

No.	Major target and project management	
1	Target	Organize 6 employee health promotion events
	Project management	1.To build employees' exercise habits and increase participation, an app-based step-count walking competition will be held in May. Employees from different cities can join, complete daily goals, and earn rewards through simple step tracking. 2.To understand employees' physical condition and help plan targeted exercise, a fitness assessment in collaboration with Tunghai University is scheduled for June. Tests will include strength, endurance, flexibility, and cardiovascular health. Professionals will analyze results and suggest suitable exercise methods for better effectiveness. 3.To reduce musculoskeletal injuries, physical therapy sessions will be held from June to August. Physical therapists will provide one-on-one consultations and body evaluations to identify pain areas and causes, offer correct stretching guidance, posture adjustments, and recommend appropriate relief methods. 4.To lower oral cancer rates in the construction industry, oral cancer screening events with anti-betel nut education will take place in March and October. Free screenings and educational talks will be provided. Those with abnormal results will be individually notified by the screening hospital for follow-up treatment and monitoring.
	Status description	1. In 2025, the top three abnormal health check results among employees were BMI, cholesterol, and waist circumference. 2. Most employees eat out frequently, consuming high-fat, high-sodium, or processed foods and lacking regular exercise, leading to decreased metabolism and immunity, increasing risks of hypertension, obesity, cardiovascular diseases, diabetes, and kidney-related illnesses. 3. Office staff mainly sit for long periods working on computers, while site staff stand and walk for extended times. Both prolonged sitting and standing can cause body and musculoskeletal pain. 4. According to the 2022 cancer registry by the Ministry of Health and Welfare, oral cancer ranks sixth among the top ten cancers. The construction industry has high rates of betel nut chewing and smoking, significantly increasing the risk of oral cancer.
	Course of action	1. From May 5 to June 1, 2025, a month-long ultra slow jogging event was held with 40 participants, totaling 1,392,910 steps, 41,787 calories burned, and a total carbon reduction of 197.7 kg. 2. On August 8, 2025, partnered with Tunghai University to conduct a tech-based fitness assessment for 33 participants, including body composition, muscle strength, flexibility, and cardio tests. Professionals explained results, provided health education, and gave personalized exercise plans. 3. Physical therapy sessions were held on July 18 (Zhongli office) and August 21 (Tainan Dacheng) with 18 participants, focusing on treating discomfort and guiding rehabilitation exercises. Both office and site staff received advice on preventing musculoskeletal issues related to office work. 4. Two free oral cancer screenings without betel nut use were planned for March and October. Only one was held on March 21 at TSMC Kaohsiung with 39 participants; no abnormalities were found. The October event was canceled due to hospital workload. Next year, events will avoid hospital peak periods to ensure smooth screenings.
2	Target	Internal Safety and Health Training Hours Total 800 Hours/Year
	Project management	1. Provide 3 hours of general safety and health training for new employees to familiarize them with company safety rules and standards. 2. Develop mandatory courses on hazards and prevention based on job nature for both site and office staff to ensure proper knowledge. 3. Conduct quarterly legal reviews linked to company standards, helping employees understand relevant regulations and upload updates to the document management system. 4. Offer necessary safety courses and current information on an online learning platform, allowing flexible, self-paced learning. 5. Hire external instructors to provide diverse, high-quality training based on employee course surveys to meet learning needs.
	Status description	1. Due to increased workload and staffing, new employees lack experience in identifying hazards in the work environment and cannot promptly detect risks or take effective protective measures. 2. Employees are unfamiliar with the newly revised safety and health regulations, causing on-site safety control to fall behind current standards.

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		3.While employees have basic safety and health awareness, the concepts of the three protections (self-protection, mutual protection, and supervision) need to be fully implemented, reinforced, and maintained among all staff.
	Course of action	1.Provided 3-hour general safety and health training for new employees, helping them understand company safety rules and standards; a total of 143 new hires completed the training in 2025. 2.Planned and conducted mandatory internal courses based on job nature in 2025, with post-course tests to confirm learning outcomes: ■ Office staff: Office Operation Hazards and Prevention, completed by 274 employees; ■ Site staff: Construction Operation Hazards and Prevention, completed by 390 employees. 3.Completed regulatory identification in March, June, September, and December 2025; uploaded results to document management system for company-wide awareness; revised company procedures, standards, and forms accordingly to meet regulations. 4.Launched 25 safety and health training courses on the online learning platform in 2025, allowing employees to choose content based on their needs and schedules. 5.Hired external experts to conduct 5 in-person safety training sessions in 2025, including: ■ Occupational Safety and Health Skill Certification (17 passed) ■ Emergency Response, Evacuation, and Disaster Rescue Awareness (21 passed) ■ Contractor Responsibility and Occupational Disaster Response (3 sessions, 127 participants) 6.Conducted course surveys to understand employee learning needs and preferences, enhancing engagement and satisfaction with safety and health training.
3	Target	In 2025, the overall safety and health audit compliance rate reached 88%, with documentation deficiencies reduced by 2% compared to last year.
	Project management	1.Construction sites with audit compliance below 70% will be prioritized for one-on-one coaching, followed by a re-audit within one month to ensure improvement. 2.Departments with quarterly audit compliance under 70% must submit a detailed and actionable improvement plan with goals, steps, and a timeline. The Quality Insurance & safety Department will regularly monitor progress. 3.New construction or expansion projects and newly hired safety personnel will receive mandatory guidance on safety processes and documentation. A follow-up internal audit will be conducted within one month to assess implementation. 4.Plan two in-person safety training sessions annually, inviting external instructors. Topics include strengthening safety regulations knowledge, certification support, occupational accident law, and crisis management to enhance practical skills and response. 5.The Quality Insurance & safety Department will organize three safety theme months per year, each lasting three months, focusing on high-risk or high-violation areas based on audit results. Projects will promote daily awareness and inspections. Key sites will hold onsite lectures with experiential and interactive teaching to boost learning outcomes.
	Status description	1.The overall safety and health audit compliance rate for 2024 is 88.3%. Although the target has been met, continuous improvement is needed to maintain the occupational safety and health management system. 2.The audit still identified Class A (immediate hazard) violations, indicating that on-site engineers and safety personnel need to improve their hazard assessment and control skills for high-risk tasks. 3.Safety personnel have relatively limited experience and seniority, and their ability to manage on-site operations and implement corrective actions needs enhancement. 4.The highest number of audit violations was in document management with 89 cases, showing room for improvement.
	Course of action	1.The overall internal safety and health audit compliance rate for 2025 was 82.26%, with document deficiencies increasing by 1% compared to 2024, failing to meet the set target. 2.All sites with audit compliance rates below 70% were mandatorily coached once, followed by a re-audit within a month to ensure improvements and rates above 70%. 3.No departments had quarterly compliance rates below 70% in 2025; if any fall below 70% in the future, they will be required to submit a “Compliance Improvement Plan,” with ongoing monitoring and audits by the Quality Insurance & safety Department. 4.All new projects and newly hired safety personnel completed coaching and were audited within a month to confirm effectiveness and proper use of forms.

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		5. Occupational safety skills certification training and contractor responsibility with disaster response practical training were conducted in Q1 and Q4, strengthening safety personnel and supervisors' knowledge and response capabilities through professional instructors. 6. Three themed monthly activities were held on fall protection use and inspection, musculoskeletal hazard prevention, and fire and explosion hazard prevention; all projects completed promotional postings and campaigns, with the Quality Insurance & safety Department co-hosting interactive lectures across six projects to enhance learning. 7. Although improvement methods and steps for 2025 were completed, due to compressed timelines for large projects and labor shortages in construction, many projects hired new contractors without complete documentation to meet deadlines. Additionally, these workers were unfamiliar with tech factory regulations, leading to a higher defect rate. 8. This issue will be adjusted according to the company's project types and included in the 2026 goals for continued improvement.																	
4	Target	In 2025, the headquarters' per capita electricity use was 6% below the benchmark.																	
	Project management	1. Offices switched to T5 lighting with zoned controls and conduct regular inspections to ensure lights and equipment are turned off when not in use. 2. Printer and fax machines are maintained by vendors, set to power-saving mode, with random checks to confirm proper operation. 3. From March to May, data was spot-checked and verified by a third-party sustainability report auditor. 4. From July to October, the sustainability report, including energy use and emissions data, was published on the company website.																	
	Status description	1. Environmental sustainability is an international trend. Beyond implementing environmental management systems and policies, we integrate energy-saving and carbon reduction practices into daily operations to lower headquarters' electricity use.																	
	Course of action	1. Baseline: Per capita electricity use is 1.036 GJ/person (calculated from November 2023 to October 2024, based on management plan preparation and electricity bill periods). 2. In 2025, per capita electricity use was 0.895 GJ/person, achieving the target and 6% below the baseline. <table border="1"> <thead> <tr> <th>Item</th><th>2024 (Baseline)</th><th>2025 (Actual)</th></tr> </thead> <tbody> <tr> <td>Total electricity (kWh)</td><td>113,118</td><td>112,630</td></tr> <tr> <td>Total electricity (GJ)</td><td>407.22</td><td>405.47</td></tr> <tr> <td>Year-end employees</td><td>4,716</td><td>5,431</td></tr> <tr> <td>Average employees</td><td>393</td><td>453</td></tr> <tr> <td>Per capita (GJ/person)</td><td>1.036</td><td>0.895</td></tr> </tbody> </table> 3. Office lighting upgraded to T5 tubes with zoned power controls; regular checks ensure lights and unnecessary equipment are turned off. 4. Vendor performs regular maintenance and sets power-saving mode on printer and fax machines; management conducts random checks to ensure low energy use when not in operation. 5. In May 2025, a third-party verifier audited and verified energy use data, enhancing accuracy and credibility. 6. Energy use and emission information has been publicly disclosed on the company website since July 2025 to enhance transparency and stakeholder communication.	Item	2024 (Baseline)	2025 (Actual)	Total electricity (kWh)	113,118	112,630	Total electricity (GJ)	407.22	405.47	Year-end employees	4,716	5,431	Average employees	393	453	Per capita (GJ/person)	1.036
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5	Target	Head Office and Operational Offices Electrical and Lighting Inspections																	
	Project management	1. Regularly inspect office wiring in January, April, July, and October; promptly replace damaged or outdated wiring to prevent electric shocks. 2. Conduct two annual electric shock prevention awareness campaigns to strengthen staff safety consciousness. 3. Provide electric shock prevention training courses on the online learning platform for staff to take voluntarily. 4. Measure lighting levels in January, April, July, and October to ensure illumination stays above 500 lux; replace dim or old bulbs immediately to prevent eye strain.																	

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		5. Replace broken or reported light bulbs promptly during regular days.
	Status description	1. Provide a safe electrical environment for colleagues, including ongoing electrical wire reinforcement, replacing damaged or old wires when necessary, and promoting proper electrical safety awareness. 2. Long-term use of light fixtures causes decreased illumination, leading to insufficient office lighting. 3. According to Occupational Safety and Health Regulation Article 313, general office spaces must have at least 300 lux; regular measurements are conducted by the head office and each operational unit to ensure compliance.
	Course of action	1. Conduct quarterly office electrical wire inspections and promptly replace damaged or old wiring. 2. Send emails in May and November to promote electrical safety awareness, including sharing shock cases to educate colleagues. 3. Offer electrical safety training courses on the online learning platform and include electrical knowledge in internal training sessions to ensure safe electrical practices. 4. The head office and all operation centers have conducted lighting level checks in January, April, July, and October, maintaining over 500 lux, meeting standards. 5. Replace broken light bulbs immediately to ensure proper lighting; conduct weekly inspections of electrical equipment, all in good working condition.