respond and coordinate in case of emergencies. ◆ Install information security protection systems and monitoring equipment to continuously improve the security of the overall information environment and reduce the incidence of various risks. ◆ Organize employee information security training to continuously enhance employees' information security awareness. ◆ Cyber security incident review and improvement. ◆ Handle and protect data and the security of the system carefully in accordance with the regulations related to information security and personal information protection.

Note 1: Cybersecurity management https://www.shuang-bang.com/invest-8.html

Information Security Prevention Mechanisms

Shuang-Bang Industrial Corp. actively prevents information security incidents by implementing measures such as information security training, graded access control for user permissions, strengthened boundary controls, deployment of endpoint protection software, and regular updates of hardware and software. These measures enhance the Company's information security capabilities and prevent the leakage of confidential information.

New employee orientation	Access control	Regular training	Access deactivation
◆ Establish confidentiality awareness. ◆ Provide explanation of management regulations.	◆ Access rights are granted based on application forms. ◆ Access rights are assigned according to job responsibilities.	◆ Conduct employee training and information security awareness promotion.	◆ Access rights are disabled for employees who leave or are transferred.

Information Security Prevention and Implementation Effectiveness

<table>
<tr><th>Preventive Measure</th><th>2024 Implementation Results</th></tr>
<tr><td>Employee training and information security awareness promotion</td><td>◆ Conducted semi-annual information sharing and case study sessions at employee meetings to reduce the risk of confidential information leakage and to strengthen preventive measures.
◆ Information management and security awareness of employees are reinforced to further improve the Company's overall information security standards.
<table>
<tr><th colspan="2">2024 Cybersecurity Education and Training</th><th>No. of Attendance</th><th>Total Training Hours</th></tr>
<tr><td rowspan="2">Internal training</td><td>Information Security Education and Awareness</td><td>371</td><td>185.5</td></tr>
<tr><td>Social engineering drill training</td><td>20</td><td>30</td></tr>
<tr><td rowspan="2">External training</td><td>Information Security Governance and Personal Data Risk Analysis</td><td>1</td><td>7</td></tr>
<tr><td>Website & Server Hacker Defense Strategy and Secure Password Protection</td><td>2</td><td>12</td></tr>
</table></td></tr>
<tr><td>Social engineering drill simulation</td><td>Conducted once; 80% of employees passed; re-training provided to those who did not pass.</td></tr>
<tr><td>Information system disaster recovery simulation</td><td>Conducted once in accordance with the disaster recovery plan.</td></tr>
<tr><td>System vulnerability detection scanning</td><td>Conducted twice, including penetration testing and vulnerability scanning.</td></tr>
</table>

Cybersecurity and Customer Privacy Incidents [GRI 418-1]

In 2024, there were no incidents of customer privacy violations or loss of customer data.

Information security incident	2022	2023	2024
Number of Information Security or Network Security Violations	0	0	0
Number of Business Information Breach Incidents	0	0	0
Number of Personal Data Breach Incidents (Including Employee and Customer Information)	0	0	0
Number of Incidents Affected by Information Breach	0	0	0
Number of Incidents Resulting in Losses Due to Information Security Incidents	0	0	0

2.6 Regulatory Compliance

Management Approach

(1)Each department monitors relevant regulatory amendments and trends through interactions with government agencies and media reports, and revises related management procedures in a timely manner to ensure that the Company's operations comply with the latest applicable regulations.

(2)In addition to regularly reviewing regulatory changes related to operations, the Company also dispatches personnel from time to time to attend promotional meetings or external training held by competent authorities. Through quarterly sustainability meetings, the Company communicates the content of newly revised sustainability-related laws and regulations, after which each department provides training to its staff to strengthen compliance awareness.

(3)Major transaction contracts are reviewed by external legal counsel.

(4)Compliance with laws and regulations is ensured through audits conducted by the Audit Office and internal audits under the ISO 14000 management system.

(5)In the event of penalties imposed by competent authorities or material violations of laws and regulations, the administrative staff prepares an official memorandum along with the notification letter and penalty decision issued by the competent authority, and informs the responsible department to conduct a joint review and approval. The relevant improvement plan is then formulated and implemented, and disciplinary action is taken against the personnel at fault in accordance with the work rules. The case is also included as an agenda item in the sustainability meeting for preventive communication.

Violations and Fines [GRI 2-27]

Regulations	Significant Violations of Laws and Regulations in 2024		Number of Fines Imporsed		Amount of Fines Paid (NT$10,000)	
	Fined Cases	Non-Monetary Sanctions	2023	2024	2023	2024
Fire Services Act	0	0	2	2	16.0	60.0
Air Pollution Control Act	0	0	0	3	0.0	35.0
Waste Disposal Act	0	0	0	1	0.0	1.2
Occupational Health and Safety Act	0	0	0	1	0.0	10.0

Note 1: Definition of Significant Violations:

(1) Circumstances defined in Article 4, Paragraph 1, Subparagraph 26 of the Procedures for Verification and Public Disclosure of Material Information of Companies Listed on the Taipei Exchange.

(2) Occurrences of workplace occupational accidents as referred to in Article 37, Paragraph 2 of the Occupational Safety and Health Act, which employers are required to report to the labor inspection authority within eight hours.

(3) Disasters classified as Grade A disasters under the Executive Yuan Emergency Disaster Reporting Regulations.

Improvements on Violations in 2024

Regulations	Violation	Improvement
Fire Services Act	At the Renhe Plant, the "location, structure, and equipment of public hazardous materials facilities" did not comply with regulations.	◆ The decommissioned organic solvent recovery equipment at the Yongxing Plant was dismantled to increase the fire safety distance from nearby facilities. ◆ Other deficiencies are being addressed through planned improvements.
Fire Services Act	At the Yongxing Plant, the "location, structure, and equipment of public hazardous materials facilities" did not comply with regulations.	
Air Pollution Control Act	At the Yongxing Plant, inspection and testing results of nitrogen oxides in exhaust from the thermal medium heating process (M04) pipeline P401 did not meet the emission standards.	◆ Testing and reporting of nitrogen oxide emissions from the thermal medium heating process (M04) pipeline P401 have been completed.
Air Pollution Control Act	At the Renhe Plant, the first-quarter reporting date for the plastics and synthetic resins manufacturing process (M09) was May 2, which exceeded the regulatory deadline of April 30.	◆ Established a reporting checklist and implemented regular tracking of reporting preparation progress. ◆ Responsible personnel completed a four-hour environmental training session.
Air Pollution Control Act	At the Renhe Plant, the first-quarter reporting date for the plastics and synthetic resins manufacturing process (M010) was May 2, which exceeded the regulatory deadline of April 30.	
Waste Disposal Act	(1) At the Renhe Plant, the reported quantity of waste deducted from manifest filings did not match the storage amount. (2) The waste output at the Renhe Plant exceeded the maximum monthly generation amount specified in the Waste Disposal Plan by more than 10%.	◆ Incorrect waste code reporting was corrected in the reporting system. Responsible personnel completed a two-hour environmental training session. ◆ Responsible personnel completed a two-hour environmental training session.
Occupational Health and Safety Act	At the Yongxing Plant, during air exhaust operations on the paper inspection machine, the rotating shaft nip point posed a hazard to workers. No guard or protective device was installed, and the machine was not stopped during operation, resulting in a worker's arm being caught in the shaft and sustaining a closed fracture as an occupational injury.	◆ An infrared detection system was installed at the nip point to automatically stop operations upon detecting abnormalities, thereby preventing workers' limbs from being caught and injured.

2.7 Human Rights Protection

Material Topic Management [GRI 2-23, GRI 2-24, GRI 2-25, GRI 3-3]

Material Topics		Human Rights Protection		
Significance to Shuang-Bang Industrial Corp.		Shuang-Bang Industrial Corp. not only pursues economic performance but also emphasizes its positive impact on employees and society by promoting respect for human rights and gender equality, thereby contributing to the development of a fair and harmonious society.		
Actual and Potential Impacts	**Negative Impacts**	Discrimination or unfair practices that fail to protect the rights of employees and non-employees, resulting in infringements of employee rights, loss of trust, and decreased cohesion.		
	Positive Impacts	Respect for diversity and inclusion, safeguarding the rights of employees and non-employees, establishing transparent communication channels, and enhancing trust and cohesion.		
Policies and Commitments		(1) Comply with the United Nations Universal Declaration of Human Rights and relevant international conventions by upholding the responsibility to respect human rights, ensure gender equality, and maintain dignity in all business activities. (2) Establish a comprehensive human rights management system covering policies, training, and monitoring mechanisms.		
Action Plans		(1) Formulate human rights-related management measures and internal operating guidelines, integrating human rights commitments into daily operations. (2) Created a dedicated sexual harassment prevention task force with grievance channels to provide protection for victims and ensure prompt resolution. (3) Conducted human rights and gender equality awareness training for all employees to ensure everyone understands and complies with policies. (4) Publish an annual human rights report and hold regular stakeholder communication meetings to gather opinions and suggestions.		
Effectiveness Evaluation Indicators		(1) Regular labor–management meetings and welfare committee meetings, implementation of performance evaluation mechanisms. (2) Preventive plan against unlawful workplace violations.		
Goal		**Short-term Goals (2025–2027):** (1) Enhance employee human rights awareness: conduct annual training on human rights issues with 100% employee training participation rate. (2) Optimize grievance mechanisms: accelerate grievance handling processes to ensure quicker and fairer responses.	**Mid-term Goals (2028–2030)** Promote stakeholder engagement: hold more dialogue sessions with employees, suppliers, and customers to enhance policy transparency.	**Long-term Goals (2030 and beyond)** Employee well-being and diversity development: strengthen diversity and inclusion policies, provide more career development opportunities and welfare measures, and enhance employee well-being.
Influence of Stakeholder Engagement on Actions		(1) Implement employee performance evaluation and training as the basis for promotions and career development planning. (2) Hold regular labor–management meetings and maintain grievance or suggestion channels to build a harmonious workplace environment between labor and management.		

Human Rights Policies and Commitments [GRI 2-23, GRI 2-24]

Shuang-Bang Industrial Corp. strictly adheres to regulations and follows the principles and spirit advocated by international human rights conventions, including the "United Nations Universal Declaration of Human Rights," "International Covenant on Economic, Social and Cultural Rights," "International Covenant on Civil and Political Rights," "United Nations Global Compact," and the International Labour Organization's "Declaration on Fundamental Principles and Rights at Work." We respect our employees and maintain dignified treatment of contractors while eliminating any behaviors that violate or infringe upon human rights.

To implement the concept of human rights respect, our company has established various human rights-related policies including the "Human Rights and Employee Communications Management Regulations," "Sexual Harassment Prevention Management Regulations," and "Personnel Review Management Regulations." These policies have been announced after approval by the Chairman and serve as guiding principles for human rights governance work. The scope of Shuang-Bang's human rights policies covers all members of the Company, as well as suppliers and other business partners. For details of the Company's human rights policies, please refer to Shuang-Bang's website.

Human Rights Due Diligence [GRI 2-24]

Formulation of Human Rights Policies	Human Rights Risk Identification	Human Rights Risk Analysis	Response and Mitigation Measures	Improvement and Tracking
Establish human rights policies and management regulations as guiding principles for human rights governance.	The Management Department collects issues related to forced labor, discrimination and inequality, occupational safety and health, and other human rights topics to identify potential risks faced by the Company.	Using questionnaires, assess the risk level of each human rights issue based on "degree of impact" and "likelihood of occurrence," and define the risk level.	Develop response or mitigation measures according to the assessed risk level.	Track the progress of corrective actions and evaluate the effectiveness of mitigation measures to ensure effective human rights management.

Risk Assessment Standards			
Risk Value	**Greater than 16**	**9 – 16**	**Less than 9**
Risk Level	High	Medium	Low
Setting Measures	Immediate termination, prevention, or mitigation measures must be implemented.	Must be tracked and included as an investigation item for the following year.	Regular monitoring is sufficient.

Note 1: Risk value = Σ (likelihood × degree of impact) ÷ number of valid questionnaires.
Note 2: Likelihood of occurrence: Never = 1 point; Unlikely = 2 points; Possible = 3 points; Likely = 4 points; Almost certain = 5 points.
Note 3: Degree of impact: None = 1 point; Minor = 2 points; Moderate = 3 points; High = 4 points; Very high = 5 points.

Human Rights Issues	Human Rights Scenario	Risk Level	Response or Mitigation Measures
Privacy Protection	Failure to adequately protect personal data/privacy.	Low	Established an Information Security Task Force and Emergency Response Team, and implemented an information security risk management framework to enforce the Company's information security management system. For details, see Section 2.5 Cybersecurity and Customer Privacy Protection.
Diversity in Employment	Refusal to hire based on age, marital status, race, etc.	Low	The Company publishes its Human Rights Policies and Management on the official website, explicitly prohibiting unlawful discrimination and ensuring equal employment opportunities under open and fair principles, without differential treatment based on age, gender, disability, race, religion, political affiliation, or pregnancy.
Forced Labor	Withholding identification documents to coerce employees into work.	Low	The Work Rules specify that new employees must provide identification documents for onboarding procedures, but originals must be returned after verification.
Working Hour Management	Failure to comply with working hours regulations.	Low	Daily and weekly working hours, overtime limits, regular leave, special leave, and other types of leave comply with legal requirements. The Company has established the Leave and Holiday Management Regulations and Overtime Management Regulations to provide clear guidelines for employees.

Human Rights Issues	Human Rights Scenario	Risk Level	Response or Mitigation Measures
Remuneration and Benefits	Failure to comply with remuneration and benefits laws.	Low	In compliance with labor laws and regulations, including the Labor Standards Act, Act of Gender Equality in Employment, Employment Service Act, Sexual Harassment Prevention Act, and the Labor Pension Act, all employees are guaranteed their legal rights. For details, see Section 5.2.1 Employee Remuneration and Benefits.
Child Protection	Hiring workers below the legal minimum age.	Low	Identity verification is conducted during recruitment interviews, with a second check at the time of onboarding.
Right to Family Life	Failure to comply with statutory leave provisions.	Low	Employees are provided with paternity examination leave, paternity leave, parental leave without pay, and family care leave. The Leave and Holiday Management Regulations ensure proper leave management that supports family care.
Personal Liberty and Safety	Failure to provide sufficient training and safety knowledge to employees.	Low	In compliance with the Occupational Safety and Health Act, the Company implements the ISO 45001 Occupational Safety and Health Management System to ensure safe operations and create a healthy, safe workplace. For details, see Section 5.4 Occupational Health and Safety.
Freedom of Speech	Lack of clear and open channels for employees to express opinions.	Low	Provides both regular and ad hoc communication channels to ensure employees can fully express their opinions and ideas. For details, see Section 5.2.2 Two-Way Communication.
Freedom of Association	Restriction of employees' right to join unions or lack of collective bargaining mechanisms.	Low	The Company publishes its Human Rights Policies and Management on the official website, explicitly committing to respect employees' rights to expression and participation, protecting their rights to union organization and collective bargaining. The Company also holds regular labor–management meetings to build a harmonious workplace.

Note 1: Human Rights Policies and Management available at https://www.shuang-bang.com/stake_2.html.

Workplace Gender Equality

To ensure gender equality in the workplace and provide employees and job applicants with a work and service environment free from sexual harassment, Shuang-Bang Industrial Corp. has established dedicated complaint channels, including a telephone hotline, fax, and email address. All complaints are handled with strict confidentiality throughout the process, and the names or any identifiable information of complainants will not be disclosed, thereby safeguarding their rights.

Filing a Complaint	Complaint Handling Committee	Resolution of Complaint	Follow-up on Case Closure
◆Submitted in writing with name ◆Handled confidentially	◆Complaint investigation ◆Resolved the complaint case	◆If the investigation confirms the complaint, disciplinary action against the respondent shall be taken in accordance with the work rules and relevant regulations, depending on the severity of the case.	◆Ensure that disciplinary or corrective actions are effectively implemented. ◆Provide counseling or medical assistance to the parties concerned, as needed.

Preventive Measures	Public disclosure of complaint channels
◆ Amend the Sexual Harassment Prevention Management Regulations in line with the Gender Equality in Employment Act. ◆ Post sexual harassment prevention posters throughout the plants. ◆ Commitment statements signed by all employees.	◆ **Responsible handling unit:** Management Department ◆ **Compliant Hotline:** 049-2257450# 201 ◆ **Compliant Fax:** 049-2257436 ◆ **Grievance email:** sbi_mgmt@sbinet.com.tw

Human Rights Protection Mechanism and Implementation Effectiveness

Maintenance Mechanisms	2024 Implementation Results
Human Rights Awareness and Sexual Harassment Prevention Training	All employees completed annual training.
Sexual Harassment and Human Rights Violation Complaint Handling	No complaints reported.
Annual Internal Audit	No major violations detected

Human Rights Violations [GRI 406-1, GRI 408-1, GRI 409-1]

Human Rights Incidents	2024
Discrimination incidents	0
Child labor incidents	0
Sexual harassment complaints/reports	0
Forced or compulsory labor incidents	0

2.8 Risk Management

2.8.1 Risk Management Policy [GRI 2-13]

Shuang-Bang Industrial Corp. is committed to establishing a comprehensive risk management mechanism to prevent and mitigate the impact of various risks on the Company's operations. Through systematic risk assessments, we identify potential risks and formulate corresponding countermeasures, while integrating risk management awareness into business activities and daily management processes. By doing so, we reduce the risks that may arise in the course of operations, ensure that corporate strategies and objectives can be effectively achieved, and safeguard the Company's stable operations and sustainable development.

Risk Management Organizations	
Board of Directors	◆ Approves risk management policies, procedures, and framework. ◆ Ensures consistency between business direction and risk management policies. ◆ Ensures that appropriate risk management mechanisms and culture are established. ◆ Supervises and ensures the effective operation of the overall risk management mechanism. ◆ Allocates and assigns adequate and appropriate resources to ensure effective risk management.
Risk Management Committee	◆ Review the risk management policies, procedures and framework, and review their applicability and implementation effectiveness on a regular basis. ◆ Determine risk appetite (risk tolerance) and guide resource allocation. ◆ Ensure that the risk management measures can adequately address the risks faced by the Company and are integrated into operating procedures. ◆ Approval of risk management priorities and risk levels. ◆ Reviews the implementation of risk management and provides recommendations for improvement, reporting to the Board at least once a year. ◆ Carry out the risk management decisions of the board.
Risk Management Task Force	◆ Establish risk management policies, procedures, and framework. ◆ Establish risk appetite (risk tolerance) and establishes qualitative and quantitative measurement standards. ◆ Analyzes and identifies sources and categories of risks, and regularly reviews their applicability. ◆ Consolidates and reports on the Company's risk management implementation to the Committee at least once a year. ◆ Assists and supervises risk management activities of operational units. ◆ Coordinate cross-departmental interaction and communication regarding risk management operations. ◆ Implement risk management decisions made by the Committee. ◆ Plan risk management-related training to enhance overall risk awareness and culture. ◆ Handles other risk management-related matters.
Each Business Unit	◆ Responsible for risk identification, analysis, assessment, and response within their respective units. Fully understand the risks associated with their business scope and establish crisis management mechanisms. Plan and adjust risk management in response to changes in internal and external environments and regulations. ◆ Regularly report risk management information to the Risk Management Task Force. ◆ Ensure that unit-level risk management and related control procedures are effectively implemented in alignment with risk management policies.

Risk Management Process	
Risk Identification	Adopt feasible analytical tools and methods and, through analysis and discussion, comprehensively identify internal and external risks that may affect the Company's operations.
Risk Analysis	Understands the nature and characteristics of the identified risk events and assesses the likelihood of occurrence and degree of impact using qualitative and quantitative methods to evaluate the impact of risks on the Company.
Risk Assessment	Based on the results of risk analysis, evaluate the degree of impact on the Company and classify risks according to their likelihood of occurrence and level of impact.
Risk Response	Appropriate response measures are adopted for identified risks, including: ◆ Risk avoidance: Adopting measures to avoid various activities that may cause risks. ◆ Risk reduction: Measures are taken to reduce the impact or the possibility of occurrence of a risk. ◆ Risk allocation: Part or all of the risk is borne by other means by way of transfer. ◆ Risk acceptance: No action will be taken to change the likelihood and impact of a risk.
Risk Monitoring and Review	The Risk Management Task Force shall consolidate risk information provided by each unit and regularly prepare risk management reports for review by the Sustainability Development Committee and the Board of Directors. Execution of risk management shall be carried out in accordance with the review results.
Risk Reporting and Disclosure	In addition to disclosing relevant information in accordance with regulatory requirements, the Company also discloses information related to risk management in its annual report, sustainability report, or on the Company's official website.

Risk Management Effectiveness Evaluation Indicators	
Risk Assessment and Monitoring	Conduct risk identification and assessment on a regular basis once a year to ensure that management strategies align with the most recent conditions.
Internal Audit and Review	Carry out internal reviews annually to ensure the effective operation of the risk management system.
Stakeholder Communication	Disclose risk management measures through the ESG report to enhance transparency and corporate accountability.
Management System Certification	Continue to obtain external management system certifications to optimize the Company's internal management processes.

2.8.2 Risk Identification, Analysis, and Response Strategies

Risk Identification

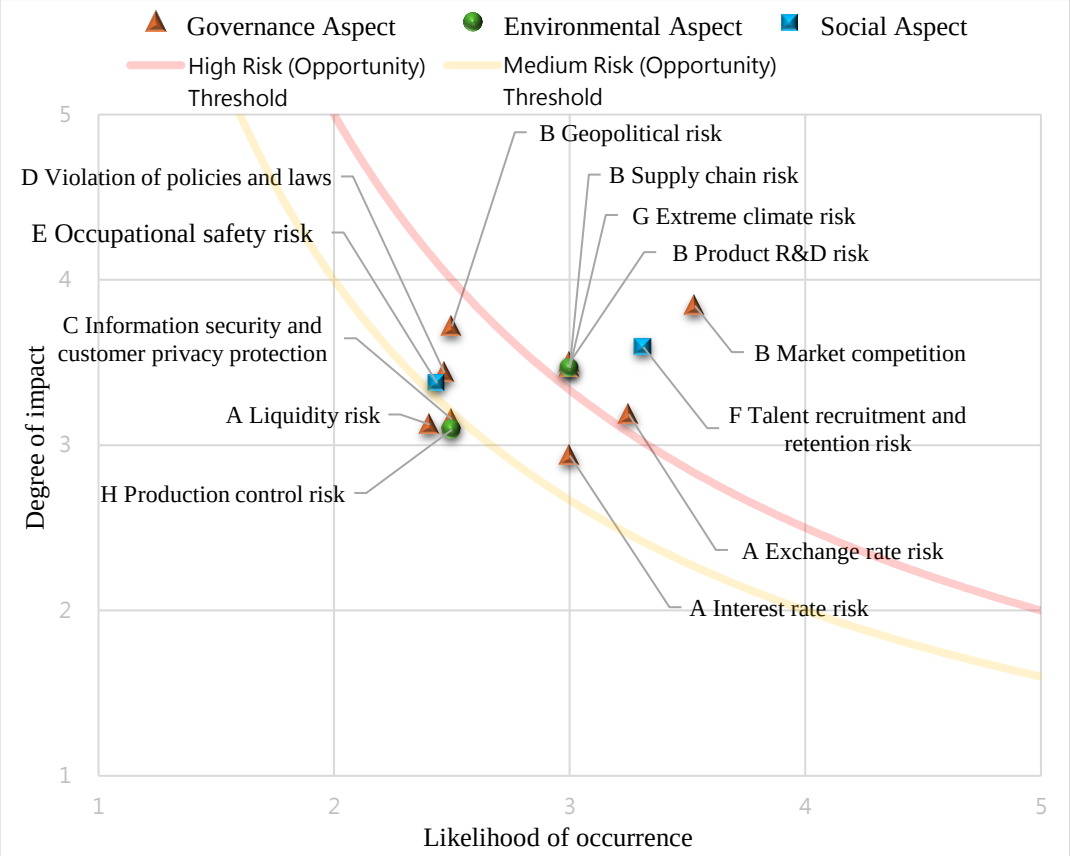
In accordance with the "Risk Management Policies and Procedures," Shuang-Bang Industrial Corp. carries out risk identification and analysis processes. Each operational unit conducts annual identification of potential risks based on the Company's short-, medium-, and long-term objectives and business responsibilities. In 2024, a total of 13 categories of risks were identified, including financial, operational, information security, legal compliance, occupational safety, human resources, climate change, and environmental protection risks.

Risk Category	Risks	Risk Description
Governance Aspect		
Financial Risks	A Interest rate risk	Changes in interest rates may result in reduced income or increased costs and expenses.
	A Exchange rate risk	Fluctuations in exchange rates may result in reduced income or increased costs and expenses.
	A Liquidity risk	Inability to liquidate assets or obtain sufficient funds may result in failure to meet obligations when due.
Operational Risks	B Market competition	Excessive market competition or the entry of new competitors may lead to business decline.
	B Supply chain risk	Suppliers may fail to deliver or face delivery delays.
	B Geopolitical risk	Threats of war, threats to peace, arms build-up, nuclear threats, terrorism, escalation of conflict, or terrorist activities may disrupt business operations.
	B Product R&D risk	Failure in product development or new products not meeting market demand.
Information Security Risks	C Information security and customer privacy protection	Cyberattacks or hacking may cause system damage, data breaches, or financial extortion.
Regulatory Compliance Risks	D Violation of policies and laws	For example, violations of environmental regulations, labor laws, and other legal requirements, resulting in property or operational losses.
Social Aspect		
Occupational Safety Risk	E Occupational safety risk	Failure to provide safe and healthy working conditions and environments may endanger workers' safety and health.
Human Resource Risk	F Talent recruitment and retention risk	Talent attrition and difficulty in recruiting professionals may hinder talent development and reduce service capacity.
Environmental Aspect		
Climate Change Risk	G Extreme climate risk	Climate change, such as more severe typhoons and floods, may lead to higher energy prices, increased operating costs, or disruptions to delivery schedules, resulting in customers adjusting procurement policies in response to environmental changes.
Environmental Protection Risk	H Production control risk	Failure to effectively control energy and raw materials for finished products may cause environmental damage.

Risk Impact

The Risk Management Task Force distributes risk assessment questionnaires based on the results of risk identification. Each business unit evaluates risks through qualitative and quantitative methods, assessing the "likelihood of occurrence" and the "degree of impact," in order to understand the impact level of each risk issue on the Company. Risks are defined as follows: a risk value greater than 10 points is classified as high risk; 8 to 10 points is classified as medium risk; and less than 8 points is classified as low risk. This serves as the basis for determining the priority of risk events that need to be addressed. In 2024, a total of 32 questionnaires were collected, identifying 6 high-risk items, 4 medium-risk items, and 3 low-risk items.

Risk Dimension	Risk Category	Risks	Risk Level
Governance Aspect	**Financial Risks**	A Interest rate risk	Medium
		A Exchange rate risk	High
		A Liquidity risk	Low
Governance Aspect	**Operational Risks**	B Market competition	High
		B Supply chain risk	High
		B Geopolitical risk	Medium
		B Product R&D risk	High
Governance Aspect	**Information Security Risks**	C Information security and customer privacy protection	Low
Governance Aspect	**Regulatory Compliance Risks**	D Violation of policies and laws	Medium
Social Aspect	**Occupational Safety Risk**	E. Occupational Safety Risk	Medium
Social Aspect	**Human Resource Risk**	F Talent recruitment and retention risk	High
Environmental Aspect	**Climate Change Risk**	G Extreme climate risk	High
Environmental Aspect	**Environmental Protection Risk**	H Production control risk	Low



Note 1: Risk value = average likelihood of occurrence × average impact level.

Note 2: Likelihood of occurrence: Never = 1 point; Unlikely = 2 points; Possible = 3 points; Likely = 4 points; Almost certain = 5 points.

Note 3: Degree of impact: None = 1 point; Minor = 2 points; Moderate = 3 points; High = 4 points; Very high = 5 points.

Risk Response Strategies

After conducting a risk assessment and analysis, each business unit formulates appropriate response measures for the risks it faces and submits the risk response strategies to the Risk Management Task Force. The Risk Management Task Force consolidates the risk information provided by each business unit and regularly prepares risk management reports for review by the Sustainability Development Committee and the Board of Directors. Upon completion of the review, the Risk Management Task Force executes risk management in accordance with the review results.

Governance Aspect Risk	Countermeasures
Financial Risks	◆ The Company's borrowings are primarily used for working capital needs. To reduce the impact of interest rate fluctuations, a strategy combining fixed and floating rates is adopted to ensure financial stability. ◆ Closely monitor domestic and international market interest rate changes and regularly cooperate with financial institutions to manage loan costs under the best conditions. ◆ Adjust the proportion of domestic and foreign procurement in a timely manner to flexibly respond to exchange rate fluctuations and reduce the impact of foreign exchange risks on costs. ◆ Recycle and reuse raw materials such as solvent recovery to reduce the impact of international market price fluctuations on raw material costs. ◆ Sign long-term stable contracts with suppliers to ensure price stability and mitigate the impact of inflation.
Operational Risks	◆ Regularly identify and review material issues, set short-, medium- and long-term goals for each material issue, and track operational performance to achieve goals. ◆ Collect the latest market information and customer feedback, enter higher value-added markets, plan new product development directions, expand into diversified services to broaden the market, and enhance operational profitability to achieve the Company's sustainable development strategy. ◆ Invest in intelligent production equipment and automation technology to improve product consistency and production efficiency. ◆ Establish a diversified supply chain management system to ensure multiple sources of major raw materials, reduce the risks associated with reliance on a single supplier, and regularly evaluate suppliers' performance and quality stability to ensure on-time delivery and product consistency. ◆ Recruit additional R&D personnel to strengthen the Company's competitiveness in high-value-added markets and establish a technology sharing platform to promote internal technology integration and cross-department collaboration to accelerate product development.
Information Security Risks	◆ Continuously update the information security management and monitoring system to ensure the safe use of servers and networks. ◆ Conduct regular disaster recovery drills to ensure the Company can quickly resume normal operations in the event of a disaster. ◆ Regularly conduct information security training and promote new knowledge of cybersecurity to enhance employees' information security awareness and protect data security.
Regulatory Compliance Risks	◆ Monitor regulatory amendments and trends through interactions with government agencies or media reports and revise related management procedures in a timely manner to ensure compliance with the latest regulations. ◆ Send employees from time to time to attend promotional meetings or external training held by competent authorities, and strengthen compliance awareness through internal training. ◆ Conduct regular audits by the Audit Office and internal audits under the ISO management system to continuously monitor regulatory compliance.

Social Aspect Risks	Countermeasures
Occupational Safety Risk	◆ Implement environmental safety audits in accordance with relevant occupational safety, environmental protection, and fire protection regulations, and carry out corrections and improvements. ◆ Implement occupational safety and health policies to achieve the goals of zero occupational injuiries and zero incidents. ◆ Promote the establishment of the ISO 45001 occupational safety and health management system. ◆ Conduct regular fire and emergency response drills. ◆ Conduct regular occupational safety and health training to strengthen employees' emergency response and self-management of safety.
Human Resource Risk	◆ Adjust compensation and benefits systems in response to talent shortages in the market to enhance the Company's attractiveness to talent. ◆ Provide training and career development opportunities to improve employees' skills and loyalty and reduce turnover rates. ◆ Attract outstanding talent through internal referral and industry–academia cooperation programs to ensure stable human resources.

Environmental Aspect Risks	Countermeasures
Climate Change Risk	◆ Set energy management goals and gradually promote energy conservation and carbon reduction to improve energy efficiency. ◆ Energy transition by increasing the proportion of biomass pellet use and gradually reducing dependence on traditional fossil fuels to lower greenhouse gas emissions. ◆ Promote green product development to enhance market competitiveness. ◆ Promote supply chain management by requiring suppliers to enhance their carbon emission management capabilities, ensuring that the overall value chain meets sustainability standards and reduces the impact of the carbon footprint on the Company.
Environmental Protection Risk	◆ Use a regulatory monitoring system to regularly track changes in environmental protection, chemical management, and trade regulations both at home and abroad to ensure compliance. ◆ Establish internal regulatory training to improve employees' understanding of the latest environmental and safety regulations and reduce the risk of violations. ◆ Implement the ISO 14001 environmental management system. ◆ Strengthen market intelligence collection and R&D cooperation to ensure the Company's technology development keeps pace with industry trends and to enhance product environmental features to increase market competitiveness. ◆ Develop related training programs for potential disasters such as earthquakes floods fires chemical leaks and explosions and conduct irregular Company-wide training and emergency drills annually including participation in joint defense programs and preparation of emergency response manuals disaster prevention plans and protection plans to strengthen response capabilities.

CH3 Products and Services

3.1 Product Design and R&D

Material Topic Management [GRI 2-23, GRI 2-24, GRI 2-25, GRI 3-3]

Material Topics		Product design and R&D		
Significance to Shuang-Bang Industrial Corp.		Keeping up with fashion trends and market dynamics, and promptly developing marketable product designs and innovation capabilities, are critical to maintaining the Company's competitiveness.		
Actual and Potential Impacts	Negative Impacts	Failure to anticipate market trends or develop innovative technologies, or products failing to meet international standards and market needs, may negatively impact revenue.		
	Positive Impacts	Product R&D and technological innovation, including the development of new or green products, increase product value, enhance customer willingness to purchase, and boost Company revenue.		
Policies and Commitments		(1) Continue to invest R&D resources to strengthen innovation capability and enhance the development of raw materials to increase self-sufficiency. (2) Actively develop recyclable products, bio-based products, biodegradable low-carbon products, and other eco-friendly products with low energy consumption. (3) Actively use low-carbon energy and improve high energy-consuming processes.		
Action Plans		(1) Monitor international environmental standards, regularly update information on restricted substances, and replace raw materials listed as restricted. (2) Development of new environmentally friendly products to replace existing ones, reducing environmental impact of our product portfolio		
Effectiveness Evaluation Indicators		Regularly evaluate the overall benefits of new technologies to ensure the effectiveness of their implementation.		
Goal		**Short-term Goals (2025–2027):** Develop low-solvent resin products	**Mid-term Goals (2028–2030):** Introduce bio-based raw materials and recycled materials into products to reduce carbon emissions and minimize environmental impact, while selecting low-toxicity materials for production.	**Long-term Goals 2030 and beyond：** Develop solvent-free products and promote low-toxicity processes, while comprehensively increasing the use of bio-based and recycled materials to achieve energy conservation, carbon reduction, and sustainable development goals.
Influence of Stakeholder Engagement on Actions		Develop low-energy and environmentally friendly products in compliance with international and government regulations, and in response to product development trends.		

R&D Outcomes

The R&D Department upholds a spirit of scientific rigor in analyzing test data and adheres to the Company's management philosophy. By making effective use of instruments to establish a comprehensive quality control system, the Department ensures the consistency and stability of product quality.

R&D Expenditures over the Past Three Years Unit: NTD thousands

2022 Year	2023 Year	2024 Year
24,713	34,271	36,429

Major R&D Projects in Recent Years	
Solvent-free	
Moisture-curable Hot Melt Adhesive (PUR)	◆ The PUR adhesive layer resin structure contains functional groups that can react with environmental moisture. After melting, the PUR is transferred onto the substrate, allowed to stand for crosslinking and curing to complete adhesion, without the need for chemical solvents. ◆ Continuous development of PUR products using bio-based and recycled materials.
Water-based PU Resin	◆ Water-based PU resin does not use organic solvents. By replacing conventional solvent-based PU resins with water-based PU resins, the emission of volatile organic compounds caused by solvent drying can be significantly reduced. ◆ Several types of water-based PU resins have been developed for different applications, such as transfer lamination processing and water-based breathable waterproof membranes.
Thermoplastic Polyurethane (TPU) Supercritical Foaming Particles	◆ The TPU supercritical foaming process utilizes temperature and pressure catalysis without the use of chemical solvents. ◆ These particles can be applied to a wide range of supercritical foaming products such as shoe midsoles, insoles, and bra pads, making them lightweight and recyclable. ◆ A dedicated supercritical foaming machine has been installed for in-house production of supercritical nitrogen-foamed midsoles to accelerate the development of various specifications and enable mass production.
Recycled Materials	
r-PET Polyol Process Technology	◆ Through partial depolymerization of PET followed by copolymerization with target materials, recycled PET flakes from plastic bottles are converted into polyols used as PU resin raw materials, which are subsequently processed into PU and TPU products. ◆ In compliance with the Global Recycled Standard (GRS), the recycled material content is ≥20%. The r-PET polyols and the derived PU and TPU products have been officially registered under the GRS certification.

3.2 Product and Service Quality

Material Topic Management [GRI 2-23, GRI 2-24, GRI 2-25, GRI 3-3]

Material Topics		Product and service quality		
Significance to Shuang-Bang Industrial Corp.		Shuang-Bang Industrial Corp. upholds the principles of quality first and customer foremost as its business philosophy, follows the ISO 9001 Quality Management System, and strictly controls product quality to meet customer expectations for product and service excellence.		
Actual and Potential Impacts	Negative Impacts	Poor product quality and low yield rates may lead to loss of customer orders and erosion of consumer trust.		
	Positive Impacts	Improved product quality increases customer orders, enhances consumer trust, and strengthens competitiveness.		
Policies and Commitments		(1) Process improvement and inspection optimization, along with increased customer communication frequency, to meet customer needs. (2) Continuous evaluation and replacement of production and inspection equipment to enhance capacity and yield.		
Action Plans		(1) Monthly quality meetings track goal achievement and review customer complaints and quality issues. (2) Collect market trends and customer feedback during monthly business meetings, review the sales performance of new products, and adjust targets in a timely manner. (3) Conduct routine and ad hoc customer visits to build trust and obtain real-time updates from clients.		
Effectiveness Evaluation Indicators		(1) Conduct regular customer satisfaction surveys to ensure service quality. (2) Use digital systems to monitor product quality and process parameters in real time, and to analyze and trace parameters related to raw material quality control, process conditions, and product quality.		
Goal		**Short-term Goals (2025–2027):** Achieve 90% customer satisfaction	**Mid-term Goals (2028–2030):** Conduct annual customer satisfaction surveys and continuously establish various communication platforms to promptly resolve customer issues.	**Long-term Goals (2030 and beyond):** Strengthen the frequency of regular discussions with customers or brands on the progress and issues of new product development to ensure the smooth advancement of new products.
Influence of Stakeholder Engagement on Actions		(1) Establish a dedicated customer service hotline, handled by a specialized department to provide customers and suppliers with professional consultation in real time. (2) Conduct product exchanges, seminars, or exhibitions on an ad hoc basis to communicate face-to-face, demonstrate product functions, gather customer feedback, and create opportunities for broader customer interaction.		

Quality Management

Shuang-Bang Industrial Corp. implements the ISO 9001 Quality Management System. A rigorous management framework has been established across the processes of production and sales planning, incoming inspection, manufacturing, quality determination, and shipment and transportation. With the support of information technology, the Company has built quality and process databases, as well as an ERP system, to enable real-time monitoring of product quality and process parameters, thereby ensuring the quality of the final products. The system also allows for statistical analysis and traceability of product quality, process parameters, and raw material quality. In addition, the digital change management system ensures that all process changes are strictly reviewed and managed, thereby eliminating change-related risks and contributing to the stability of production processes and product quality.

Quality Policy

Customer satisfaction and sustainable operations.

- ✧ Strive to continuously meet customer expectations and comply with all applicable laws and regulations.
- ✧ Establish and maintain effective quality management system that emphasizes continual improvment and proactive prevention of nonconformities

Product Certification

Shuang-Bang Industrial Corp. continuously monitors the EU Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulation and the EU Restriction of Hazardous Substances (RoHS) directive. The Company also complies with the Restricted Substances Lists of OEKO-TEX® STANDARD 100, the bluesign® SYSTEM, and the Global Recycled Standard (GRS), and undergoes regular audits to obtain certification.

Standard	Restricted Substances Requirement	Product Compliance
Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH)	◆ Substances of Very High Concern (SVHC)	All products (excluding hardeners and certain solvent-based products).
Restriction of Hazardous Substances (RoHS) Directive	◆ Pb, Cd, Hg, Cr6+, PBB, PBDE, BBP, DBP, DIBP, DEHP	All products.
OEKO-TEX® STANDARD 100	◆ OEKO-TEX® STANDARD 100 Appendix 4	Primarily water vapor-permeable waterproof coated and laminated textiles.
bluesign® SYSTEM	◆ bluesign® SYSTEM Black Limits (BSBL) ◆ bluesign® SYSTEM Substance List (BSSL)	Primarily resins, membranes, and coated and laminated textiles.
Global Recycled Standard (GRS)	◆ Substances of Very High Concern (SVHC) ◆ GHS Special Hazard Codes ◆ ZDHC Manufacturing Restricted Substances List (MRSL)	TPU particles, TPU films, and GRS-certified coated and laminated textiles containing more than 20% recycled material.

3.3 Supply Chain Management

Material Topic Management [GRI 2-23, GRI 2-24, GRI 2-25, GRI 3-3]

Material Topics		Supply Chain Management		
Significance to Shuang-Bang Industrial Corp.		A sound supply chain management system can effectively mitigate the risk of operational disruptions caused by supply shortages, thereby ensuring business continuity and stable operations.		
Actual and Potential Impacts	Negative Impacts	Supply chain disruptions or non-compliance of suppliers with Company or client requirements may undermine commitments to customers.		
	Positive Impacts	Proactive selection of reliable suppliers creates a win–win situation for both parties.		
Policies and Commitments		In the selection of new suppliers and in supplier evaluation criteria, environmental and social indicators are gradually being incorporated, with the expectation and assurance that suppliers respect employees, maintain safe working environments, protect the environment, and uphold business ethics. Through collaboration with suppliers, the Company aims to build an operational model that is responsible to both the environment and society.		
Action Plans		(1) Follow the ISO 9001:2015 quality management system to effectively implement supplier management and guidance. (2) Ensure new suppliers pass evaluation and quality verification. (3) Conduct both regular and ad hoc supplier evaluations. (4) Establish Supplier Code of Conduct with Commitment Letter and Integrity Commitment, requiring suppliers to comply with all applicable laws and regulations in their areas of operation.		
Effectiveness Evaluation Indicators		(1) Supplier evaluation every six months and comprehensive audits every five years (on-site or document review). (2) Signing rate of Supplier Code of Conduct and Integrity Commitment.		
Goal		**Short-term Goals (2025–2027):** (1) Over 70% signing rate of the Supplier Code of Conduct and Integrity Commitment. (2) Conduct supplier evaluations every six months, perform variance analysis between the two periods, and request suppliers to provide improvement plans to ensure the implementation of supplier due diligence tracking.	**Mid-term Goals (2028–2030):** Achieve over 95% signing rate of the Supplier Code of Conduct and Integrity Commitment.	**Long-term Goals (2030 and beyond):** Implement more comprehensive supplier environmental and social responsibility screening and evaluation mechanisms.
Influence of Stakeholder Engagement on Actions		Participation in completing the supplier sustainability performance evaluation form and providing feedback.		

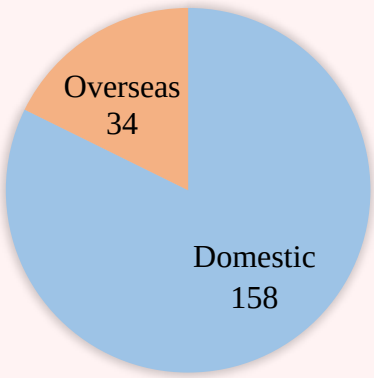
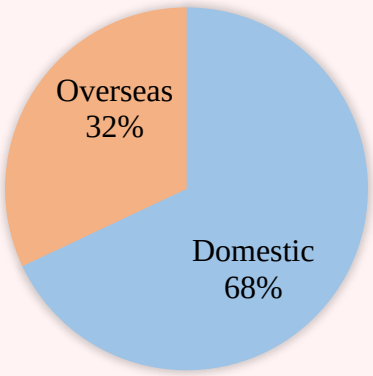
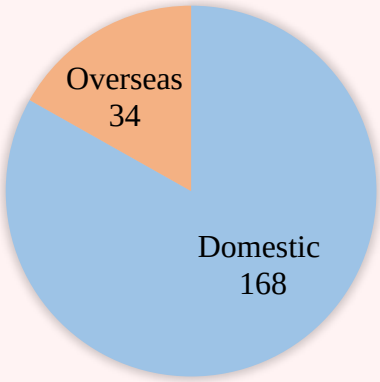
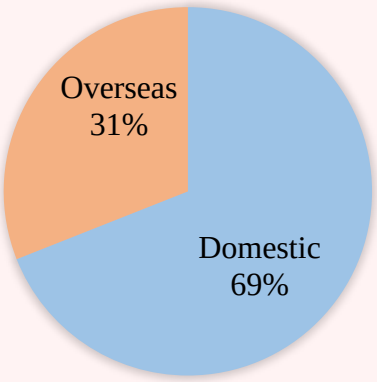
Supplier Management Policy

Global economic conditions affected by factors such as uncontrollable inflation across countries and heightened geopolitical risks, together with increasingly severe climate change and frequent global disasters, have further highlighted the importance of supply chain management. To mitigate the impact of imbalanced supply chain management on the Company, Shuang-Bang Industrial Corp. has strengthened supplier sustainability management. In addition to monitoring supply and transportation, the Company also enforces stricter evaluations of new suppliers on environmental and social responsibility, requires reporting on green procurement, and promotes digitalization in supplier management. At the same time, while upholding a commitment to continuous innovation, the Company works with customers to develop and identify applicable raw materials that must comply with international regulations such as the EU Restriction of Hazardous Substances (RoHS®), the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), bluesign®, ISO 9001, and ISO 14001, as well as Taiwan's relevant environmental regulations, so as to jointly enhance quality and create win–win outcomes.

Supplier signing of the Supplier Code of Conduct and Integrity Commitment and the Integrity Commitment	The Supplier Code of Conduct and Integrity Commitment sets behavioral standards regarding labor and human rights, health and safety, environmental friendliness, ethical norms, and management systems. Through suppliers' signing, Shuang-Bang's belief in sustainable development is communicated to them, and this signed document is also listed as one of the conditions for Shuang-Bang's evaluation in procurement and contracting.
New Raw Material Testing	The R&D unit conducts sample testing and provides test results, and is responsible for providing technical information and assisting in evaluating the technical capabilities of raw material suppliers.
Raw Material Procurement	The Procurement unit makes procurement following the inquiry, comparison, and negotiation model, while also taking into consideration practical conditions such as delivery deadlines, payment terms, supplier credit status, and quality durability as the basis for selection.

Supplier Procurement Proportion [GRI 204-1]

Taiwan is an important operational base for Shuang-Bang Industrial Corp., and local procurement of raw materials is prioritized. This not only reduces the environmental impact of carbon emissions generated during material transportation, but also allows for better control over the supply of raw materials, ensuring stable quality to meet customers' long-term needs. If raw materials are of special origin or cannot be sourced locally, procurement is directed overseas.

Year	Number of Procurement Suppliers	Proportion of Procurement Amount
2023		
2024		

Note 1: The proportion of procurement from local suppliers is calculated as the procurement amount from local suppliers ÷ total procurement amount.

Note 2: Shuang-Bang Industrial Corp.'s operating base is in Taiwan, with no overseas operating sites. "Local" refers to Taiwan (including offshore islands), while "Overseas" refers to imports from countries outside Taiwan (such as China, Japan, and Europe).

Note 3: Major operating sites include the Yongxing Plant, Renhe Plant, Nangang Plant, and Taipei Office.

Supplier Evaluation

To implement Shuang-Bang Industrial Corp.'s quality policy of "Customer Satisfaction and Sustainable Operations," ensuring a stable supply of raw materials is essential. The Company conducts supplier evaluations on a semi-annual basis, and only suppliers that pass the evaluation are considered for continued transactions in the following half-year. This process secures both product quality and delivery reliability.

Evaluation Targets	The top ten suppliers by transaction value during January–June and July–December of each year, as well as single-source suppliers.		
Evaluation Content	Suppliers are assessed in three major categories: quality and safety, delivery, and price.		
Evaluation Grades	Grade A: 80 points and above; preferred suppliers. Grade B: 60–79 points; general suppliers. Grade C: Below 60 points; disqualified suppliers.		
Evaluation Criteria	Quality/Safety (total 50 points)	Delivery (total 35 points)	Price (total 15 points)
	◆30 points: Supplier product quality fails to meet acceptance standards.	◆25 points: Supplier delays in delivery without affecting production.	◆5 points: Current procurement price competitiveness (excluding market factor changes).
	◆10 points: Abnormal quality occurs; supplier's timeliness of handling, concrete corrective actions, and recurrence prevention are assessed.	◆10 points: Supplier delays in urgent deliveries by one day.	◆10 points: Supplier's willingness to absorb cost increases due to market-driven raw material price fluctuations.
	◆10 points: Packaging, labeling, or transportation does not meet requirements or causes abnormalities.	-	-
Passing Standard	Suppliers scoring 60 points or above are considered qualified. Suppliers rated Grade C will be disqualified from procurement.		
Follow-up Improvement	Evaluation reports are submitted to the head of the Procurement Department for approval. A variance analysis is conducted between the two half-year scoring results of the top ten suppliers, and follow-up or improvement plans are proposed.		

Supplier Evaluation Results				
Evaluation Year	Number of Suppliers Evaluated	Number of Grade A Suppliers	Number of Grade B Suppliers	Number of Grade C Suppliers
The first half of 2023	51	51	0	0
The second half of 2023	43	41	2	0
The first half of 2024	56	55	1	0
The second half of 2024	77	76	1	0

Note 1: All suppliers passed the evaluation in 2024.

Supplier Sustainability Management

Shuang-Bang Industrial Corp. has long been committed to advancing environmental protection, social responsibility, and corporate governance, and expects all suppliers to conduct their business activities in accordance with similar principles. The Company therefore encourages all suppliers to comply with codes of conduct covering labor and human rights, health and safety, environmental responsibility, ethical standards, and management systems.

Compliance with Sustainability Standards	Suppliers are required to sign the Supplier Code of Conduct and Integrity Commitment and the Integrity Commitment, jointly complying with standards related to labor and human rights, health and safety, environmental responsibility, ethical practices, and management systems.
Sustainability Risk Assessment	◆ Starting in 2025, evaluations and audits will be conducted on a five-year cycle. A Supplier Code of Conduct and ESG self-assessment form have been added, allowing suppliers to conduct self-assessments of sustainability risks. Shuang-Bang Industrial Corp. reviews the results of the self-assessments to identify potential sustainability risks among suppliers. ◆ The evaluation targets include Grade A suppliers and the top 20 suppliers by annual procurement amount in the previous year.
Sustainability Audits	◆ **Document Audit:** Compliance is confirmed based on the Supplier Code of Conduct and ESG self-assessment form, supplier evaluation form, and supporting documents. Additional information may be requested from suppliers when necessary. ◆ **On-site Audit:** On-site inspections and evaluations are conducted by the Procurement Department together with related units of Shuang-Bang Industrial Corp.
Guidance and Improvement	Based on the evaluation and audit results, suppliers are required to submit a corrective action report within a specified period, formulate improvement plans, and regularly track the improvement progress.

Supplier Code of Conduct				
Labor and Human Rights	**Health and Safety**	**Environmentally Friendly**	**Ethical Standards**	**Management Systems**
◆ Prohibit forced labor. ◆ Prohibit child labor and ensure the protection of young workers. ◆ Working hours, wages, and benefits must comply with local laws and regulations. ◆ Prohibit discrimination, harassment, and inhumane treatment. ◆ Respect freedom of association and collective bargaining.	◆ Provide a safe working environment. ◆ Establish procedures to prevent, manage, track, and report occupational injuries and diseases. ◆ Address physically demanding work. ◆ Provide employees with health and safety training.	◆ Obtain necessary environmental permits and documentation. ◆ Avoid conflict minerals. ◆ Prevent pollution and conserve resources. ◆ Identify and manage hazardous substances. ◆ Manage emissions and water resources. ◆ Manage energy consumption and greenhouse gas emissions.	◆ Prohibit improper gains. ◆ Require the signing of an Integrity Commitment. ◆ Protect information security, privacy, and personal data.	◆ Senior management shall be responsible for implementing and reviewing management systems and plans. ◆ Conduct risk assessment and management. ◆ Employee training and communication. ◆ Provide grievance mechanisms. ◆ Establish and retain documents and records.

3.4 Customer Relationship

Shuang-Bang Industrial Corp., from the perspectives of execution, management, and decision-making, ensures that internal processes are closely interconnected to maximize management effectiveness. This enhances customer satisfaction, loyalty, and goodwill, thereby increasing the willingness of new customers to cooperate with Shuang-Bang and creating the greatest corporate benefits and profits.

Customer Information Handling

Order Management	Upon receiving customer orders, information is recorded in the TIPTOP GP (ERP) system to monitor progress and delivery schedules.
Order Tracking	Customer information and order commitments are tracked through the order management system, with requisition data established accordingly.

Customer Data Protection

Shuang-Bang Industrial Corp. maintains strict confidentiality mechanisms for customer information. To date, there have been no complaints from customers regarding breaches of privacy or loss of customer data.

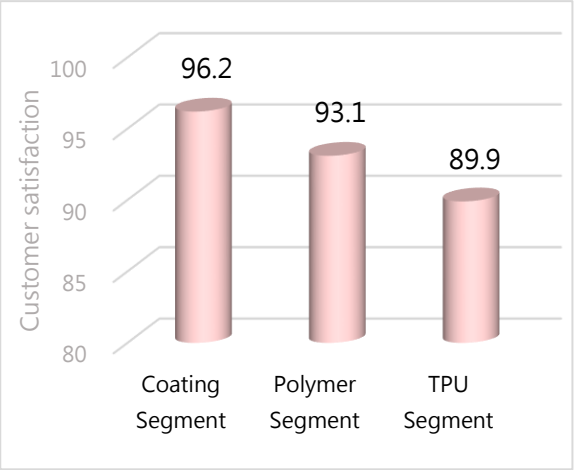
Internally Established Customer Data Regulations	All employees are required to comply.
Internal Document Management Unit and System	Access is granted based on assigned permissions.
Comprehensive Information Security Protection Measures	Customer information cannot be accessed without proper authorization.
Confidentiality Agreements	Confidentiality agreements have been signed with several multinational corporations.

Customer Satisfaction

Customer satisfaction determines the value of a company's existence, and the valuable suggestions provided by customers greatly contribute to enhancing the Company's overall competitiveness. Shuang-Bang Industrial Corp. has established an internal quality and service management system with a customer-oriented approach, providing real-time, localized customer service. In accordance with the Customer Service Management Procedure, an annual customer satisfaction survey is conducted. Through continuous surveys and analysis of customer satisfaction, the Company identifies customer needs and drives ongoing improvement, with the goal of strengthening services and delivering products of the highest quality.

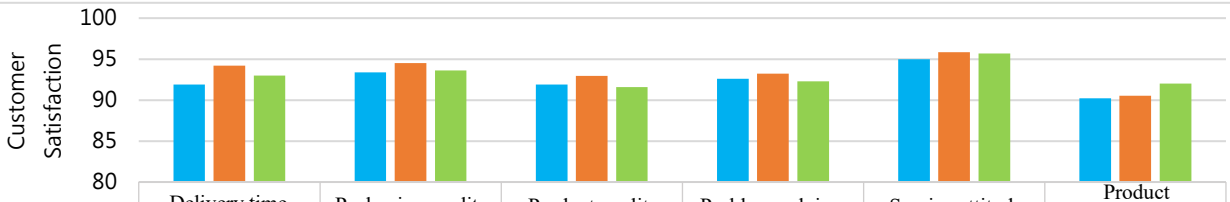
Survey Targets	The top 30 customers of each business unit are surveyed.
Evaluation Items	Delivery time, packaging quality, product quality, problem-solving, service attitude, and product development.
Follow-up Improvement	Review, track, and formulate improvement measures for overall satisfaction or items where customers express dissatisfaction.

In 2024, the average customer satisfaction score across the three major business units reached 93.1 points. Among the categories, service attitude achieved the highest score of 95.7, highlighting the recognition and appreciation of Shuang-Bang Industrial Corp.'s commitment to quality first, service orientation, and customer focus. Compared to 2022 and 2023, customers in 2024 provided more suggestions and expectations regarding Shuang-Bang's products and services. Improvement measures have been developed for areas where satisfaction scores declined:



(1) Production Management: Continue to refine the control of production scheduling in manufacturing units, accelerate production processes, and make every effort to meet customers' required delivery deadlines.

(2) Business Management: Increase the frequency of interaction with customers, provide immediate feedback to development personnel, and better meet customer needs.



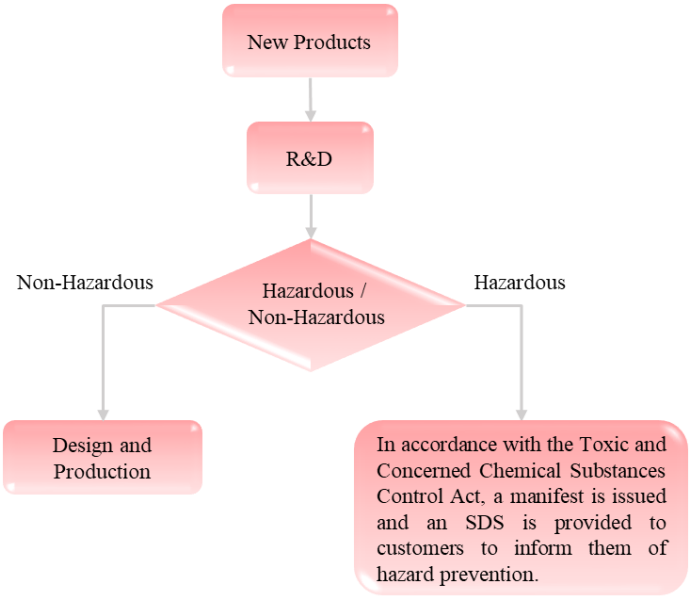
	Delivery time	Packaging quality	Product quality	Problem-solving	Service attitude	Product development
2022年	91.9	93.4	91.9	92.6	95.0	90.2
2023年	94.2	94.5	93.0	93.2	95.8	90.5
2024年	93.0	93.6	91.6	92.3	95.7	92.0

Customer Health and Safety [GRI 416-2, GRI 417-1, GRI 417-2]

To safeguard customer health and safety, Shuang-Bang Industrial Corp. labels products in accordance with the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) and provides customers with accurate Safety Data Sheets (SDS) to prevent hazardous substances in products from posing risks to health and safety.

Raw Material Control

- **Raw materials, materials, and products:**
  All comply with the EU Restriction of Hazardous Substances (RoHS®) Directive and the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulation, thereby preventing products or waste from harming human health and the environment.
- **Certain raw materials:**
  Certain raw materials: For substances such as the solvent dimethylformamide (DMF), which cannot be fully eliminated, usage is reduced, and suppliers are regularly required to conduct tracking and control of hazardous substances for raw materials and supplies.



Product Labeling

(1) In accordance with the GHS and the Toxic and Concerned Chemical Substances Control Act, Shuang-Bang manages labeling through its ERP system and ensures strict implementation of correct labeling procedures, achieving an accuracy rate of over 99%.

(2) As 90% of Shuang-Bang's products are exported directly or indirectly, to avoid potential legal issues in overseas markets, the Company confirms the destination country with customers before each transaction, reviews relevant local government regulations, and clearly indicates the information on product labels.

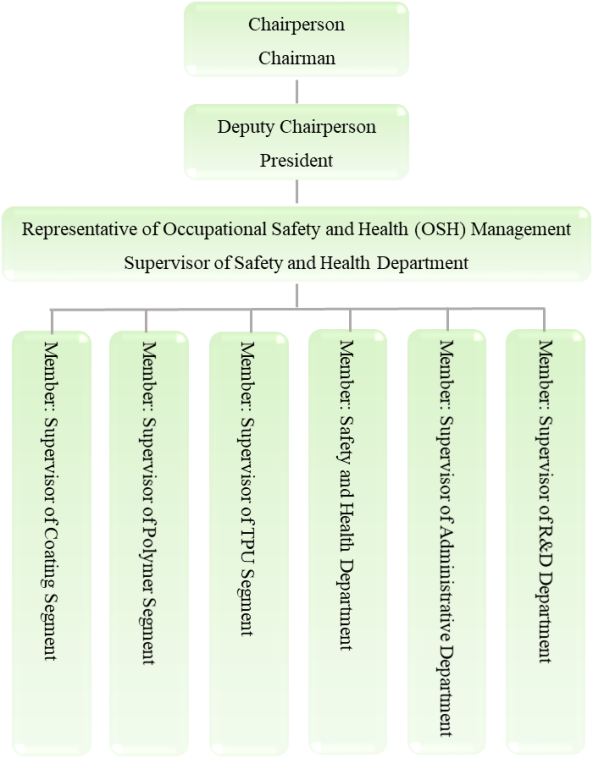
◆ Corrosive to Metals	◆ Warning	◆ Acute Toxic Substances	◆ Respiratory Sensitizers ◆ Carcinogens ◆ Inhalation Hazards	◆ Hazardous to the Aquatic Environment

Customer Rights Infringement Incidents	2024
Incidents of customer privacy infringement	0
Incidents of customer data loss	0
Violations of health and safety regulations related to products and services	0
Violations of voluntary codes related to products and services	0
Product labeling errors	0

CH4 Environmental Protection

With the intensification of global warming, countries around the world have begun to focus on issues of environmental protection and energy management. To protect the natural environment and reduce environmental impacts, Shuang-Bang has formulated a series of policies and actions in areas such as energy management, greenhouse gas emissions, air pollution prevention, water resource and wastewater management, and waste management. The environmental protection policies not only fulfill the Company's social responsibilities and ethical obligations but also enhance its capacity for sustainable development and competitiveness.

Shuang-Bang complies with environmental regulations and international standards. Since December 2021, the Company has introduced the Environmental Safety and Health Cloud System, utilizing digital technology to monitor regulatory updates in real time, thereby ensuring compliance and operational transparency. The Company has also implemented the ISO 14001 Environmental Management System and established the Environmental Safety and Health Management Committee. The Chairman serves as the Chairperson; the President serves as the Vice Chairperson; the Head of the Safety and Health Department serves as the Environmental Safety and Health Management Representative; and supervisors or colleagues from each department serve as members of the implementation committee. According to the nature of operational activities, appropriate environmental management systems are established and promoted by designated units or personnel responsible for environmental management. In addition, environmental protection training programs are provided for management and employees.

Occupational Safety and Health (OSH) Committee	Shuang-Bang's Commitments
	✧Comply with government environmental regulations and other related requirements. ✧Continuously improve and prevent recurring pollution. ✧Effectively establish and implement the environmental management system. ✧Strengthen employee awareness of environmental protection through training and education. ✧Enhance internal and external communication to promote the concept of environmental protection.

4.1 Energy and Greenhouse Gas Management

To address the significant impacts of extreme climate change, energy management and greenhouse gas reduction have become key priorities for both the government of Taiwan and the international community. In line with national energy development policies, Shuang-Bang continues to monitor international trends and domestic regulations. Since 2023, the Company has engaged independent third-party verification bodies to conduct annual audits, continuously estimating the greenhouse gas emissions generated from the Company's energy use. These results serve as a basis for evaluating subsequent energy conservation and carbon reduction performance, thereby lowering operating costs associated with carbon emissions.

Management Approach

Actual and Potential Impacts	**Negative Impacts**	Ineffective control of greenhouse gas emissions, resulting in exceeding permissible limits, damaging the climate environment, and losing opportunities to align with net-zero policies.
	Positive Impacts	Establishment of clear reduction plans and strict monitoring of greenhouse gas emissions to mitigate the greenhouse effect, reduce environmental impact, and align with the net-zero pathway.
Policies and Commitments		✧Comply with relevant environmental regulations and meet international environmental standards. ✧Accurately monitor the Company's greenhouse gas emissions status. ✧Continuously promote greenhouse gas reduction initiatives and develop low-energy-consumption products. ✧Encourage participation from employees and suppliers to create a sustainable green value chain.
Action Plans		(1) Replacement of outdated equipment to reduce energy consumption. (2) Continued engagement of independent third-party verification bodies to conduct greenhouse gas inventories and verifications. (3) Establishment of appropriate environmental management systems, with dedicated units responsible for environmental management and maintenance. Through internal management practices, the Company continuously improves environmental systems and reduces negative impacts. (4) Implementation of energy conservation and carbon reduction measures, promoting the importance of resource recycling, environmental awareness, and literacy among employees.
Effectiveness Evaluation Indicators		Each year, the Company tracks annual action plans and calculates energy-saving performance in accordance with the "Industrial Energy Audit Online Reporting System for Manufacturing Industries" of the Industrial Technology Research Institute.
Influence of Stakeholder Engagement on Actions		Compliance with international and government regulations, actively promoting energy management and energy conservation and carbon reduction. Response to sustainability questionnaires from business partners, jointly advancing sustainable development.

4.1.1 Energy Management

The energy used by Shuang-Bang includes electricity, natural gas, heavy oil, and coal. To gradually reduce reliance on fossil fuels and support clean, renewable energy, the Company began planning to replace coal with biomass fuel (primary solid biomass fuel) in 2020 and completely eliminated coal use in April 2023. By optimizing its energy structure, energy consumption in 2023 decreased by 21.48% compared to 2022. In 2024, the installation of new production equipment at the Renhe Plant resulted in a slight increase in energy consumption of 1.50% compared to 2023. However, compared to 2022, energy consumption in 2024 still decreased by 20.30%.

Energy Use [GRI 302-1, GRI 302-3]

Energy Consumption Within the Organization						Unit of Consumption: GJ
Energy Category	2022		2023		2024	
	Consumption	Percentage	Consumption	Percentage	Consumption	Percentage
Non-renewable Energy						
Purchased Electricity	71,888.0441	28.1675%	64,564.7598	32.2177%	76,435.9209	37.5770%
Natural gas	17,879.8298	7.0057%	26,890.1555	13.4181%	28,680.7966	14.0999%
Special Low-Sulfur Fuel Oil	28,220.7284	11.0575%	24,997.2944	12.4736%	22,838.4303	11.2277%
Coal	110,823.9478	43.4235%	25,308.2914	12.6288%	0.0000	0.0000%
Diesel	2,164.4112	0.8481%	1,896.4108	0.9463%	2,275.6821	1.1188%
Gasoline	431.8415	0.1692%	426.9610	0.2131%	430.9292	0.2118%
Renewable Energy						
Biomass Fuel	23,807.7949	9.3285%	56,317.6126	28.1024%	72,749.7733	35.7648%
Self-generated Energy for Own Use	0.0000	0.0000%	0.0000	0.0000%	0.0000	0.0000%
Total Energy Consumption	255,216.5977	100.0000%	200,401.4855	100.0000%	203,411.5324	100.0000%

Note 1: The calorific value of purchased electricity is based on the "Table of Calorific Values of Energy Products" published by the Energy Administration, Ministry of Economic Affairs; Electricity (Consumption side); 860 kcal/kWh.

Note 2: The calorific value of natural gas is based on the "Table of Calorific Values of Energy Products" published by the Energy Administration, Ministry of Economic Affairs; (Domestic) Natural Gas; 8,000 kcal/m^3.

Note 3: The calorific value of special low-sulfur fuel oil is based on the "Table of Calorific Values of Energy Products" published by the Energy Administration, Ministry of Economic Affairs; Fuel Oil; 9,600 kcal/L.

Note 4: The calorific value of coal is based on the "Table of Calorific Values of Energy Products" published by the Energy Administration, Ministry of Economic Affairs; Bituminous Coal – Fuel Coal; Other; 6,080 kcal/kg.

Note 5: The calorific value of diesel is based on the "Table of Calorific Values of Energy Products" published by the Energy Administration, Ministry of Economic Affairs; Diesel; 8,400 kcal/kg.

Note 6: The calorific value of gasoline is based on the "Table of Calorific Values of Energy Products" published by the Energy Administration, Ministry of Economic Affairs; Motor Gasoline; 7,800 kcal/kg.

Note 7: Biomass fuel refers to wood pellets. Its calorific value is based on the calorific value testing reports provided by suppliers and is calculated as the weighted average according to usage. Calorific values of wood pellets: 4,089 kcal/kg in 2022; 4,096 kcal/kg in 2023; 4,194 kcal/kg in 2024.

Note 8: The conversion unit for calorific values is based on the "Common Energy Unit Conversion Table" published by the Energy Administration, Ministry of Economic Affairs; 1 kcal = 4.187 kJ.

Note 9: Starting from 2023, energy consumption data are derived from activity data in the greenhouse gas inventory.

Note 10: Starting from 2024, all coal has been replaced by biomass fuel (wood pellets).

Note 11: Self-generated energy facilities have not yet been established, hence no record of self-generated energy for own use.

Energy Intensity Within the Organization				Unit of Intensity: GJ/NT$ million
Energy Category		2022	2023	2024
Non-renewable Energy	Purchased Electricity	36.2807	43.7929	42.7898
	Natural gas	9.0237	18.2390	16.0559
	Special Low-Sulfur Fuel Oil	14.2426	16.9552	12.7852
	Coal	55.9311	17.1661	0.0000
	Diesel	1.0923	1.2863	1.2740
	Gasoline	0.2179	0.2896	0.2412
Renewable Energy	Biomass Fuel	12.0154	38.1991	40.7263
Total		128.8037	135.9282	113.8724

Note 1: Energy Intensity = Total Energy Consumption/Shuang-Bang Standalone Revenue.

Energy Conservation

Electricity Saving over the Past Three Years			Unit of Annual Electricity Saving Rate: %
Plant	2022	2023	2024
Yongxing Plant	1.66	1.56	1.42
Renhe Plant	1.37	1.27	1.35

Note 1: Source of data is the "Industrial Energy Audit Online Reporting System for Manufacturing Industries" of the Industrial Technology Research Institute.

Note 2: Annual electricity savings refer to the amount of electricity saved by an energy user through the implementation of energy-saving measures during a given year. The calculation period starts from the month following the implementation date, for a maximum of twelve months, and does not include electricity savings corresponding to the "Regulations on the Establishment and Implementation of Energy Conservation Targets and Plans by Energy Users." If the calculation period spans multiple years, the saved electricity shall be calculated separately by year.

Note 3: Annual electricity saving rate refers to the ratio of the electricity savings of an energy user in a given year to the sum of that year's electricity savings and total annual electricity consumption.

2024 Energy-Saving Actions and Results		Unit of Electricity Savings: kWh
Energy-Saving Measures	Calculation Period	Electricity Saved
Replacement of obsolete 50HP air compressor	March 2024 to December 2024	24,866
Waste heat recovery of regenerative thermal oxidizer	January 2024 to December 2024	44,751
Replacement of three-stage wastewater Roots blowers (60HP + 50HP) with high-efficiency air bearing blower (75HP)	February 2024 to December 2024	191,400
Replacement of first-stage Roots blower with high-efficiency air bearing blower 35HP	October 2024 to December 2024	39,165

4.1.2 Greenhouse Gas Management

Shuang-Bang actively responds to global climate change challenges by striving to reduce greenhouse gas emissions and strengthen environmental sustainability management. In accordance with ISO 14064-1:2018, the Company inventories organizational greenhouse gas emissions, adhering to the principles of relevance, completeness, consistency, accuracy, and transparency to ensure that the greenhouse gas inventory data comply with government regulations and international standards. Through annual inventories and data analysis, the Company monitors the emission status of each plant and continues to promote low-carbon transformation.

Greenhouse Gas Boundary and Scope

In 2023, Shuang-Bang adopted the ISO 14064-1:2018 organizational-level greenhouse gas emissions standard, covering Scope 1 and Scope 2 emissions in its inventory disclosure. Each year, the Company engages independent third-party verification bodies to conduct greenhouse gas verification. The inventory and verification boundaries include the Yongxing Plant, Renhe Plant, Nangang Plant, Taipei Office, and employee dormitories, all of which are 100% under operational control. Beginning in 2024, the Company has carried out significance assessments of Scope 3 emission sources based on significance evaluation criteria, with scoring items including anticipated user requirements, data availability, data accuracy, and emission scale. When the total score of significance evaluation items is greater than or equal to 8, the item is identified as significant and included in the inventory.

Significance Evaluation Criteria				
Scoring	**Anticipated User Requirements (A)**	**Data Availability (B)**	**Data Accuracy (C)**	**Emission Scale (D)**
3	Disclosure Requirements	Substantially quantifiable	Continuous measurement	Large estimated emissions
2	Not Required for Disclosure but of Concern	Difficult to quantify or requires external data	Periodic (intermittent) measurement	Moderate estimated emissions
1	Not Required for Disclosure and Not of Concern	Unable to quantify	Estimated through financial accounting/self-assessment	Minimal estimated emissions

Note 1: Total significance evaluation score = Anticipated User Requirements (A) + Data Availability (B) + Data Accuracy (C) + Emission Scale (D)

GHG Protocol	ISO 14064-1:2018		Emission Source	
Scope	Category	Subcategory	Type of Activity/Equipment	Type of Greenhouse Gas
Scope 1	Category 1 Direct greenhouse gas emissions	**Stationary Combustion Sources**	◆ RTO: VOCs, Natural Gas ◆ Boilers: Wood Pellets, Natural Gas ◆ Generators: Diesel ◆ Bottled Gas: Liquefied Petroleum Gas	CO_2, CH_4, N_2O
		Mobile Combustion Sources	◆ Trucks, Forklifts: Diesel ◆ Rental Vehicles: Diesel, Gasoline	CO_2, CH_4, N_2O
		Process Emissions	◆ Rust prevention and lubrication during process operations: WD-40 rust removal lubricant ◆ Localized process heating: Gas cylinders	CO_2, CH_4, N_2O
		Fugitive Emissions	◆ Septic tanks, dryers, ice makers, freezers, chillers, air conditioners, refrigerators, water dispensers, low-temperature water tanks, coolers, temperature controllers, vehicle air-conditioning systems, and CO_2 fire extinguishers.	CO_2, CH_4, N_2O
Scope 2	Category 2 Indirect Greenhouse Gas Emissions from Energy Inputs	**Emissions from purchased electricity**	◆ Use of purchased electricity at the Yongxing Plant, Renhe Plant, Nangang Plant, Taipei Office, and employee dormitories.	CO_2
Scope 3	Category 3 Indirect Greenhouse Gas Emissions from Transportation	**Emissions from upstream raw material transportation and distribution**	◆ Transportation of chemicals accounting for the top 80% of annual procurement volume for each business unit (Coating Business Unit, Polymer Business Unit, TPU Business Unit).	CO_2
		Emissions from employee commuting	◆ Commuting of employees in service as of December 31, 2024.	CO_2
		Emissions from business travel	◆ Use of private vehicles for business purposes and employee business trips.	CO_2
		Emissions from outsourced transportation of industrial waste	◆ Disposal and removal of industrial waste.	CO_2
	Category 4 Indirect Emissions from Raw Materials and Services	**Emissions from raw material extraction, manufacturing, and processing**	◆ Fuel and energy resource use. ◆ Consumption of chemicals accounting for the top 80% of annual procurement volume for each business unit (Coating Business Unit, Polymer Business Unit, TPU Business Unit).	CO_2
		Emissions from disposal of solid and liquid waste	◆ Treatment of industrial waste.	CO_2

Greenhouse Gas Emissions [GRI 305-1, GRI 305-2, GRI 305-4]

Unit of GHG Emission: metric tons CO_2e

Scope	Emission Volume	
	2023	2024
Scope 1	8,717.6643	7,346.8364
Scope 2	8,857.7022	10,061.7711
Scope 3	Not Included in Inventory	34,867.9404
Total GHG Emissions	17,575.3665	52,276.5479
Greenhouse Gas Emission Intensity (metric tons CO_2e / NT$ million revenue)	11.9210	29.2651
Biomass Combustion Emissions	6,307.4224	7,929.0067

Note 1: Greenhouse gas emissions are primarily quantified using the emission factor method: CO_2 emissions = Activity Data × Emission Factor × Global Warming Potential (GWP).

Note 2: Scope 1 emission factors are based on the "Greenhouse Gas Emission Factor Management Table, Version 6.0.4," published on the Greenhouse Gas Emission Inventory Platform for Enterprises by the Ministry of Environment.

Note 3: Scope 2 purchased electricity emissions are calculated using the carbon emission factors for electricity announced by the Ministry of Economic Affairs: 0.494 $kgCO_2e/kWh$ in 2023; 0.474 $kgCO_2e/kWh$ in 2024.

Note 4: Scope 3 emission factors are primarily based on the Carbon Footprint Database of the "Product Carbon Footprint Information Network" of the Ministry of Environment, supplemented by international life cycle databases.

Note 5: Global Warming Potential (GWP) values are based on the Sixth Assessment Report (AR6) published in 2021 by the Intergovernmental Panel on Climate Change (IPCC).

Note 6: Greenhouse Gas Emission Intensity = Total Greenhouse Gas Emissions/Standalone Revenue of Shuang-Bang

Note 7: Biomass combustion emissions refer to CO_2 emissions from the combustion of biomass fuel wood pellets.

Note 8: The 2023 greenhouse gas emissions were verified by AFNOR Certification International Co., Ltd. The 2024 greenhouse gas emissions have not yet been verified by an independent third-party verification body and are scheduled to be verified in the second half of 2025.

7 Major Greenhouse Gas Emissions		Unit of GHG Emission: metric tons CO_2e
Type of Greenhouse Gas	2023	2024
Carbon Dioxide (CO_2)	17,286.2365	51,967.3234
Methane (CH_4)	89.3196	104.2926
Nitrous Oxide (N_2O)	79.6069	85.1618
Hydrofluorocarbons (HFCs)	120.2035	119.7701
Perfluorocarbons (PFCs)	0.0000	0.0000
Sulfur Hexafluoride (SF_6)	0.0000	0.0000
Nitrogen Trifluoride (NF_3)	0.0000	0.0000

Greenhouse Gas Reduction Plan [GRI 305-5]

Reduction Targets: In proactive response to climate change, Shuang-Bang has designated 2024 as the baseline year for greenhouse gas emission and established short-, medium-, and long-term reduction targets:

Greenhouse Gas Reduction Goals		
Short term (2030)	**Mid-term (2040)**	**Long term (2050)**
Reduce GHG emissions by 5%.	Reduce GHG emissions by 20%.	Achieve net-zero emissions at all operational sites.

Greenhouse Gas Reduction Strategy	
Improving Energy Efficiency	(1) Replace high power-consuming equipment. (2) Seek for biomass fuels and higher-efficiency combustion fuels.
Use of Low-Carbon Materials	(1) Verify material origin and transportation distance during procurement. (2) Include carbon emission quantities as an R&D verification item.
Energy Conservation and Carbon Reduction in Daily Operations	(1) Conduct area management with designated personnel to inspect the environment and energy use regularly. (2) Digitize workflows and adopt paperless processes.
Employee Participation and Awareness Enhancement	(1) Organize company-wide carbon reduction activities. (2) Plan education and training programs.
Continuous Regulatory Updates	(1) Identify government and international climate change regulations on a regular basis. (2) Comply with customer requirements and specifications.

2024 Greenhouse Gas Reduction Performance	
Reduction Actions	**Reduction Performance**
Increase biomass fuel use	Discontinue coal use across the organization as of 2023, and fully replace all coal-fired boilers with wood pellet fuel.
Improve fuel combustion efficiency	Convert the Renhe Plant heavy-oil boiler to a higher-efficiency natural gas system.

4.2 Air Pollution Control

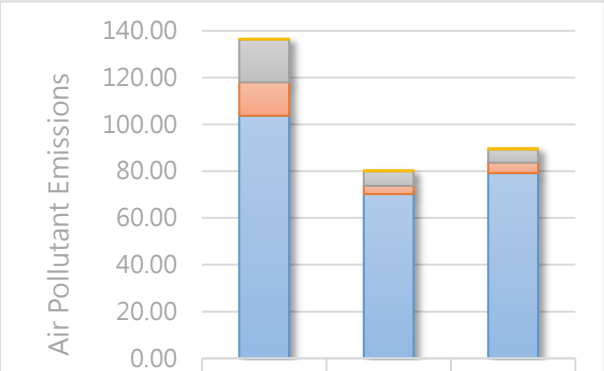
The Yongxing Plant of Shuang-Bang primarily engages in coating and lamination processing, while the Renhe Plant focuses on chemical material manufacturing. The volatile organic compounds (VOCs) generated from operations can have potential negative impacts on surrounding areas. The Nangang Plant is currently leased to an external company, with no self-operated production activities; therefore, it does not generate air pollution. To reduce VOC emissions, Shuang-Bang has installed stationary pollution control equipment in compliance with regulatory requirements and conducts regular testing of various air pollutants to ensure compliance with applicable laws and regulations. The Company will continue to improve and reduce air pollutant emissions while actively implementing environmental sustainability objectives.

Air Pollutant Emissions [GRI 305-7]

Shuang-Bang regularly monitors emissions of key air pollutants, focusing on and managing nitrogen oxides (NO_x), sulfur oxides (SO_x), volatile organic compounds (VOCs), and particulate matter emissions. To ensure environmental sustainability and reduce ecological impacts, the Company continuously adopts Best Available Techniques (BAT) and pollution prevention measures, while committing to transparent disclosure of emission data to enhance environmental management performance.

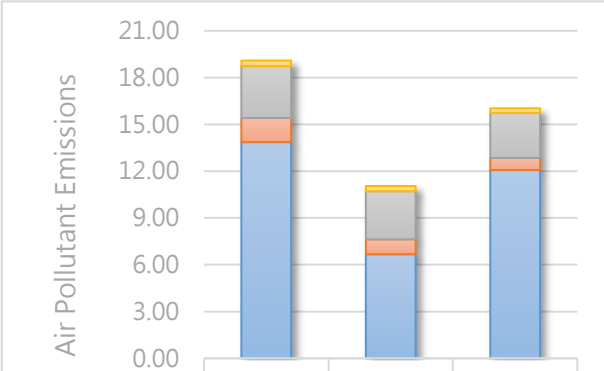
Air Pollutant Emissions over the Past Three Years Unit of Emissions: metric tons

Yongxing Plant



	2022	2023	2024
Particulate Matter	0.37	0.47	0.58
NOx	18.25	6.19	5.56
SOx	14.29	3.55	4.52
VOCs	103.72	70.21	79.17

Renhe Plant



	2022	2023	2024
Particulate Matter	0.36	0.34	0.31
NOx	3.33	3.08	2.88
SOx	1.55	0.96	0.77
VOCs	13.86	6.68	12.07

Note 1: Air pollutant emissions are calculated based on the amount of raw materials used on-site, in accordance with the "Regulations Governing the Collection of Air Pollution Control Fee" issued by the Ministry of Environment, and reported accordingly.

Air Pollution Control Equipment

Shuang-Bang achieves effective reduction of air pollutants from stationary sources by installing new control equipment, improving the efficiency of existing control systems, and enhancing production processes. In 2024, the Yongxing Plant added a second Regenerative Thermal Oxidizer (RTO) and a scrubber to efficiently treat and decompose volatile organic compounds (VOCs) in exhaust gases, significantly reducing air pollutant emissions. In addition, waste heat recovery equipment was completed, enabling the high-temperature residual heat from the RTO to be reused in process reheating, achieving both energy conservation and carbon reduction benefits. Through the application of advanced pollution control technologies, Shuang-Bang continues to optimize production processes, dedicated to reducing environmental burdens and contributing to cleaner air and a greener future.

2024 Air Pollution Control Actions	
Regenerative Thermal Oxidizer (RTO)	**Wet Scrubber**
(1) Flameless oxidation, preventing secondary pollution from nitrogen oxides (NO_x). (2) VOC removal efficiency exceeding 95%, effectively reducing pollutant generation. (3) Use of low-pressure-loss ceramic heat storage media, achieving heat recovery rates of over 95%.	(1) Utilizes the relatively high solubility of VOCs to remove them from the airstream. (2) Under proper operating conditions, removal efficiency can reach over 90%.

4.3 Water Resources and Wastewater Management

Extreme climate events bring risks of drought and water scarcity. Conserving and protecting water resources is one of Shuang-Bang's key responsibilities. Effective water resource management reduces corporate water consumption and dependence on aquatic ecosystems. Based on the ISO 14001 management system, Shuang-Bang actively carries out water resource and wastewater management.

Management Approach

Actual and Potential Impacts	**Negative Impacts**	Arbitrary discharge of wastewater, causing ecological pollution, violating government regulations, and damaging reputation of the company.
	Positive Impacts	Active management of water resources to enhance efficiency of resource utilization and reduce ecological burdens.
Policies and Commitments		✧Commit to the sustainable use of water resources, continuously enhancing wastewater treatment efficiency, and reducing environmental impacts. ✧Comply with the "Sewer Use Management and Fee Regulations of Industrial Parks under the Ministry of Economic Affairs" and other government environmental regulations and policies.
Action Plans		(1) Water Withdrawal: Continue to promote conservation measures, replace and upgrade aging water supply pipelines and equipment, conduct water use inspections, increase water recycling and reuse measures, and provide employee education and awareness programs on water conservation. (2) Water Discharge: Establish wastewater treatment plants, applying chemical treatment, biological treatment (such as the activated sludge process), and other technologies to ensure effluent quality meets discharge standards. Regularly test effluent quality and conduct required reporting.
Effectiveness Evaluation Indicators		Monthly water consumption statistics and semi-annual effluent quality testing standards.
Influence of Stakeholder Engagement on Actions		Continuously and actively promote water resource management policies to employees and suppliers on an annual basis.

4.3.1 Water Withdrawal Management

The plants of Shuang-Bang are located in the Nangang Industrial Park, Nantou County, Taiwan. Tap water is supplied by the Nangang Water Treatment Plant of Taiwan Water Corporation, with the primary source being the Shuili River. According to the World Resources Institute (WRI) Aqueduct Water Risk Atlas, Taiwan falls within the low- to medium-water-stress category. However, in response to rainfall uncertainty caused by climate change and the challenge of declining reservoir storage levels in 2021, Shuang-Bang applied for groundwater extraction rights for the Yongxing Plant in June 2021 to establish a more resilient water allocation mechanism.

Water Withdrawal in the Past Three Years [GRI 303-3]

The Company's primary water demand is for purification and replacement in production processes. In 2024, due to business growth and the gradual development of processes at the Renhe Plant, including solvent recovery and water-based resin production, total water withdrawal increased by 30.13% compared to 2023.

Unit of Water Withdrawal: million liters

Sources of Water Withdrawal	2022	2023	2024
Groundwater	72.2220	64.3910	90.6310
Third-Party Water	37.0221	27.7629	29.2890
Total Water Withdrawal	109.2441	92.1539	119.9200
Water Intensity (metric tons / NT$ million revenue)	55.1338	62.5061	67.1328

Note 1: Third-party water refers to tap water. No surface water, seawater, or produced water is withdrawn. All water withdrawal sources are freshwater with a total dissolved solids (TDS) concentration less than or equal to 1,000 mg/L.

Note 2: Water Intensity = Total Water Withdrawal / Standalone Revenue of Shuang-Bang

Water Conservation Initiatives

Since 2019, Shuang-Bang has continuously planned water conservation programs, establishing a Water Conservation Task Force to create clear implementation plans, actively promote water-saving measures in plants, and raise employee awareness. By optimizing processes and reducing water waste caused by improper operations, the Company aims to achieve responsible water resource management.

Post Slogans	Publish promotional materials to introduce water conservation concepts and knowledge.
Water Monitoring and Management	Record monthly water consumption and compare with the same period of the previous year. Unless justified by special reasons, water consumption should show a negative growth trend.
Review of Water Conservation Performance	Report water usage and performance at quarterly Environmental Safety and Health Committee meetings.

4.3.2 Wastewater and Effluent Management

All wastewater generated from Shuang-Bang plants is discharged into the Nangang Industrial Park sewer system, in strict compliance with the Water Pollution Control Act and the "Effluent Standards for Users of the Nangang Industrial Park Sewer System," with a commitment to reducing the environmental impact of wastewater discharge. The Renhe Plant is equipped with a wastewater treatment facility, applying chemical treatment, biological treatment (such as the activated sludge process), and other technologies to ensure that effluent quality meets discharge standards. In 2024, the Plant further installed a process wastewater recycling facility to reduce outsourced wastewater treatment and continuously improve the efficiency of water resource utilization.

Effluent Discharge over the Past Three Years [GRI 303-4]

Unit of Water Discharge: million liters

Discharge Destination		2022	2023	2024
Third-Party Water	**Effluent**	96.5960	71.5920	99.4970
	Recycled Treatment	12.5555	9.0845	10.0187
Total Discharge		109.1515	80.6765	109.5157

Note 1: Third-party water consists of effluent discharge and process wastewater recycling treatment. No discharges are made to surface water, groundwater, or seawater.

Note 2: Due to data collection difficulties, the categories of third-party water discharges are not distinguished between freshwater and other water.

Note 3: Effluent is discharged to the wastewater treatment plant of the Nangang (also Zhushan) Industrial Park Service Center under the Ministry of Economic Affairs.

Note 4: Recycled treatment refers to the outsourcing of crude dimethylformamide (R-2503) to qualified third-party contractors for recycling treatment.

Note 5: The Taipei Office and employee dormitories are not connected to the plant sewer system; therefore, discharge volumes cannot be obtained.

Effluent Monitoring [GRI 303-2]

Shuang-Bang complies with the "Regulations Governing the Implementation of Water Pollution Control Measures and Testing/Reporting Management," conducting semi-annual testing of effluent quality and reporting in accordance with requirements to ensure compliance with the effluent discharge standards stipulated by the competent authority. Based on process characteristics and water quality impact, the Company has identified Chemical Oxygen Demand (COD) and Suspended Solids (SS) as priority parameters for effluent treatment and disclosure. These are compared against regulatory discharge standards to concretely demonstrate the effectiveness of wastewater treatment.

Year	Regions	Plant	Effluent (million liters)	Effluent Concentration (mg/L)		Handling Unit	Receiving Water Body
				COD ≦ 640 mg/L	SS ≦ 320 mg/L		
2024	**Nantou County, Taiwan**	**Yongxing Plant**	25.2660	87.85	16.69	Wastewater Treatment Plant of the Nangang (including Zhushan) Industrial Park Service Center, Ministry of Economic Affairs	Maoluo River
		Renhe Plant	70.9600	131.78	56.08		
		Nangang Plant	3.2710	11.80	4.30		

4.4 Waste Management

If waste is not properly treated or reused, it may pose risks of ecological damage. Shuang-Bang manages waste reduction, classification, and recycling to achieve effective waste control and minimization.

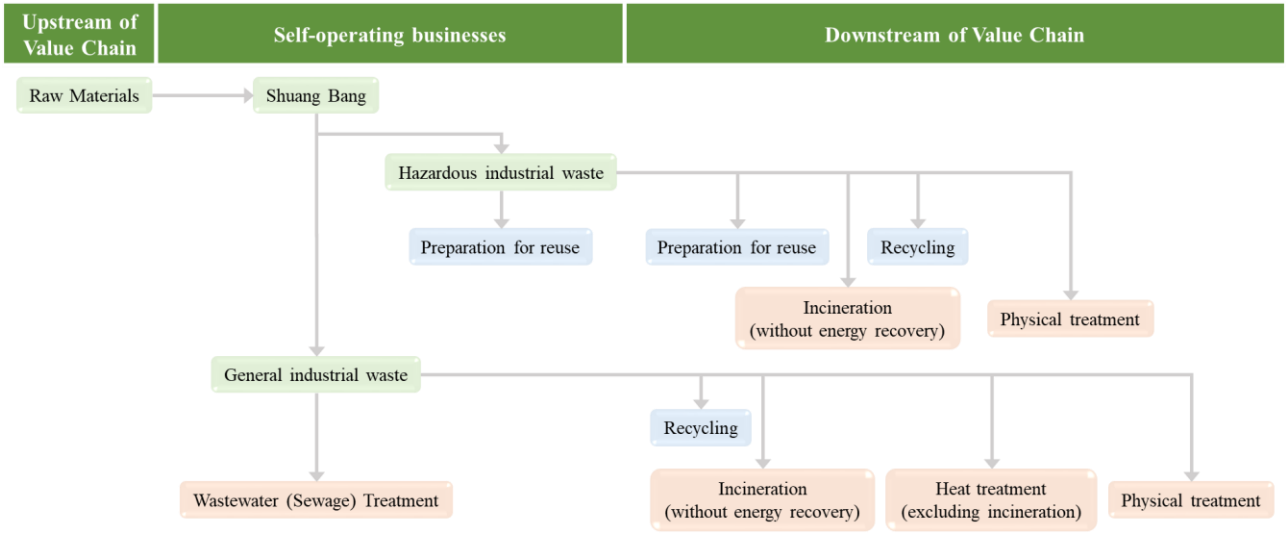
Management Approach [GRI 306-1, GRI 306-2]

Actual and Potential Impacts	**Negative Impacts**	Failure to properly handle waste, leading to ecological damage.
	Positive Impacts	Proper management of waste emissions to reduce environmental pollution and promote a circular economy.
Policies and Commitments		✧Promote waste reduction at the source. ✧Implement waste classification and recycling. ✧Entrust qualified contractors for waste removal and treatment.
Action Plans		(1) Continue to plan waste reduction and resource recycling initiatives, and provide education and training for all employees at least semiannually. (2) Require generating units to package and collect hazardous, easily leaking, or corrosive liquid waste in appropriate containers, ensuring compatibility among different types of waste and storing them separately. (3) Ensure that all industrial waste generated is removed and treated by licensed contractors under valid and lawful agreements.
Effectiveness Evaluation Indicators		(1) Conduct monthly inspections and audits of waste management within the plants, maintain inspection and audit records, and track corrective actions, incorporating them into future inspection priorities. (2) Visit the contractors responsible for receiving inorganic sludge and hazardous industrial waste, identified as hazardous, at least once a year to review their operational management of storage, removal, treatment, and recycling, and maintain records of the visits.
Influence of Stakeholder Engagement on Actions		(1) Through rigorous classification, storage, removal, and treatment processes, Shuang-Bang ensures proper waste management and collaborates with qualified public and private organizations to promote circular economy practices and enhance resource reuse. (2) In accordance with standards announced by the Ministry of Environment, the Company actively recycles reusable materials to reduce environmental burdens and contribute to a cleaner and more sustainable future.

Waste Removal and Disposal [GRI 306-3, GRI 306-4, GRI 306-5]

In 2024, the total volume of waste treated was 13,006.7020 metric tons, of which general industrial waste accounted for 13.5818% and hazardous waste accounted for 86.4182%. All outsourced waste treatment was carried out in compliance with regulations by qualified domestic removal and treatment contractors.

General industrial waste primarily consisted of boiler water, inorganic sludge, waste resins, waste synthetic fibers, and waste wood. Of this, 10.2245% was sent for recycling and reuse, while the remainder was directly disposed of through wastewater treatment, incineration, thermal treatment (excluding incineration), and physical treatment. Hazardous waste primarily consisted of discarded containers and dimethylformamide (DMF) crude liquid. Of this, 99.8097% was prepared for reuse and recycling, while the remainder was directly disposed of through incineration and physical treatment.



2024 Waste Unit of Waste: metric tons

Type of waste	Waste composition	Volume removed	Volume transferred for disposal	Direct disposal volume
General industrial waste	**Category D**	1,585.9200	0.0000	1585.9200
	Category R (excluding R-25)	180.6200	180.6200	0.0000
	Subtotal	1,766.5400	180.6200	1,585.9200
Hazardous industrial waste	**Category B**	6.2200	0.0000	6.2200
	Category C	234.8820	219.7120	15.1700
	R-25	10,999.0600	10999.0600	0.0000
	Subtotal	11,240.1620	11,218.7720	21.3900
Total volume		13,006.7020	11,399.3920	1,607.3100
Industrial Waste Intensity (metric tons / NT$ million revenue)		7.2813	-	-

Note 1: Industrial Waste Intensity = Total Volume of Industrial Waste Removed / Standalone Revenue of Shuang-Bang

2024 Transferred Waste for Disposal				Unit of Waste: metric tons
Type of waste	Disposal Method	On-site	Off-site	Total volume
General industrial waste	Preparation for reuse	0.0000	0.0000	0.0000
	Recycling	0.0000	180.6200	180.6200
	Other recovery operations	0.0000	0.0000	0.0000
	Subtotal	0	180.6200	180.6200
Hazardous industrial waste	Preparation for reuse	980.3500	10,217.6100	11,197.9600
	Recycling	0.0000	20.8120	20.8120
	Other recovery operations	0.0000	0.0000	0.0000
	Subtotal	980.3500	10,238.4220	11,218.7720
Total volume		980.3500	10,419.0420	11,399.3920

2024 Directly Disposed Waste				Unit of Waste: metric tons
Type of waste	Disposal Method	On-site	Off-site	Total volume
General industrial waste	Incineration (with energy recovery)	0.0000	0.0000	0.0000
	Incineration (without energy recovery)	0.0000	315.8900	315.8900
	Landfilling	0.0000	0.0000	0.0000
	Other disposal operations	642.9600	627.0700	1,270.0300
	Subtotal	642.9600	942.9600	1,585.9200
Hazardous industrial waste	Incineration (with energy recovery)	0.0000	0.0000	0.0000
	Incineration (without energy recovery)	0.0000	6.2200	6.2200
	Landfilling	0.0000	0.0000	0.0000
	Other disposal operations	0.0000	15.1700	15.1700
	Subtotal	0.0000	21.3900	21.3900
Total volume		642.9600	964.3500	1,607.3100

Note 1: On-site other disposal operations for general industrial waste refer to wastewater treatment.

Note 2: Off-site other disposal operations for general industrial waste refer to thermal treatment (excluding incineration) and physical treatment.

Note 3: Off-site other disposal operations for hazardous industrial waste refer to physical treatment.

4.5 Climate Change and Adaptation

Material Topic Management [GRI 2-23, GRI 2-24, GRI 2-25, GRI 3-3]

Material Topics		Climate Change and Adaptation		
Significance to Shuang-Bang Industrial Corp.		Change social and economic development models to enable the Company's operations to adapt to the impacts of climate change, and continue to pursue survival, livelihood, and development under extreme climate conditions and global warming effects.		
Actual and Potential Impacts	Negative Impacts	Failure to effectively implement adaptation measures, aggravating global climate change, increasing climate risks, and worsening the Company's operating environment and financial performance.		
	Positive Impacts	Effective adaptation strategies that control climate-related risks, mitigate potential impacts of climate change on the Company's operations and financial condition.		
Policies and Commitments		(1) Conduct climate risk assessments to analyze physical risks and transition risks. (2) Apply scenario analysis tools (such as the TCFD framework) to evaluate future climate scenarios.		
Action Plans		(1) Review overall energy consumption and reduction performance annually to establish equipment or fuel replacement and energy reduction strategies. (2) Conduct annual PDCA effectiveness assessments of emission management according to ISO 14064-1 greenhouse gas inventory management procedures.		
Effectiveness Evaluation Indicators		Establish a reduction plan with 2024 GHG emissions as the baseline year.		
Goal		**Short-term Goals (2030):** Reduce GHG emissions by 5%.	**Mid-term Goals (2040):** Reduce GHG emissions by 20%.	**Long-term Goals (2050):** Achieve net-zero emissions at all operational sites.
Influence of Stakeholder Engagement on Actions		Promote energy conservation and carbon reduction concepts and company policies to all employees, ensuring joint participation and cooperation across the organization.		

4.5.1 Climate-Related Governance

To address the uncertainties of climate change and respond promptly to potential impacts, Shuang-Bang Industrial Corp. has incorporated climate-related risks into its "Risk Management Policy and Procedure." The Board of Directors, as the highest governing body for climate issues, oversees the effective operation of climate-related risk management. Under the Board, the Risk Management Committee, comprising three independent directors, ensures alignment of climate-related risks and opportunities with the Company's operations. A Risk Management Task Force, composed of senior executives, has been established to implement climate-related response mechanisms.

Organization	Responsibilities
Board of Directors	Approve climate-related strategies, integrate climate-related issues into business considerations, and oversee climate risk management and key performance.
Risk Management Committee	Review the effectiveness of climate risk management implementation, provide necessary improvement recommendations, and report at least once a year to the Board of Directors on climate change related outcomes, ensuring alignment with global climate policy trends and investor expectations.
Risk Management Task Force	Identify climate-related risks and opportunities, collect the latest regulatory information on climate risks, and develop climate change response mechanisms. Report at least once a year to the Risk Management Committee on the Company's progress in implementing climate change initiatives.

4.5.2 Climate-Related Strategy [GRI 201-2]

Identification of Climate-Related Risks and Opportunities

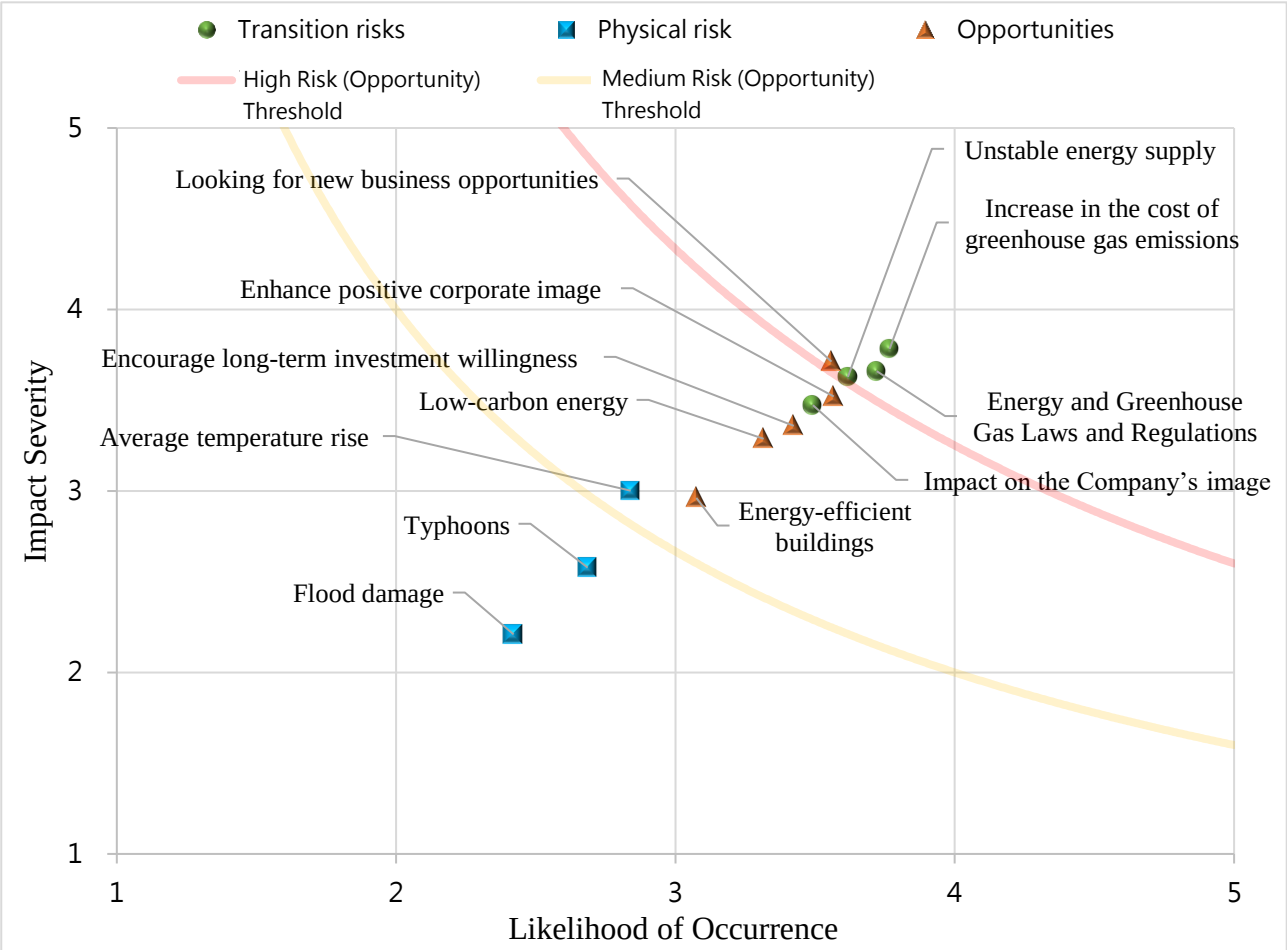
Shuang-Bang, referring to the Task Force on Climate-related Financial Disclosures (TCFD) framework, has its Risk Management Task Force collect potential and actual impacts of climate-related risks and opportunities on an annual basis. Time horizons are defined as short term (within 3 years), medium term (3 to 6 years), and long term (over 6 years). In 2024, through issue collection and risk assessment procedures, the Company identified a total of four transition risks, three physical risks, and five opportunities.

Risk and Opportunities	Risk Factors	Possible Occurrence Timeframe	Risk Description
Transition Risks	**Energy and Greenhouse Gas Laws and Regulations**	Short term	Taiwan is accelerating the implementation of greenhouse gas reduction, management, and environmental protection regulations, leading to higher compliance costs for the Company.
	Increase in the cost of greenhouse gas emissions	Mid-term	Additional expenses from regulations such as carbon fees or carbon taxes may increase operating costs and reduce profitability.
	Unstable energy supply	Mid-term	Extreme climate events may reduce wind and hydro power generation, resulting in energy shortages or price increases and causing higher costs.
	Impact on the Company's image	Long term	Customers increasingly demand environmentally friendly products and greater transparency on product composition and carbon footprint. Insufficient climate action may negatively impact the Company's reputation.

Risk and Opportunities	Risk Factors	Possible Occurrence Timeframe	Risk Description
Physical Risks	**Typhoons**	Short term	Changes in rainfall patterns may cause sudden downpours exceeding drainage system capacity, resulting in plant flooding, equipment malfunction, damage to stored raw materials, property losses, operational disruptions, and safety risks for employees.
	Flood damage	Short term	
	Rising Average Temperature	Long term	The rise in average temperature increases the electricity consumption of operating facilities, resulting in higher carbon emissions and operating costs.
Opportunities	**Looking for new business opportunities**	Mid-term	Invest in R&D and innovation of new low-carbon products and services, expand product diversity, meet customer preferences, and stimulate different procurement demands.
	Energy-efficient buildings	Short term	Adopt near-zero carbon buildings to achieve energy conservation and carbon reduction.
	Low-carbon energy	Short term	Utilize renewable energy or biomass fuels as substitutes for fossil fuels to reduce greenhouse gas emissions and sensitivity to carbon price fluctuations.
	Encourage long-term investment willingness	Long term	Promote low-carbon and environmental protection concepts, apply sustainable materials, increase the use of local raw materials to mitigate global supply chain uncertainties, and develop low-carbon products to meet investor expectations for sustainability while enhancing the Company's positive image.
	Enhance positive corporate image	Long term	

Impacts of Climate-Related Risks and Opportunities

Shuang-Bang conducts surveys across its business units to assess the level of climate-related risks and opportunities based on "likelihood of occurrence" and "impact level." A risk (opportunity) score greater than 13 is defined as high risk (opportunity); a score between 8 and 13 as medium risk (opportunity); and a score below 8 as low risk (opportunity). This process determines which climate-related risks and opportunities may have significant financial impacts on the Company and analyzes their potential effects on business, strategy, and financial performance, as well as the corresponding response strategies.



Note 1: Risk (opportunity) value = average likelihood of occurrence × average impact level.

Note 2: Likelihood of occurrence: Never = 1 point; Unlikely = 2 points; Possible = 3 points; Likely = 4 points; Almost certain = 5 points.

Note 3: Degree of impact: None = 1 point; Minor = 2 points; Moderate = 3 points; High = 4 points; Very high = 5 points.

Risk and Opportunities	Risk Factors	Risk Level	Operational and Financial Impact (−／+)	Countermeasures
Transition Risks	**Energy and Greenhouse Gas Laws and Regulations**	High	− Decrease in revenue − Increase in operating costs	Continued implementation of waste reduction and recycling programs to reduce the impact on the environment.
	Increase in the cost of greenhouse gas emissions	High	− Installation of carbon reduction equipment − Increase in operating costs	Implement ISO 14064-1 organizational-level greenhouse gas inventory.
	Unstable energy supply	High	− Increase in equipment investment cost	Evaluate a secondary fuel in addition to existing production energy as a supplementary or backup source, and continuously monitor and assess the feasibility of low-carbon fuels.
	Impact on the Company's image	Medium	− Damage to goodwill	Continuously disclose ESG sustainability initiatives and performance, including energy-saving improvements and low-carbon products and services.
Physical Risks	**Typhoons**	Low	− Property loss − Decrease in revenue	During typhoon season, promptly monitor and communicate work attendance or suspension notices and warning messages to employees.
	Flood damage	Low	− Production is impacted − Business operations are affected	According to the National Science and Technology Center for Disaster Reduction, Shuang-Bang is not located in areas prone to landslides or flooding. In addition, the plants are situated on higher ground and are equipped with appropriate drainage systems.
	Average temperature rise	Medium	− Increase in operating costs	Plan and implement GHG reduction.

Risk and Opportunities	Risk Factors	Risk Level	Operational and Financial Impact (−／+)	Countermeasures
Opportunities	**Looking for new business opportunities**	High	− Expand revenue from energy-saving products	Introduce green design thinking to product development to reduce energy consumption during product manufacturing and use.
	Energy-efficient buildings	Medium	− Increase in capital expenditure	Planning of green buildings/smart buildings that meet the standards.
	Low-carbon energy	Medium	− Raise energy costs	Continuously assess and test the feasibility of biomass fuels and other low-carbon energy sources.
	Encourage long-term investment willingness	Medium	+ Capital expenditure ratio	Strengthen communication to convey the Company's sustainability strategies, enhancing investor and stakeholder trust in the Company.
	Enhance positive corporate image	Medium	+ Increased Reputation + Increased demand for low-carbon products and services	Regularly publish ESG sustainability reports to promote low-carbon and green energy production.

Climate-Related Scenario Analysis

The climate change scenario analysis of Shuang-Bang references the Shared Socioeconomic Pathways (SSP) presented in the Sixth Assessment Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC). Four emission scenarios are considered: low-emission scenario SSP1-2.6, moderate-emission scenario SSP2-4.5, high-emission scenario SSP3-7.0, and very high-emission scenario SSP5-8.5. In addition, the analysis incorporates localized scientific information from the Taiwan Climate Change Projection Information Platform (TCCIP) and the joint publication of Taiwan's climate science teams, Summary of Scientific Highlights of the IPCC Sixth Assessment Report and Updated Climate Change Assessment for Taiwan (hereinafter referred to as the Updated Climate Change Assessment for Taiwan), which provides climate projection results for Taiwan in line with the IPCC AR6 Shared Socioeconomic Pathways.

IPCC AR6 Shared Socioeconomic Pathways (Baseline Period: 1850–1900)					
Climate Trend Projection / Emission Scenario		SSP 1-2.6 Low Emissions	SSP 2-4.5 Moderate Emissions	SSP 3-7.0 High Emissions	SSP 5-8.5 Very High Emissions
Projected Temperature Increase under Different Emission Scenarios	**Near Term 2021 to 2040**	1.5°C (1.2–1.8°C)	1.5°C (1.2–1.8°C)	1.5°C (1.2–1.8°C)	1.6°C (1.3–1.9°C)
	Mid-term 2041 to 2060	1.7°C (1.3–2.2°C)	2.0°C (1.6–2.5°C)	2.1°C (1.7–2.6°C)	2.4°C (1.9–3.0°C)
	Long term 2081 to 2100	1.8°C (1.3–2.4°C)	2.7°C (2.1–3.5°C)	3.6°C (2.8–4.6°C)	4.4°C (3.3–5.7°C)

TCCIP Updated Climate Change Assessment for Taiwan (Baseline Period: 1985–2014)			
Climate Trend Projection / Emission Scenario		SSP 1-2.6 Ideal Mitigation Scenario	SSP 5-8.5 Worst-Case Scenario
Increase in Annual Mean Temperature	**Mid-21st Century (2036–2065)**	1.3°C	>1.8°C
	End of 21st Century (2071–2100)	1.4°C	>3.4°C
Increase in the Number of Extreme Heat Days (≥36°C)	**Mid-21st Century (2036–2065)**	6.8 days	8.5 days
	End of 21st Century (2071–2100)	6.6 days	48.1 days
Increase in Annual Total Precipitation	**Mid-21st Century (2036–2065)**	12%	15%
	End of 21st Century (2071–2100)	16%	31%
Increase in Maximum One-Day Rainfall Intensity	**Mid-21st Century (2036–2065)**	15.70%	20%
	End of 21st Century (2071–2100)	15.30%	41.30%
Change in Maximum Consecutive Dry Days	**Mid-21st Century (2036–2065)**	Decreased by 1.8%	Increased by 5.5%
	End of 21st Century (2071–2100)	Decreased by 0.4%	Increased by 12.4%

Shuang-Bang has selected the climate change models SSP1-2.6 and SSP5-8.5 as the basis for future scenario simulations. The Company identifies market, technological, financial, and operational impacts of climate change in the Taiwan region where it operates. Under the low-emission scenario SSP1-2.6 and the very high-emission scenario SSP5-8.5, which represent active carbon reduction and no carbon reduction actions respectively, scenario analyses are conducted on major risk types that are currently of concern to stakeholders, such as extreme heat, drought, and flooding. These analyses support the development of future impact adaptation plans for the Company.

Emission Scenario	Active Carbon Reduction Scenario SSP 1-2.6	No Carbon Reduction Scenario SSP 5-8.5
Scenario Description	Under the net zero carbon trend, awareness of controlling greenhouse gas emissions increases, the degree of climate change is mitigated, and hazards such as rainfall, flooding, and drought are relatively moderated. ◆ During 2081–2100, the global average surface temperature may rise by 1.3℃ to 2.4℃. ◆ By the mid- and late-21st century, the number of extreme high-temperature days above 36℃ in Taiwan is projected to increase by approximately 6.8 days and 6.6 days, respectively. ◆ By the mid- and late-21st century, Taiwan's average annual total precipitation is projected to increase by approximately 12% and 16%, respectively. ◆ By the mid- and late-21st century, Taiwan's maximum consecutive dry days are projected to decrease on average by approximately 1.8% and 0.4%, respectively.	With lower levels of greenhouse gas emission control, the degree of climate change intensifies, and hazards such as rainfall, flooding, and drought become more severe. ◆ During 2081–2100, the global average surface temperature may rise by 3.3℃ to 5.7℃. ◆ By the mid- and late-21st century, the number of extreme high-temperature days above 36℃ in Taiwan is projected to increase by approximately 8.5 days and 48.1 days, respectively. ◆ By the mid- and late-21st century, Taiwan's average annual total precipitation is projected to increase by approximately 15% and 31%, respectively. ◆ By the mid- and late-21st century, Taiwan's maximum consecutive dry days are projected to increase on average by approximately 5.5% and 12.4%, respectively.
Operational and Financial Impact	Under an active carbon reduction scenario, greenhouse gas emissions are controlled while considering future business growth and investment in various carbon reduction measures, with an assessment of the potential financial impacts of a low-carbon transition.	Under a no carbon reduction control scenario, climate change intensifies, increasing the frequency of floods and droughts, resulting in higher operating costs.
Transition Risks	◆ Implement energy conservation and carbon reduction by adjusting process operating conditions and replacing energy-efficient equipment. ◆ Develop low-carbon products, recycled and reusable products, and alternative raw materials, while investing in new market development to increase Company revenue. ◆ Assess the application of solar power generation and carbon capture technologies.	
Physical Risks	◆ Assess the timing and extent of drought impacts, formulate contingency plans for water shortages, and establish drought warning and response measures to cope with water supply restrictions. ◆ Set annual water consumption targets and regularly review the rationality of water use to reduce reliance on water. ◆ Adhere to the principles of circular economy by recycling and reusing rainwater, wastewater, and process water to mitigate the impacts of floods and droughts.	

4.5.3 Climate-Related Risk Management

Climate-Related Risk Identification and Assessment Process	◆ Shuang-Bang, with reference to the Task Force on Climate-related Financial Disclosures (TCFD) guidelines, responds effectively to climate change risks and opportunities through four core elements: governance, strategy, risk management, and metrics and targets. ◆ Each business unit conducted an identification and analysis of climate-related risks and opportunities based on a five-level scale of likelihood and impact, and developed a risk matrix to identify and manage significant risks and opportunities.
Climate-Related Risk Management Process	◆ Based on the results of climate-related risk and opportunity identification, the Risk Management Task Force formulates corresponding adaptation strategies, examines the potential impacts of climate change on the Company, and guides each business unit in developing concrete adaptation measures to remain competitive and create long-term value amidst the challenges of climate change.
Integration of the Risk Management System	◆ To effectively manage internal and external risks that may arise during operations and ensure the achievement of business objectives, Shuang-Bang assigns the Risk Management Committee and its Risk Management Task Force to identify and manage operational risks, including those associated with climate change. The Risk Management Committee reports at least once annually to the Board of Directors on the implementation and results of risk management, ensuring that climate-related risks are managed in alignment with other significant operational risks of the Company.

4.5.4 Indicators and Targets

Through the risk identification and risk management process, the Risk Management Committee identifies corresponding measures that require action and indicators to be tracked in the future. Shuang-Bang quantifies and establishes management mechanisms for each indicator.

For greenhouse gas emissions, Shuang-Bang has promoted the implementation of ISO 14064-1:2018 greenhouse gas inventory operations since 2023, with annual verification conducted by independent third-party assurance providers. Using 2024 as the base year for greenhouse gas emissions, the Company has set a target of achieving net zero carbon emissions by 2050. In line with established management procedures, relevant carbon emission data will be continuously collected to ensure accuracy, and results will be regularly disclosed in the sustainability report for stakeholder communication.

In light of the global net zero trend and the introduction of global carbon border adjustment mechanisms, net zero transition is no longer solely an environmental issue but has become an economic matter directly tied to corporate international competitiveness. As the industry continues to promote the development of green products, Shuang-Bang provides testing solutions for related green energy products, recognized by international enterprises. This commitment fulfills global green initiatives and fosters collaboration with customers to jointly reduce carbon emissions, thereby driving and accelerating the industry's net zero transition. Looking ahead, Shuang-Bang will continue to focus on the development of low-carbon products that enhance user benefits, aiming to provide customers with broader solutions. The Company will establish management targets, formulate response strategies and actions, and systematically disclose the progress and results of these measures.

4.6 Green Production

In recent years, Shuang-Bang has continued to face challenges in the environmental, social, and governance dimensions while promoting green production:

(1) High energy consumption and carbon emissions, waste disposal, and raw material substitution issues make it difficult to fully eliminate environmental burdens, posing challenges to the implementation of a circular economy.

(2) The potential risks of chemicals affect worker safety and community health, while the ability of the supply chain and customers to adapt to new technologies may also impact the pace of transition.

(3) In response to increasingly stringent environmental regulations and the need to invest substantial resources in research and development to meet market and investor ESG requirements, inadequate responses may result in regulatory risks, damage to brand reputation, or accusations of greenwashing.

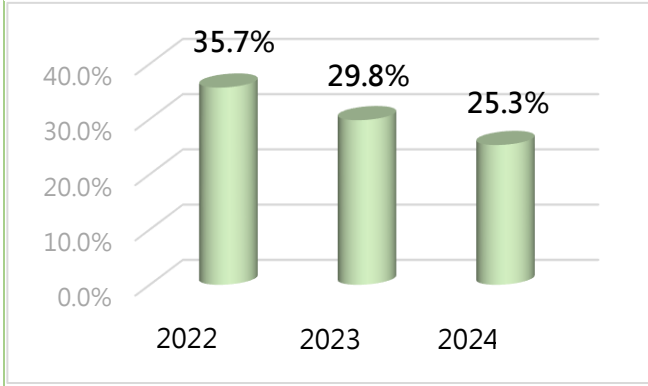
Therefore, Shuang-Bang places great importance on environmental protection and social responsibility. In addition to implementing international standards such as the ISO 9001 Quality Management System and ISO 14001 Environmental Management System, the Company has joined the bluesign® SYSTEM and obtains international certifications annually, including OEKO-TEX® STANDARD 100 and the Global Recycled Standard (GRS). The Company is committed to developing green products and processes that have minimal impact on human health and ecosystems, thereby reducing environmental impact while achieving sustainable development and maintaining a competitive advantage.

4.6.1 Waste Reduction and Circular Model [GRI 301-3]

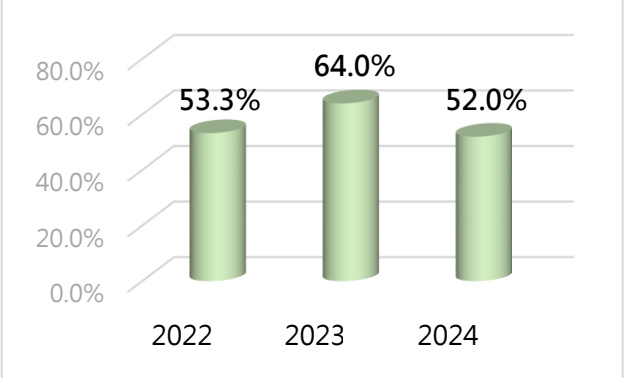
High-performance textiles are a key sector of Taiwan's textile industry, with waterproof and breathable fabrics representing a relatively mature technology. Shuang-Bang is a leading manufacturer of high-performance waterproof and breathable fabrics in Taiwan and also operates polyurethane (PU) production lines. By designing and producing its own resin raw materials, the Company meets various high-performance processing needs. At the same time, recognizing that chemical manufacturing often involves energy consumption, pollution, and waste generation, Shuang-Bang has established source reduction, production waste minimization, and classification, recycling, and reuse programs to minimize the impacts on the natural environment and ecological resources.

Raw Materials	◆ Replace traditional materials with environmentally friendly and bio-based raw materials to avoid overreliance on petrochemical sources and reduce risks to human health. ◆ Implement solvent recovery in place of purchased solvents by installing a solvent purification distillation tower. Reuse recovered solvents to reduce environmental impact, with an initial target of maintaining in-house recovered solvent usage at above 20% and progressing toward 50%.
Processes	◆ Develop solvent-free products to reduce solvent consumption. ◆ Improve processes and replace outdated equipment to reduce defect rates and waste generation.
Packaging	◆ Use recyclable packaging materials, such as stainless steel ton containers, IBC containers, and 50-gallon steel drums, and reuse them for repeat orders of specific products from certain customers.

Ratio of Recovered Solvent Usage



Ratio of Reused PU Resin Containers



Note 1: Ratio of Recovered Solvent Usage (%) = Weight of Recovered Solvent / Total Consumption × 100%
Note 2: Ratio of Reused PU Resin Containers (%) = Weight of Products Using Reused Containers (KG) / Annual Total Production (KG) × 100%

4.6.2 GRS Recycling and Reuse [GRI 301-2]

The Global Recycled Standard (GRS) requires that products contain at least 20% recycled materials and strengthens requirements for corporate social responsibility, pollution prevention and treatment in production processes, and restrictions on chemical usage. The goal is to reduce or eliminate potential environmental harm and impacts through the continued use of recycled products, providing brand owners, retailers, and consumers with better choices.

Since 2021, Shuang-Bang has obtained GRS certification annually. In response to environmental trends, the Company actively addresses quality issues in the reuse of recycled materials and is committed to the goal of green production:

Recycling Ratio	◆ Production units strictly control recycled products, production processes, composition ratios, and sources of raw materials, ensuring compliance with the requirement of at least 20% recycled content. ◆ Actively conduct R&D and improvements to increase the proportion of recycled material usage.
Chemical Management	◆ Prohibit the use of chemicals classified as Substances of Very High Concern (SVHC) under EU REACH. ◆ Eliminate substances and mixtures with GHS special hazard codes. ◆ Ensure that chemicals used in production processes comply with the ZDHC Manufacturing Restricted Substances List (MRSL).

GRS Product Performance over the Past Three Years					
Year	**Output (kg)**	**GRS Finished Product Weight (kg)**	**GRS Output Ratio**	**Recycled Input (kg)**	**Average Recycled Content Ratio**
2022	638,142	17,187	2.69%	8,988	52.30%
2023	393,392	65,418	16.63%	26,264	40.15%
2024	499,687	59,700	11.95%	22,306	37.36%

Note 1: Note 1: Output: Annual total output of TPU resins.

Note 2: Note 2: GRS Finished Product Weight: Weight of finished products using recycled materials and certified with a GRS Transaction Certificate.

Note 3: Note 3: GRS Output Ratio = GRS Finished Product Weight / Output × 100%.

Note 4: Note 4: Recycled Input: Amount of recycled materials used in GRS finished products.

Note 5: Note 5: Average Recycled Content Ratio = Recycled Input / GRS Finished Product Weight × 100%.

CH5 Care for Employees

5.1 Employee Structure and Diversity, Equity, and Inclusion

5.1.1 Employee Structure

As of December 31, 2024, Shuang-Bang had a total of 355 employees. Among them, 263 were non-fixed-term employees, including both full-time and part-time staff, comprising 174 males and 89 females. A total of 92 fixed-term employees were male. The higher number of male employees was primarily attributable to technical, machinery operation, and labor-intensive positions. For other job categories, there were no significant differences in gender distribution.

Employee Structure Distribution [GRI 2-7]

Regions	Category	Gender	2022		2023		2024	
			Number of employees	Percentage	Number of employees	Percentage	Number of employees	Percentage
Taiwan – Shuang-Bang	Non-Fixed-Term Contract Employees - Full time	Male	171	49.14%	169	48.42%	173	48.73%
		Female	89	25.57%	88	25.22%	88	24.79%
		Others	0	0.00%	0	0.00%	0	0.00%
	Non-Fixed-Term Contract Employees - Partial working hours	Male	0	0.00%	0	0.00%	0	0.00%
		Female	0	0.00%	2	0.57%	2	0.56%
		Others	0	0.00%	0	0.00%	0	0.00%
	Fixed-Term Contract Employees	Male	88	25.29%	90	25.79%	92	25.92%
		Female	0	0.00%	0	0.00%	0	0.00%
		Others	0	0.00%	0	0.00%	0	0.00%
	Total	Male	259	74.43%	259	74.21%	266	74.93%
		Female	89	25.57%	90	25.79%	89	25.07%
		Others	0	0.00%	0	0.00%	0	0.00%
	Total Number of Employees		348	100.00%	349	100.00%	355	100.00%

Note 1: Other genders are self-identified by employees.

Structure of Non-Employee Workers [GRI 2-8]

Regions	Category	Number of employees			Type of Work
		2022	2023	2024	
Taiwan – Shuang-Bang	**Dispatched Workers**	0	13	12	Provided by dispatch companies to support production line manpower.
	Contractors	7	7	7	Security personnel responsible for plant patrols and access control of personnel and vehicles.
	Appointed Consultants	0	0	1	Consultation in specialized fields.
	Total	7	20	20	-

5.1.2 Employee Diversity and Equal Opportunity

Employee Diversity [GRI 405-1]

As of December 31, 2024, Shuang-Bang employed 266 male employees, accounting for 74.93% of the total workforce, and 89 female employees, accounting for 25.07%. The majority of employees were between 31 and 50 years old, representing 60.28% of the total workforce. Compared to the previous two years, there were no significant changes in the overall age structure of employees.

Employee Gender and Age Distribution

Age	Gender	2022		2023		2024	
		Number of employees	Percentage	Number of employees	Percentage	Number of employees	Percentage
Age 30 and under	Male	66	18.97%	61	17.48%	67	18.87%
	Female	9	2.59%	5	1.43%	6	1.69%
	Others	0	0.00%	0	0.00%	0	0.00%
Age 31 to 50	Male	154	44.25%	156	44.70%	158	44.51%
	Female	53	15.23%	57	16.33%	57	16.06%
	Others	0	0.00%	0	0.00%	0	0.00%
Age 51 and above	Male	39	11.21%	42	12.04%	40	11.27%
	Female	27	7.76%	28	8.02%	27	7.60%
	Others	0	0.00%	0	0.00%	0	0.00%
Total		348	100.00%	349	100.00%	355	100.00%

Note 1: Age 30 and under refers to individuals who are not yet 31; ages 31–50 refers to individuals who have reached 31 but are not yet 51; ages 51 and above refers to individuals who are 51 or older.

Note 2: Other genders are self-identified by employees.

Employees from Minority or Disadvantaged Groups

Category	2022		2023		2024	
	Number of employees	Percentage	Number of employees	Percentage	Number of employees	Percentage
Employees with Disabilities	3	0.86%	3	0.86%	3	0.85%
Foreign Employees	88	25.29%	90	25.79%	92	25.92%
Indigenous Employees	0	0.00%	0	0.00%	0	0.00%

As of December 31, 2024, Shuang-Bang had 94 supervisors, an increase of 10 compared to 2023. Among them, senior management increased by two male supervisors, while frontline management saw an increase of six male and two female supervisors. Senior management was predominantly aged 51 and above, while middle and frontline management were primarily between the ages of 31 and 50.

Gender and Age Distribution of Manager at All Grades

Grade	Gender	2022		2023		2024	
		Number of employees	Percentage	Number of employees	Percentage	Number of employees	Percentage
Senior Manager	Male	9	2.59%	9	2.58%	11	3.10%
	Female	3	0.86%	3	0.86%	3	0.84%
	Others	0	0.00%	0	0.00%	0	0.00%
Middle Manager	Male	17	4.88%	17	4.87%	17	4.79%
	Female	4	1.15%	4	1.15%	4	1.13%
	Others	0	0.00%	0	0.00%	0	0.00%
Junior Manager	Male	53	15.23%	43	12.32%	49	13.80%
	Female	9	2.59%	8	2.29%	10	2.82%
	Others	0	0.00%	0	0.00%	0	0.00%
Non-managerial Position	Male	180	51.72%	190	54.44%	188	52.96%
	Female	73	20.98%	75	21.49%	73	20.56%
	Others	0	0.00%	0	0.00%	0	0.00%
Total		348	100.00%	349	100.00%	355	100.00%

Grade	Age	2022		2023		2024	
		Number of employees	Percentage	Number of employees	Percentage	Number of employees	Percentage
Senior Manager	Age 30 and under	0	0.00%	0	0.00%	0	0.00%
	Age 31 to 50	6	1.73%	5	1.43%	6	1.69%
	Age 51 and above	6	1.73%	7	2.01%	8	2.25%
Middle Manager	Age 30 and under	0	0.00%	0	0.00%	0	0.00%
	Age 31 to 50	11	3.16%	11	3.15%	12	3.38%
	Age 51 and above	10	2.87%	10	2.87%	9	2.54%
Junior Manager	Age 30 and under	7	2.01%	3	0.86%	5	1.41%
	Age 31 to 50	40	11.49%	31	8.88%	38	10.70%
	Age 51 and above	15	4.31%	17	4.87%	16	4.51%
Non-managerial Position	Age 30 and under	68	19.54%	63	18.05%	68	19.15%
	Age 31 to 50	150	43.10%	166	47.56%	159	44.79%
	Age 51 and above	35	10.06%	36	10.32%	34	9.58%
Total		348	100.00%	349	100.00%	355	100.00%

Note 1: Senior Manager: Supervisory positions at grade 7 and above; Middle Manager: Supervisory positions at grades 4 to 6; Junior Manager: Supervisory positions at grade 3 and below.

Note 2: Other genders are self-identified by employees.

Note 3: Age 30 and under refers to individuals who are not yet 31; ages 31–50 refers to individuals who have reached 31 but are not yet 51; ages 51 and above refers to individuals who are 51 or older.

Proportion of Senior Management Hired from the Local Community [GRI 202-2]

Classification	2022	2023	2024
Number of Senior Managers	12	12	14
Number of Local Hires	12	12	14
Percentage	100%	100%	100%

Note 1: Senior Management refers to supervisory positions at grade 7 and above.

Note 2: Shuang-Bang's operating base is in Taiwan, with no overseas operating sites. "Local" refers to Taiwan (including offshore islands).

Employee Salary and Compensation Ratio [GRI 405-2]

Employee salaries and compensation do not differ by gender. The basic salary ratio of male to female employees with the same grade and years of service is approximately 1:1.

Category	Compensation	2022		2023		2024	
		Female	Male	Female	Male	Female	Male
Senior Manager	**Basic Salary**	1	1.04	1	1.04	1	0.97
	Basic salary + other bonuses and compensation	1	1.06	1	1.04	1	0.97
Middle Manager	**Basic Salary**	1	1.31	1	1.26	1	1.27
	Basic salary + other bonuses and compensation	1	1.47	1	1.08	1	1.38
Junior Manager	**Basic Salary**	1	1.01	1	0.99	1	0.99
	Basic salary + other bonuses and compensation	1	1.40	1	1.28	1	1.04
Non-managerial positions	**Basic Salary**	1	0.93	1	0.95	1	0.99
	Basic salary + other bonuses and compensation	1	1.11	1	1.03	1	1.13

Note 1: Senior Manager: Supervisory positions at grade 7 and above; Middle Manager: Supervisory positions at grades 4 to 6; Junior Manager: Supervisory positions at grade 3 and below.

Note 2: Basic salary refers to the minimum fixed amount paid to employees for performing their duties (in this table, base salary is used as the definition of basic salary).

Ratio of Standard Entry-Level Wage to Local Minimum Wage by Gender [GRI 202-1]

Region	Gender	Ratio of Standard Salary to Minimum Salary			
		2023		2024	
		Employee Entry-level Personnel	Non-employee Entry-level Personnel	Employee Entry-level Personnel	Non-employee Entry-level Personnel
Taiwan	**Male**	1	1.21	1	1.20
	Female	1	0	1	0
	Others	0	0	0	0

Note 1: Other genders are self-identified by employees.

Note 2: The local basic salary announced in Taiwan was NT$27,470 in January 2024 and NT$26,400 in January 2023.

Note 3: Entry-level employees are defined as full-time employees at the lowest employment grade.

5.2 Employee Rights

5.2.1 Employee Compensation and Benefits [GRI 401-2]

Employees are the Company's greatest asset, and ensuring that they can work in comfort and security has always been a core goal of Shuang-Bang. In compliance with all relevant regulations stipulated by the competent authorities, including the Labor Standards Act, the Gender Equality in Employment Act, the Employment Services Act, the Sexual Harassment Prevention Act, and the Labor Pension Act, Shuang-Bang ensures that all employees enjoy the rights and benefits of work and leave as provided by law. Employee welfare programs are managed in accordance with the Employee Welfare Management Guidelines and the Welfare Committee Charter, covering a range of initiatives such as additional health examinations, health seminars, group insurance, childcare subsidies, and scholarships for employees' children, to extend care beyond the workplace. The Company also organizes an annual Outstanding Employee Selection to recognize individuals from various departments for exceptional performance or special contributions, in acknowledgment of their dedication to the Company.

Retirement System

In accordance with the Labor Standards Act, Shuang-Bang has established a "Supervisory Committee for Labor Retirement Reserve." Retirement reserves are allocated monthly and deposited into an account at the Bank of Taiwan. Employees who meet the retirement conditions receive pension payments calculated based on years of service. For employees covered under the New Labor Pension System, Shuang-Bang contributes 6% of monthly wages into individual retirement accounts in accordance with the law.

Compensation System

Shuang-Bang is committed to providing employees with a stable foundation for their livelihoods. Accordingly, the Company's salary standards are based on the basic wage announced under the Labor Standards Act and the Regulations for Reviewing Basic Wages, while also taking into account market salary levels, academic and professional background, expertise and skills, and individual performance. This ensures the provision of a comprehensive compensation system.

Benefit System

Category	System	Purpose
Benefits	Covers both employee welfare and the Welfare Committee	Provide comprehensive welfare and care to ensure employees can work with peace of mind.
Insurances	Divided into social insurance and commercial insurance	Provide comprehensive protection, including additional commercial insurance for different positions or job functions, fostering a positive employer–employee relationship.

Benefit Item		
Subsidized Item	**Company**	**Employee Welfare Committee**
Marriage subsidy	●	●
Childbirth subsidy	●	●
Hospitalization subsidy	●	●
Funeral subsidy	●	●
Housewarming gift	●	●
Birthday bonus		●
Festival bonuses		●
Employee travel		●
Childcare subsidy	●	
Employee dormitory	●	
Health checkup	●	
Year-end party		●
Meal subsidy	●	
Milk subsidy	●	

Insurance Item	
Social Insurances	**Commercial Insurances**
◆ Labor Insurance ◆ Labor Pension ◆ National Health Insurance ◆ Labor Occupational Accident Insurance	◆ Directors and Officers Liability Insurance ◆ Employer's Liability and Group Accident Insurance ◆ Public Liability Insurance ◆ Liability Insurance for Handling Toxic and Concerned Chemical Substances ◆ Travel Accident Insurance

Parental Leave Policy [GRI 401-3]

Shuang-Bang actively promotes gender equality by granting maternity leave, paternity leave for prenatal checkups, and other statutory leave entitlements. In accordance with the Gender Equality in Employment Act, the Company has established nursing rooms and implemented an unpaid parental leave system, enabling employees to balance family responsibilities and work.

Parental Leave and Reinstatement Rate						
Year	2023			2024		
Category	Female	Male	Total	Female	Male	Total
Number of Employees Eligible for Applying Parental Leave	3	3	6	3	5	8
Number of Employees Who Actually Applied for Parental Leave	3	0	3	2	0	2
Expected Number of Employees Reinstated	3	0	3	2	0	2
Number of Employees Actually Reinstated	3	0	3	1	0	1
Actual Number of Employees Reinstated in the Previous Year	1	0	1	3	0	3
Number of Employees Who Continued Working for One Year After Reinstatement in the Previous Year	1	0	1	1	0	1
Parental Leave Application Rate	100.00%	0.00%	50.00%	66.67%	0.00%	25.00%
Parental Leave Reinstatement Rate	100.00%	0.00%	100.00%	50.00%	0.00%	50.00%
Parental Leave Retention Rate	100.00%	0.00%	100.00%	33.33%	0.00%	33.33%

Note 1: Parental Leave Application Rate = Actual number of applicants / Number of eligible employees

Note 2: Parental Leave Return-to-Work Rate = Actual number of employees returning to work / Expected number of employees returning to work

Note 3: Parental Leave Retention Rate = Number of employees who continued working for one year after returning from parental leave in the previous year / Actual number of employees returning from parental leave in the previous year

Outstanding Employee Recognition

Each year, department supervisors recommend employees with outstanding performance within their departments. The Administration Department conducts evaluations in accordance with the Annual Outstanding Employee Selection and Reward Measures. Employees who pass the evaluation are awarded a medal as a token of recognition.

Employee Healthcare

Shuang-Bang focuses on disease prevention and mental health promotion related to daily life, supporting employees' physical and mental well-being to address health risks caused by aging and stress. Professional physicians and nurses are regularly invited to the workplace to provide consultation services. They also follow up with employees requiring further medical attention after health examinations, ensuring care for both work and health.

5.2.2 Two-way Communication [GRI 2-30]

Shuang-Bang regards mutual trust as the foundation of communication, providing both regular and ad hoc communication channels that allow employees to fully express their opinions and ideas through diverse means.

Regular Communication			
Communication Channel	**Frequency**	**Participants**	**Functions**
Monthly meeting (All-employee meeting)	Semiannually	All employees	To ensure that all employees are informed of departmental plans and performance, achieving information sharing and alignment of goals. Employees may raise suggestions during these meetings, which receive direct responses from senior management.
Labor–Management Coordination Meeting	Quarterly	Labor Representative Management Representative	Labor and management representatives engage in open communication and coordination regarding corporate governance and employee rights, fostering mutual trust, shared benefits, and cooperative outcomes.
Migrant worker forums	Quarterly	Migrant workers Administrative Department Manpower agency Dormitory supervisor for migrant workers	Migrant worker forums are held to inform migrant employees of company policies, work requirements, and regulatory updates, while also providing care and assistance in adapting to work and life.

Ad Hoc Communication		
Communication Channel	**Applicable Participants**	**Functions**
Plant Opinion Box	All employees	Allows employees to submit their valuable opinions at any time. The Administration Department designates personnel to collect and handle the submissions. Proposals adopted by the Company may be rewarded with a bonus as encouragement.
Dormitory Opinion Box	All employees	Opinion boxes are installed in both migrant worker and local employee dormitories. Labels are provided in languages understandable to the residents, enabling migrant workers to clearly recognize the function of the opinion box.

35th Anniversary Celebration

Shuang-Bang held its anniversary celebration not only to demonstrate business stability and enhance corporate image, thereby strengthening the Company's reputation, but also to foster closer relationships with customers and build employees' sense of belonging and pride. The anniversary celebration also served as an important occasion to review the performance of the past year (or years) and to look ahead to future development goals.

5.3 Talent Recruitment and development

Material Topic Management [GRI 2-23, GRI 2-24, GRI 2-25, GRI 3-3]

Material Topics		Talent Recruitment and development		
Significance to Shuang-Bang Industrial Corp.		Employees are the Company's most important assets and contribute to creating business value. Shuang-Bang is committed to providing employees with continuous learning and development opportunities while fostering a diverse and inclusive work environment.		
Actual and Potential Impacts	Negative Impacts	Inability to recruit and retain outstanding talent, neglect of employee development or provision of appropriate promotion channels, leading to talent loss and gaps in experience and expertise.		
	Positive Impacts	Recruitment and retention of outstanding talent, enhancement of professional skills, and strengthening of corporate competitiveness.		
Policies and Commitments		Enable every employee to work with peace of mind and fully apply their expertise, ensuring that Shuang-Bang maintains its competitiveness.		
Action Plans		(1) Provide proactive care for new employees to ease their adaptation and reduce difficulties in adjustment. (2) Provision of competency training to enhance both fundamental and professional skills required for specific positions, strengthening workplace capabilities. (3) Offering incentives for professional skills or certifications: encouraging employees to participate in job-related continuing education, and arranging support for employees to obtain relevant professional certifications.		
Effectiveness Evaluation Indicators		Employee retention and recruitment performance.		
Goal		**Short-term Goals (2025–2027):** (1) Annual turnover rate below 13%. (2) Introduce online learning platform for internal training.	**Mid-term Goals (2028–2030):** Integrate job competency with training and education systems.	**Long-term Goals (2030 and beyond):** Develop diverse workforce planning to address retirement transitions.
Influence of Stakeholder Engagement on Actions		Employees place great importance on whether the Company can provide an environment for training and professional development. Therefore, the Company offers a comprehensive training system that includes pre-employment training, competency training, and external training, along with career planning meetings and performance evaluations, all supported by institutionalized promotion and transfer pathways.		

5.3.1 Talent Recruitment

Facing the challenges of declining birth rates and labor shortages in the industry, Shuang-Bang recognizes that recruitment cannot rely on a single channel. The Company has gradually expanded recruitment channels, for example, continuing to recruit talented professionals from universities and colleges.

New Employees [GRI 401-1]

In 2024, Shuang-Bang hired 41 new employees, with the majority under the age of 30, accounting for 60.97% of all new hires. Recruitment of middle-aged and senior employees was also strengthened, with two new hires aged 51 and above.

Due to the impact of declining birth rates and labor shortages, recruitment has become increasingly challenging. Compared to 2023, the number of new hires in 2024 decreased by 14. To address labor shortages, Shuang-Bang established a referral bonus policy to encourage employees to recommend outstanding candidates.

Gender and Age Distribution for New Employees

Category	Gender	2022		2023		2024	
		Number of employees	Percentage	Number of employees	Percentage	Number of employees	Percentage
Age 30 and under	Male	38	42.70%	18	32.73%	21	51.22%
	Female	8	8.99%	3	5.45%	4	9.75%
	Others	0	0.00%	0	0.00%	0	0.00%
Age 31 to 50	Male	29	32.58%	28	50.91%	13	31.71%
	Female	13	14.61%	5	9.09%	1	2.44%
	Others	0	0.00%	0	0.00%	0	0.00%
Age 51 and above	Male	0	0.00%	1	1.82%	2	4.88%
	Female	1	1.12%	0	0.00%	0	0.00%
	Others	0	0.00%	0	0.00%	0	0.00%
Total		89	100.00%	55	100.00%	41	100.00%

Note 1: Age 30 and under refers to individuals who are not yet 31; ages 31–50 refers to individuals who have reached 31 but are not yet 51; ages 51 and above refers to individuals who are 51 or older.

Note 2: Other genders are self-identified by employees.

Employee Turnover [GRI 401-1]

In 2024, Shuang-Bang recorded 35 employee resignations, with the majority being under the age of 30 and between 31 and 50 years old, accounting for 80.00% of the total resignations. When employees submit their resignation, the Company shows full understanding and respect by arranging interviews between supervisors and employees to gain deeper insights into the reasons for resignation. The collected data are analyzed to continuously improve relevant management strategies.

Compared to 2023, the number of resignations in 2024 decreased by 19 employees. To reduce turnover, Shuang-Bang actively promotes multiple measures, including regular care programs for new employees to proactively address issues encountered during onboarding, as well as ongoing improvements in workplace environment, equipment, and processes by each department to provide employees with a more comfortable working environment.

Gender and Age Distribution for Designated Employees

Category	Gender	2022		2023		2024	
		Number of employees	Percentage	Number of employees	Percentage	Number of employees	Percentage
Age 30 and under	Male	13	19.70%	11	20.37%	12	34.29%
	Female	7	10.61%	3	5.56%	2	5.71%
	Others	0	0.00%	0	0.00%	0	0.00%
Age 31 to 50	Male	33	50.00%	27	50.00%	12	34.29%
	Female	11	16.67%	4	7.41%	2	5.71%
	Others	0	0.00%	0	0.00%	0	0.00%
Age 51 and above	Male	1	1.51%	8	14.81%	6	17.14%
	Female	1	1.51%	1	1.85%	1	2.86%
	Others	0	0.00%	0	0.00%	0	0.00%
Total		66	100.00%	54	100.00%	35	100.00%

Note 1: Age 30 and under refers to individuals who are not yet 31; ages 31–50 refers to individuals who have reached 31 but are not yet 51; ages 51 and above refers to individuals who are 51 or older.

Note 2: Other genders are self-identified by employees.

5.3.2 Talent Development

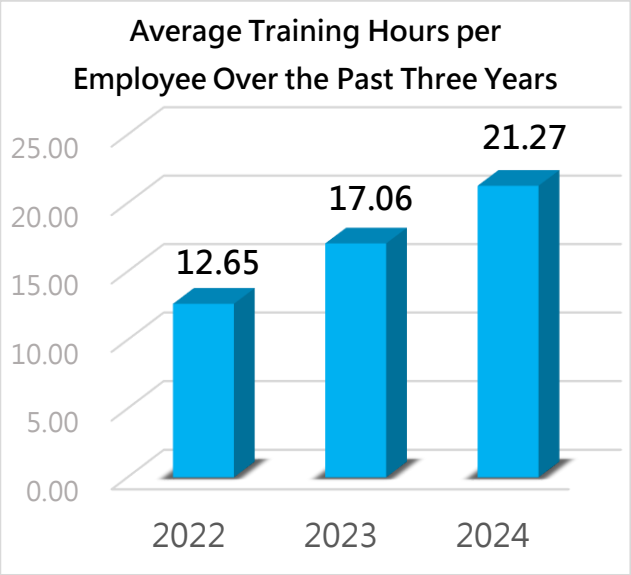
Shuang-Bang provides employees with diverse and systematic training programs through a combination of core, general, and professional courses, enabling employees and the Company to grow together and laying a solid foundation for the Company's sustainable operations.

Diverse Programs [404-2]

Core Curriculum	Professor Cheng from the Department of Law at National Chung Cheng University was invited to deliver courses to all employees, covering topics such as corporate governance, human rights, and prevention of sexual harassment. With his extensive practical experience and engaging teaching style, employees were able to learn more effectively and apply the knowledge in both work and daily life.	
General Education Curriculum	Following the 2023 communication courses, employees continued to practice communication etiquette, attitudes, and skills, fostering a culture of communication that encourages "expressing one's own feelings and thoughts politely while respecting and accepting those of others."	
Professional Curriculum	A series of computer and information courses was offered to enhance employees' work skills and foster a culture of continuous learning, ensuring that employees can benefit from the convenience and efficiency of the digital era.	

Employee Training [GRI 404-1]

In 2024, the total training hours for all employees amounted to 7,562.50 hours, with an average of 21.30 hours per employee, an increase of 4.24 hours compared to 17.06 hours in 2023. The average training hours for male employees were 19.05 hours, while for female employees, they were 28.04 hours. Senior managers received an average of 27.82 training hours, middle managers 41.33 hours, first-line managers 34.80 hours, and non-managerial employees 16.29 hours.



Employee Training Status in 2024

Category	Gender	Employee count	Total training hours	Average training hours
Senior Manager	Male	11	241.00	21.91
	Female	3	148.50	49.50
	Others	0	0.00	0.00
	Total	14	389.50	27.82
Middle Manager	Male	17	727.00	42.76
	Female	4	141.00	35.25
	Others	0	0.00	0.00
	Total	21	868.00	41.33
Junior Manager	Male	49	1760.00	35.92
	Female	10	293.00	29.30
	Others	0	0.00	0.00
	Total	59	2053.00	34.80
Non-managerial positions	Male	188	2338.50	12.44
	Female	73	1902.50	26.06
	Others	0	0.00	0.00
	Total	261	4241.00	16.25
Uncategorized	Male	265	5066.50	19.12
	Female	90	2485.00	27.61
	Others	0	0.00	0.00
	Total	355	7551.50	21.27

Note 1: Senior Manager: Supervisory positions at grade 7 and above; Middle Manager: Supervisory positions at grades 4 to 6; Junior Manager: Supervisory positions at grade 3 and below.

Note 2: Other genders are self-identified by employees.

5.4 Occupational Health and Safety

Material Topic Management [GRI 2-23, GRI 2-24, GRI 2-25, GRI 3-3]

Material Topics		Occupational health and safety		
Significance to Shuang-Bang Industrial Corp.		Employees are the most important business partners of the Company. A sound occupational safety and health management system helps create a safe, comfortable, and efficient working environment, enhancing employees' workplace safety and health.		
Actual and Potential Impacts	Negative Impacts	Failure to comply with safety regulations, leading to occupational accidents that threaten the lives, safety, and work capacity of employees and other stakeholders.		
	Positive Impacts	Implementation of occupational safety and health management, provision of a safe and healthy working environment, and reduction of accident risks.		
Policies and Commitments		Compliance with regulations, strict discipline, healthy workplace, friendly environment, risk management, continuous improvement, full participation, safety and health accountability. contractor management, safety first		
Action Plans		(1) Implementation of the "ISO 45001 Occupational Health and Safety Management System," with comprehensive self-inspection procedures and hazard identification processes. (2) Regular annual education and training sessions to enhance safety and health awareness among all employees, promoting a healthy workplace environment and health management practices, eliminating occupational hazards, and safeguarding worker safety and health.		
Effectiveness Evaluation Indicators		(1) Incidence rate of occupational injuries, illnesses, and accidents. (2) Number of occupational health and safety violations.		
Goal		**Short-term Goals (2025–2027):** (1) Obtain initial ISO 45001 certification for the Occupational Health and Safety Management System. (2) Achieve 80% completion rate of management programs (3) Achieve 80% training effectiveness (4) 100% implementation of self-inspections	**Mid-term Goals (2028–2030):** Maintain ISO 45001 certification through re-certification every three years.	**Long-term Goals (2030 and beyond):** Zero hazards, zero accidents, zero occupational illnesses.
Influence of Stakeholder Engagement on Actions		Hold quarterly Safety, Health, and Environmental Management Committee meetings to review workplace conditions and risk management measures. Collect employee feedback on environmental, safety, and health systems through multiple communication channels to continuously enhance occupational safety management.		

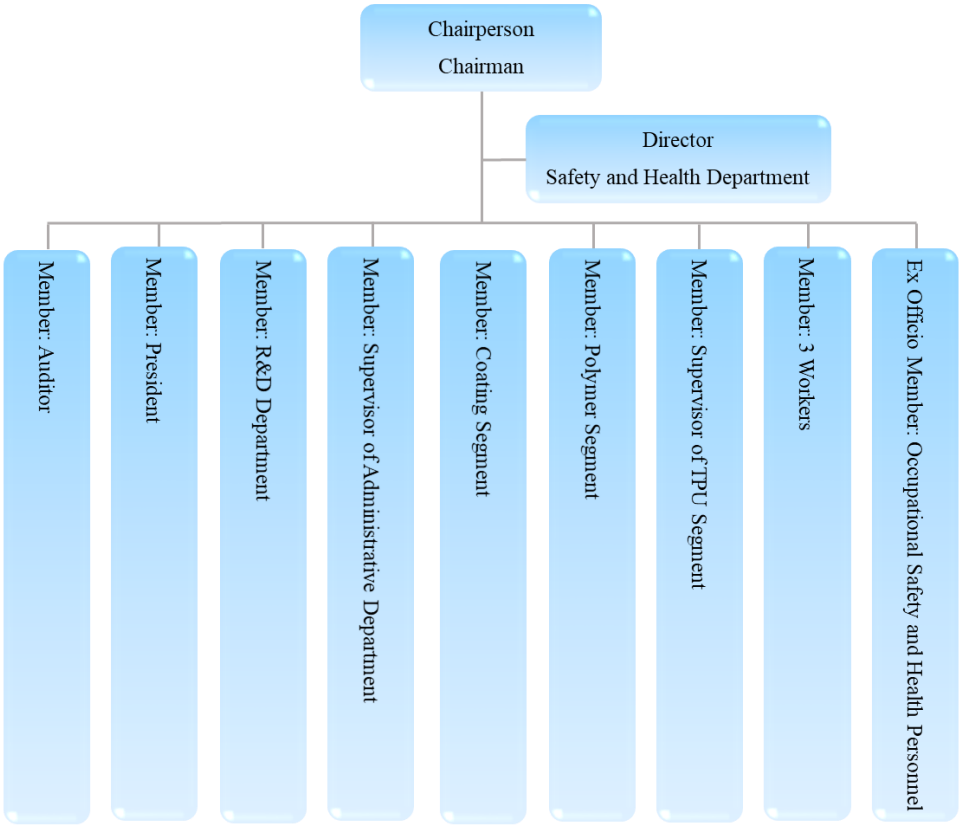
5.4.1 Occupational Health and Safety Management

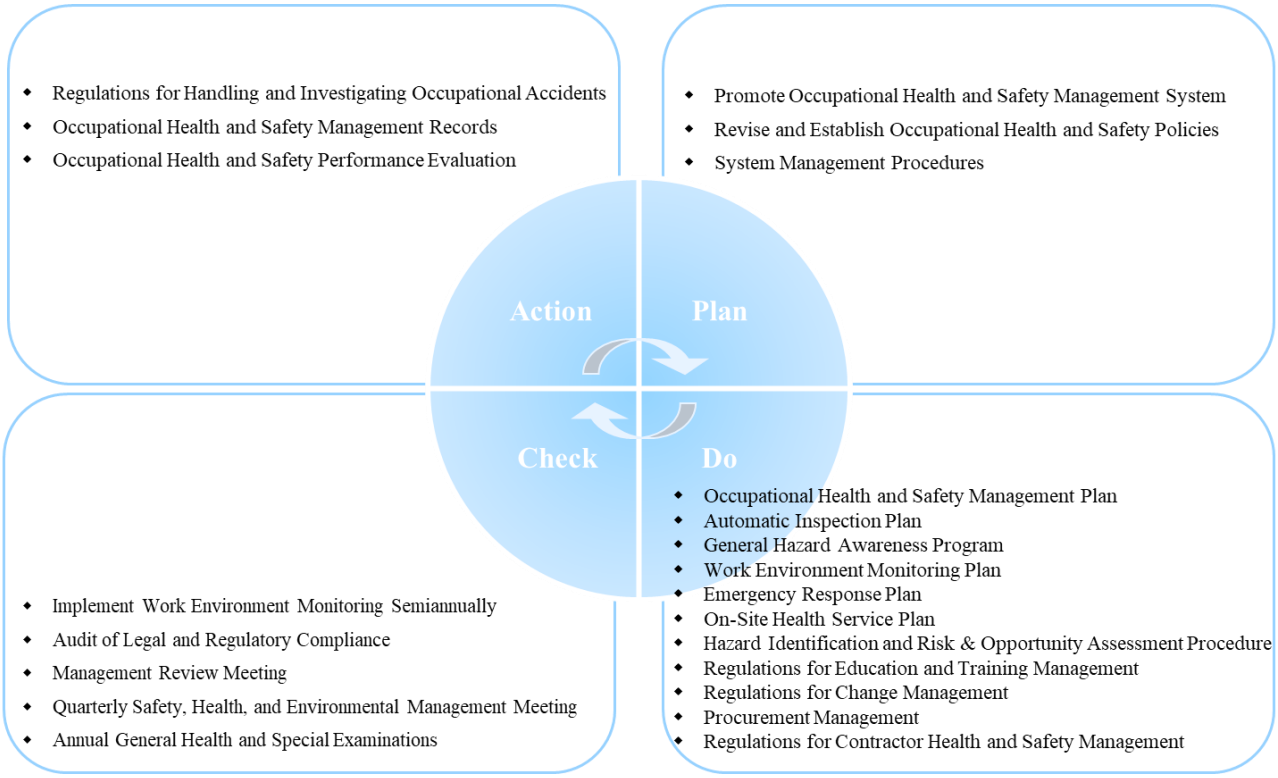
Occupational Health and Safety Management System [GRI 403-1, GRI 403-8]

Shuang-Bang recognizes that merely meeting regulatory requirements is insufficient to fully safeguard the safety and health of employees and related personnel. Emphasizing corporate social responsibility and the pursuit of a strong occupational safety culture, the Company proactively implemented the ISO 45001:2018 Occupational Health and Safety Management System in 2024, applicable to all workers at the Yongxing Plant and the Renhe Plant. The Company also plans to undergo third-party certification in 2025 to further ensure the effectiveness and continuous improvement of the management system, thereby enhancing the overall standard of occupational health and safety management.

ISO 45001 Guidance			
Guidance Item	Date	Participants	Activity Record
On-site inspection and organizational discussion	2024.08.02	Safety and Health Department	
Kick-off meeting and system overview training	2024.08.15	Unit supervisors Seed personnel from each unit	
Hazard identification and risk/opportunity assessment training	2024.09.06	Unit supervisors Seed personnel from each unit	
Hazard identification and risk/opportunity assessment group discussion	2024.09.25 2024.10.08 2024.10.18	Seed personnel from each unit	
Risk, opportunity, and action planning, and training on developing management by objectives programs	2024.10.23	Seed personnel from each unit	
Review and resolution of management by objectives program documents	2024.11.05	Unit supervisors Seed personnel from each unit	

Safety, Health, and Environmental Management Committee.





Worker Participation, Consultation, and Communication [GRI 403-4]

Shuang-Bang is committed to creating an open and transparent occupational health and safety management environment. To ensure that workers actively participate in the company's safety and health management and express their views on workplace safety, multiple mechanisms have been established to ensure employees' voices are fully heard and respected. Through these measures, employees are encouraged to participate actively in occupational health and safety management, thereby enhancing labor–management communication and cooperation, and continuously improving and maintaining workplace safety and health.

Employee Participation and Proposals	◆ Encourage employees to actively participate in safety improvement work. Employees may submit safety and health-related proposals in accordance with the "(SB-02-12) Proposal Management Procedures." Proposals that are reviewed and adopted will be rewarded with bonuses.
Safety, Health, and Environmental Management Committee.	◆ A Safety, Health, and Environmental Management Committee has been established, composed of management personnel at all levels and employee representatives, to supervise and promote the implementation of all occupational health and safety programs. ◆ Regular quarterly meetings are held to facilitate dialogue and consultation between employees and management, ensuring that all members fully understand and support the company's occupational health and safety policies. ◆ Meeting agendas include discussions on recent safety incidents, improvement measures, and updates on occupational safety and health regulations. Employees may directly raise workplace safety concerns and propose improvements to management.
Emergency Response and Disaster Prevention Drills	◆ Conduct regular emergency response drills, during which employees may provide immediate and specific suggestions.
Labor–Management Communication Mechanism	◆ Hold regular labor–management meetings to promote communication and coordination between both parties. ◆ Employees can provide feedback on workplace safety issues and suggest improvements to the company's occupational safety and health measures, thereby achieving genuine collaboration and consensus.

Occupational Health and Safety Impact Prevention [GRI 403-7]

Contractor Management	◆ Clearly inform contractors that they must comply with the Company's "Safety, Health, and Environmental Regulations." Prior to contract signing or site entry for construction, contractors are required to sign the "Contractor Safety and Health Commitment Letter" to ensure mutual consensus and compliance with safety and health management. ◆ For high-risk operations such as hot work, confined space operations, work at height, and hoisting operations, contractors must submit the "Contractor Construction Application Form" to effectively manage high-risk work and prevent accidents, injuries, and environmental impacts. ◆ Each engineering unit is required to assign a responsible person to conduct hazard communication and supervision in accordance with occupational safety and health regulations, thereby strengthening contractor safety and health management mechanisms.
Chemical Management	◆ In 2024, 19 priority controlled chemicals were screened and reported. In compliance with the "Regulations on the Designation and Operation Management of Priority Controlled Chemicals," filings are submitted annually to the central competent authority between April and September. ◆ The Company regularly advocates the chemical management regulations during employee training sessions to ensure employees are fully aware of the risks associated with chemicals used in the workplace.
Work Environment Monitoring	◆ Environmental monitoring is conducted semiannually for specific chemicals, organic solvents, noise, and dust in the workplace. ◆ If exposure concentrations are below one-half of the permissible regulatory standard, existing control and management measures must still be maintained. ◆ When processes or operational content change, appropriate change management measures must be implemented to ensure stable workplace safety.

5.4.2 Hazard Identification and Risk Assessment [GRI 403-2]

To safeguard employees' occupational health and safety, Shuang-Bang has, since the initial establishment of its occupational safety and health management system, comprehensively identified potential hazards in all operations and projects, conducted risk assessments and controls, and formulated procedures for the annual implementation of hazard identification and risk assessment as the core foundation of occupational safety and health management. In compliance with the Occupational Safety and Health Act, when employees identify imminent danger during the performance of their duties, they may, without endangering the safety of other workers, suspend operations and retreat to a safe location. Shuang-Bang shall not dismiss, reassign, withhold wages during the suspension period, or impose any other adverse actions against such employees.

Identification	Evaluation	Control	Improvement
Identify hazards and potential consequences, and verify existing protective measures.	Evaluate risks and opportunities, and classify according to risk level.	Determine appropriate control measures and confirm residual risks after controls.	When risks are determined as high-risk based on risk assessment standards, immediately review and improve.

Risk Assessment Standards		
Risk Scores	**3 points (or below)**	**4–5 points**
Risk Level	Temporarily Acceptable Risk	High Risk
Control	Maintain existing control measures	Immediately review and improve existing protective measures

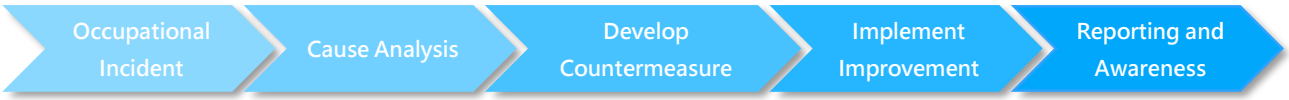
2024 Hazard Identification and Risk Assessment

We identified three high-risk incidents in 2024 Hazard Identification and Risk Assessment, all of which have been addressed with corrective control measures.

Incidents	Wastewater treatment tank safety assessment	Boiler conversion to natural gas safety assessment	Chiller operation safety assessment
Hazard Identification	Personnel may fall from the platform to the stairway when inspecting the wastewater tank.	Abnormal natural gas leakage may cause an explosion.	When personnel open the manhole cover on top of the chiller water tank to check the water level, they may fall into the tank and drown.
Risk Assessment	4 points	5 points	5 points
Control Measures	Install additional safety guardrails next to the wastewater tank.	Install a gas shut-off device at the natural gas main station.	Replace the chiller.
Follow-up Improvement	Safety guardrails prevent personnel from falling from heights.	The gas shut-off device prevents natural gas leakage.	The new chiller eliminates the need for personnel to climb up to check the water level.

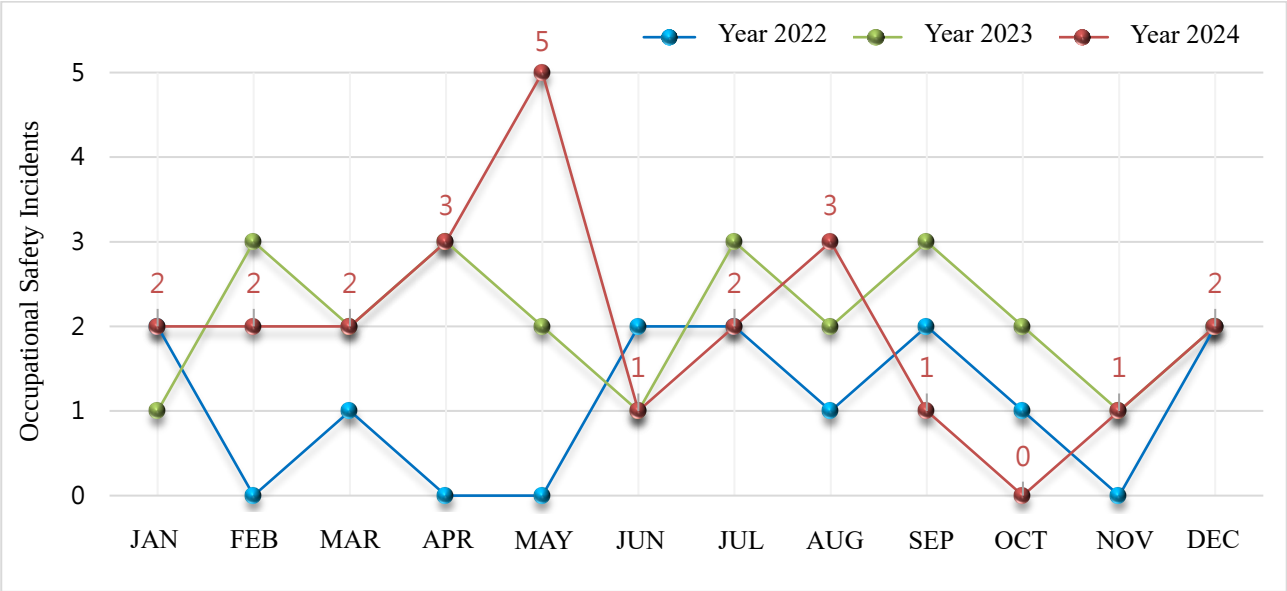
5.4.3 Incident Investigation [GRI 403-2]

Shuang-Bang has established and adheres to the "Occupational Safety and Environmental Incident Handling and Investigation Management Procedures." Upon the occurrence of an occupational incident, the company immediately conducts root cause analysis, develops and implements corrective actions, and presents investigation reports and awareness campaigns during semi-annual all-employee meetings to prevent recurrence of similar incidents.



2024 Major Occupational Safety Incident

In 2024, Shuang-Bang reported a total of 24 workplace safety incidents, including one classified as a major occupational safety event. The major incident involved an employee being caught in a machine during operation, resulting in injury. This event not only impacted the employee's health and safety but also drew heightened scrutiny from internal staff, regulatory authorities, and external stakeholders regarding the company's occupational safety management.



Note 1: A major occupational safety incident is defined as an event involving a fatality, a single incident resulting in three or more injuries, or an incident in which at least one injured person requires hospitalization.

Follow-up and Remedial Measures for Occupational Safety Incident	
Remedial Measure	**Impact**
By the end of 2024, Shuang-Bang had completed comprehensive safety upgrades on all machine entanglement points: ◆ Installed protective guards to prevent employee hands or clothing from contacting hazardous machine zones. ◆ Installed proximity-sensing safety ropes to prevent personnel from approaching hazardous areas. ◆ Installed infrared-based automatic detection systems to minimize human-machine contact in hazardous zones and reduce operational risk.	◆ Significantly enhanced operational safety across the work environment. ◆ Demonstrated commitment to continuously strengthening occupational safety management and reducing occupational safety risks. ◆ Demonstrated ongoing efforts to strengthen occupational safety management, supporting sustainable operations and corporate social responsibility

Stakeholder Communication and Response	
Employees	◆ Immediately activate emergency response mechanisms upon the occurrence of an accident to ensure that injured employees receive appropriate medical care, along with necessary support and assistance. ◆ Conduct comprehensive machinery safety risk assessments to review the effectiveness of existing protective measures and prevent recurrence of similar accidents. ◆ Strengthen machinery operation safety training for all operators to enhance employees' risk awareness and preventive capabilities.
Regulatory Authorities	◆ Report and investigate accidents in accordance with occupational safety regulations, ensuring compliance with statutory occupational safety requirements. ◆ Based on accident investigation results, reinforce protective devices for high-risk machinery to comply with the latest safety standards.
Customers and Suppliers	◆ Strengthen internal supply chain management by requiring production-related partners to implement the same safety standards, thereby jointly improving workplace safety.

5.4.4 Occupational Injuries and Occupational Diseases [GRI 403-9, GRI 403-10]

Shuang-Bang compiles annual occupational accident statistics in accordance with the disabling injury statistical indicators published by the Ministry of Labor of the Executive Yuan. Following reporting procedures and accident investigation mechanisms, the investigation results are fed back to each unit to formulate corrective and preventive measures.

Occupational Accident Statistics	Employees			Non-employee Workers		
Year	2022	2023	2024	2022	2023	2024
Average Number of Person(s)	330	346	354	-	-	-
Total Working Hours (HR)	653,240	688,048	737,742	-	-	-
Major Types of Occupational Injuries	Struck by objects; falling objects; improper movements; caught in or between; cuts, lacerations, abrasions; exposure to extreme temperatures.	Object rupture; caught in or between; exposure to extreme temperatures.	Falling objects; improper movements; falls or tumbles; caught in or between; cuts, lacerations, abrasions; exposure to extreme temperatures.	-	Caught in or between.	-
Number of Recordable Occupational Injuries	6	4	13	0	2	0
Recordable Occupational Injury Rate	1.84	1.16	3.52	-	-	-
Number of Serious Occupational Injuries (excluding fatalities)	0	0	0	0	0	0
Serious Occupational Injury Rate (excluding fatalities)	0	0	0	0	0	0
Number of Occupational Injury Fatalities	0	0	0	0	0	0
Occupational Injury Fatality Rate	0	0	0	0	0	0
Number of Occupational Disease Cases	0	0	0	0	0	0
Occupational Disease Incidence Rate (%)	0	0	0	0	0	0

Note 1: Total working hours = Σ (number of employees in service per month × number of working days per month in the Company's calendar × 8 normal working hours per day).
Note 2: Recordable occupational injury rate = number of recordable occupational injuries / total working hours × 200,000; recordable occupational injuries exclude accidents occurring during commuting.
Note 3: Definition of serious occupational injury: injuries resulting in death or preventing workers from recovering to their pre-injury health status within six months.
Note 4: Serious occupational injury rate (excluding fatalities) = number of serious occupational injuries (excluding fatalities) / total working hours × 200,000.
Note 5: Occupational injury fatality rate = number of occupational injury fatalities / total working hours × 200,000.
Note 6: Occupational disease incidence rate = number of occupational disease cases / total working hours × 200,000.
Note 7: Total working hours of non-employee workers were not recorded; therefore, the recordable occupational injury rate was not calculated.

5.4.5 Occupational Safety and Health Education and Training

[GRI 403-5]

Shuang-Bang upholds the principle of enhancing employees' awareness and skills in occupational safety and health by actively promoting worker training programs. Through systematic training, all employees are equipped to work safely, thereby fostering a safe and healthy working environment.

2024 Worker Occupational Safety and Health Training Program		
Occupational Safety and Health Certificate Refresher Training	Employees holding occupational safety and health-related certifications complete refresher training in accordance with regulations, ensuring continuous updates and effective application of professional knowledge.	
AED Operation Training	Professional AED vendors were invited to provide training on the use of automated external defibrillators (AED), strengthening employees' emergency first-aid skills.	
On-the-Job Occupational Safety and Health Training and Fire Drills	Occupational safety and health training is conducted for employees twice a year, covering basic safety operation standards and emergency response procedures. Fire drills are also organized to simulate real-life scenarios, enhancing employees' familiarity and ability to respond effectively to fire emergencies.	
Supervisor Safety and Health Awareness Training	Specialized training sessions were arranged for supervisors at the deputy section chief level and above, including thematic lectures and case sharing, to deepen managerial awareness of the importance of occupational safety and health.	
Hoisting Operation Training	Safety and health training was provided for operators of fixed cranes under three tons to ensure their operational skills meet regulatory requirements.	

2024 Occupational Safety Training Effectiveness						
Training Item	No. of Participants	Total Hours	Training Item		No. of Participants	Total Hours
New employees	41	164	**ISO 45001 Occupational Health and Safety Management System Training**	2024.08.15	62	186
Employees in service	424	424		2024.09.06	58	348
Initial training for professional certification	93	1887		2024.10.23	57	171
Refresher training for professional certification	57	222		2024.11.05	36	108
Fire drills	424	1696	**Contractors**		20	60

5.4.6 Health Promotion [GRI 403-3, GRI 403-6]

The physical and mental health of employees is essential for sustaining the Company's productivity. Shuang-Bang conducts annual employee health examinations (both general and specialized), engages contracted medical personnel to provide on-site health services, and organizes the planning and implementation of labor health education, health promotion, and hygiene guidance, thereby strengthening high-risk health management within the plants.

On-site health services provided by medical personnel

In accordance with the Regulations of Labor Health Protection, Shuang-Bang's Yongxing Plant and Renhe Plant are classified as Type I business units (with a total workforce of 100 to 199 employees). To ensure that all workers receive comprehensive occupational healthcare services and to promote employees' physical, psychological, and social well-being, the Company provides legally mandated "on-site health services by medical personnel."

On-site Service Frequency		Health Consultation and Guidance		
Physician	Nurse	No. of Attendance	Percentage	Consultation Topics
4 times/year	4 times/month	109 times	30.79%	Work overload; abnormal medical examination results; maternity protection; health consultation.

Note 1: Shuang-Bang is classified as a Type I business unit under the Regulations of Labor Health Protection, with a total workforce of 100 to 199 employees. The minimum on-site health service frequency by medical personnel is as follows: physician: 4 times per year; nursing staff: 4 times per month.

Note 2: Ratio of health consultation and guidance = number of consultations and guidance / annual average number of employees of the Company.

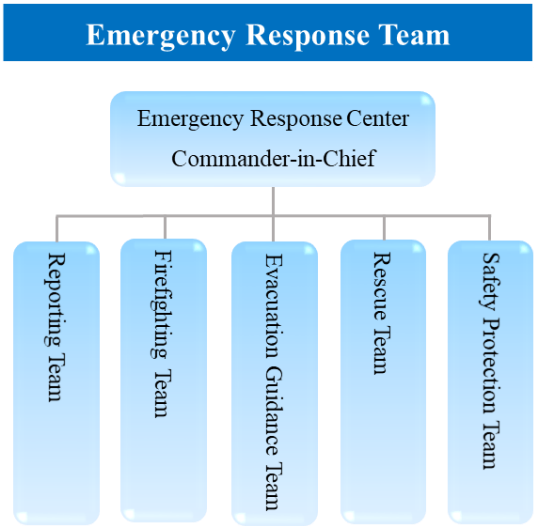
2024 Employee Health Management Plan	
Prevention of Musculoskeletal Disorders Induced by Repetitive Tasks	◆ In 2024, a total of 299 employees completed an online ergonomic assessment questionnaire. Based on the screening results, 16 employees were arranged for individual consultations and health guidance with nursing staff to reduce the potential musculoskeletal health impacts caused by work overload. ◆ Medical personnel accompanied occupational safety staff to visit worksites and review job tasks. Using ergonomic hazard check standards, they assessed operational risks and proposed improvement measures for identified risk factors. ◆ Nursing staff organized occupational hazard prevention seminars to enhance employees' awareness of repetitive tasks, musculoskeletal load, and related health risks, and to provide coping strategies.
Prevention of Diseases Induced by Abnormal Workloads Such as Shift Work, Night Work, and Long Working Hours	In 2024, a total of 299 employees completed an online overload assessment questionnaire. Based on the screening results, 14 employees were scheduled for individual consultations and health guidance with nursing staff to reduce the potential health impacts caused by excessive workloads.
Maternity Health Protection	In 2024, a total of three pregnant employees received individual consultations and health assessments conducted by nursing staff. Self-managed health measures were implemented to ensure that their working environments were safe and compliant with occupational health protection standards.
Prevention of Physical or Mental Unlawful Infringement During Duty	◆ Revised and promoted the announcement of the "Written Statement on Workplace Violence" and the "Procedures for Handling Physical or Mental Unlawful Infringement During Duty." ◆ Supervisors of each unit completed the "Hazard Identification and Risk Assessment Form for the Prevention of Workplace Unlawful Infringement" based on the nature of the work under their management, and implemented control improvements according to the risk levels. ◆ Security personnel were deployed as the first line of defense to maintain plant safety. ◆ Suggestion boxes were established as reporting and grievance channels for employees. ◆ In 2024, no incidents of employees suffering from unlawful infringement occurred.
Occupational Safety and Health for Middle-aged and Senior Workers	◆ In 2024, a total of 106 employees completed an online health and occupational safety assessment questionnaire. Based on the screening results, 11 employees were scheduled for individual consultations and health guidance with nursing staff to receive appropriate health management advice. ◆ The initiative aims to identify occupational health risks that middle-aged and senior workers may face, such as musculoskeletal strain, work adaptability, and chronic disease management, and to improve workplace safety and employee well-being through personalized guidance and workplace improvement measures.

5.5 Safe Transportation Management and Emergency Response Measures

Shuang-Bang has established hazard prevention and emergency response plans in accordance with the characteristics of various hazardous chemicals. These plans have been filed and approved by the Nantou County Government and clearly define the requirements for response equipment, detection and alarm systems, and emergency response measures. To prevent major hazards from leaks of specific chemicals that may endanger nearby residents, relevant personnel at operating sites that store such chemicals receive both regular and ad hoc evacuation drills. The Company also reviews and updates the emergency response plan annually to ensure its alignment with actual conditions.

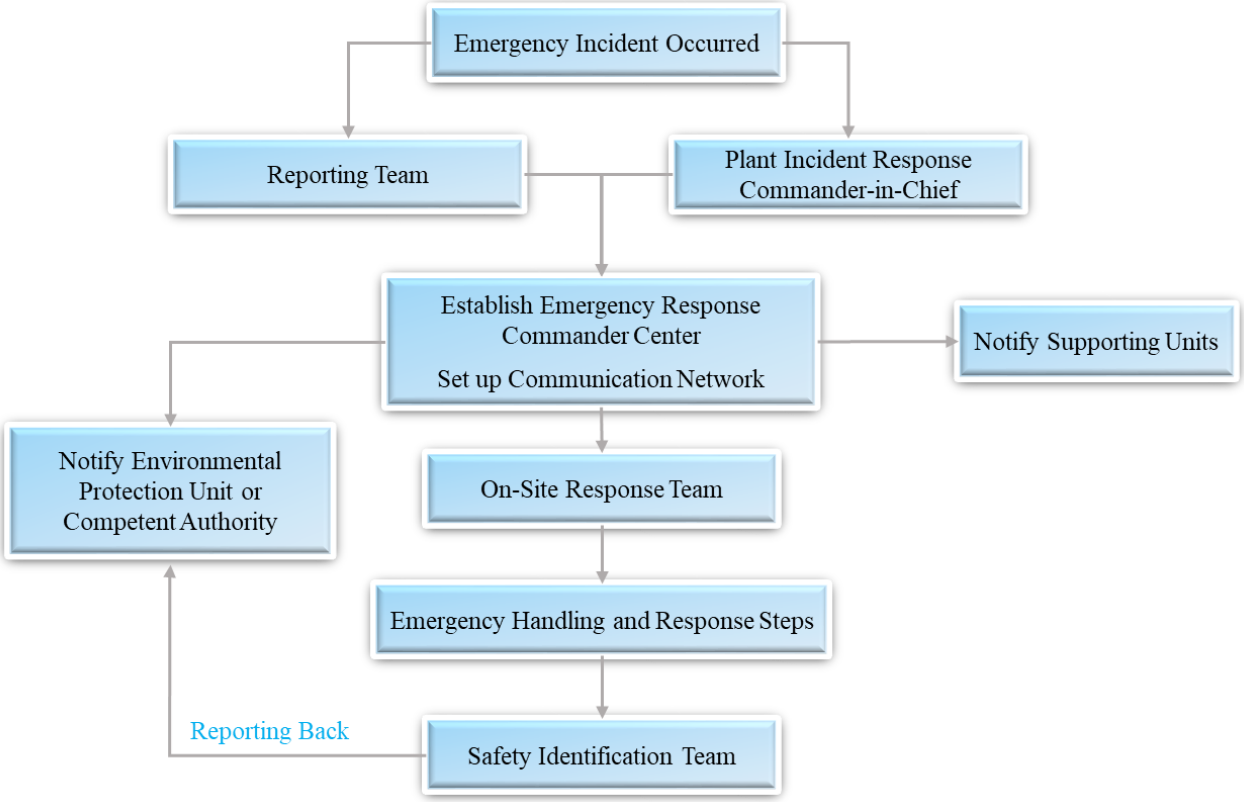
Equipment and Facility Maintenance	◆ Maintenance of emergency response equipment is incorporated into routine self-inspection procedures, such as fire equipment inspection checklists and detection and alarm system inspection checklists. These checklists specify inspection points and inspection frequency to ensure that all protective equipment and devices remain in optimal condition. ◆ Detection and alarm systems are inspected annually by qualified contractors.
Transportation of Toxic Chemicals	◆ In compliance with the Regulations for the Labeling and Hazard Communication of Hazardous Chemicals, containers holding hazardous chemicals are clearly labeled with the product name, hazard pictograms, warning statements, and other required information. ◆ In accordance with the Regulations for the Transportation Management of Toxic Chemical Substances, six-part manifests are reported. ◆ In the event of an abnormal situation, response measures are carried out in accordance with the Regulations Governing Toxic and Concerned Chemical Substances Risk Prevention and Response Plans. For detailed response procedures, please refer to the Emergency Incident Response section. ◆ In compliance with Article 84 of the Road Traffic Safety Rules, vehicles transporting hazardous materials must display hazard symbols and placards on both sides or at the rear. These symbols and placards must be made of reflective material and remain clearly identifiable throughout transport without deformation, abrasion, fading, or peeling.
Disaster Prevention Training, Drills, and Educational Promotion	◆ According to the annual training plan, activities include emergency response procedures and training on the operation and maintenance of newly acquired equipment. The content covers various environmental protection regulations, occupational safety regulations, and safe work procedures. ◆ At least one comprehensive drill is conducted each year, along with no fewer than two unannounced tests. ◆ Annual disaster prevention training and drills are conducted in cooperation with the competent authorities at all levels. ◆ In response to different types of toxic chemicals and corresponding emergency response methods, regional joint defense organizations for toxic disasters are established. Each year, these organizations conduct team training with the Central Region Toxic Disaster Response Center's response teams. ◆ The Company also participates in the annual national joint defense organization toxic disaster drills.

Emergency Response

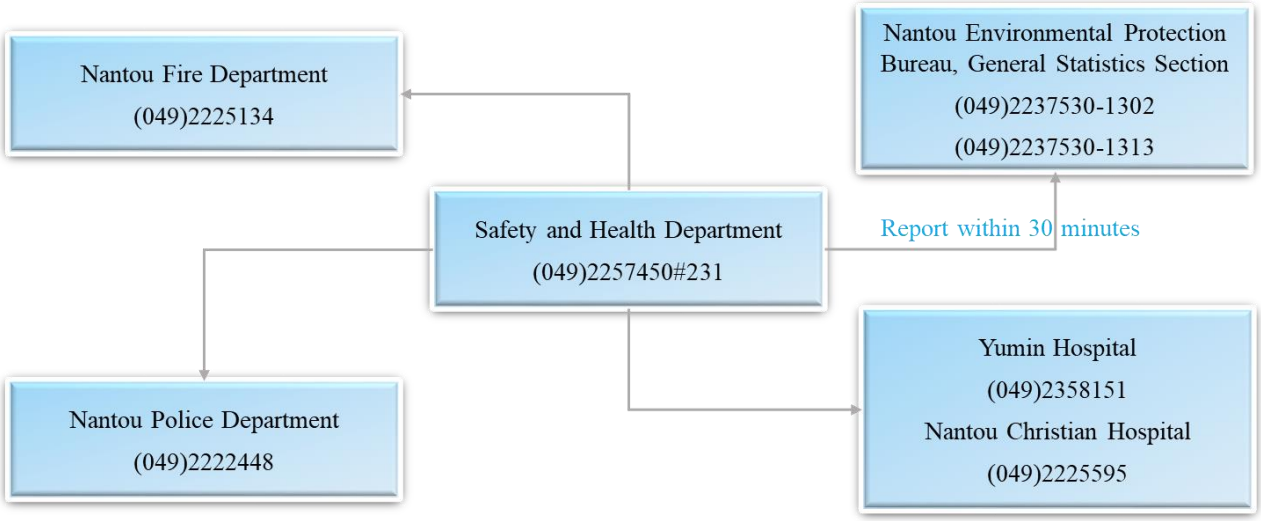


Internal Drills in 2024			
2024.02.15	**Fire Hydrant and Fire Extinguisher Operation Drill**		
2024.07.08	**Emergency Response Team Drill for Toxic Chemical Disaster Incidents**		
External Drills in 2024			
2024.06.04	**Y00017 Unannounced National Joint Defense Organization Drill on Liquid 4,4'-Methylenebis(2-chloroaniline) at Shuang-Bang**		

Internal Reporting System



External Reporting System



Environmental Complaint Handling

Tel: 049-2257450#231 Email: mobi@sbinet.com.tw

CH6 Social Contribution

6.1 Donations to Society

社團法人南投縣麻煩小天使協會
感謝狀
双邦實業股份有限公司
熱心公益鼎力協助本會，嘉惠弱勢族群，愛心熱忱可佩，特頒此狀，敬表謝忱！
理事長 李政賢
中華民國 113 年 11 月 25 日

2024 Charitable Donations

Recipients	Institution's Mission	Motivation for Donation	Amount Donated (NT$ thousand)
The Boyo Social Welfare Foundation	Adheres to the philosophy of "ensuring that poor children do not fall into perpetual poverty." Its service targets are disadvantaged children, with the conviction that "education is the only hope for children in poverty." The core service is "after-school tutoring," with the vision of "bringing hope home through knowledge" and the goal of "enhancing the future competitiveness of disadvantaged children."	Donations to the Boyo Social Welfare Foundation support disadvantaged children in improving their learning capabilities and enhancing their future competitiveness.	150
Faith, Hope & Love Center	For many years, the Center has provided professional services to individuals with intellectual disabilities and their families. It is dedicated to promoting and creating learning environments and social settings that enable the "reintegration" and "inclusion" of persons with intellectual disabilities. Its two service programs, "Community-Based Day Care Services for Persons with Disabilities" and "Community Living and Independent Living Services for Adults with Intellectual Disabilities," have both received "Excellent" ratings in social welfare service evaluations subsidized by the Taichung City Government Social Affairs Bureau.	Through donations to the Faith, Hope & Love Center, Shuang-Bang aims to ensure that individuals with intellectual disabilities receive greater care and support, allowing them to experience genuine concern through concrete actions.	150

Recipients	Institution's Mission	Motivation for Donation	Amount Donated (NT$ thousand)
NT Angel Association	Provides adults with intellectual disabilities a sheltered and joyful living environment through therapy, education, social engagement, and productive activities. The Association also helps develop their potential, upholding values of locality, environmental protection, and nature, while supporting indigenous development and diverse social assistance. It enables adults with intellectual disabilities to cultivate the value of life through farming, building confidence and happiness in their work.	Through donations to the NT Angel Association, Shuang-Bang aims to ensure that individuals with intellectual disabilities receive greater care and support, allowing them to experience genuine concern through concrete actions.	150
Hsin-Feng Elementary School Junior Baseball Team	Promotes sports culture, provides children with a secondary skill, enhances the school's distinctive programs, fosters teamwork among students, and builds the school's reputation, while giving children a platform to showcase themselves.	Through donations to the Hsin-Feng Elementary School Baseball Team, Shuang-Bang supports and encourages young athletes to continue excelling in competitions both domestically and internationally.	150

6.2 Local Engagement and Community Contribution

2024 Community Services

Environments Surrounding the Plants	Focus on maintaining the surrounding environment of the plant. Through regular environmental clean-ups, employees are provided with a more comfortable working environment while also reducing the breeding of disease-carrying mosquitoes.
Dormitory Environment	Extend cleanliness efforts from the interior of living spaces to the external surroundings of the dormitories, improving the overall appearance of employee housing, fostering neighborly relations, and strengthening the sense of shared community with nearby residents.
Disaster Restoration	In 2024, Taiwan was struck successively by typhoons Gaemi, Saola, and Koinu, causing trees to collapse due to strong winds and heavy rains, damaging local religious centers and resulting in structural losses. Shuang-Bang immediately engaged a landscaping company to upright and secure fallen trees and trim branches. Subsequently, the Company assisted in repairing damaged buildings, helping restore the appearance and vitality of the local religious centers.

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3	Describe the financial impact caused by extreme climate events and transition actions.	4.5.2 Climate-Related Strategy	109-113
4	Describe how the identification, assessment and management processes of climate risks are integrated into the overall risk management system.	4.5.3 Climate-Related Risk Management	116
5	If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and significant financial impacts should be explained.	4.5.2 Climate-Related Strategy	114-115
6	If there is a transition plan to manage climate-related risks, explain the content of the plan and the indicators and goals used to identify and manage physical risks and transition risks.	4.5.4 Indicators and Targets	117
7	If internal carbon pricing is used as a planning tool, the basis for setting the price should be explained.	Shang-Bang Industrial Corp. has not implemented internal carbon pricing.	-
8	If climate-related goals are set, the activities, scope of greenhouse gas emissions, planning schedule, annual progress, and other relevant information should be explained. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant goals, the source and quantity of the carbon reduction credits to be exchanged, as well as the quantity of RECs, should be explained.	4.1.2 Greenhouse Gas Management	98
9	Status of greenhouse gas inventory and assurance and the reduction goals, strategy and specific action plans.	Editorial Policy 4.1.2 Greenhouse Gas Management	5 95-98

Independent Auditor's Limited Assurance Report

To Shuang-Bang Industrial Corp.:

We have completed our limited assurance procedures on the performance indicators selected by Shuang-Bang Industrial Corp. as presented in its 2024 Sustainability Report. Based on our work, we have issued a limited assurance report thereon.

Assured Subject Matter Information and Applicable Criteria

The performance indicators selected by Shuang-Bang Industrial Corp. (hereinafter referred to as the "Subject Matter Information") and the applicable criteria are presented in Appendix 1, "Summary of Assurance Items."

Management's Responsibility

Management is responsible for preparing the Subject Matter Information in accordance with the Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies and with the Universal Standards, Sector Standards, and Topic Standards issued by the Global Reporting Initiative (GRI). Management is also responsible for maintaining the internal controls necessary for the preparation of the Subject Matter Information to ensure that it is free from material misstatement, whether due to fraud or error.

Independent Auditors' Responsibility

Our responsibility is to plan and perform the limited assurance engagement in accordance with Statement of Assurance Engagements No. 3000, Assurance Engagements Other than Audits or Reviews of Historical Financial Information. Based on the procedures performed and the evidence obtained, we are responsible for obtaining limited assurance as to whether the Subject Matter Information (as described in Appendix 1) is free from material misstatement, and for issuing our limited assurance report thereon. Compared with a reasonable assurance engagement, the nature, timing, and extent of procedures performed in a limited assurance engagement are narrower. As a result, the level of assurance obtained in a limited assurance engagement is

substantially lower than that obtained in a reasonable assurance engagement.

We plan and perform our assurance procedures based on professional judgment to obtain limited assurance evidence regarding the Subject Matter Information. However, because any internal control is subject to inherent limitations, material misstatements may not be detected. The procedures we performed included:

- Obtaining and reading the 2024 Sustainability Report of Shuang-Bang Industrial Corp.;
- Conducting interviews with management and relevant personnel involved in the preparation of the Subject Matter Information to understand the processes and information systems used to collect and produce the assured information;
- Performing analytical procedures on the disclosed Subject Matter Information and, where necessary, examining relevant documents to obtain sufficient and appropriate evidence for limited assurance.

Inherent Limitations

Since many of the assurance items consist of non-financial information, there are more inherent limitations in providing assurance on this type of information compared to financial information. Accordingly, the relevance, materiality, and accuracy of such information may involve significant judgments, assumptions, and interpretations made by management. In addition, different stakeholders may interpret this information differently.

Independence and Quality Control

We and our firm have complied with the independence and other ethical requirements of the Code of Professional Ethics for Certified Public Accountants, which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our firm applies Quality Management Standard No. 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements. This standard requires the firm to design, implement, and operate a system of quality management, including policies and procedures relating to compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Assurance Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter Information has not been prepared, in all material respects, in accordance with the applicable criteria.

Other Matters

After the issuance of this assurance report, we do not accept responsibility for providing assurance procedures regarding any changes made by Shuang-Bang Industrial Corp. to the Subject Matter Information or to the applicable criteria.

Weyong International CPAs & Co.

CPA Tzu-Yang Wang

July 28, 2025

Summary of Assurance Items

<table>
<tr><th>No.</th><th>Subject Matter Information</th><th>Corresponding Section</th><th>Applicable Criteria</th></tr>
<tr><td>1</td><td>
<table>
<tr><th>Occupational Accident Statistics</th><th>Employees</th></tr>
<tr><td>Year</td><td>2024</td></tr>
<tr><td>Average Number of Person(s)</td><td>354</td></tr>
<tr><td>Total Working Hours (HR)</td><td>737,742</td></tr>
<tr><td>Major Types of Occupational Injuries</td><td>Falling objects; improper movements; falls or tumbles; caught in or between; cuts, lacerations, abrasions; exposure to extreme temperatures.</td></tr>
<tr><td>Number of Recordable Occupational Injuries</td><td>13</td></tr>
<tr><td>Recordable Occupational Injury Rate</td><td>3.52</td></tr>
<tr><td>Number of Serious Occupational Injuries (excluding fatalities)</td><td>0</td></tr>
<tr><td>Serious Occupational Injury Rate (excluding fatalities)</td><td>0</td></tr>
<tr><td>Number of Occupational Injury Fatalities</td><td>0</td></tr>
<tr><td>Occupational Injury Fatality Rate</td><td>0</td></tr>
<tr><td>Number of Occupational Disease Cases</td><td>0</td></tr>
<tr><td>Occupational Disease Incidence Rate (%)</td><td>0</td></tr>
</table>
Note 1: Total Working Hours = Σ (Number of employees in service each month × Number of working days per month in the Company calendar × 8 regular working hours per day).
Note 2: Recordable occupational injury rate = number of recordable occupational injuries / total working hours × 200,000; recordable occupational injuries exclude accidents occurring during commuting.
Note 3: Definition of serious occupational injury: injuries resulting in death or preventing workers from recovering to their pre-injury health status within six months.
Note 4: Serious occupational injury rate (excluding fatalities) = number of serious occupational injuries (excluding fatalities) / total working hours × 200,000.
Note 5: Occupational injury fatality rate = number of occupational injury fatalities / total working hours × 200,000.
Note 6: Occupational disease incidence rate = number of occupational disease cases / total working hours × 200,000.
</td><td>5.4.4
Occupational Injuries and Occupational Diseases</td><td>GRI 403-9
2018 Occupational Injuries;
GRI 403-10
2018 Occupational Diseases</td></tr>
</table>

No.	Subject Matter Information	Corresponding Section	Applicable Criteria
2		5.3.2 Talent Development	GRI 404-1 2016 Average Training Hours per Employee per Year

Employee Training Status in 2024

Category	Gender	Employee count	Total training hours	Average training hours
Senior Manager	Male	11	241.00	21.91
	Female	3	148.50	49.50
	Others	0	0.00	0.00
	Total	14	389.50	27.82
Middle Manager	Male	17	727.00	42.76
	Female	4	141.00	35.25
	Others	0	0.00	0.00
	Total	21	868.00	41.33
Junior Manager	Male	49	1760.00	35.92
	Female	10	293.00	29.30
	Others	0	0.00	0.00
	Total	59	2053.00	34.80
Non-managerial positions	Male	188	2338.50	12.44
	Female	73	1902.50	26.06
	Others	0	0.00	0.00
	Total	261	4241.00	16.25
Uncategorized	Male	265	5066.50	19.12
	Female	90	2485.00	27.61
	Others	0	0.00	0.00
	Total	355	7551.50	21.27

Note 1: Senior Manager: Supervisory positions at grade 7 and above; Middle Manager: Supervisory positions at grades 4 to 6; Junior Manager: Supervisory positions at grade 3 and below.

Note 2: Other genders are self-identified by employees.

<table>
<tr><th>No.</th><th>Subject Matter Information</th><th>Corresponding Section</th><th>Applicable Criteria</th></tr>
<tr><td>3</td><td>
<table>
<tr><th colspan="2">2024 Cybersecurity Education and Training</th><th>No. of Attendance</th><th>Total Training Hours</th></tr>
<tr><td rowspan="2">Internal training</td><td>Information Security Education and Awareness</td><td>371</td><td>185.5</td></tr>
<tr><td>Social engineering drill training</td><td>20</td><td>30</td></tr>
<tr><td rowspan="2">External training</td><td>Information Security Governance and Personal Data Risk Analysis</td><td>1</td><td>7</td></tr>
<tr><td>Website & Server Hacker Defense Strategy and Secure Password Protection</td><td>2</td><td>12</td></tr>
</table>
</td><td>2.5 Cybersecurity And Customer Privacy Protection</td><td>In 2024, the total training hours completed in accordance with the Company’s definition of information security.</td></tr>
</table>

No.	Subject Matter Information	Corresponding Section	Applicable Criteria
4		5.3.1 Talent Recruitment	GRI 401-1 2016 New Employee Hires and Employee Turnover

Gender and Age Distribution for New Employees

Category	Gender	2024	
		Number of employees	Percentage
Age 30 and under	Male	21	51.22%
	Female	4	9.75%
	Others	0	0.00%
Age 31 to 50	Male	13	31.71%
	Female	1	2.44%
	Others	0	0.00%
Age 51 and above	Male	2	4.88%
	Female	0	0.00%
	Others	0	0.00%
Total		41	100.00%

Note 1: "Under 30 years old" refers to individuals below the age of 31; "31–50 years old" refers to individuals aged 31 and above but below 51; "Over 51 years old" refers to individuals aged 51 and above.
Note 2: Other genders are self-identified by employees.

Gender and Age Distribution for Designated Employees

Category	Gender	2024	
		Number of employees	Percentage
Age 30 and under	Male	12	34.29%
	Female	2	5.71%
	Others	0	0.00%
Age 31 to 50	Male	12	34.29%
	Female	2	5.71%
	Others	0	0.00%
Age 51 and above	Male	6	17.14%
	Female	1	2.86%
	Others	0	0.00%
Total		35	100.00%

Note 1: "Under 30 years old" refers to individuals below the age of 31; "31–50 years old" refers to individuals aged 31 and above but below 51; "Over 51 years old" refers to individuals aged 51 and above.
Note 2: Other genders are self-identified by employees.

No.	Subject Matter Information	Corresponding Section	Applicable Criteria
5		2.2.1 Board of Directors 5.1.2 Workforce Diversity and Equal Opportunities	GRI 405-1 2016 Diversity of Governance Bodies and Employees

Gender	Number of Board members	As a Percentage of the Board of Directors
Female	1	11.11%
Male	8	88.89%

Age	Number of Board members	As a Percentage of the Board of Directors
Age 31 to 50	0	0.00%
Age 51 to 70	6	66.67%
Age 71 and above	3	33.33%

Note 1: Ages 31–50 refer to individuals who have reached 31 but are not yet 51; ages 51–70 refer to individuals who have reached 51 but are not yet 71; ages 71 and above refer to individuals who have reached 71.

Employee Gender and Age Distribution			
Age	Gender	2024	
		Number of employees	Percentage
Age 30 and under	Male	67	18.87%
	Female	6	1.69%
	Others	0	0.00%
Age 31 to 50	Male	158	44.51%
	Female	57	16.06%
	Others	0	0.00%
Age 51 and above	Male	40	11.27%
	Female	27	7.60%
	Others	0	0.00%
Total		355	100.00%

Note 1: “Under 30 years old” refers to individuals below the age of 31; “31–50 years old” refers to individuals aged 31 and above but below 51; “Over 51 years old” refers to individuals aged 51 and above.
Note 2: Other genders are self-identified by employees.

Employees from Minority or Disadvantaged Groups		
Category	2024	
	Number of employees	Percentage
Employees with Disabilities	3	0.85%
Foreign Employees	92	25.92%
Indigenous Employees	0	0.00%

No.	Subject Matter Information	Corresponding Section	Applicable Criteria

Gender and Age Distribution of Manager at All Grades

Grade	Gender	2024	
		Number of employees	Percentage
Senior Manager	Male	11	3.10%
	Female	3	0.84%
	Others	0	0.00%
Middle Manager	Male	17	4.79%
	Female	4	1.13%
	Others	0	0.00%
Junior Manager	Male	49	13.80%
	Female	10	2.82%
	Others	0	0.00%
Non-managerial Position	Male	188	52.96%
	Female	73	20.56%
	Others	0	0.00%
Total		355	100.00%

Grade	Age	2024	
		Number of employees	Percentage
Senior Manager	Age 30 and under	0	0.00%
	Age 31 to 50	6	1.69%
	Age 51 and above	8	2.25%
Middle Manager	Age 30 and under	0	0.00%
	Age 31 to 50	12	3.38%
	Age 51 and above	9	2.54%
Junior Manager	Age 30 and under	5	1.41%
	Age 31 to 50	38	10.70%
	Age 51 and above	16	4.51%
Non-managerial Position	Age 30 and under	68	19.15%
	Age 31 to 50	159	44.79%
	Age 51 and above	34	9.58%
Total		355	100.00%

Note 1: Senior Manager: Supervisory positions at grade 7 and above; Middle Manager: Supervisory positions at grades 4 to 6; Junior Manager: Supervisory positions at grade 3 and below.

Note 2: Other genders are self-identified by employees.

Note 3: Age 30 and under refers to individuals who are not yet 31; ages 31–50 refers to individuals who have reached 31 but are not yet 51; ages 51 and above refers to individuals who are 51 or older.

No.	Subject Matter Information	Corresponding Section	Applicable Criteria
6		4.1.1 Energy Management	GRI 302-1 2016 Energy Consumption Within the Organization

Internal Energy Consumption Unit of Consumption: GJ

Energy Category	2024	
	Consumption	Percentage %
Non-renewable Energy		
Purchased Electricity	76,435.9209	37.5770
Natural gas	28,680.7966	14.0999
Special Low-Sulfur Fuel Oil	22,838.4303	11.2277
Coal	0.0000	0.0000
Diesel	2,275.6821	1.1188
Gasoline	430.9292	0.2118
Renewable Energy		
Biomass Fuel	72,749.7733	35.7648
Self-generated Energy for Own Use	0.0000	0.0000
Total Energy Consumption	203,411.5324	100.0000

Note 1: The calorific value of purchased electricity is based on the "Table of Calorific Values of Energy Products" published by the Energy Administration, Ministry of Economic Affairs; Electricity (Consumption side); 860 kcal/kWh.

Note 2: The calorific value of natural gas is based on the "Table of Calorific Values of Energy Products" published by the Energy Administration, Ministry of Economic Affairs; (Domestic) Natural Gas; 8,000 kcal/m³.

Note 3: The calorific value of special low-sulfur fuel oil is based on the "Table of Calorific Values of Energy Products" published by the Energy Administration, Ministry of Economic Affairs; Fuel Oil; 9,600 kcal/L.

Note 4: The calorific value of coal is based on the "Table of Calorific Values of Energy Products" published by the Energy Administration, Ministry of Economic Affairs; Bituminous Coal – Fuel Coal; Other; 6,080 kcal/kg.

Note 5: The calorific value of diesel is based on the "Table of Calorific Values of Energy Products" published by the Energy Administration, Ministry of Economic Affairs; Diesel; 8,400 kcal/kg.

Note 6: The calorific value of gasoline is based on the "Table of Calorific Values of Energy Products" published by the Energy Administration, Ministry of Economic Affairs; Motor Gasoline; 7,800 kcal/kg.

Note 7: Biomass fuel refers to wood pellets. The calorific value is based on the supplier's wood pellet calorific value test report and is calculated as the weighted average calorific value according to the amount of wood pellets used. The calorific value of wood pellets in 2024 was 4,194 kcal/kg.

Note 8: The conversion unit for calorific values is based on the "Common Energy Unit Conversion Table" published by the Energy Administration, Ministry of Economic Affairs; 1 kcal = 4.187 kJ.