

No.	Major target and project management	
1	Target	Safety and health education and training hours statistics up to 800 hours per year
	Project management	<ol style="list-style-type: none"> 1. Provide new employees with 3 hours of general safety and health education to understand company safety guidelines and standards. 2. Develop mandatory courses for employees based on their job nature to ensure they acquire knowledge of hazard prevention measures. 3. Conduct quarterly regulatory reviews and upload the review list to the document management system for all employees to access updated regulatory information. 4. Add necessary safety and health education courses and timely information to the online learning platform for employees to learn at their own pace. 5. Hire external lecturers to provide high-quality training courses and materials to ensure training quality.
	Status description	<ol style="list-style-type: none"> 1. Employees lack experience in judging work environment risks and hazard prevention, unable to immediately identify and take effective protective measures. 2. Employees are unfamiliar with newly revised safety and health regulations, unable to keep up with the times in terms of on-site safety and health control. 3. Employees have basic safety and health concepts, but still need to cultivate a company-wide safety and health culture and establish and implement industrial safety's three protections (self-protection, mutual protection, and supervisory protection).
	Course of action	<ol style="list-style-type: none"> 1. Newly hired employees received 3-hour general safety and health training, with 67 employees completing the training in 2024. 2. In-house training courses were held to improve hazard recognition and prevention measures, with 139 office staff and 263 field staff passing the courses. 3. Regulatory inspection was completed in March, June, September, and December 2024, with results announced to all employees. 4. 20 safety and health education courses and current events were uploaded to the online learning platform for employees to access at their convenience. 5. Hired external instructors to co-organize 4 safety and health courses. <ol style="list-style-type: none"> (1) 69 participants in the analysis of judicial and accident liability cases. (2) 15 participants in ISO management system internal auditor training. (3) 16 participants in the high-rise building fire, earthquake escape and emergency first aid propaganda. (4) 24 participants in the occupational safety and health management practice. 6. Increase interaction in class through face-to-face teaching, allowing colleagues to gain a deeper impression and absorb knowledge more effectively. 6. The total training hours for internal safety and health education reached 2,200.5 hours in 2024.
2	Target	The overall compliance rate for safety and health audits reached 88% in 2024.
	Project management	<ol style="list-style-type: none"> 1. Sites with internal audit compliance rates below 70% will undergo re-inspection or guidance and re-inspection after audit closure and problem identification. 2. Departments with audit compliance rates below 75% will be required to submit a Work Safety Compliance Improvement Plan and implement corrective and preventive measures. 3. Mandatory safety and health guidance measures will be implemented for new construction sites, with safety and health management procedures and forms taught to safety and health personnel, followed by a first audit within one month. 4. The Occupational Safety Department will conduct safety and health promotion activities every quarter, with topics selected based on high-risk deficiencies or high violation rates, and all contractors and Acter management personnel must participate. 5. Two in-person training courses will be planned for safety and health personnel, with external instructors hired to teach courses on safety and health management skills enhancement and essential knowledge improvement.
	Status description	<ol style="list-style-type: none"> 1. The overall safety and health audit compliance rate for 2023 was 87.46%. 2. Despite the overall compliance rate, there were still high-risk hazards, indicating that engineers and safety personnel were unable to effectively assess and prevent

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		<p>hazards.</p> <p>3. The top three internal audit violations for 2023 were document management (146 cases), equipment inspection (30 cases), and high-altitude operations (23 cases), showing that safety document establishment, equipment control, and high-altitude operation management need improvement.</p> <p>4. The safety personnel have low seniority, lacking experience and essential skills in on-site safety and health management.</p>
	Course of action	<p>1. No construction sites had a compliance rate below 70% in 2024. In 2025, sites that fail to meet standards will undergo mandatory re-inspections or receive guidance.</p> <p>2. Each department had a quarterly compliance rate of at least 75% in 2024. In 2025, departments that fail to meet standards must submit a detailed improvement plan.</p> <p>3. We completed 44 guidance sessions for new projects and personnel in 2024, followed by initial audits within a month to review safety and health management implementation.</p> <p>4. We co-hosted six on-site safety and health promotion events in 2024, and conducted daily inspections, toolbox meetings, and organizational meetings to promote safety.</p> <p>5. We held two safety and health training courses in March and November 2024, hiring external experts to teach topics like legal liability and safety management techniques.</p> <p>6. The overall compliance rate for safety and health audits in 2024 was 88.3%.</p>
3	Target	The headquarters achieved a 95% monthly waste paper recycling rate in the 19th and 20th floors in 2024.
	Project management	<p>1. Check the paper recycling areas near the copiers on 19F and 20F monthly and record the status.</p> <p>2. If non-compliance is found, send emails with photos to all office staff.</p> <p>3. Periodically remind office staff that single-sided waste paper can be reused as scratch paper or note paper, reducing the use of blank paper.</p>
	Status description	<p>1. Unused necessary documents from 2023 are reused and placed next to the copiers on 19F and 20F for single-sided scrap paper.</p> <p>2. Colleagues have a habit of using single-sided scrap paper and recycling it, but it needs to be maintained and implemented continuously.</p> <p>3. Some colleagues still throw away recyclable paper directly into the trash can without reusing it.</p>
	Course of action	<p>1. Monthly inspections of paper recycling at the 19F and 20F copiers to track progress and record on the recycling rate statistics table.</p> <p>2. No non-compliance issues were found during 2024 annual inspections; any future issues will be reported to all staff via email with photos.</p> <p>3. Occasional verbal and email reminders to promote creative reuse of single-sided paper.</p> <p>4. The 19F and 20F achieved a 100% paper recycling rate in 2024, with no non-compliance issues.</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. Collect data and calculate emissions for Scopes 1, 2, and 3 based on the company's procedure SH-EP-0417.</p> <p>2. Verify the data through a third-party audit from March to June and obtain a statement.</p> <p>3. Disclose energy consumption and greenhouse gas emissions for Scopes 1, 2, and 3 on the company website and sustainability report from July to December.</p>
	Status description	<p>1. The FSC promotes the Sustainable Development Path for Listed Companies plan, requiring all listed companies to complete greenhouse gas inventories by 2027 and verification by 2029.</p> <p>2. In 2023, we completed the transition and verification of ISO 14064-1:2018 and will continue to conduct inventories and verifications in 2024.</p>

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	Course of action	<ol style="list-style-type: none">1. Collected data, calculated emissions, and prepared relevant documentation for Scopes 1, 2, and 3 according to the company's procedure SH-EP-0417.2. A third-party verification was conducted and a statement was obtained from March to May 2024.3. The company's energy consumption and greenhouse gas emissions for Scopes 1, 2, and 3 were disclosed on the company's website and in the sustainability report in July 2024.