

No.	Major target and project management	
1	Target	Safety and health education and training hours statistics up to 500 hours per year
	Project management	<ol style="list-style-type: none"> 1. Continue conducting safety and health education and training for new recruits. 2. In 2023, internal education and training courses will be planned and included in individual required hours based on the nature of each employee's work. Course topics include: office operations hazards and preventive measures, project construction risk assessment and preventive measures, safety and health management standards, etc. 3. After the required courses are opened, all employees will be notified of the course schedule via email regularly and their attendance will be tracked. Upon completion of the course, all materials will be uploaded to the E-Learning platform for employees to access at any time. 4. Online courses on electrical safety operation and ceiling safety operation have been added to provide employees with flexibility in scheduling study time and increase their willingness to learn.
	Status description	<ol style="list-style-type: none"> 1. Employees are not familiar enough with safety regulations and lack awareness to immediately stop vendors from violating safety and health regulations. 2. Employees are not willing to engage in E-Learning, have low self-learning motivation, leading to insufficient knowledge of occupational health and safety education. 3. Electrical operation and ceiling operation are currently common tasks, and are also a common type of deficiency in 2022. However, there are currently no high-risk work hazard prevention materials related to these tasks available on the E-Learning platform for employees to learn. .
	Course of action	<ol style="list-style-type: none"> 1. Continue to conduct a 3-hour general safety and health education training for new recruits. Those who are unable to complete the training on the day of employment must complete the training on the E-learning platform within one month. In 2023, a total of 51 new recruits completed the training . 2. The required courses for the year 2023 include office operations hazards and preventive measures, project construction risk assessment and preventive measures, safety and health management standards, safety and health management plan training, and introduction to safety and health procedure standards. All required personnel have completed the courses. 3. Regularly notify employees who have not completed the training to complete it on the E-Learning platform via email. All materials have been uploaded to the platform for employees to access at any time after completing the required courses. 4. In 2023, a total of 4 new educational training materials have been added, including training on preventing electric shock, hazards of working on ceilings, hazards of working in confined spaces, and outdoor safety and health education during cold weather. These materials are available online for employees to access at any time . 5. The total duration of internal occupational health and safety training in 2023 is 1,456 hours.
2	Target	The annual safety and health audits and consultations have reached 75 times
	Project management	<ol style="list-style-type: none"> 1. Conduct mandatory safety and health counseling for new construction projects, instruct safety and health personnel on the safety and health management process and forms for new facilities, and conduct the first audit within one month after counseling to review their compliance status. 2. During safety and health counseling sessions, the counseling records and attendance sheets should be completed. The results of the counseling and the site's safety and health performance should be communicated to relevant personnel and supervisors. 3. For construction sites with a compliance rate below 60%, mandatory re-inspections or guidance will be arranged based on the audit conclusions and issues encountered during site execution, followed by another re-inspection. 4. Conduct two physical safety and health education trainings annually to enhance safety awareness and optimize management skills of safety personnel. They will also serve as seed participants to teach other responsible personnel to establish safety and health documents and procedures.

No.	Major target and project management	
		5. For each department with an audit compliance rate below 70% every quarter, they are required to submit an Occupational Safety Compliance Improvement Plan and diligently implement corrective and preventive action measures.
	Status description	<p>1. In 2022, there were 86 site audits and 3 consultations conducted. The overall compliance rate for health and safety was 76%.</p> <p>2. The increase in audit frequency leads to a decrease in overall compliance rate, indicating that a simple audit management approach cannot improve overall compliance.</p> <p>3. During the early stages of establishing a new project, the personnel responsible for safety and health were unable to effectively set up documents and management processes. In smaller projects, safety and health duties were carried out by engineers who lacked familiarity with safety and health document forms.</p> <p>4. The low seniority ratio of safety officers leads to poor implementation of onsite safety management.</p>
	Course of action	<p>1. Thirteen safety and health counseling sessions have been conducted for the newly constructed project. The safety and health management processes and forms have been taught to the safety and health personnel. The first internal audit of the new construction project has achieved a compliance rate of over 85%.</p> <p>2. The safety and health counseling records and attendance for the new project have all been completed, and the results and safety and health implementation status have been provided to all relevant personnel and supervisors.</p> <p>3. Have conducted 2 safety and health education training physical courses, the implementation status is as follows.</p> <p>(1) 35 people completed the Safety and Health Management Standard course and all passed the test.</p> <p>(2) A total of 34 participants attended the Occupational Safety and Health Management Plan and Risk Assessment course, and completed the practical risk assessment exercises.</p> <p>4. Completed 83 internal audits with no department scoring below 70% each quarter.</p>
3	Target	Comprehensive inspection (measurement) of wires and illuminance in the offices of the head office and each operation office, and keep the illuminance above 500 meters
	Project management	<p>1. Wiring inspections are conducted in January, April, July and October. Damaged wires should be replaced immediately. Any induction problem should be solved.</p> <p>2. In January, April, July and October, the company conducts lighting inspections to maintain sufficient illumination in the workplace, providing a comfortable and safe operating environment for employees and preventing eye/vision-related problems. (The office illumination remains above 500 meters.)</p> <p>3. Damaged light fixtures should be replaced immediately.</p>
	Status description	<p>1. Provide a safe electrical environment to prevent employees from electric shock, continuously secure electrical wires, replace damaged and aging wires, and promote safety awareness in electrical use.</p> <p>2. Typically, after 8,000-10,000 hours of use, fluorescent tubes experience a 20% - 30% decrease in brightness, leading to insufficient lighting in office spaces.</p> <p>3. Carry out lighting inspection of the head office and each operation office.</p>
	Course of action	<p>1. Office wiring inspections were conducted in January, April, July, and October. Damaged and old wires were immediately replaced, and employee concerns regarding electrical shocks were addressed.</p> <p>2. In May and November 2023, electric shock prevention and electrical safety promotion were conducted.</p> <p>3. Measure the illuminance in the head office and operational offices in January,</p>

No.	Major target and project management	
		<p>April, July, and October to ensure it reaches at least 500 lux.</p> <p>4. Damaged light tubes have been replaced when reported by staff or during regular inspections.</p>
4	Target	Complete the conversion to the ISO14064-1:2018, obtain third-party verification, and publicly disclose energy consumption and all greenhouse gas emissions containing scopes 1, 2, and 3
	Project management	<p>1. Assess resource requirements for version conversion and hire a consulting company for guidance, review company forms and standard documents, and adjust and optimize them according to the ISO14064-1:2018.</p> <p>2. Collect scope 1, 2, and 3 data from the previous year according to Company's SH-EP-0417 Greenhouse Gas Inventory and Management Procedure A, calculate emissions, and prepare inventory-related documents.</p> <p>3. From March to May 2023, the verification will be carried out by an appointed verifier to obtain a statement.</p> <p>4. Publicly disclose energy consumption and all greenhouse gas emissions containing scopes 1, 2, and 3 from June to December 2023 on the company's website and in the sustainability report</p>
	Status description	<p>1. In recent years, with the impact of global warming and climate change, reducing carbon emissions to protect the Earth has become an international consensus, and countries are working towards achieving net zero emissions by 2050.</p> <p>2. The FSC is promoting the "Sustainable Development Path for Listed Companies" plan, requiring all listed companies to complete a greenhouse gas inventory by 2027 and verify greenhouse gas emissions by 2029.</p> <p>3. The company's greenhouse gas inventory has not yet undergone ISO14064:2018 transition verification</p>
	Course of action	<p>1. Completed conversion to ISO 14064-1:2018.</p> <p>2. The emissions data for scope 1, 2, and 3 for the previous year have been collected and calculated according to our company's SH-EP-0417 Greenhouse Gas Inventory and Management Procedure A, and the inventory documents have been prepared. The procedure has been revised to version B based on the actual situation.</p> <p>3. In March to May 2023, third-party verification unit was commissioned for verification, and a statement was obtained in May.</p> <p>4. By June 2023, energy consumption and all greenhouse gas emissions containing scopes 1, 2, and 3 have been disclosed on the company's website and in the sustainability report.</p>