Anji Technology Co., Ltd.

2024
Sustainability Report
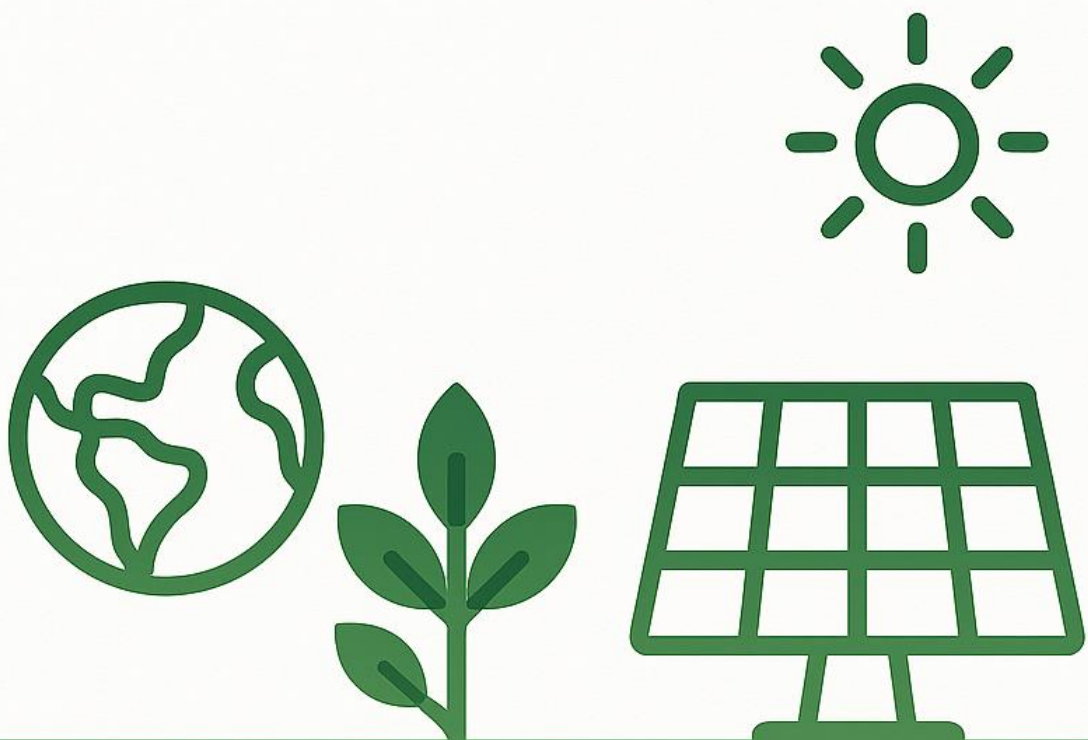
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1. Report Information

1.01 Message from the Management

In recent years, topics such as carbon neutrality, net-zero emissions, and ESG have continued to draw significant attention. Industries worldwide face ongoing challenges related to energy conservation and carbon reduction. This macroenvironmental trend has brought positive benefits to the sector in which our Company operates. Governments across different countries have introduced various incentive programs for solar power generation. In Taiwan, the government is actively advancing renewable energy policies to achieve its vision of a nuclear-free homeland. As corporations' demand for green electricity continues to rise, our Company is strengthening its capabilities through collaboration with upstream and downstream partners based on our solid foundation.

Looking back at 2024, the re-election of former U.S. President Donald Trump and his push for tariff-oriented policies aimed at reshaping the global order created potential shifts among global economic systems. Several regional conflicts—including the Russia–Ukraine war and tensions in the Taiwan Strait—also remained unresolved. Entering 2025, the world faces multiple challenges: the lingering social and economic effects of the COVID-19 pandemic, geopolitical instability, environmental pressures arising from climate change, and growing uncertainties in supply chains and global trade. These challenges underscore the complexity of our era and highlight the need for collective global efforts to strengthen Environmental, Social, and Governance (ESG) actions, fostering a greener and more equitable.

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1.02 About the Company

● Company Overview

The Company was officially established in February 2007 and is headquartered in Tainan City, Taiwan. We primarily manufacture solar photovoltaic (PV) modules used in solar power generation systems. Through our advanced technical expertise, superior product quality, and commitment to innovation, we have built an outstanding reputation in the industry. In addition to manufacturing, we invest in solar power plants to provide stable returns for our shareholders.

Over the years, Anji has been dedicated to the energy sector, consistently delivering high-quality products while upholding rigorous environmental standards, valuing natural ecosystems and social welfare, and fulfilling corporate social responsibility to achieve sustainable development.

To strengthen long-term operations and respond to industry transformation, Anji diversified into the 3D printing sector in 2018 through its investment in Yuanrong Metal Powder Co., Ltd., leveraging 3D metal powder technology. This move creates vertical integration and provides comprehensive solutions, enabling greater revenue diversification, profit stability, and risk mitigation from reliance on a single industry.

Anji Technology Co., Ltd. — Company Profile (English Version)
● **Company Name**│ Anji Technology Co., Ltd.
● **Company Type**│ Public Listed Company (Ticker: 6477)
● **Chairman**│ Mr. Kuo-Tung Huang
● **President**│ Mr. Chia-Jung Hsu
● **Date of Establishment**│ February 13, 2007
● **Industry Category**│ Optoelectronics Industry
● **Main Products and Services**│
– Solar photovoltaic modules
– Energy technology services
● **Paid-in Capital**│ NT$1.2 billion
● **Number of Employees**│ 113
● **Countries of Operation**│ Republic of China (Taiwan)
● **Headquarters Address**│ No. 19, Keji 5th Road, Annan District, Tainan City, Taiwan
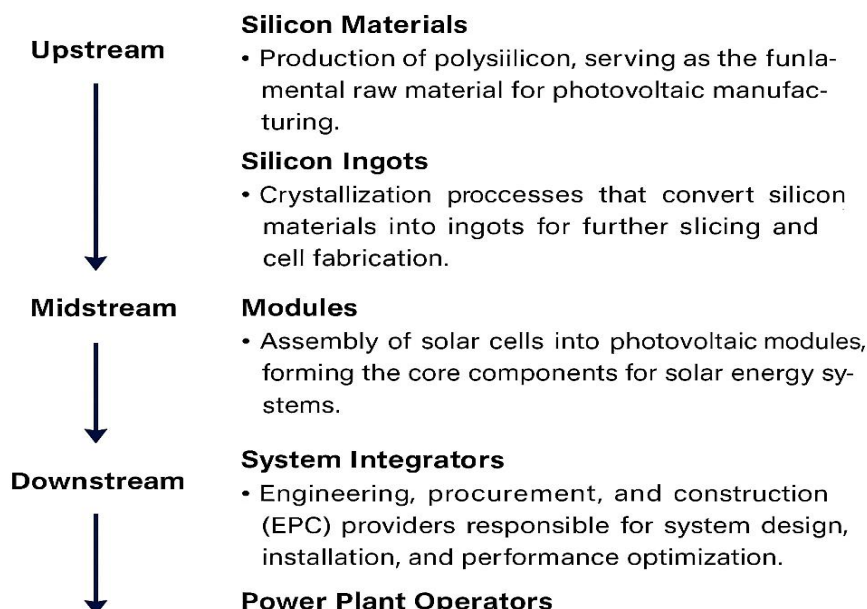
● Value Chain Overview

The mainstream crystalline silicon solar PV industry can be divided into the upstream segment (polysilicon/monocrystalline materials and ingot/wafer production), the midstream segment (solar cell manufacturing and module assembly), and the downstream segment (system installation). In addition, several peripheral industries support materials such as glass, flexible substrates, gases, target materials, pastes, dyes, electrode materials, as well as equipment.

Anji primarily engages in the production of solar PV modules while also investing in downstream solar power plants, positioning its business activities in the midstream-to-downstream segments of the value chain.

Anji's core competitive advantages include advanced production technology, cost management, and strong customization capabilities. In addition to assisting customers with new product development and module performance testing, Anji was among the first in the industry to develop ultra-thin double-glass modules and, in recent years, innovated a frameless module design, for which a patent has been obtained.

Each segment plays a critical role in ensuring product quality, operational reliability, and the advancement of renewable energy deployment.

Upstream

Silicon Materials
• Production of polysiilicon, serving as the funlamental raw material for photovoltaic manufacturing.

Silicon Ingots
• Crystallization proccesses that convert silicon materials into ingots for further slicing and cell fabrication.

Midstream

Modules
• Assembly of solar cells into photovoltaic modules, forming the core components for solar energy systems.

Downstream

System Integrators
• Engineering, procurement, and construction (EPC) providers responsible for system design, installation, and performance optimization.

Power Plant Operators

Value Chain Structure:

Value Chain Category	Value Chain Category	Value Chain Category
Suppliers	Components / Equipment	44
Suppliers	Services	32
Contractors	Processing / Engineering	28
Customers	Corporate Clients	862
Other Business Relationships	Strategic Partners	5

In 2024, Anji Technology observed the following adjustments within its value chain structure:

Addition of New Suppliers:

In response to stable market demand and to ensure consistent production and supply chain resilience, the Company onboarded four new suppliers during the year.

Increase in Customer Base:

Through proactive market expansion efforts in Taiwan, the number of domestic customers increased by 1% compared with 2023.

1.03 Report Information

1.03.1 Reporting Standards

This report is prepared with reference to the 2021 GRI Sustainability Reporting Standards issued by the Global Reporting Initiative (GRI) and adopts the disclosure principles of the Sustainability Accounting Standards Board (SASB). It is compiled in accordance with the Taiwan Stock Exchange's "Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" and the "Corporate Sustainability Best Practice Principles for TWSE/TPEx Listed Companies." The report outlines Anji's corporate social responsibility practices and performance. A detailed index table is available in the Appendix.

1.03.2 Reporting Period and Frequency

This is Anji's 8th Sustainability Report, published annually.

The 2024 report covers January 1, 2024 to December 31, 2024, disclosing both financial and non-financial information, including management approaches, material

topics, performance indicators, value chain management, and environmental and social initiatives. The report is also publicly available on our Company website.

- Previous report issuance: August 2024
- Current report issuance: August 2025

For completeness and comparability, some sections may include information prior to January 1, 2024 or beyond December 31, 2024, which will be disclosed within the respective section.

1.03.3 Reporting Boundary

This report covers Anji Technology Co., Ltd. (parent company only) and does not include subsidiaries in the consolidated financial statements.

1.03.4 Restatement of Information

There were no restatements of information in Anji's 2024 Sustainability Report.

1.03.5 External Assurance

This report has not been externally assured by an independent verification body.

1.03.6 Contact Information

If you have any questions regarding this report, please contact:

- **Responsible Unit:** Sustainability Development Task Force
- **Contact Person:** Winnie Lin
- **Phone:** 06-5105988 ext. 1201
- **Email:** winnie@anjitek.com
- **Company ESG Website:**
  https://www.anjitek.com/investor-zone
  https://www.anjitek.com/stakeholders

Report publication link：

https://www.anjitek.com/data-24687

ESG disclosure information：

https://esggenplus.twse.com.tw/inquiry/info/individual?companyCode=6477&year=2024&lang=zh-TW

2. Sustainability Management

2.01 Sustainability Development Strategy

The Company's primary sustainability strategies are as follows:

Environmental Protection

Reducing carbon emissions, increasing renewable energy use, and promoting the circular economy

Corporate Governance

Strengthening internal controls and financial transparency

Social Responsibility

Emphasizing employee well-being and social engagement

In response to growing attention to human rights and climate change, the Company has established an internal environment that promotes respect for human rights, diversity, equality, and inclusion. In addition, we implement carbon reduction measures, use renewable energy, and promote circular economy initiatives to contribute to environmental protection.

Looking ahead, the Company will continue to regard sustainability as a core value, actively promoting green energy transformation and environmental protection initiatives to address challenges such as climate change. We will pursue innovation and integration to continuously enhance our products and services, meeting customer needs while minimizing environmental impact. At the same time, we are committed to giving back to society through community development support and assistance for disadvantaged groups. We strive to become a company that contributes positively to both society and the environment, achieving our long-term sustainability goals.

2.02 Sustainability Governance Structure

2.02.1 Sustainability Governance Framework

The Company has established a **Sustainability Development Task Force**, coordinated by the Special Assistant to the Chairman (Manager level). Under this task force, we have formed the following subcommittees:

- Sustainability Development Subcommittee
- Labor–Management Committee
- Occupational Safety and Health Committee
- Supplier Management Subcommittee
- Risk Management Subcommittee
- Greenhouse Gas Inventory Subcommittee
- Social Engagement Subcommittee

Each subcommittee periodically reports to the Board of Directors through senior management.

The main responsibilities of the Sustainability Development Task Force include:

- Identifying sustainability issues related to operations and stakeholder concerns
- corresponding strategies and action plans
- Planning and executing annual sustainability initiatives
- Monitoring implementation results to ensure sustainability strategies are integrated into daily operations

The Board of Directors regularly reviews reports from the Sustainability Development Task Force, evaluates proposed sustainability strategies, tracks progress, and instructs adjustments when necessary.

Roles and Responsibilities of Each Subcommittee

Sustainability Development Subcommittee

Strengthens governance structure and internal control systems

Enhances Board operational efficiency and transparency

Reinforces risk management

Submits governance performance reports and improvement recommendations

Labor–Management Committee

Promotes employee training and talent development

Enhances compensation systems and welfare programs

Establishes a positive work environment and communication channels

Occupational Safety and Health Committee

Advises on occupational safety and health policies

Reviews safety and health training plans

Oversees health management, occupational disease prevention, and safety measures related to equipment, materials, and hazardous substances

Supplier Management Subcommittee

Implements supplier management policies in accordance with ISO 9001

Requires suppliers to comply with environmental, occupational safety, and labor practices

Includes violations in annual supplier evaluations and determines continuation of business relationships

Risk Management Subcommittee

Conducts risk assessment related to environmental, social, and governance (ESG) issues in accordance with internal control policies

Greenhouse Gas Inventory Subcommittee

Executes GHG emission inventories

Collects and analyzes departmental emissions data

Prepares annual GHG inventory reports

Social Engagement Subcommittee

Focuses on the Company's impact on employees, customers, suppliers, and communities

Promotes human rights protection, equal employment, and community development

Strengthens supply chain management and oversees charitable initiatives

Regularly evaluates performance and proposes improvement measures

The Company will continue to assess the feasibility of establishing a formal Sustainability Committee to further enhance organizational sustainability governance and expertise.

2.02.2 Operational Status

Promotion of Major Sustainability Matters

The Sustainability Development Task Force conducts regular discussions based on ESG strategies and implementation results. In the event of major ESG-related incidents—such as significant complaints or severe negative impacts—the task force must report investigation results and response actions to the Board of Directors.
In 2024, there were no major ESG incidents.
The Sustainability Development Task Force reported to the Board on November 7, 2024.

2.03 Board of Directors and Functional Committees

2.03.1 The Board's Role in Sustainability Governance
2.03.1.1 Oversight of Sustainability Governance
Oversight of Sustainability Projects
The Board of Directors guides long-term operational strategies and holds supervisory responsibilities. Each year, the Sustainability Development Task Force formulates sustainability strategies based on material topics and operational vision and reports these plans to the Board for approval before implementation.

Each subcommittee under the task force develops sustainability project plans, conducts risk assessments, and prepares response measures. Quarterly meetings are held to review risks and monitor progress. The Special Assistant to the Chairman consolidates the information and reports it to the Board.

Sustainability Reporting Management

The Sustainability Development Task Force conducts an annual materiality assessment by distributing surveys to senior management and stakeholders, analyzing impacts on economic, environmental, and social dimensions. Material topics are then presented to the Board.

The task force collects data and compiles content for the Sustainability Report, submits the draft to the Board for review, and publishes it after formal approval.

Report Data Collection and Drafting	Report Data Collection and Drafting	Report Data Collection and Drafting	Report Data Collection and Drafting
Sustainability Development Task Force	Sustainability Development Task Force	Sustainability Development Task Force	Sustainability Development Task Force

2.03.1.2 Oversight of Sustainability Performance Assessment

To strengthen corporate governance, the Company has established a board performance evaluation mechanism. Annual evaluations include:

- Board performance
- Committee performance (Audit Committee and Remuneration Committee)
- Individual director performance

Evaluation criteria cover ESG commitment, professional competence, role awareness, operational involvement, internal controls, and continued education. Evaluation results for 2024 were all positive and disclosed to the Board.

Performance Evaluation Criteria for the Board of Directors (Self-Assessment or Peer Assessment)

1. **Understanding of the Company's Goals and Mission**
2. **Awareness of Directors' Duties and Responsibilities**
3. **Level of Participation in Company Operations**
4. **Management of Internal Relationships and Communication**
5. **Professional Competence and Continuing Education of Directors**
6. **Effectiveness of Internal Control**

Performance Evaluation Criteria for Functional Committees of the Board of Directors
1. **Attitude and Level of Participation in Company Operations**
2. **Enhancement of the Board's Decision-Making Quality**
3. **Composition and Structure of the Board**
4. **Selection of Directors and Their Continuing Education**
5. **Effectiveness of Internal Control**

2.03.1.3 Continuous Education on Sustainability

The Company arranges annual training for its directors to enhance their knowledge in corporate governance, economic, environmental, and social topics.

In 2024, the Board completed 66 hours of training, averaging over 7 hours per director, exceeding the regulatory recommendation of 6 hours. Details are available in the Company's Annual Shareholders' Meeting Report (p. 22).
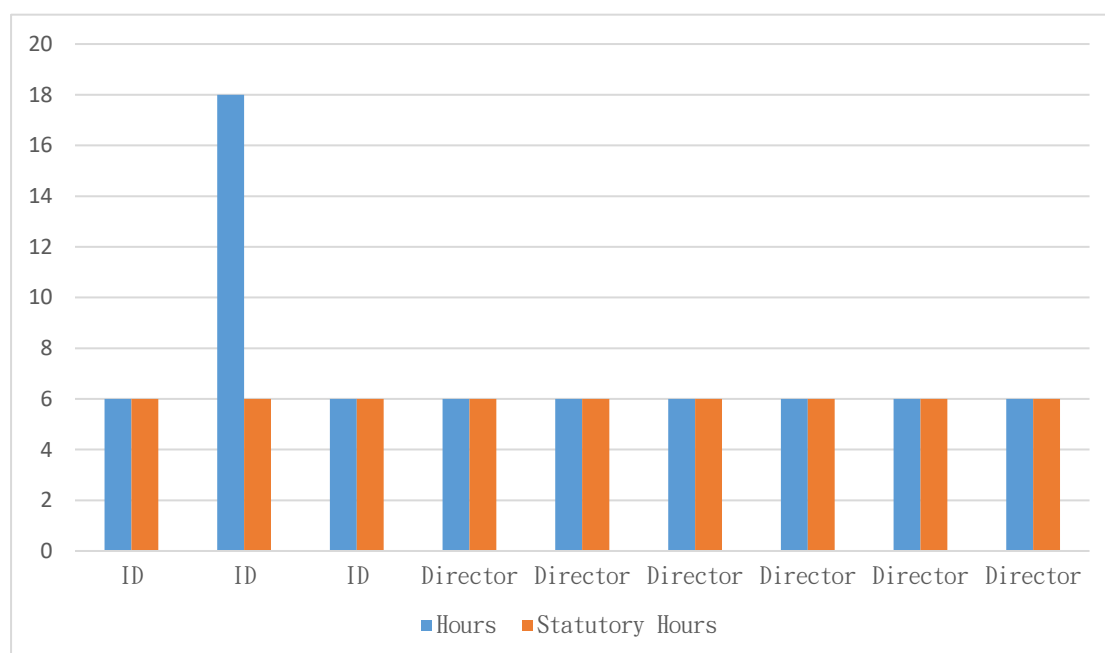
2.03.2 Board Structure and Operations
2.03.2.1 Composition and Diversity

Board Composition The current Board consists of **9 directors**, including **3 independent directors**, with **2 female directors (22%)**.

The term of office is **May 30, 2023 to May 29, 2026**.

Detailed information—such as gender, age, and concurrent positions—is disclosed in the Annual Shareholders' Meeting Report (p. 4).

Board Gender Distribution

22%

78%

- Male
- Female

Board Age Distribution

11%

89%

- 29 and Below
- 30 – 50
- 51 and Above
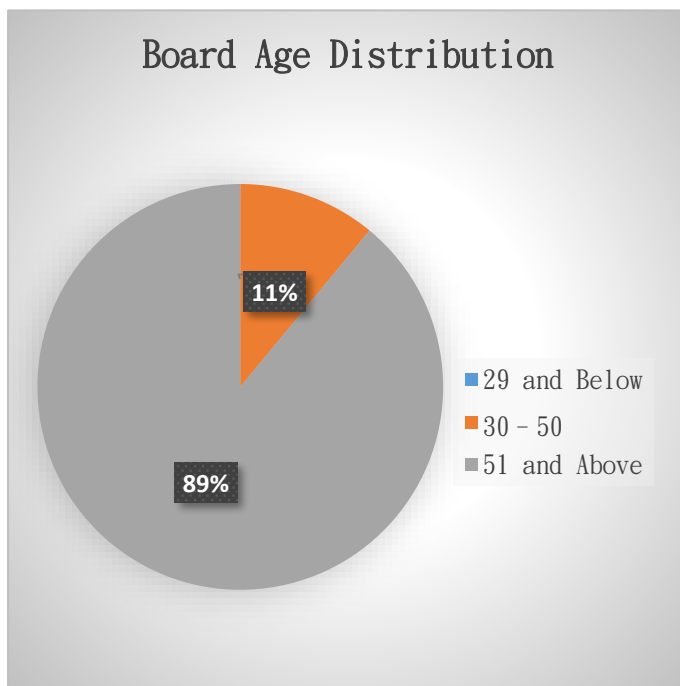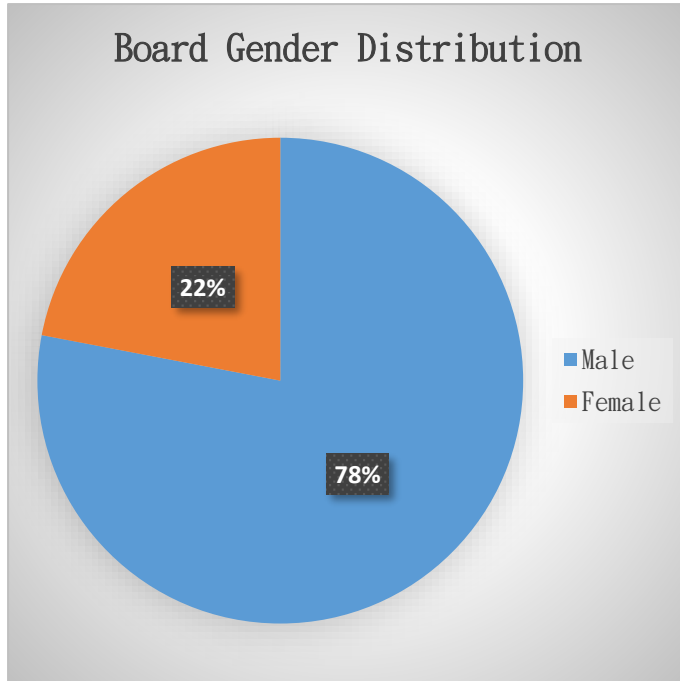
2.03.2.2 Operational Status of the Board

To strengthen corporate governance, Anji has established board performance goals, enhanced diversity, and appointed corporate governance officers to improve board effectiveness. Directors are covered under directors' liability insurance to mitigate risks and safeguard shareholder interests.

To maintain independence, directors with conflicts of interest must recuse themselves from discussions and voting and may not act as proxies for other directors.

The Board supervises management to ensure proper operations and continued growth. In 2024, the Company amended the "Corporate Governance Best Practice Principles" and the "Insider Trading Prevention Procedures" to strengthen governance.
The Board convenes at least once per quarter.
In 2024, 7 meetings were held with an attendance rate of 98%.
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2.03.2.3 Nomination and Selection

Anji selects director candidates based on their academic and professional background, independence, compliance with the "Director Election Regulations," and the "Corporate Governance Best Practice Principles." The Company also considers Board diversity, independence, resilience in responding to organizational challenges, and stakeholder expectations.

After the Board reviews candidate qualifications and suitability, the list of nominees is submitted to the Shareholders' Meeting for election.

In accordance with the Company Act, shareholders holding 1% or more of the total outstanding shares may propose director nominees in writing.

2.03.2.4 Conflict of Interest Avoidance

Directors of Anji exercise their duties in accordance with the Articles of Incorporation, the Rules of Procedure for Board Meetings, and applicable laws and regulations.

Under the conflict-of-interest provisions in the "Rules of Procedure for Board Meetings," a director must fully disclose the nature of any conflict if the director, the director's spouse, relatives within the second degree, or any entity under the director's control has an interest in a matter under discussion.
If the conflict is determined to potentially harm the interests of the Company, the director must recuse from participating in the discussion and voting and may not act as proxy for another director.

Disclosure of conflicts—including the director's name, the nature of the conflict, and the recusal record—is fully documented in Board meeting minutes to ensure transparency and compliance.
Information on cross-shareholdings, controlling shareholders, and related parties is disclosed in:

Market Observation Post System (MOPS)

Company website

Annual Shareholders' Meeting Report (pp. 39–40)

2.03.2.5 Remuneration Policy

1. Remuneration Structure and Determination Process

Director remuneration is based on the Company's Articles of Incorporation as approved by the Shareholders' Meeting, and shall not exceed 2% of annual profit. Remuneration is paid in cash and may include:

- Fixed compensation
- Variable director remuneration
- Stock options
- Employee stock bonuses
- Retirement or severance benefits
- Various allowances

The Remuneration Committee reviews compensation levels by referencing industry benchmarks and director performance, submitting recommendations to the Board.

For senior management, remuneration includes fixed salary, retirement benefits, and performance-based bonuses. Bonuses are determined based on performance indicators tied to company operations and individual achievements.

Senior executives follow the same retirement system as other employees.

The Remuneration Committee convenes at least twice a year (or additionally as needed) to review policies, systems, and execution.

Scope of Responsibilities:

- Establish and review remuneration policies, structures, and evaluation criteria
- Assess and determine remuneration for directors and managerial officers

(2024 senior management compensation overview is available in the Annual Report, p. 12.)

Association Between Remuneration, Business Performance, and Risk

Directors

- Compensation is linked to Company profitability
- Internal evaluations consider ethical conduct, contribution to corporate reputation, ESG participation, continuing education, etc.
- Remuneration is aligned with peer benchmarks and operational needs
- Compensation does not pose material risk to future operations

Senior Management

- Compensation is aligned with performance evaluations, including:
    - Financial indicators (e.g., operational target achievement)

- Non-financial indicators (e.g., compliance, risk management, departmental outcomes)
- Bonus components include base salary, duty allowance, professional allowance, and meal subsidy

Retirement & Separation Policies for Directors and Senior Executives

- Notice periods and severance calculations follow local regulations
- No special payouts or additional benefits are provided beyond statutory requirements

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2. Remuneration Ratio

Employee remuneration includes base salary (salary, meal allowance, duty allowance, professional allowance, day-shift allowance, attendance bonus), year-end bonuses, and performance bonuses. Standards are based on market conditions, financial capacity, and organizational structure, ensuring gender equality.

- In positions with the same seniority and job grade, the female-to-male base salary ratio is 0.89 : 1.

In 2024:

- Average salary of full-time non-managerial employees: NT$ 557,000
- Median salary: NT$ 505,000

Due to renewable energy policy changes and increased imports of solar modules, compensation growth was moderate. The Company will continue improving fairness and competitiveness.

Compensation Ratio Table

Year	Total Compensation of the Highest-Paid Individual	Median Annual Compensation of Employees	Ratio (Times)
2024	NT$ 2,091,284	NT$ 505,000	4.14
2023	NT$ 2,911,075	NT$ 480,000	6.06
2022	NT$ 1,594,091	NT$ 562,000	2.84

2.03.3 Functional Committees: Composition and Operations

1. Remuneration Committee

- Chaired by an independent director
- Meets quarterly
- Consists of **3 independent directors**
- Assists the Board in establishing performance evaluation and compensation policies for directors and managerial officers
- Reviews employee evaluation, compensation, and bonus structures

- Benchmarks compensation against peer companies
- Recommendations are submitted to the Board for approval

2024 Operations:
- **3 meetings held**
- **Attendance rate: 100%**

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2. Audit Committee
- Composed of all independent directors
- Meets at least quarterly
- Oversees:
    - Accuracy of financial statements
    - Effectiveness of internal controls
    - Legal compliance
    - Risk management
    - Appointment, independence, and performance of external auditors

2024 Operations:
- **6 meetings held**
- **Attendance rate: 100%**

3. Stakeholders and Material Topics

3.01 Stakeholder Engagement

Stakeholder Identification

Anji Technology identifies its stakeholders by referencing the AA1000 Stakeholder Engagement Standard (AA1000 SES, 2015), evaluating stakeholders based on five key principles: Dependency, Responsibility, Tension, Influence, and Diverse Perspectives. Through this assessment, the Company determines the groups that have significant influence on, or are significantly affected by, our operations. The primary stakeholder groups identified are:

Employees

Shareholders / Investors

Customers

Suppliers

Contractors

Local Communities

Government Agencies
Stakeholder Communication

To understand and respond to stakeholder expectations, the Company provides multiple communication channels, enabling stakeholders to express their concerns at any time. Feedback collected from these engagements forms the basis for identifying sustainability issues and improving management practices.

A summary of the Company's key stakeholders, communication mechanisms, frequency of engagement, major concerns, responsible units, and 2024 engagement results is outlined in the table below:

Stakeholder Group	Communication Channels	Engagement Frequency	Key Topics of Concern	Responsible Unit	2024 Engagement Outcomes
Employees	Internal email & announcements; Welfare Committee; Meetings; Phone; Email	Regular / As needed	Labor relations, employee welfare	Administration Dept.	•5 labor–management meetings •2 company meals / meal vouchers •87 mployee travel subsidies • • Annual health check (52 participants) • 47 participants in internal/ external training
Shareholders / Investors	Shareholders' Meeting; Spokesperson system; MOPS; Company website; Calls &	Annual / Quarterly / As needed	Business performance, transparency, market updates	Investor Relations	•25 material announcements •1 domestic investor conference

	emails				• Meetings/ calls with 10–20 analysts
Customers	Website; Meetings; Calls & emails; Satisfaction survey	Monthly / As needed	Transparency, product technology, service quality	Sales Dept.	•Quarterly financial disclosures •4 product certifications •Customer satisfaction score: 98.6% •No major quality incidents
Suppliers	Website; Meetings; Calls & emails; Approved vendor list	Monthly	Transparency, ethical business practices	Procurement Dept.	• Quarterly financial disclosures • 25 material announcement s • 20 suppliers rated as Grade A
Local Communitie s	Social media; Site visits	Semi-annually	Environmental impact, community contribution	Office of the Chairman	• NT$ 475,000 in community investment
Government Agencies	Stakeholder section on website; Official letters; Meetings; Training courses	As needed	Regulatory compliance, governance, authority communicatio n	Legal & EHS Depts.	• Bilingual disclosures of announcements • Regular EHS regulatory filings

3.02 Process for Determining Material Topics

Anji Technology determines its material topics through a structured and systematic

materiality assessment process aligned with the **AA1000 Accountability Principles**—Materiality, Inclusivity, Responsiveness, and Impact—and in accordance with **GRI 3: Material Topics 2021**. The process evaluates actual and potential impacts of the Company's operations across the economic, environmental, and social dimensions.

Step 1. Understanding the Organizational Context

The Company first analyzes its operating environment, business model, value chain, and key operational resources.

Considerations include:

- Core business activities and strategic priorities
- Upstream and downstream impacts across the value chain
- Industry trends and emerging global sustainability issues
- Stakeholder expectations and concerns
- ESG focus areas highlighted by international rating agencies

Through this assessment, Anji compiles a list of **22 sustainability topics**, covering:

- **10 governance topics**
- **6 social topics**
- **6 environmental topics**

Step 2. Identifying Impacts and Assessing Significance

Each identified topic is evaluated for **actual and potential positive and negative impacts**:

Positive Impacts

Arise when effective management practices generate improvement in economic performance, environmental protection, or social well-being.

Negative Impacts

May occur when inadequate management leads to financial, social, environmental, or compliance risks.

The Company assesses the **likelihood** and **magnitude** of each impact, considering:

- Scale and severity
- Scope of affected stakeholders
- Likelihood of occurrence
- Ability to prevent, mitigate, or remediate impacts

Step 3. Prioritizing Impacts Through Internal and External Assessment

Anji conducts a combined internal and external evaluation:

- Surveys distributed to employees, management, and external stakeholders
- Scoring of each topic based on **likelihood of occurrence** and **impact severity**

- Calculation of weighted averages to rank topics

A threshold is set to identify impacts with **material significance**.

Topics exceeding this threshold—based on quantitative scoring and stakeholder input—are classified as **material topics**.

Step 4. Determining Material Topics

After consolidating the impact assessment and stakeholder feedback, Anji identifies **six material topics** for 2024, categorized as follows:

Governance

- Ethical Conduct and Integrity
- Risk and Crisis Management
- Privacy and Information Security
- Customer Relationship Management

Environment

- Air Emissions and Waste Management

Social

- Occupational Health and Safety

These topics represent issues with the most significant impact on stakeholders and the Company's operations.

Management policies, commitments, action plans, and performance indicators for each material topic are disclosed in Section **3.04 Material Topic Management**.

- Positive Impact Assessment Results

Sustainability Topic	Likelihood	Impact Severity	Average Score
Corporate Governance	3.0	3.0	3.0
Ethical Conduct and Integrity	3.0	3.0	3.0
Financial Performance	2.5	3.0	2.75
Taxation	4.5	5.0	4.75
Risk and Crisis Management	3.0	3.0	3.0
Privacy and Information Security	2.5	2.5	2.5
R&D and Innovation	2.5	2.0	2.25
Product Quality	3.0	3.0	3.0
Customer Relationship Management	3.5	3.0	3.25
Sustainable Supply Chain	1.5	3.0	2.25
Climate Strategy	2.0	3.0	2.5
Energy Management	1.5	3.0	2.25
Water Resource Management	3.0	3.0	3.0

Sustainability Topic	Likelihood	Impact Severity	Average Score
Air Emissions and Waste	2.5	3.0	2.75
Sustainable Products	2.5	3.0	2.75
Biodiversity	1.5	3.0	2.25
Business and Human Rights	3.0	3.0	3.0
Diversity and Inclusion	1.5	3.0	2.25
Talent Attraction and Retention	1.5	3.5	2.5
Talent Development	2.0	3.5	2.75
Occupational Health and Safety	1.5	3.5	2.5
Community Engagement	1.5	3.0	2.25

Positive Impact Threshold Setting

Topics with an average score of 3.5 or higher (considering both likelihood and severity) are classified as significant positive impacts.

- Negative Impact Assessment Results

Sustainability Topic	Likelihood	Impact Severity	Average Score
Corporate Governance	2.5	3.0	2.75
Ethical Conduct and Integrity	2.5	3.0	2.75
Financial Performance	4.5	4.5	4.5
Taxation	1.0	4.5	2.75
Risk and Crisis Management	2.5	4.5	3.5
Privacy and Information Security	2.5	3.5	3.0
R&D and Innovation	4.0	4.5	4.25
Product Quality	2.0	4.5	3.25
Customer Relationship Management	2.0	4.5	3.25
Sustainable Supply Chain	2.0	4.5	3.25
Climate Strategy	2.5	3.0	2.75
Energy Management	2.5	3.0	2.75
Water Resource Management	2.0	2.0	2.0
Air Emissions and Waste	2.0	2.0	2.0
Sustainable Products	2.0	2.5	2.25
Biodiversity	2.0	2.5	2.25
Business and Human Rights	3.0	3.0	3.0
Diversity and Inclusion	2.5	3.0	2.75
Talent Attraction and Retention	4.5	4.5	4.5

Sustainability Topic	Likelihood	Impact Severity	Average Score
Talent Development	4.0	4.5	4.25
Occupational Health and Safety	4.0	4.0	4.0
Community Engagement	4.0	4.0	4.0
Negative Impact Threshold Setting Topics with an average score of 3.5 or higher are considered to pose significant negative impacts and therefore require enhanced management attention.			

3.03 List of Material Topics

Material Topic List

Based on the results of the materiality assessment—which integrates the significance of actual and potential impacts and the level of stakeholder concern—Anji Technology has identified six material topics for 2024. These topics span the governance, environmental, and social dimensions and represent the sustainability issues with the greatest relevance to the Company's operations and stakeholders.

Category	Material Topic	Description of Relevance
Governance	Ethical Conduct and Integrity	Ensuring ethical behavior and anti-corruption practices to strengthen corporate reputation and stakeholder trust.
Governance	Risk and Crisis Management	Managing operational risks and enhancing organizational resilience to avoid business disruptions.
Governance	Privacy and Information Security	Protecting Company data, customer information, and investor confidentiality to maintain trust and safeguard operations.
Governance / Social	Customer Relationship Management	Providing transparent communication, high-quality service, and responsive problem-solving to enhance customer satisfaction and loyalty.
Environment	Air Emissions and Waste Management	Reducing emissions and promoting effective waste management to minimize environmental impact and improve resource efficiency.
Social	Occupational Health and Safety	Ensuring a safe working environment, preventing workplace injuries, and strengthening safety awareness among employees and contractors.

Key Insights from the 2024 Materiality Assessment

- Material topics reflect stakeholder priorities across governance, environmental stewardship, and social responsibility.

- Governance-related topics continue to show high stakeholder expectations, especially regarding ethics, risk management, and data protection.
- Environmental concerns highlight the importance of pollution prevention and waste reduction, consistent with global ESG trends.
- Occupational safety remains a critical focus due to its direct impact on employee well-being and operational continuity.
- These material topics form the foundation for the Company's sustainability strategy and guide the development of policies, action plans, and performance indicators disclosed in Section 3.04 — Management of Material Topics.

3.04 Management of Material Topics

MATERIAL TOPICS

- ETHICAL CONDUCT AND INTEGRITY
- RISK AND CRISIS MANAGEMENT
- PRIVACY AND INFORMATION SECURITY
- CUSTOMER RELATIONSHIP MANAGEMENT
- AIR EMISSIONS AND WASTE MANAGEMENT
- OCCUPATIONAL HEALTH AND SAFETY

Material Topic 1 — Privacy and Information Security

Policy and Commitments

Anji Technology is committed to safeguarding Company data, customer information, and stakeholder privacy. The Company implements comprehensive cybersecurity controls to protect the confidentiality, integrity, and availability of information assets, and complies with relevant ICT security regulations.

Management Actions

- Firewall and UTM network protection

- Endpoint protection, anti-virus systems, data backup and restoration

- Access control management and periodic password renewal

- Disaster recovery drills and incident simulation

- Internal cybersecurity awareness training and TWCERT/CC alerts

- Dedicated cybersecurity personnel with required training hours

Monitoring and Evaluation

- Daily system status monitoring

- Weekly backup verification

- Annual cybersecurity audit and accountant review

- At least one cybersecurity awareness program per year

Targets and KPIs

Short-term

- Conduct internal vulnerability scans

- Achieve ≥80% employee participation in cybersecurity training

Medium-term

- Establish ISO 27001 / ISO 27701 security or privacy management systems

- Strengthen supplier cybersecurity screening

Long-term

- Obtain external cybersecurity or privacy certification

- Conduct at least two cybersecurity drills annually

Material Topic 2 — Risk and Crisis Management

Policy and Commitments

The Company implements risk management policies to identify, assess, mitigate, and monitor risks that may impact operations, ensuring business continuity and organizational resilience.

Management Actions

- Formal "Risk Management Policy" and SOPs

- Regular risk assessments and crisis response drills

- Establishment of internal reporting and escalation mechanisms

- Formation of response teams for emergency situations

Monitoring and Evaluation

- Quarterly risk management meetings

- Annual report to the Board of Directors
- KPI-based risk tracking and analysis

Targets and KPIs

Short-term

- Complete crisis response procedures and internal risk identification
- ≥80% staff participation in risk awareness training

Medium-term

- Annual crisis drill (e.g., cybersecurity breach, negative media event)
- Monthly reporting of key risk indicators

Long-term

- Integrate enterprise risk management (ERM) into annual strategic planning
- Strengthen organizational resilience and post-crisis recovery capability

Material Topic 3 — Customer Relationship Management

Policy and Commitments

Anji is committed to transparent communication, timely service response, and continuous improvement of product quality to enhance customer satisfaction and sustain long-term partnerships.

Management Actions

- Transparent communication and rapid response mechanism
- Strengthened service quality and product performance
- Periodic customer engagement and feedback review

Monitoring and Evaluation

- Customer complaint response time and satisfaction indicators
- Quarterly CRM review meetings
- Semi-annual updates to senior management

Targets and KPIs

Short-term

- Establish standardized customer communication and complaint-handling procedures

Medium-term

- Monthly customer performance metrics (delivery accuracy, complaint rate)
- Quarterly customer engagement meetings
- Action plans based on customer satisfaction surveys

Long-term

- Customized service solutions for key customers

Material Topic 4 — Ethical Conduct and Integrity

Policy and Commitments

Anji maintains a zero-tolerance approach to corruption. The Company enforces its Code of Ethical Conduct and Integrity Management Procedures to ensure ethical, transparent, and responsible business operations.

Management Actions

- Annual integrity and anti-corruption training
- Due diligence and integrity screening for suppliers
- Anonymous whistleblowing mechanisms
- Fraud investigation procedures and documentation

Monitoring and Evaluation

- Tracking training attendance
- Reviewing whistleblower cases and trends
- Annual integrity culture survey

Targets and KPIs

Short-term

- ≥80% employee participation in integrity training
- Improve reporting and investigation SOPs

Medium-term

- Annual integrity scenario-based workshops
- Extend integrity compliance requirements to suppliers

Long-term

- Establish an Integrity Promotion Committee
- Create an internal integrity culture measurement tool

Material Topic 5 — Air Emissions and Waste Management

Policy and Commitments

The Company promotes resource efficiency, waste reduction, and administrative digitization, ensuring compliance with environmental regulations and minimizing environmental impact.

Management Actions

- Waste sorting and reduction initiatives

- Employee environmental training and emergency response drills

- Regular internal environmental audits

Monitoring and Evaluation

- Quarterly internal environmental audits

- Employee questionnaires and training participation

- Contractor compliance reviews

Targets and KPIs

Short-term

- Establish waste classification standards and labeling systems

- Complete contract review and auditing of waste processors

Medium-term

- Introduce air emission monitoring equipment

- Form an environmental management team with monthly audits

Long-term

- Increase packaging recycling or reuse rate

- Collaborate with solar module recyclers to improve recycling efficiency and reduce costs

Material Topic 6 — Occupational Health and Safety

Policy and Commitments

Anji prioritizes employee safety and prevents occupational injuries by implementing ISO 45001 and comprehensive OHS management systems.

Management Actions

- Implementation of ISO 45001

- OHS policies and workplace hazard communication

- Mandatory contractor safety training

- Regular safety committee meetings

Monitoring and Evaluation

- Annual third-party ISO 45001 certification

- Quarterly OHS Committee meetings

- Random contractor operation audits

Targets and KPIs

Short-term

- Establish occupational incident reporting and investigation procedures

Medium-term

- Routine emergency drills (first aid, fire safety, chemical spill)
- Digital safety inspection system with follow-up tracking

Long-term

- Annual occupational disease risk assessment
- Train internal safety trainers and OHS promotion committee

4. Governance

4.01 Economic Performance

According to a document from 2024:

In 2024, Anji Technology reported total revenue of **NT$895,634,000**, representing a **40.36% decrease** compared with 2023. The Company recorded a net loss after tax of **NT$132.64 million**, with earnings per share (EPS) of **–0.67**. Further financial analyses and detailed results are disclosed in the Company's consolidated financial statements.

- Cash Flow Overview

(Unit: NT$ thousand)

Item / Year	2024	2023
Net Cash Flow from Operating Activities	217,340	669,031
Net Cash Flow from Investing Activities	(690,088)	(677,828)
Net Cash Flow from Financing Activities	526,847	(635,419)

- Profitability Analysis

Indicator	2024	2023
Return on Assets (ROA, %)	(0.90)	2.26
Return on Equity (ROE, %)	(3.89)	3.94
Operating Income to Paid-in Capital (%)	7.12	25.62
Pre-tax Income to Paid-in Capital (%)	(12.33)	12.17
Net Profit Margin (%)	(14.78)	8.93
Earnings Per Share (NT$)	(0.67)	1.21

Government Subsidies

According to the 2024 filing, the Company did not apply for any government financial subsidies.

4.02 Taxation

Tax Policy

Anji Technology is committed to responsible tax practices and pledges not to utilize tax

havens or low-tax jurisdictions for tax avoidance. The Company rejects the use of special structures or unconventional transactions for profit shifting and handles all tax matters in accordance with applicable laws and legislative intent.

Tax Governance System

The Board of Directors serves as the Company's highest governing body for tax matters. Each quarter, the Board reviews tax compliance status and regulatory updates to effectively manage risks and respond to global tax developments.

An online whistleblowing channel is available for reporting misconduct. Internal tax competency training is also provided to strengthen understanding of tax requirements.

Tax Compliance Mechanism

- A dedicated Finance and Tax team regularly reviews tax law compliance.
- External professional institutions are engaged to provide consultation and conduct compliance reviews to ensure accuracy and legality of tax filings.

Stakeholder Communication on Tax Matters

- Disclosure of tax strategies and implementation through annual shareholders' meetings, investor conferences, and sustainability reports.
- Reinforcement of tax integrity for employees and suppliers through internal training and contract terms.

Cross-Border & Local Tax Responsibilities

- For international business activities, the Company complies with OECD BEPS principles, does not engage in improper tax practices, and respects the tax sovereignty and obligations of all operating jurisdictions.

Transparency and Response to Stakeholder Expectations

- Regular disclosure of income tax expenses, effective tax rates, and tax positions of major operating regions.
- Stakeholder feedback is incorporated into tax governance strategies.

Annual Tax Payment Overview

Anji Technology's pre-tax profit and tax payments for 2024 are summarized below.

Unit: NT$ million

Country/Region	Revenue	Pre-tax Profit (Loss)	Income Tax Expense	Income Tax Paid in Current Period
Taiwan	896	153	20	33.5
Notes 1.The Company's tax information complies with Taiwan's tax regulations and includes business tax, income tax, and other related taxes and fees. 2.Taiwan is the Company's primary operating region, covering R&D, manufacturing, services, and technical				

support.

3.Other tax items include regional taxes and additional levies.

4.03 Integrity Management

4.03.1 Philosophy, Policies, and Codes of Conduct

According to a document from 2024, Anji Technology has established its integrity management framework with reference to the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies" and the "Corporate Ethical Conduct Guidelines."

The Company has formulated both the Code of Ethical Conduct and the Procedures for Ethical Management and Guidelines for Conduct, which outline preventive measures for specific risks and corresponding remedial systems. An independent supervisory unit is responsible for monitoring case follow-ups to ensure full compliance with the Company's ethical management standards. These policies are implemented following approval by the Board of Directors.

To enhance stakeholders' understanding of its integrity policies, Anji implements a series of measures, including requiring suppliers and business partners to sign integrity and anti-corruption declarations, promoting ethical conduct guidelines, and conducting due diligence on suppliers to ensure alignment with ethical standards. Beginning in 2025, the Company will require management personnel and various suppliers to sign additional documents, including an Integrity Commitment Letter, Supplier Code of Conduct, Anti-Corruption Clause, Conflict of Interest Disclosure Statement, Confidentiality Agreement, and Corporate Social Responsibility Statement.

Independent Reporting and Inquiry Channels

Anji Technology maintains independent communication channels, including a dedicated phone line, company website, whistleblower email (whistleblower@anjitek.com), and physical suggestion boxes. Stakeholders—including employees and suppliers—may anonymously report suspected violations of integrity or inquire about integrity-related policies through these channels.

All reports are handled by designated units following standard procedures, and the status of each case is periodically communicated to the whistleblower. When a reported case involves directors or senior managers, the matter is escalated to the independent directors for review.

Standardized Complaint Handling Procedure:

Step	Procedure Description
1	If the reported matter involves general employees or supervisors, it shall be reported to the department supervisor. If it involves directors or senior management, it shall be reported to the Independent Directors.
2	Upon receiving a report, the responsible unit or the supervisor of the involved department shall immediately investigate the facts and provide assistance to the competent authorities if required by laws or regulations.
3	If the reported individual is confirmed to have violated relevant laws, regulations, or the Company's integrity policies, the Company shall immediately require the individual to cease the misconduct and impose appropriate disciplinary actions. Legal action may be taken to seek compensation if necessary to safeguard the Company's reputation and rights.
4	All reports received, investigation processes, and investigation results shall be kept in written or electronic form for five years. If litigation occurs before the retention period expires, relevant documentation shall be preserved until the legal procedures are fully concluded.
5	After the investigation confirms the reported matter, the responsible unit shall assist relevant departments in reviewing internal control systems and operating procedures, and propose improvement measures to prevent recurrence.
6	The responsible unit shall include the whistleblowing case, handling method, and subsequent improvement measures in a report to the Board of Directors.

4.03.2 Anti-Corruption Mechanisms

Corruption Risk Assessment

Anji conducts periodic corruption risk assessments. In 2024, 100% of the Company's operating sites underwent corruption risk evaluation, and no significant corruption-related risks were identified.

Compliance and Implementation Assessment

The Company conducts semi-annual compliance self-assessments to evaluate the presence of unethical behavior, risks, or potential operational vulnerabilities. In 2024, 100% of operating sites completed compliance reviews and monitoring, strengthening

the internal control system and ensuring effective ethical management implementation.

Anti-Corruption Training

Anji promotes ethical conduct through corporate commitments, information dissemination, and training programs for board members, employees, suppliers, and contractors. In addition to reinforcing internal policies during departmental meetings, employees also participate in external training. In 2024, a total of 17 participants attended 102 hours of external integrity-related courses, covering legal compliance, financial integrity, and information security.

Corruption Incidents

In 2024, no corruption incidents were reported at Anji Technology.

4.03.3 Anti-Competitive Behavior

According to the document, Anji Technology is committed to maintaining fair market competition and strictly adheres to all applicable anti-competitive, antitrust, and anti-monopoly regulations. In 2024, the Company did not engage in any form of anti-competitive behavior, antitrust violations, or monopolistic activities.

4.04 Communication and Grievance Mechanisms

To promptly reduce the impact of negative events on stakeholders or the Company's operations, Anji Technology has established grievance mechanisms for various issues. When stakeholders identify potential or actual negative impacts, they may report the matter to the responsible unit. Upon receiving a grievance, the responsible unit must immediately handle the case and formulate appropriate response measures.
The grievance mechanisms corresponding to each material topic are described below.

1. **Privacy and Information Security**

Grievance or Reporting Channels

Type of Incident	Reporting Methods
Privacy Incident	- Complete the Workplace Violence Reporting and Handling Form. - Reporting Email: whistleblower@anjitek.com - Reporting Hotline: +886-6-5105988, extension under the General Manager's office

Type of Incident	Reporting Methods
	- Internal Reporting: Department supervisor reports directly to the Administration Department.
Information Security Incident	- Reporting Email: whistleblower@anjitek.com - Reporting Hotline: +886-6-5105988, extension under the General Manager's office - Internal Reporting: Department supervisor reports directly to the IT Department.

Incident Handling Procedures

Type of Incident	Handling Process
Privacy Incident	1. Upon receiving a report, the Administration Department and EHS Unit form a Workplace Violence Prevention and Handling Task Force to investigate. 2. Investigators document, sign, and back up the victim's statements, encouraging detailed descriptions. 3. The Administration Department arranges counseling or support services for the affected employee.
Information Security Incident	1. After a report is received, the IT Department identifies the type of incident and immediately notifies the highest-ranking IT supervisor. 2. The IT Department determines the cause, scope of impact, potential losses, and required support, while preserving evidence of intrusion or damage.When necessary, external professional vendors are engaged for technical support.

Remedial Measures

Type of Incident	Remedial Actions
Privacy Incident	1. Maintain all related incident reports and documentation; review root causes to prevent recurrence. 2. Conduct irregular training sessions or integrate awareness training into meetings or new employee orientation to reinforce a privacy-aware culture.
Information Security Incident	1. Inspect hardware equipment and replace with usable temporary equipment if necessary. 2. Assess cybersecurity risks and perform system repair or environment reconstruction only after risks are eliminated.

Type of Incident	Remedial Actions
	3. Conduct disaster recovery drills on key equipment based on established recovery procedures.

2. Risk and Crisis Management

Grievance or Reporting Channels

Type of Issue	Reporting Methods
Risk or Crisis Events	- Reporting Email: **whistleblower@anjitek.com** - Reporting Hotline: **+886-6-5105988**, extension under the Office of the Chairman's Special Assistant - Internal Reporting: The supervisor of the department where the risk occurred shall directly report to the Office of the Chairman.

Incident Handling Procedures

Type of Issue	Handling Process
Risk or Crisis Events	1. The Company's risk control operates under a three-tier mechanism: (1) **First Mechanism** — The responsible unit or case handler conducts the initial identification, assessment, and control of risks. (2) **Second Mechanism** — A supervisor meeting chaired by the General Manager, responsible for feasibility assessments and broader risk evaluations. (3) **Third Mechanism** — Review by the Internal Audit Office and deliberation by the Board of Directors. 2. Employees who identify potential risks shall immediately report to their supervisors to prevent incidents before they occur.

Remedial Measures

Type of Issue	Remedial Actions
Risk or Crisis Events	1. The Internal Audit Unit actively supervises all departments to ensure compliance with delegated authority, management regulations, and procedures.

Type of Issue	Remedial Actions
	2. In accordance with regulatory requirements, the Company discloses relevant risk management information and conducts an annual review of potential risks to adjust its risk management policies when necessary.

3. Customer Relationship Management

Grievance or Reporting Channels

Type of Issue	Reporting Methods
Customer Service or Complaints	- Customer Service Hotline: Sales department extensions - Customer Service Email: Contact form on the Company website; dedicated sales email - Customer Satisfaction Survey: Electronic questionnaire sent annually

Incident Handling Procedures

Type of Issue	Handling Process
Customer Complaints	1. Customer complaints are handled by the Sales Department. A "Customer Complaint Handling Form" is created and forwarded to the Quality Control and R&D Departments for processing. The cause of the complaint is evaluated either by the Power Business Department alone or jointly with the R&D and Quality Control Departments, depending on the issue. 2. Responses to customer complaints must be provided **within 7 working days** after receipt.

Remedial Measures

Issue Type	Remedial Actions
Product Quality Issues	- Provide product return or replacement services. - Conduct batch tracking and quality review based on complaint root causes.
Delayed Delivery Issues	- Provide updated delivery schedules or

Issue Type	Remedial Actions
	expedite urgent orders. - Track delivery improvement rates based on complaint cause analysis.
Lack of Transparency in Product Information	- Provide complete progress reports or documentation. - Confirm customer feedback based on the root cause of the complaint.

4. Ethical Conduct and Integrity

Grievance or Reporting Channels

Type of Issue	Reporting Methods
Integrity or Ethical Violations	- Reporting Email: **whistleblower@anjitek.com** - Reporting Hotline: **+886-6-5105988**, extension under the Office of the Chairman's Special Assistant - Internal Reporting: Department supervisors may directly file reports to the Office of the Chairman.

Incident Handling Procedures

Type of Issue	Handling Process
Integrity or Ethical Violations	1. If the reported case involves general employees, it shall be submitted to the respective department supervisor. If the case involves directors or senior management, it shall be reported to the Independent Directors. 2. If the reported violation is confirmed to be true, the accused individual shall be required to immediately cease the misconduct. Appropriate disciplinary actions shall be taken, and legal action may be pursued when necessary to seek compensation for damages, in order to safeguard the Company's reputation and interests. 3. The responsible unit shall report the case, handling process, and follow-up improvement measures to the Board of Directors.

Remedial Measures

Type of Issue	Remedial Actions
Integrity or Ethical Violations	For verified cases, the responsible units shall review internal control systems and operating procedures related to the misconduct and propose improvement measures to prevent recurrence of similar behavior.

5. Air Pollution and Waste Management

Grievance or Reporting Channels

Type of Issue	Reporting Methods
Air Pollution / Waste-related Incidents	- Employees: **+886-6-5105988**, extension: EHS Department - External individuals: **+886-6-5105988**, extension: EHS Department - Internal Reporting: Department supervisors shall directly notify the EHS Department.

Incident Handling Procedures

Type of Issue	Handling Process
Air Pollution / Waste-related Incidents	1. **Receiving the Report:** Record the time, location, and nature of the incident (e.g., gas leakage, waste accumulation, noise). 2. **On-site Inspection & Risk Assessment:** EHS personnel conduct immediate on-site verification → classify hazard level (Low / Medium / High). 3. **Reporting to Authorities (if required):** For major abnormalities or suspected violations, notify environmental authorities within the regulatory timeframe. 4. **Immediate Handling & Risk Control:** Initiate emergency response actions (e.g., equipment shutdown, source containment, waste removal). 5. **Feedback and Explanation of Remedial Measures:** Inform the reporter of handling results; implement corresponding remedial actions such as enhanced control facilities, pollutant removal, or environmental restoration. 6. **Internal Audit & System Improvement:** Conduct root-cause analysis and integrate findings into EHS audits and training improvements. 7. **Regular Disclosure & Stakeholder Feedback:** Annually

	summarize and disclose reporting data; respond to stakeholder concerns during meetings.

Remedial Measures

Issue Type	Remedial Actions	Preventive Mechanisms
Odor / Air Emission Issues	- Cease emissions - Install activated carbon filters - Strengthen local exhaust ventilation	- Regular equipment maintenance - Enhanced monitoring of fugitive emissions
Outdoor Waste Accumulation	- Immediate removal or relocation to a sheltered treatment area	- Set waste storage time limits - Implement CCTV monitoring and removal records
Improper Dumping or Leakage	- Clean contaminated areas - Require waste contractor to handle remediation	- Strict oversight of removal contracts - GPS tracking for waste transport
Missed Reporting of Hazardous Waste	- Submit supplementary reports - Comply with inspections and guidance from authorities	

6. Occupational Health and Safety

Grievance or Reporting Channels

Type of Issue	Reporting Methods
Occupational Safety or Health Incidents	- Employees: **+886-6-5105988**, extension: EHS Department - External workers: **+886-6-5105988**, extension: EHS Department

Incident Handling Procedures

Type of Issue	Handling Process
Occupational Safety or Health	1. Upon receiving an occupational accident report, EHS personnel shall immediately record the complaint details,

Type of Issue	Handling Process
Incidents	confirm the complainant's safety, and notify relevant departments to begin an investigation and collect evidence and related information. 2. Based on investigation results, corrective actions shall be formulated and communicated promptly to the complainant. 3. Ensure the implementation of corrective actions, conduct periodic follow-ups on progress, and document the entire handling process for future verification.

Remedial Measures

Type of Issue	Remedial Actions
Occupational Safety or Health Incidents	After a complaint is confirmed, if the incident has caused injury to the complainant or related personnel, medical personnel shall be notified immediately to provide sufficient medical assistance. In accordance with legal requirements, leave and wage compensation shall also be provided.

Appeal and Whistleblowing Channels and Procedures

To foster a culture of integrity and transparency and to strengthen sound corporate operations, the Company encourages employees and relevant parties to file reports through the whistleblowing email inbox or other available channels. Both internal employees and external individuals may report illegal or improper conduct.

To ensure fairness and transparency throughout the investigation process, the Company has established an independent investigation unit. Relevant information is also disclosed on the Company's website to facilitate reporting by external individuals.

Whistleblowing Channels:
- **Whistleblowing Email:** whistleblower@anjitek.com
- **Whistleblowing Hotline:** +886-6-5105988, extension under the General Manager's Office
- **Physical Suggestion Box**

In 2024, Anji Technology did not receive any whistleblowing cases. The Company will continue to strengthen corporate governance practices.

4.05 Risk Management

4.05.1 Risk Management Mechanism

Anji Technology has established an internal control system and related internal regulations in accordance with legal requirements. The Company has also formulated the **Risk Management Guidelines**, approved by the Board of Directors, to govern various risk management and assessment activities. The Internal Audit Department conducts both regular and ad-hoc audits to ensure the effective implementation of the internal control system.

According to the **Risk Management Guidelines**, all departments are required to establish their respective risk management procedures and operational instructions. Each unit is responsible for carrying out daily risk identification, monitoring, and evaluation, and must effectively implement internal control procedures for their operations to ensure compliance with regulations and the Company's risk management standards.

Anji Technology's Risk Management Process

1. Risk Identification

Anji Technology adopts a comprehensive approach to risk identification, covering industry risks, market risks, credit risks, liquidity risks (including market and funding liquidity risks), operational risks, and legal risks. This ensures that risks across all organizational levels are included within the management framework.

2. Risk Assessment

Based on business characteristics, each functional or regional responsible unit identifies applicable risks and conducts risk event analysis and evaluation.

This process includes:

1. Assessing the likelihood and potential impact of risk events to evaluate possible effects on business operations.
2. Evaluating factors that may increase or reduce specific risks, reviewing response measures, and ensuring feasible mitigation plans for timely handling.

3. Risk Control and Monitoring

Anji Technology has not established a dedicated risk management department; instead, it emphasizes company-wide and collective participation in risk control. Routine operations follow a multi-layer preventive approach to strengthen overall risk management.

Employees who identify potential risks must immediately report to their supervisors to prevent issues before they escalate.

The Internal Audit Department oversees all departments to ensure adherence to approval authority, management procedures, and internal control requirements, reinforcing employees' risk awareness and execution capability.

The Company discloses relevant risk management information in accordance with regulatory requirements and reviews its risk management guidelines annually in response to changes in the operating environment.

4. Risk Communication

The highest risk management officer, or a designated representative, reports the risk management implementation status to the Board of Directors at least once a year. This ensures transparency of risk information and supports effective decision-making.

Anji Technology's Major Risks in 2024

In response to global climate change and increasing awareness of labor welfare, Anji Technology has identified these issues as **medium-term risks**. The Company has adopted the following response measures:

- Strengthening cooperation with key suppliers and establishing two-way communication mechanisms to enhance environmental resilience and product safety.
- Introducing energy-saving equipment and optimizing energy utilization strategies to reduce operating costs and exposure to climate-related risks.
- Implementing occupational health and safety measures and continuously complying with relevant regulations.

4.05.2 Regulatory Compliance

In 2024, the Company recorded **one regulatory violation**, which resulted in a monetary penalty.

Regulatory Violation Summary

No.	Location	Violated Regulation	Description	Penalty Type	Penalty Amount	Corrective Measures
1	Tainan Plant 1	Occupational Safety and Health Act, Article 6	Automation machinery lacked protective guards or covers.	Monetary Fine	NT$ 100,000	Improved protective guards and safety facilities in the production area.

Penalty Summary for 2024

Category	Number of Cases (units)	Amount Paid (NT$)
Penalties incurred in the current year	1	100,000
Penalties incurred in prior years but paid this year	1	60,000

Anji Technology has implemented corrective actions to prevent recurrence of similar incidents and continues to strengthen internal management and compliance monitoring to enhance regulatory adherence.

4.06 Information Security and Customer Privacy Protection

4.06.1 Information Security Management

Information Security Governance Structure

At Anji Technology, the Information Technology Department is responsible for information security and reports directly to the General Manager. The department is led by an Information Manager and supported by IT personnel who are responsible for establishing internal information security policies, planning and implementing security protection measures, and promoting information security initiatives.

The Internal Audit Office serves as the Company's information security supervisory unit, conducting regular audits and follow-up reviews on information security implementation and improvement progress in accordance with the internal control system. In addition, an external CPA firm conducts annual audits on financial-reporting-related processes.

Information Security Management System

To enhance the safety and stability of Anji Technology's information and communication operations, ensure reliable ICT services, and prevent information assets from being tampered with, disclosed, destroyed, or lost due to external threats or improper internal management, the Company has established its Information and Communication Security Policy ("the Policy").

The Policy serves as the Company's highest-level guideline for ensuring the confidentiality, integrity, and availability of information assets, and ensures compliance with the Information and Communication Security Management Act and its sub-regulations.

Information Security Management Measures	
Category	**Management Measures**
Network Security	Network firewall protection and Unified Threat Management (UTM) control.
Device Security	Antivirus protection and data backup/restore mechanisms for all devices.
Data Security	Access control management, periodic user password updates, and regular disaster recovery drills.
Training & Awareness	Participation in TWCERT/CC cybersecurity notifications; periodic or ad-hoc internal announcements to strengthen employee cybersecurity awareness; designated information security personnel receive at least three hours of cybersecurity training annually.

Resource Investments	
Category	**Description**
Network Hardware	Firewalls, email antivirus and filtering systems, managed network switches, etc.
Telecommunication Services	Separation of internal service lines and external access lines.
Software Systems	Antivirus software and UTM (Unified Threat Management) software.
Human Resources	Daily system status checks; weekly backup inspections; at least one information security awareness session per year; annual internal audits of information processes; and CPA audits.

Information Security Training and Awareness Programs

In addition to promoting integrity-related policies during department meetings, the Company sends employees to external training courses covering legal compliance, financial integrity, and information security. In 2024, a total of 17 participants completed 102 hours of external training.

The Company also conducts periodic social engineering drills, sending simulated phishing emails to employees to evaluate their awareness of information security threats and enhance preventive capabilities. Employees who clicked on phishing emails received additional guidance. In 2024, a total of 35 employees clicked on simulated phishing emails and subsequently completed the required training.

4.06.2 Customer Privacy Protection

In 2024, Anji Technology did not receive any customer complaints related to information security or privacy concerns.

Anji Technology will continue strengthening its controls to safeguard customer data privacy and information security.

4.07 Participation in Industry Associations

Anji Technology maintains a politically neutral stance and does not engage in political lobbying, election-related public relations, or political donations under the Company's name. However, employees are encouraged to fulfill their civic responsibilities. In 2024, the Company had no political contributions.

Nevertheless, Anji Technology actively participates in relevant industry associations to stay informed of the latest industry and technological developments, strengthen collaboration with peers and institutions, and collectively promote sustainable industry development.

Industry Associations Joined in 2024

Industry Association	Membership Status
Tainan Industrial Association	Member
Taiwan Photovoltaic System Association	Member
Taiwan Aerospace Additive Manufacturing Association	Member

4.08 Product and Service Management

4.08.1 Customer Health and Safety

Product Health and Safety Assurance

Anji Technology is committed to ensuring that all products and services meet the highest safety standards. In 2024, the Company conducted structural stability and operational safety tests on automated production equipment, ensuring safe and stable operation. Product quality tests were also performed in accordance with standard operating procedures prior to shipment.

The Company complies with all product and service safety regulations. In 2024, no incidents affecting consumer safety were reported.

4.08.2 Marketing and Labeling

Product and Service Labeling

Anji Technology is dedicated to providing high-quality products and services and strives to meet or exceed domestic and international regulatory standards. All solar module products manufactured and marketed by the Company undergo annual inspections and certifications by the Bureau of Standards, Metrology & Inspection (BSMI), ensuring full compliance with national product quality and labeling standards.

Leveraging its strong manufacturing capabilities, the Company has obtained globally recognized third-party certifications, including:

- **INTERTEK ammonia resistance certification**
- **PID test certification and salt-mist corrosion certification**
- **TÜV SÜD solar module certification**
- **BSMI VPC Voluntary Product Certification**

Throughout 2024, the Company fully complied with regulations related to product information disclosure and marketing communications, with no violations reported.

4.09 Supply Chain Management

Supply Chain Management Approach
Overview of Procurement Categories

Category	Items
Raw Materials & Components	Solar cells, aluminum frames, back sheets, glass, EVA films, metal powders, junction boxes, packaging materials
Production Consumables	Silicone sealants, tapes, and other consumable materials
Total Qualified Suppliers (2024)	**44 suppliers**
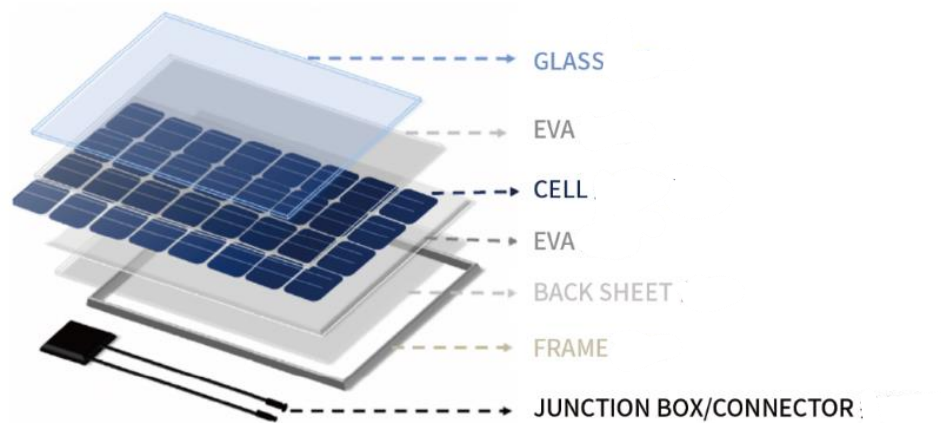
Structure of a Solar Photovoltaic Module

Anji Technology has established the Supplier Management Procedure to ensure that suppliers meet the Company's requirements regarding product quality, environmental protection, and safety standards.

Before establishing business relationships, the Company reviews suppliers' historical records for any environmental or social violations, assesses compliance and integrity, and evaluates whether they engage in improper conduct. Only after passing the evaluation and obtaining General Manager approval can suppliers be classified as qualified suppliers. All suppliers are re-evaluated annually.

Suppliers are also required to comply with relevant regulations on environmental protection, occupational safety and health, and labor rights. If any non-compliance is identified, such cases are included in the annual supplier evaluation. Depending on the severity, the Company will determine whether to continue the business relationship.

Supplier Evaluation Mechanism

Each year, the Company assesses suppliers using the **Supplier Evaluation Report**.
Improvement and follow-up actions are triggered under the following conditions:

- When a supplier's score falls below **60 points**, with fewer than five delivery batches in six months, or
- When the supplier has **six or more batches** delivered within six months and receives two consecutive scores below 60.

In such cases, suppliers must implement corrective actions, which are monitored by the Procurement Department.

If there are environmental or safety concerns, the EHS Department or Environmental Affairs Department will jointly (or independently) conduct an assessment.

If a supplier is deemed unsuitable, upon approval from the responsible authority and Procurement Supervisor, the supplier will be **removed from the List of Qualified Suppliers**.

In 2024, **41 suppliers** passed the Company's evaluation procedures.

Anji Technology also uses the **Supplier Information Disclosure Questionnaire** to understand supplier practices. If a supplier is found to have actual or potential negative human rights impacts, Anji Technology assumes the responsibility to notify the supplier and request corrective measures.

Additionally, relevant rights and obligations are clearly defined in contracts, and the Company continues to promote the inclusion of integrity-related clauses in all business agreements.

Sustainable Supply Chain Management

Starting in 2025, Anji Technology will progressively require management personnel and all types of suppliers to sign more comprehensive documents, including the:

- Supplier Code of Conduct
- Sustainability Commitment Statement
- Anti-Corruption Commitment Letter

Suppliers will be required to commit to:

- No child labor
- No forced labor
- Ensuring occupational safety and health
- Anti-bribery and fair trade practices
- Supporting freedom of association and collective bargaining

Furthermore, beginning in 2026, the Company will request suppliers to submit responses to the ESG Questionnaire to assess their implementation in labor practices, health and safety, environmental management, and ethical compliance.

Local Procurement

Anji Technology primarily produces solar module products. To comply with regulations, reduce carbon emissions, and support local supplier development, 100% of solar cells required by the Company are sourced locally.

In 2024, due to the impact of shifting government renewable energy policies, the Company's total local procurement amount showed a notable decline compared to 2023.

5、 Social Aspect

5.01　Talent Development

5.01.1　Human Rights Policy and Commitment

Human Rights Commitment

Anji Technology adheres to the *Universal Declaration of Human Rights*, the *International Covenant on Civil and Political Rights*, the *International Covenant on Economic, Social and Cultural Rights*, the *United Nations Global Compact*, and the *ILO Declaration on Fundamental Principles and Rights at Work*.

The Company also complies with all applicable regulations in its operating locations to ensure the protection of human rights and the fulfillment of corporate social responsibility.

This policy applies to the Company, its affiliates, and current employees.

Anji Technology is committed to:

1. Complying with local labor and environmental regulations to ensure reasonable working conditions and a safe and healthy workplace.
2. Ensuring equal employment opportunities regardless of gender, religion, race, class, or political affiliation, and preventing discriminatory or unfair working environments.
3. Respecting employee privacy and the right to freedom of association.
4. Prohibiting forced labor and child labor.
5. Establishing effective communication and grievance mechanisms to remedy, improve, and eliminate human rights violations.
6. Conducting periodic reviews and assessments of human rights policies and related practices.

Each year, the Company reviews its operations and major societal issues to identify and evaluate potential human rights risks. Based on identified risks, human rights control plans are developed, monitored, and continuously improved.

Anji Technology's Human Rights Commitment:

Website: https://www.anjitek.com/data-24637

Anji Technology plans to conduct its first Human Rights Due Diligence (HRDD) assessment in 2026, focusing on internal operations.

Supplier human rights due diligence is scheduled to be completed by 2027, followed by the development of mitigation and remediation measures.

Scope of Application

To uphold respect and protection for human rights, the Company's *Human Rights Policy*—aligned with the *Universal Declaration of Human Rights*, the *International Human Rights Covenants*, the *UN Global Compact*, and the *ILO Declaration*—applies to:

- All Company operational sites
- Subsidiaries
- Employees of subsidiaries
- Suppliers, contractors, subcontractors, and other business partners

Stakeholder Group	Human Rights Protection Measures
Internal Employees	1. Applicable to full-time and contracted employees. 2.Protect employees from discrimination, harassment, coercion, and forced labor. 3.Provide a safe, healthy, and dignified working environment. 4.Protect employees' rights to freedom of association and collective bargaining.5. Ensure gender equality and reasonable working hours.
Engineering Contractors & External Personnel	1.Applicable to external personnel involved in solar power plant planning, construction, installation, and maintenance. 2. Includes factory cleaning, security services, waste handling, and other contracted service providers. 3.Includes temporary or short-term technical workers. 4.Contractors must comply with labor and human rights regulations and accept the Company's screening and audit mechanisms.
Supply Chain Partners	1.Applicable to raw material suppliers, equipment suppliers, and downstream affiliated enterprises. 2.The Company promotes responsible supply chain management and requires suppliers to prohibit child labor, forced labor, exploitative labor conditions, and occupational safety risks. 3.Suppliers must comply with human rights commitments and pass the Company's evaluation and audit processes.
Local Communities & Other	1.During land development and construction, the Company ensures respect for local residents' right to information and

Stakeholder Group	Human Rights Protection Measures
Stakeholders	participation. 2.Promote communication mechanisms that are fair, transparent, and inclusive, while preventing negative impacts on residents' lives, livelihoods, or cultural rights.

Through the application of this policy across all relevant entities, Anji Technology aims to build a resilient, inclusive, and human-rights-respecting sustainability management system.

In 2024, Anji Technology's manufacturing sites and upstream supply chain reported no cases of forced labor, child labor, or violations of Indigenous rights.

Training and Awareness

- Pre-employment training includes education on regulatory compliance, prohibition of forced labor and child labor, anti-discrimination, anti-harassment, and humane treatment.
- Ongoing awareness programs include:
  - Online sexual harassment prevention training: covering definitions, prevention, and reporting procedures.
  - Workplace bullying prevention training: helping employees understand and avoid bullying behaviors.
  - Comprehensive occupational safety training: such as fire safety, general safety and hygiene training, and factory safety training tailored to different job categories.

In 2024, employees completed 412.5 total training hours, with 50 participants.

The Company will continue strengthening human rights education to raise awareness and reduce human rights risks.

Communication Channels

To ensure effective implementation of the Company's human rights commitments, Anji Technology has established the Code of Integrity, the Workplace Misconduct Management Procedures, and the Sexual Harassment Prevention, Complaint, and Disciplinary Measures.

These protocols define grievance processes, handling procedures, and remediation measures for potential human rights incidents.

In 2024, no human rights violation cases occurred.

5.01.2 Workforce Composition

5.01.2.1 Employee Structure

Anji Technology is committed to fostering an inclusive and collaborative corporate culture, creating a diverse and supportive workplace for all employees.
With Taiwan as its primary operational base, the Company hires **nearly 100% local Taiwanese employees**.
As of the end of 2024, Anji Technology employed **113 full-time employees**.

Employee Count by Employment Type and Gender

Year	Gender	General Employees (Full-time contract employees)	Temporary Employees (Project-based / short-term)	Full-time Employees	Part-time Employees	Total
2024	Female	49	0	49	0	49
	Male	64	0	64	0	64
	Total	**113**	**0**	**113**	**0**	**113**
2023	Female	65	0	65	0	65
	Male	133	0	133	0	133
	Total	**198**	**0**	**198**	**0**	**198**
2022	Female	88	0	88	0	88
	Male	150	0	150	0	150
	Total	**238**	**0**	**238**	**0**	**238**

Definitions

General Employees: Employees hired under formal labor contracts.

Temporary Employees (Project-based / Contract) : Employees hired for temporary, short-term, or project-specific needs.

Full-time Employees: Employees hired under a formal labor contract with defined responsibilities, salary, and benefits.

Part-time Employees: Employees paid based on hourly rates, with compensation determined by actual working hours.

Employee Count by Employment Type and Region

Year	Nationality	General Employees (Regular Contract)	Temporary Employees (Fixed-term / Project-based)	Non-guaranteed Hours Employees	Full-time Employees	Part-time Employees	Total
2024	Taiwan	113	0	0	113	0	113
	Vietnam	0	0	0	0	0	0
	Total	**113**	**0**	**0**	**113**	**0**	**113**
2023	Taiwan	164	0	0	164	0	164
	Vietnam	34	0	0	34	0	34
	Total	**198**	**0**	**0**	**198**	**0**	**198**
2022	Taiwan	202	0	0	202	0	202
	Vietnam	36	0	0	36	0	36
	Total	**238**	**0**	**0**	**238**	**0**	**238**

5.01.3 Diversity, Inclusion, and Equal Opportunit

Anji Technology respects the needs of minority groups and individuals with diverse backgrounds.

In 2024, the Company employed 2 persons with disabilities, representing 1.8% of all employees, and 2 Indigenous employees, also representing 1.8%.

To support cultural diversity, the Company provides "Cultural Ceremony Leave" for Indigenous employees.

In recruitment for sales positions, Anji Technology values workforce diversity and responds to demographic aging trends by encouraging second-career women and retirees to join the Company, while also offering professional technical training.

To achieve gender equality, the Company has established targets for female representation:

By 2030, women employees shall account for no less than 45% of total employees.

Female managers shall account for no less than 50% of all managerial positions.

In 2024:

Female employees accounted for 43.36%, an increase of 10.5% compared with the previous year.

Female managers accounted for 47.83%, consistent with the previous year.

Employee Distribution by Job Level and Gender

Year	Job Level	Female (No.)	Female (%)	Male (No.)	Male (%)	Total (No.)	Total (%)
2024	Managerial	11	47.83%	12	52.17%	23	20.35%
	Non-managerial	38	42.22%	52	57.78%	90	79.65%
2023	Managerial	11	47.83%	12	52.17%	23	11.62%
	Non-	54	30.86%	121	69.14%	175	88.38%

2022	managerial							
	Managerial	11	47.83%	12	52.17%	23	9.67%	
	Non-managerial	77	35.81%	138	64.19%	215	90.33%	

Employee Distribution by Job Level and Age Group

Year	Job Level	Age ≦ 30	Age 31–50	Age ≥ 51	Total
2024	Managerial	0	15	8	23
	Non-managerial	12	74	4	90
2023	Managerial	0	15	8	23
	Non-managerial	12	151	12	175
2022	Managerial	0	15	8	23
	Non-managerial	24	176	15	215

Local Hiring Ratio for Senior Management

Item (2024)	Count
Senior Management (Assistant Manager level and above)	3
Local Senior Management	3
Proportion of Local Senior Management	100%

Definition: "Senior management" refers to assistant manager level and above.

Employee Turnover and Hiring Rate

In 2024:

- Employee hiring rate: 5.31%
- Employee turnover rate: 16.81%

Compared with the previous two years:

- Hiring rate significantly decreased
- Turnover rate increased by nearly 15%

Employee Recruitment – Taiwan Full-time Employees
Number of New Hires by Gender and Age Group

Year	Gender	Female	Male	Total	Age Group	≤30	31–50	≥51	Total
2024	New Hires	1	5	6	Age	3	0	3	6
2023	New Hires	3	41	44	Age	12	32	0	44
2022	New Hires	20	89	109	Age	36	67	6	109

New Hire Rate (%)
New hire rate = number of new hires / total number of employees in the category

Year	Female	Male	Total	≤30	31–50	≥51	Total
2024	0.9%	4.42%	5.31%	2.65%	0%	2.65%	5.31%
2023	1.5%	21%	22.5%	6%	16%	0%	22%
2022	8%	37%	45%	15%	28%	2%	45%

Employee Turnover – Taiwan Full-time Employees
Number of Employee Departures by Gender and Age Group

Year	Gender	Female	Male	Total	Age Group	≤30	31–50	≥51	Total
2024	Departures	19	53	72	Age	7	62	3	72
2023	Departures	17	81	98	Age	21	70	7	98
2022	Departures	25	92	117	Age	36	77	4	117

Turnover Rate (%)
Turnover rate = number of departures / total number of employees in the category
(Includes voluntary resignations, dismissals, and retirements)

Year	Female	Male	Total	≤30	31–50	≥51	Total
2024	16.81%	46.90%	63.72%	6.20%	54.87%	2.65%	63.72%
2023	8.5%	41%	49.5%	11%	35%	3.5%	49.5%
2022	10.5%	38.65%	49.15%	15%	32%	2%	49%

Anji Technology is committed to fostering a friendly, inclusive, and equitable workplace.

We rigorously monitor potential cases of discrimination or unequal treatment and have established:

- Clear grievance channels
- Dedicated investigation teams
- Regular reporting mechanisms in management meetings

In 2024, no discrimination incidents occurred.

The Company continues to enhance employees' awareness of non-discrimination and workplace protection through internal training programs.

5.01.4   Employee Rights and Benefits

Anji Technology is committed to creating a workplace that is secure, inclusive, diverse, healthy, and supportive of employee well-being.

The Company strives to ensure that employees can achieve work–life balance and attain both professional growth and personal fulfillment.

1. Employee Benefit Programs

The Company's employee benefits are divided into two categories:

(1) **Company-provided benefits** and (2) **Benefits offered through the Employee Welfare Committee**.

Company-Provided Benefits

- Year-end performance bonus
- Annual company banquet
- Group insurance coverage
- Employee meal program
- Breastfeeding and nursing room

Employee Welfare Committee Benefits

- Birthday cash gifts
- Holiday vouchers or gift sets (Mid-Autumn Festival, Labor Day, Year-end celebration)
- Wedding and childbirth gifts
- Funeral condolence subsidies
- Hospitalization condolence payments
- Employee travel subsidies

- Occasional team gatherings
- Discounts with contracted merchants

2. Maternity-Friendly Measures

To support female employees before and after childbirth, the Company provides a range of workplace adjustments, health support, and privacy-protected breastfeeding facilities.

Maternity Support Measures (Pre- and Post-Childbirth)

Stage	Objective	Support Measures
Before Childbirth	Reduce uncertainty; provide physical and mental support	1.On-site physician offers prenatal consultation. 2.Production lines provide identifiable maternity attire to reduce workplace risks. 3.Work assignments adjusted appropriately depending on individual circumstances.
After Childbirth	Encourage breastfeeding; ensure privacy and safety	1.Provision of family care leave and parental leave. 2.Access-controlled breastfeeding/lactation room. 3.On-site physician offers postnatal consultation.

3. Childcare Support

Anji Technology actively supports employees with childcare responsibilities and aligns with national population and parenting policies.

In 2024:

- **1 male employee** was eligible for parental leave.
- **5 female employees** were eligible, and **all 5 applied for parental leave**.

Parental Leave Application and Return Statistics

Item	2024 – Female	2024 – Male	2023 – Female	2023 – Male	2022 – Female	2022 – Male
Employees eligible for parental leave	5	1	5	3	5	3
Employees who applied for parental leave	5	0	5	0	5	3

Item	2024 – Female	2024 – Male	2023 – Female	2023 – Male	2022 – Female	2022 – Male
Employees scheduled to return from parental leave (A)	2	0	2	0	5	2
Employees who returned to work (B)	2	0	2	0	1	1
Employees who returned in the previous year (C)	0	0	2	0	3	2
Employees retained for one year after returning (D)	0	0	2	0	3	0
Return-to-work rate (B / A)	100%	0%	100%	0%	20%	50%
Retention rate (D / C)	0%	0%	100%	0%	100%	0%

Gender Pay Gap by Job Level

Anji Technology is committed to ensuring equal pay for equal work.

Due to a high turnover rate among non-managerial staff in 2024, average annual salaries between male and female employees showed more variation compared with 2023.

Anji Technology will continue to support capability building among female managers and employees to narrow the gender pay gap.

Average Annual Salary and Base Salary Ratio by Gender

(Female salary as a ratio of male salary = Female ÷ Male)

2024 vs. 2023 Gender Pay Ratio

Job Level	2024 Annual Salary Male = 1	2024 Base Salary Male = 1	2023 Annual Salary Male = 1	2023 Base Salary Male = 1
Executive Management	1	1	1	1
Senior & Mid-level Managers	1 / 0.84	1 / 0.91	1 / 0.80	1 / 0.91
First-line Supervisors	1 / 0.86	1 / 0.90	1 / 0.80	1 / 0.87
Non-managerial Staff	1 / 0.97	1 / 0.97	1 / 0.98	1 / 1.02

5.01.5 Collective Bargaining

Anji Technology operates within the solar energy industry and employs a diverse workforce, including production, R&D, quality assurance, and engineering personnel. To maintain stable labor relations and ensure transparent communication, the Company has not yet established a labor union nor entered into any collective bargaining agreements.

However, multiple communication platforms and labor–management collaboration mechanisms have been implemented to safeguard employee rights.

In accordance with the *Regulations for Implementing Labor-Management Meetings*, the Company has established a Labor-Management Committee composed of representatives from both sides.

The Committee convenes regular meetings to discuss topics such as working conditions, employee benefits, and occupational safety and health. Meeting minutes are documented and made available to all employees.

In 2024, the Company convened four regular Labor-Management Meetings and one extraordinary meeting.

5.01.6   Talent Development and Training

As a company operating in the solar energy industry, Anji Technology's technical roles focus primarily on production operations, quality assurance, and equipment maintenance.

Given that the Company is currently in a stable growth phase, overall training resources and hours still have room for enhancement.

In 2024, the average training hours per employee were 8 hours.

The relatively low average was due to:

High manpower allocation pressure on production lines, limiting training flexibility.

Training mainly concentrated on onboarding programs and external regulatory compliance courses.

To strengthen talent development and organizational competitiveness, the Company has formulated the following improvement plans:

Training Enhancement Plan

Initiative	Description	Implementation Timeline
Establish a competency-based training roadmap	Analyze key job competencies and develop tiered training programs.	Complete design by **Q1 2026**
Introduce internal trainer system	Encourage internal technical staff to serve as instructors to strengthen practical training.	Launch first cohort in **Q4 2025**
Expand online learning	Adopt digital learning platforms to	Gradually roll out in **2026**, with

resources	address shift-scheduling constraints.	accounts available for all employees
Integrate training participation into KPIs	Include training participation rate and average training hours in departmental performance evaluations.	Pilot implementation starting **Q3 2026**

The Company is committed to annually reviewing training effectiveness and employee feedback.

Anji Technology aims to increase the **average annual training hours per employee to over 12 hours by 2027**, integrating career development and skill enhancement to improve overall workforce capability.

Employee Training – Average Training Hours (Hours per Employee)
Average Training Hours by Gender and Job Level (2022–2024)

Year	Gender	Manager	Non-Manager	Overall Average
2024	Female	6.5	6	6.4
	Male	8	15	11
	Total	7	11	8
2023	Female	5.29	6.45	5.9
	Male	6.64	10.8	9.2
	Total	5.8	8.5	7.3
2022	Female	6.6	9.55	8.2
	Male	18	10.5	15.7
	Total	12.6	9.8	11.4

Note 1: "Managers" refers to employees at section chief level or above.
Note 2: Average training hours = Total training hours for the category ÷ Number of employees in the category.

Performance Evaluation

Anji Technology emphasizes the alignment between employee performance and organizational development.

The Company has established a transparent and motivating performance evaluation and compensation adjustment system to enhance talent retention and strengthen organizational cohesion.

Key Components of the Performance Evaluation System

1. Annual Performance Appraisal

- Conducted once per year.
- Evaluation criteria include goal achievement, teamwork, and professional contribution.
- Includes self-assessment and supervisor assessment.
- Serves as the basis for salary adjustments, bonuses, and promotions.
- In 2024, 100% of employees completed the annual performance evaluation.

2. Promotion and Salary Adjustment Mechanism

- Adjustments are based on departmental competency structure and performance rating.
- Ensures a fair and structured career progression path.

3. Incentive Programs
- In addition to year-end bonuses, the Company offers:
  - Improvement proposal awards
  - Performance-based incentives
    These incentives encourage continuous improvement and reinforce a high-performance organizational culture.

5.02 Occupational Safety and Health

5.02.1 Occupational Safety and Health Policy

Anji Technology is committed to providing employees with a safe and secure working environment. In accordance with applicable laws and regulations, the Company has established an Occupational Safety and Health (OSH) Policy, promoting full employee participation, risk management, audit reviews, and continuous improvement. These measures are designed to effectively prevent occupational accidents and protect the safety of all workers.

In compliance with legal requirements, the Company enrolls all employees in labor and health insurance programs and makes statutory contributions to retirement funds. In addition, Anji Technology provides group health insurance and regular employee health examinations to safeguard employee well-being and to reinforce workplace safety management.

**Anji Technology
ISO 14001 & ISO 45001
Environmental, Safety and Health (ESH) Policy**

- Compliance with legal requirements

- Implement education and training

- Effective use of resources

- Anti-intentional event

- Continuously promote improvement

- Full staff consultation

Occupational Safety and Health Management System

To ensure workplace safety, Anji Technology has implemented an Occupational Safety and Health Management Policy. OSH personnel at the Company's operational sites manage safety and health practices in accordance with international standards, including ISO 14001 and ISO 45001.

Based on production site data for 2024, the management system covered 100% of employees.

Prior to annual external audits, all production sites conduct internal audits to evaluate the effectiveness of environmental, safety, and health management. Through the application of the management cycle, the Company implements work plans, achieves continuous improvement, and reduces occupational risks and hazards.

Currently, Anji Technology has obtained ISO 14001 and ISO 45001 certifications. The Company will continue to address stakeholder expectations and strengthen environmental, safety, and health management practices, with the goal of creating a safe, healthy, and comfortable working environment.

| ISO14001 | ISO45001 |

Scope of Occupational Safety and Health Management

Anji Technology's occupational safety and health (OSH) management covers the following categories of workers:

● Employees: Individuals employed by the Company who perform work and receive wages.

● Other Non-Employee Workers: Individuals who do not have an employment relationship with the Company but perform work under the direction or supervision of a responsible person at the workplace, such as dispatched workers.

● Contractors: Individuals or organizations that do not have an employment or subordinate relationship with Anji Technology and are engaged by external companies to perform specific tasks for the Company in exchange for remuneration, including services such as equipment maintenance, catering, cleaning, and security.

● Other Personnel: Such as visitors.

To ensure the safety and health of non-employee workers and contractors, Anji Technology provides necessary occupational safety and health training and medical assistance, and allows these personnel to use shared Company facilities.

For specialized or high-risk operations, the Company engages qualified professional

contractors and strictly requires compliance with local occupational safety and health regulations as well as Anji Technology's internal safety management measures.

Hazard Identification, Risk Assessment, and Incident Investigation

To prevent potential harm to personnel arising from operations, activities, services, or facilities, Anji Technology conducts ongoing **hazard identification and risk assessments** to reduce risks and implement appropriate preventive measures, ensuring that all risks are controlled at acceptable levels.

These processes apply not only to internal operations but also to all personnel present at the Company's operational sites, including contractors and visitors.

At each operational site, the management representative is responsible for reviewing and approving hazard identification and risk assessment activities, which are implemented by the Environmental, Safety and Health (ESH) unit in collaboration with department heads.

Risks are classified based on **severity and frequency of occurrence**.

Items identified as **high-risk or above** are prioritized for improvement measures, such as:

- Provision of appropriate personal protective equipment (PPE)
- Implementation of specialized safety inspections
- Regular safety education and training
- Oversight by mid- to senior-level management
- Reporting through operational meetings

Medium- and low-risk items are reviewed periodically, and employees are encouraged to submit improvement proposals to jointly develop risk mitigation measures.

To further enhance workplace safety, the Company has established a comprehensive **incident investigation process** to ensure that every incident is properly addressed and improved. The investigation process includes:

- Immediate reporting of incidents and implementation of necessary emergency measures
- Formation of an investigation team comprising relevant departments to analyze root causes and implement corrective and preventive actions
- Submission of an incident investigation and analysis report within the required timeframe
- Completion of risk assessments prior to implementing corrective and preventive measures to ensure risks are reduced to acceptable levels
- Ensuring that all responsible departments complete corrective and preventive actions within designated timelines to eliminate root causes and prevent recurrence

Continuous Review and Employee Safety Rights

In accordance with regulatory requirements, the Company's operational sites regularly convene occupational safety and health meetings. Through internal and external audits, Anji Technology reviews the applicability and effectiveness of hazard identification and risk assessment processes, making timely discussions and revisions as needed.

All procedures comply with local regulations and certification requirements such as ISO 45001, with the objective of achieving zero accidents and zero occupational injuries.

During onboarding training, the Company emphasizes employees' obligations related to occupational safety and health, as well as the importance of self-protection.

Anji Technology complies with all occupational safety and health regulations and informs employees that if they identify an imminent danger during work, they may immediately report the situation and withdraw to a safe location.

In 2024, there were no recorded cases of employees withdrawing from work or reporting imminent danger due to safety concerns.

Health Promotion Programs

1. Annual Health Examinations

In accordance with Articles 15 and 16 of the *Regulations for Labor Health Protection*, Anji Technology conducts regular health examinations for on-duty employees.

Employees who have been employed for more than one year are eligible to participate in the health examination **free of charge**.

The examination items include measurements of height and weight, blood pressure, bone density, ultrasound screening, blood tests, hearing tests, and chest X-ray examinations.

To minimize disruption to employees' work schedules, mobile health examination units are arranged to provide on-site health check-ups at the Company's premises.

For employees who are unable to participate due to shift schedules or other reasons, alternative arrangements are available, allowing employees to complete the health examination at designated hospitals.

Employee health is regarded as the Company's most valuable asset. Supervisors at all levels are encouraged to promote participation in health examinations and actively support employees in maintaining both physical and mental well-being, as well as enhancing health awareness.

In 2024, the **health examination participation rate reached 100%**.

2. On-site Nursing and Medical Services

To respond effectively to emergencies, Anji Technology has assigned **designated contract nurses** at its operational sites and deployed first-aid personnel in proportion to the number of employees.

The Company has also engaged **professional physicians** to provide on-site medical services, ensuring employees have access to timely and professional healthcare support. In 2024, a total of **54 employee participations** were recorded in the Company's health promotion programs.

3. Healthy and Safe Workplace Environment

The Company is committed to providing employees with a comfortable, safe, and healthy working environment. Measures include:

- Implementation of necessary access control systems
- A comprehensive indoor **smoke-free policy**
- Provision of employee rest areas

Through these initiatives, Anji Technology continues to enhance employee well-being and promote a healthy workplace culture.

Worker Participation, Consultation, and Communication on Occupational Safety and Health

Anji Technology's operational sites are located in Taiwan. In compliance with applicable regulations, the Company has appointed dedicated occupational safety and health (OSH) management personnel to oversee and coordinate all OSH-related matters. The OSH management personnel convene regular meetings to discuss and formulate initiatives related to:

- Occupational safety and health management policies
- Safety and health education and training programs
- Health management, occupational disease prevention, and health promotion initiatives

- Automated equipment inspections and safety and health audits
- Preventive measures for hazards associated with machinery, equipment, and raw materials
- Occupational accident investigation reports

In accordance with the *Occupational Safety and Health Management Regulations*, the Company has established an **Occupational Safety and Health Committee**, chaired by the General Manager.

The Committee convenes meetings **on a quarterly basis**, with attendance records and meeting minutes compiled by the Executive Secretary and retained in accordance with regulatory requirements.

The Committee's responsibilities include providing recommendations on the Company's occupational safety and health policies, as well as reviewing, coordinating, and advising on safety and health-related matters.

Based on the outcomes of Committee meetings, the Environmental, Safety and Health (ESH) Department and the Management Department implement necessary improvements to operational procedures.

Occupational Safety and Health Training

Anji Technology strictly complies with government regulations and provides all new employees with the necessary occupational safety and health training.

Relevant courses are conducted on a regular basis, including electrical safety, hazardous chemical use and management, and first-aid training, to enhance employees' safety awareness and emergency response capabilities.

1. Chemical Emergency Response Drill

To ensure that personnel can respond promptly and effectively in the event of a chemical incident, Anji Technology conducted one chemical emergency response drill in 2024.

The drill covered key procedures such as incident reporting, evacuation, and decontamination, reinforcing the Company's preparedness for chemical-related emergencies.

2. Fire Safety Drills

To strengthen employees' self-rescue capabilities and ensure safe and orderly evacuation in the event of a fire, Anji Technology conducted **two fire safety drills in 2024**, with a total of **73 participations**.

Through emergency evacuation exercises, employees enhanced their knowledge of safe escape procedures, including familiarization with designated evacuation routes, proper use of fire extinguishers, and the role of shift leaders in guiding personnel to evacuate promptly and safely.

3. Safety Training for Non-Employee Workers

For non-employee workers, occupational hazard briefings and safety and health training are provided **prior to entering the worksite**.

The Company also reinforces safety awareness through **job safety analysis (JSA)** and safety reminders.

During operations, Anji Technology conducts safety supervision and periodically communicates occupational safety and health knowledge and principles, fostering a workplace culture with a strong emphasis on safety and health.

Prevention and Mitigation of Occupational Safety and Health Impacts Directly Linked to Business Relationships

Anji Technology applies required management measures in accordance with applicable laws and regulations to ensure that **non-employee workers**, including contractors, are provided with a safe and healthy working environment while operating within the Company's premises.

These measures include incorporating occupational safety and health requirements into contractual agreements, conducting hazard communication and safety briefings prior to contractors' entry into the workplace, and implementing on-site safety supervision and training.

In addition, the Company conducts **periodic and ad-hoc safety inspections**. Any identified deficiencies are promptly communicated to the contracting unit or responsible party, requiring corrective actions to strengthen occupational safety and health performance.

5.02.2   Occupational Injuries

Occupational Injuries and Occupational Diseases
Anji Technology conducts regular statistical analysis of occupational injury data across all operational sites.

In 2024, the Company recorded a total of 539,488 working hours. During the reporting period, no fatal occupational injury incidents occurred. A total of three occupational injury cases were reported, primarily caused by employees being caught in machinery, struck by objects, or sustaining crushing injuries.

In addition, there were no records of major penalties related to occupational safety incidents caused by mechanical equipment.

To further enhance workplace safety, Anji Technology will conduct comprehensive internal reviews of these incidents and formulate corrective and preventive actions. These measures include improving equipment operating procedures and continuously strengthening safety communication and training to raise employees' awareness of safe operating practices.

In recent years, no occupational injury incidents involving non-employee workers have occurred, and no workdays were lost as a result of such incidents.

Occupational Injury Statistics

Indicator	2024	2023	2022
Lost-Time Injury Frequency Rate (LTIFR)	6.5	6.29	26.83
Lost-Time Injury Severity Rate (LTISR)	0.64	0.01	0.43
Total Injury Index	2.03	0.25	3.39
Notes			
LTIFR: Number of lost-time injuries per million working hours.			
LTISR: Severity of lost-time injuries based on lost workdays.			
Total Injury Index: A composite indicator reflecting overall occupational injury risk.			

5.03   Social Engagement

Anji Technology actively fulfills its corporate social responsibility by integrating its core business with the promotion of green energy and social contributions, demonstrating a strong commitment to environmental sustainability and social well-being.

Key initiatives implemented in **2024** are summarized as follows:

1. Supporting the National Energy Transition and Advancing Renewable Energy Development

In alignment with government renewable energy policies and net-zero emission targets, the Company continues to expand the development and installation of solar power plants.

As of the end of 2024, the total installed capacity of Anji Technology's solar power facilities reached **118 MW**, significantly increasing renewable energy grid integration. These efforts support Taiwan's energy transition, reduce reliance on fossil fuels, and promote the development of the regional green energy economy.

2. Ongoing Investment in Social Welfare and Community Support

Guided by the principle of *"giving back to society,"* the Company has long focused on local social welfare and educational needs.

In **2023** and **2024**, Anji Technology invested **NTD 372 thousand** and **NTD 475 thousand**, respectively, in various public welfare initiatives. These activities covered areas such as support for disadvantaged groups, educational assistance, and environmental education promotion. Through concrete actions, the Company seeks to respond to societal expectations and create shared value for the community.

3. Promoting the Campus Rooftop Solar Program to Integrate Green Energy and Educational Support

Since **2014**, Anji Technology has implemented the *Campus Rooftop Solar Installation Program*, integrating renewable energy development with educational resource support.

The program has received widespread recognition from schools and the general public. As of the end of 2024, the Company has provided benefits to **514 schools**, with cumulative contributions totaling **NTD 529,928 thousand**. These funds are used to support school operations or subsidize student meal programs, enhancing educational environments while helping schools maintain stable financial resources. This initiative exemplifies the Company's commitment to the **Social (S)** dimension of ESG.

Social Engagement Performance Summary

Focus Area	Key Actions	Implementation Results	Benefits and Impacts
Renewable Energy Development	Advanced the construction of solar power plants in alignment with government renewable energy policies.	As of the end of 2024, total installed capacity reached **118 MW**.	Significantly increased renewable energy grid integration, supporting national energy transition and regional green energy development.
Social Welfare Engagement	Actively invested in social welfare and educational initiatives.	**2023:** NT$372 thousand **2024:** NT$475 thousand	Responded to community needs, strengthened corporate–community relationships, and demonstrated local social responsibility.
Campus Contribution Program	Implemented rooftop solar installations at schools and shared project benefits.	From 2014 to the end of 2024, benefits were provided to **514 schools**, with cumulative contributions totaling **NTD 529,928 thousand**.	Improved schools' financial stability, supported operations and student meal programs, and delivered combined educational and environmental benefits.

6、 Environmental

6.01 Climate Change

1. Climate Oversight and Governance Structure
(1) In forming the Board of Directors, the Company considers sustainable development, professional expertise, business management experience, financial management, accounting, legal, and corporate governance capabilities. In addition, the Company continues to strengthen directors' practical experience and professional knowledge related to climate change issues.
(2) The Company has established a **Sustainability Promotion Task Force**, led by the Special Assistant to the Chairman, comprising representatives from relevant departments. The Task Force is responsible for advancing initiatives across key areas, including **corporate governance, risk management, employee welfare, environmental sustainability, and social engagement**, and reports annually to the Board of Directors on the implementation status of sustainability objectives to support oversight of the Company's sustainability strategy.
(3) The Company has adopted a **Risk Management Policy**, under which the Board of Directors serves as the highest decision-making body for risk management. To strengthen the management of climate-related risks, the Company will progressively establish relevant management systems and operational guidelines.

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2. Identification and Assessment Process for Climate-Related Risks and Opportunities
In accordance with the **Task Force on Climate-related Financial Disclosures (TCFD)** framework, the Company conducts the identification of climate-related risks and opportunities. Based on external trends and internal operational changes, climate-related risks and opportunities relevant to the energy sector are identified.
Using the climate-related risk and opportunity factors recommended by the TCFD, the Company assesses **short-, medium-, and long-term** risk and opportunity levels. Priority physical and transition risks are identified, after which management evaluates their potential impacts on the Company based on **likelihood, frequency, and severity**, and determines the order of response strategies.
Through cross-functional discussions, identified climate-related risks and opportunities are further evaluated based on departmental expertise to assess their potential **operational and financial impacts**. Climate scenario analysis and risk prioritization are conducted, forming the basis for defining response actions and assessing associated

financial impacts.

Identified Climate-Related Risks and Opportunities

Risk / Opportunity	Category	Short Term	Medium Term	Long Term
Risk	**Transition Risk**	Greenhouse gas emission caps, carbon fees, and carbon taxes	New regulatory requirements related to renewable energy	Net-zero emission transition trends
Risk	**Physical Risk**	Increased severity of extreme weather events such as typhoons and floods	More frequent water-related disasters (floods and droughts) caused by extreme climate pattern changes (impacting operations)	Rising average temperatures or sea levels
Opportunity	**Opportunity**	Green energy transition (adoption of renewable electricity)	Improved resource use efficiency	Enhanced corporate reputation

Notes

- **Short term:** 2023–2025
- **Medium term:** 2026–2030
- **Long term:** 2031–2050

Climate-Related Risk and Opportunity Management Strategies

R / O	Climate-Related Risk / Opportunity	Financial Impact (＋ / −)	Management and Response Strategies
R	Greenhouse gas emission caps, carbon fees, and carbon taxes	− Increased operating costs due to carbon fees and taxes	Strengthen green R&D and innovation to improve energy efficiency

R / O	Climate-Related Risk / Opportunity	Financial Impact (+ / −)	Management and Response Strategies
R	Increased severity of extreme weather events (e.g., typhoons and floods)	− Reduced or disrupted production capacity (e.g., shutdowns, transportation difficulties, supply chain disruptions)	Enhance supply chain contingency planning and develop alternative materials
O	Green energy transition (adoption of renewable electricity)	+ Increased revenue through investment in renewable energy generation and provision of low-carbon products	Invest in renewable energy generation systems
R	New regulatory requirements related to renewable energy	− Asset write-downs or early retirement due to regulatory changes	Improve energy efficiency and strengthen regulatory compliance management
R	Increased frequency of floods and droughts caused by extreme climate pattern changes (impacting operations)	− Higher infrastructure costs (e.g., equipment damage)	Assess flood risks at production sites and implement risk mitigation measures
O	Improved resource use efficiency	+ Increased production efficiency and revenue through high-efficiency operations	Adopt environmental management systems to monitor and optimize energy use
R	Net-zero emission transition trends	− Increased capital and operating costs for carbon reduction equipment	Continue implementation of greenhouse gas reduction initiatives
R	Rising average temperatures or sea levels	− Potential property damage or operational disruptions, particularly for renewable energy facilities located in coastal areas	Incorporate flood risk factors into equipment and facility management

R / O	Climate-Related Risk / Opportunity	Financial Impact (+ / −)	Management and Response Strategies
O	Enhanced corporate reputation	+ Improved access to financing and reduced cost of capital	Strengthen corporate governance and foster a culture that prioritizes climate-related actions

3. Climate-Related Metrics and Targets

In accordance with the *Sustainability Development Roadmap for TWSE- and TPEx-listed Companies*, the Company is classified as an entity with **paid-in capital of less than NTD 5 billion**. As such, the Company is required to implement **greenhouse gas (GHG) inventory and verification in Phase III (Fiscal Year 2026)**.

Its consolidated subsidiaries (including all entities covered in the consolidated financial statements) are required to implement **GHG inventory and verification in Phase IV (Fiscal Year 2027)**.

The Company will introduce GHG inventory procedures **prior to the applicable deadlines**. Furthermore, the Company will progressively establish and implement **GHG reduction targets, strategies, and specific action plans** in alignment with regulatory requirements and its climate management roadmap.

6.02   Greenhouse Gas Management

6.02.1   Strategy, Approach, and Targets for Greenhouse Gas Management

As a participant in the photovoltaic industry, Anji Technology recognizes the critical role that renewable energy plays in achieving global decarbonization goals. In addition to promoting the development of solar energy facilities and increasing the proportion of renewable energy usage, the Company actively manages greenhouse gas (GHG) emissions generated from its operational activities.

From internal operations to supply chain management, Anji Technology has implemented systematic carbon management strategies to monitor, control, and reduce GHG emissions. These initiatives demonstrate the Company's strong commitment to

addressing climate change and fulfilling its corporate responsibility toward sustainable development.

Management Strategies

1. **Strengthening Renewable Energy Deployment**

   Continue to expand the installed capacity of solar power plants, contributing tangible electricity generation to national carbon reduction targets.

2. **Adoption of ISO Management Systems**

   Conduct annual greenhouse gas emissions inventories in accordance with **ISO 14064**, and plan to introduce the **ISO 50001 Energy Management System** in the future.

3. **Low-Carbon Construction and Operations**

   Optimize construction and operation & maintenance (O&M) processes of solar power facilities to reduce carbon footprints during both construction and operational phases.

4. **Establishing a Low-Carbon Supply Chain**

   Collaborate with key component suppliers to implement carbon inventory practices and process-based emission reduction mechanisms, thereby reducing indirect (Scope 3) emissions.

5. **Information Transparency and Stakeholder Engagement**

   Disclose annual emissions data and carbon reduction progress, and strengthen communication with government authorities, investors, and local communities.

Management Approaches

1. **Operational Inventory and Data-Driven Management**

   Establish a greenhouse gas emissions database covering electricity consumption, transportation, equipment maintenance, and other relevant data across all solar power facilities.

2. **Construction and Transportation Optimization**

   Promote carbon emission reduction during the construction phase by adopting high-efficiency machinery, reducing the frequency of temporary transportation, and increasing the proportion of locally sourced raw materials.

3. **Supplier Carbon Management Requirements**

   Integrate carbon management criteria into procurement processes, and encourage suppliers to provide carbon footprint data or obtain environmental certifications.

4. **Employee Engagement in Carbon Reduction Initiatives**

   Implement internal energy-saving actions and carbon reduction proposal incentive programs to enhance employee participation in climate-related initiatives.

6.02.2 Greenhouse Gas Emissions

Anji Technology conducts its greenhouse gas (GHG) emissions accounting in accordance with **ISO 14064-1:2018** and the **Greenhouse Gas Protocol (GHG Protocol)**. The organizational boundary is determined based on the **operational control approach**, and **2022** has been designated as the **base year** for GHG emissions calculation and verification.

In line with the *Sustainability Development Roadmap for TWSE- and TPEx-listed Companies*, the Company is classified as an entity with **paid-in capital of less than NTD 5 billion** and is therefore required to implement **GHG inventory and verification in Phase III (Fiscal Year 2026)**.

Its consolidated subsidiaries (including all entities covered in the consolidated financial statements) are required to implement **GHG inventory and verification in Phase IV (Fiscal Year 2027)**.

The Company will introduce GHG inventory processes **prior to the applicable regulatory deadlines**, and will progressively establish and implement **GHG reduction targets, strategies, and specific action plans** in accordance with regulatory requirements and its climate management roadmap.

The GHG emissions data for **2024** are expected to be completed by **the end of October 2025**. Accordingly, this Sustainability Report currently discloses GHG emissions data for **2022 and 2023** only.

Greenhouse Gas Emissions and Intensity
Unit: metric tons of CO_2e
Greenhouse Gas Emissions

Category	2022 (tCO₂e)	2023 (tCO₂e)
Category 1	122.1141	75.946
Category 2	3,785.0215	9,239.9632
Category 3	–	50.3303
Category 4	–	1,834.9305
Total Emissions	3,907.136	11,201.170

Greenhouse Gas Intensity

Indicator	2022	2023
Number of Employees	198	113
Revenue (NTD million)	3,234	1,451
GHG Intensity (tCO₂e / NTD million)	19.73	99.13
GHG Intensity (tCO₂e / employee)	1.21	7.72

Notes
Greenhouse gas emissions are calculated in accordance with ISO 14064-1 and the GHG Protocol.

Emissions categories are disclosed based on the scope and availability of data for each reporting year.

Air Pollution Control – Zero ODS Emissions

The Company has implemented appropriate air pollution control and treatment facilities for all air emissions and continues to strengthen source control and process equipment management to reduce environmental impacts caused by air pollutant emissions.

In 2024, the Company strictly complied with the requirements of the Montreal Protocol and relevant regulations. There were no emissions of ozone-depleting substances (ODS) during the reporting period. In addition, there are no sources of ozone-depleting substances within the Company's operations.

6.03   Energy Management

6.03.1   nergy Use Policy

Policy on Improving Energy Efficiency

Anji Technology places strong emphasis on energy conservation, carbon reduction, and greenhouse gas mitigation. The Company continues to promote energy-saving policies by encouraging employees to develop daily habits such as turning off lights and air-conditioning when not in use. Employees are also encouraged to comply with resource recycling policies by sorting and reusing recyclable materials.

For production-related waste materials such as packaging materials and pallets, the Company has established recycling and reuse procedures. Current energy-saving measures include equipment replacement and upgrades, as well as process optimization. The Administration Department and the Occupational Safety and Health Department designate responsible personnel to monitor energy usage across operations, while the Sales Department and Warehouse Department jointly enhance the recycling and reuse of packaging materials to reduce overall energy consumption.

Looking ahead, in addition to continuing initiatives aimed at reducing energy consumption, the Company will closely monitor global trends and remain committed to improving the power efficiency of solar module products and increasing the proportion of renewable energy generation, with the goal of contributing to the mitigation of global climate change.

Policy on the Use of Recycled Materials

Anji Technology promotes the use of recycled and reusable materials as part of its broader energy-saving and carbon reduction strategy. Through internal awareness

campaigns, employees are encouraged to properly sort and recycle reusable items in accordance with the Company's recycling policies.

The Company has established recycling and reuse mechanisms for process-related waste materials, including packaging materials and pallets. By enhancing material reuse and optimizing production processes, Anji Technology aims to reduce indirect energy consumption associated with raw material use and waste disposal. These initiatives support the Company's long-term objective of improving resource efficiency and reducing environmental impacts.

Energy Conservation Performance

Item	Energy Savings	Reduced Energy Consumption (GJ)
Electricity	3,280,813 kWh	11,811

Notes

1. As energy-saving projects have been implemented since **2019**, **2019 is defined as the base year**. The energy savings represent the reduction in energy consumption compared to the base year.

2. Unit conversion references:

   1 gigajoule (GJ) = 10^9 joules (J)

   1 kilocalorie (kcal) = 4,184 joules (J)

   1 kilowatt-hour (kWh) = 3.6×10^6 joules (J)

6.03.2   Energy Consumption

安集公司 2024 年整體能源耗用量較 2023 年下降 31.78%，因綠能政策及進口太陽能模組影響公司太陽能模組產品之產量，故廠內使用電力量大幅下降；然太陽能案場之施工及維運仍持續進行，故車輛燃油使用量未與 2023 年有顯著差異。本公司未來將持續透過設備節能、管理系統優化與能源監控，降低能源強度，朝向綠色製造與永續發展邁進。

In **2024**, Anji Technology's total energy consumption decreased by **31.78%** compared to 2023. This reduction was primarily attributable to the impact of renewable energy policies and imported solar modules, which led to a decline in the production volume of the Company's solar module products and, consequently, a significant decrease in electricity consumption at manufacturing facilities.

However, construction and operation & maintenance activities at solar power project sites continued during the year. As a result, **vehicle fuel consumption remained at a level comparable to 2023**, with no significant change observed.

Looking ahead, the Company will continue to reduce energy intensity through **energy-efficient equipment upgrades, optimization of management systems, and enhanced energy monitoring**, progressing toward green manufacturing and sustainable development.

Energy Consumption Overview

Energy Type	2024	2023	2022
Gasoline (liters)	21,414	20,490	23,246
Diesel (liters)	2,001	2,778	4,892
Electricity (kWh)	3,873,470	5,771,208	7,646,508
Total Energy Consumption (GJ)	14,698	21,542	28,457
Revenue (NTD million)	895.634	1,501.814	3,268.549
Energy Intensity (GJ / NTD million)	16.41	14.34	8.70

Notes

1. **Energy conversion factors**:
   2022–2023:
   - Electricity: 1 kWh = 3,600 kJ
   - Gasoline: 1 L = 32,635.2 kJ (7,800 kcal)
   - Diesel: 1 L = 35,145.6 kJ (8,400 kcal)
   2024:
   - Gasoline: 1 L = 31,836.1 kJ (based on the Ministry of Environment announcement on February 13, 2025; 2024 lower heating value of automotive gasoline: 7,609 kcal/L)
   - Diesel: 1 L = 36,158.1 kJ (based on the Ministry of Environment announcement on February 13, 2025; 2024 lower heating value of automotive diesel: 8,642 kcal/L)

6.04 Water Resource Management

6.04.1 Water Management and Reduction Targets

Water Resource Management

The Company is not classified as a regulated entity under the scope, type, or scale specified in the regulations governing water pollution control measures, and therefore is not required to submit water pollution prevention documentation for recordation. The volume of wastewater generated does not exceed regulatory thresholds, and the Company is not required to appoint dedicated wastewater treatment personnel.

Water consumption in the Company's production processes is relatively low and does not pose a risk of water shortages or reservoir depletion. Water use is primarily for domestic purposes. Nevertheless, in line with its environmental protection principles and to prevent unnecessary water consumption, the Company has not yet installed water recycling and reuse facilities but continues to promote water- and energy-saving

awareness among employees through internal signage and ongoing communication initiatives.

The Company has also enhanced the recovery and reuse of air-conditioning condensate and cooling water. Other reusable water is applied for landscape irrigation and secondary domestic uses, thereby improving overall water use efficiency and minimizing resource waste.

Using **2019 as the base year**, the Company has set a target to **reduce total water consumption by 5% by 2024** compared to the baseline.

Wastewater Discharge Management

All wastewater generated from the Company's facilities is properly treated through the **industrial park's centralized wastewater treatment system**, ensuring compliance with applicable environmental regulations.

6.04.2   Water Usage

Water Consumption Overview

Item	2022	2023	2024
Total Water Withdrawal (tons/year)	22,075	24,890	21,288
Total Wastewater Discharge (tons/year)	17,661	20,177	16,552

6.05   Waste Management

6.05.1   Waste Management and Reduction Targets

Waste Management

Anji Technology has established dedicated units under its **ISO 14001 Environmental Management System** to ensure proper management of waste throughout its lifecycle, from generation to final disposal. The waste generated by the Company mainly originates from office activities and production processes. Waste from office activities does not pose significant environmental, social, or health impacts. Since its establishment, the Company has **not experienced any incidents involving significant leaks of waste or other hazardous substances**.

In accordance with applicable regulations, the Company has designated waste storage areas and implements waste classification and segregation in compliance with announced categories for recycling, reuse, and industrial waste. Waste collection and disposal are entrusted to **licensed and qualified recycling and waste treatment contractors**. There is **no transboundary movement of hazardous waste**.

To prevent potential negative impacts on the natural environment resulting from improper waste handling, the Company's primary operating sites in Taiwan assign responsible departments to oversee waste disposal. **Regular tracking and audits** are conducted to ensure the legality and safety of final disposal.

Waste Reduction and Circular Resource Reuse

Since **June 2018**, Anji Technology has implemented a **pallet recovery program**, requesting customers to retain and maintain the integrity of pallets used for transporting solar modules. Once a sufficient quantity is accumulated, the pallets are collected by the Company for reuse, reducing the need to purchase new pallets.

This initiative resulted in cost savings of approximately **NTD 3,049,455 in 2022** and **NTD 1,257,565 in 2023**. In addition to lowering procurement costs, the program also contributes to **energy conservation and carbon reduction**, supporting the principles of circular economy.

6.05.2   Waste Generation

Anji Technology places strong emphasis on environmental protection and aims to achieve a dual objective of pollution reduction and efficient resource utilization. Materials that can be recycled or reused are handled in accordance with the principle of maximizing resource value and are classified based on their characteristics.

The Company has **not engaged in the transport, import, export, or overseas disposal of hazardous waste** as defined under Annexes I, II, III, and VIII of the **Basel Convention**.

The Company continues to promote the increase of recyclable waste. Using **2019 as the base year**, Anji Technology set a target to **reduce total waste generation by 25% by 2024** compared to the baseline.

In **2024**, the Company's total waste generation amounted to **76.63 metric tons**, representing a reduction of **39.83 metric tons** compared to 2023. The waste reduction rate reached **34.2%**, exceeding the target of a 25% reduction from the base year.

The primary sources of waste generation are as follows:

- **Residual Materials from Manufacturing Sites**

   In line with circular economy principles and the maximization of resource utilization, residual materials generated at manufacturing sites are sold to contracted and licensed recycling operators for proper recycling and treatment.

- **Office Waste and General Industrial Waste**

   Waste generated from office operations and general industrial activities is handled by **legally established third-party waste treatment contractors**. Contractors are required to provide documentation, including waste disposal

permits, technician names, and certification numbers, as stipulated in contractual agreements, to ensure compliance with regulations issued by the Ministry of Environment.

Waste Generation by Category and Treatment Method

Unit: metric tons

General Waste

Waste Category	Treatment Method (Outsourced Disposal)	2022	2023	2024
D-1801 Household Waste	Outsourced collection and disposal	56.80	51.26	32.23
D-0499 Waste Solar Modules	Outsourced collection and disposal	0.00	0.00	3.77

Hazardous Waste

Waste Category	Treatment Method (Outsourced Disposal)	2022	2023	2024
C-0301 Flammable Industrial Waste	Outsourced collection and disposal	0.26	0.46	0.20

Recyclable Resources

Waste Category	Treatment Method (Outsourced Disposal)	2022	2023	2024
R-0601 Waste Paper	Outsourced collection and recycling	87.51	43.70	21.60
R-1304 Waste Aluminum	Outsourced collection and recycling	1.80	0.60	0.58
R-2411 Waste Silicon Wafers	Outsourced collection and recycling	0.384	0.537	0.26
R-0201 Waste Plastics	Outsourced collection and recycling	1.20	6.415	0.05
R-0401 Waste Glass	Outsourced collection and recycling	8.10	13.488	17.94

Notes

1.Waste data are aggregated from all operational sites, with **100% coverage** of the production sites included in this Sustainability Report.

2.Industrial waste data are consistent with records reported to the **Ministry of Environment's official reporting platform**.

7、Appendices

7.01 Appendix I – GRI Content Index

GRI Content Index Description

Item	Description
Statement of Use	Anji Technology has reported information for the period from January 1, 2024 to December 31, 2024 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

This GRI Content Index has been prepared to enhance transparency and facilitate stakeholders' understanding of how Anji Technology's sustainability disclosures align with the Global Reporting Initiative (GRI) Standards.

General Disclosures

GRI 2: General Disclosures 2021

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
2-1	Organizational details	1.02 About the Company	6	–
2-2	Entities included in the organization's sustainability reporting	1.03.3 Reporting Boundary and Scope	9	–
2-3	Reporting period, frequency and contact point	1.03.2 Reporting Period and Frequency 1.03.6 Responsibility for the Sustainability Report	8 9	–
2-4	Restatements of information	1.03.4 Restatements of Information	9	–

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
2-5	External assurance	1.03.5 External Assurance	9	–
2-6	Activities, value chain and other business relationships	1.02 About the Company 4.09 Supply Chain Management	6 50	–
2-7	Employees	5.01.2.1 Employee Structure	56	–
2-8	Workers who are not employees	–	–	Not applicable
2-9	Governance structure and composition	2.02.1 Sustainability Governance Framework 2.03.2.1 Membership and Diversity 2.03.2.2 Operations 2.03.3 Structure and Operations of Functional Committees	11 15 16 19	–
2-10	Nomination and selection of the highest governance body	2.03.2.3 Nomination and Selection	17	–
2-11	Chair of the highest governance body	2.03.2.4 Conflict of Interest Avoidance	17	–

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
2-12	Role of the highest governance body in overseeing the management of impacts	2.03.1.1 Roles and Oversight of Sustainability Governance	13	–
2-13	Delegation of responsibility for managing impacts	2.02.1 Sustainability Governance Framework	11	–
2-14	Role of the highest governance body in sustainability reporting	2.03.1.1 Roles and Oversight of Sustainability Governance	13	–
2-15	Conflicts of interest	2.03.2.4 Conflict of Interest Avoidance	17	–
2-16	Communication of critical concerns	2.02.2 Operations	13	–
2-17	Collective knowledge of the highest governance body	2.03.1.3 Ongoing Sustainability Training	15	–
2-18	Evaluation of the performance of the highest governance body	2.03.1.2 Performance Evaluation of Sustainability Oversight	14	–
2-19	Remuneration policies	2.03.2.5 Remuneration Policy	18	–

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
2-20	Process to determine remuneration	2.03.2.5 Remuneration Policy	18	–
2-21	Annual total compensation ratio	2.03.2.5 Remuneration Policy	18	–
2-22	Statement on sustainable development strategy	2.01 Sustainability Development Strategy	10	–
2-23	Policy commitments	3.04 Management of Material Topics4.03.1 Integrity Management Philosophy, Policies and Code of Conduct5.01.1 Human Rights Policy and Commitment	2735	–
2-24	Embedding policy commitments	3.04 Management of Material Topics 4.03.1 Integrity Management Philosophy, Policies and Code of Conduct 5.01.1 Human Rights Policy	27 35 53	–

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
		and Commitment		
2-25	Processes to remediate negative impacts	4.04 Communication Channels and Grievance Mechanisms	37	–
2-26	Mechanisms for seeking advice and raising concerns	4.04 Communication Channels and Grievance Mechanisms	37	–
2-27	Compliance with laws and regulations	4.05.2 Regulatory Compliance	46	–
2-28	Membership associations	4.07 Participation in Associations and Organizations	49	–
2-29	Approach to stakeholder engagement	3.01 Stakeholder Engagement	20	–
2-30	Collective bargaining agreements	5.01.5 Collective Bargaining Agreements	62	–

Material Topics
GRI 3: Material Topics 2021

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
3-1	Process to determine	3.02 Process for	23	–

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
	material topics	Determining Material Topics		
3-2	List of material topics	3.03 List of Material Topics	26	–
3-3	Management of material topics	3.04 Management of Material Topics	27	–

Economic

GRI 201: Economic Performance 2016

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
201-1	Direct economic value generated and distributed	4.01 Economic Performance	33	–
201-2	Financial implications and other risks and opportunities due to climate change	6.01 Climate Change	75	–
201-3	Defined benefit plan obligations and other retirement plans	5.02.1 Occupational Safety and Health Policy	64	–
201-4	Financial assistance received from government	4.01 Economic Performance	33	–

GRI 202: Market Presence 2016

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
202-2	Proportion of senior management hired from the local community	5.01.2.1 Employee Structure 5.01.3 Diversity, Equity and Inclusion	56 57	–

GRI 203: Indirect Economic Impacts 2016

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
203-1	Infrastructure investments and services supported	5.03 Social Engagement	73	–
203-2	Significant indirect economic impacts	5.03 Social Engagement	73	–

GRI 204: Procurement Practices 2016

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
204-1	Proportion of spending on local suppliers	4.09 Supply Chain Management	50	–

GRI 205: Anti-corruption 2016

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
205-1	Operations assessed for risks related to corruption	4.03.2 Anti-corruption Mechanisms	36	–
205-2	Communication and training about anti-corruption policies and procedures	4.03.2 Anti-corruption Mechanisms	36	–
205-3	Confirmed incidents of corruption and actions taken	4.03.2 Anti-corruption Mechanisms	36	–

GRI 206: Anti-competitive Behavior 2016

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	4.03.3 Anti-competitive Behavior	37	–

GRI 207: Tax 2019

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
207-1	Approach to tax	4.02 Tax	33	–
207-2	Tax governance, control, and risk management	4.02 Tax	33	–
207-3	Stakeholder engagement and management of concerns related to tax	4.02 Tax	33	–

Environmental Aspect

GRI 302: Energy 2016

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
302-1	Energy consumption within the organization	6.03.2 Energy Consumption	82	–
302-3	Energy intensity	6.03.2 Energy Consumption	82	–

GRI 305: Emissions 2016

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
305-1	Direct (Scope 1) GHG emissions	6.02.2 Greenhouse Gas Emissions	80	–

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
305-2	Energy indirect (Scope 2) GHG emissions	6.02.2 Greenhouse Gas Emissions	80	–
305-3	Other indirect (Scope 3) GHG emissions	6.02.2 Greenhouse Gas Emissions	80	–
305-4	GHG emissions intensity	6.02.2 Greenhouse Gas Emissions	80	–
305-6	Emissions of ozone-depleting substances (ODS)	6.02.2 Greenhouse Gas Emissions	80	–

GRI 306: Waste 2020

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
306-1	Waste generation and significant waste-related impacts	6.05.1 Waste Management and Reduction Targets	84	–
306-2	Management of significant waste-related impacts	6.05.1 Waste Management and Reduction Targets	84	–
306-3	Waste generated	6.05.2 Waste Generation	85	–
306-4	Waste diverted from disposal	6.05.2 Waste Generation	85	–
306-5	Waste directed to disposal	6.05.2 Waste Generation	85	–

GRI 308: Supplier Environmental Assessment 2016

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
308-1	New suppliers that were	4.09 Supply Chain	50	–

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
	screened using environmental criteria	Management		
308-2	Negative environmental impacts in the supply chain and actions taken	4.09 Supply Chain Management	50	–

Social Dimension

GRI 401: Employment 2016

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
401-1	New employee hires and employee turnover	5.01.3 Diversity, Equity, and Inclusion	57	–
401-2	Benefits provided to full-time employees (not provided to temporary or part-time employees)	5.01.4 Employee Rights and Benefits	59	
401-3	Parental leave	5.01.4 Employee Rights and Benefits	59	–

GRI 403: Occupational Health and Safety 2018

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
403-1	Occupational health and safety management system	5.02.1 Occupational Health and Safety Policy	64	–
403-2	Hazard identification, risk assessment, and incident investigation	5.02.1 Occupational Health and Safety Policy	64	–
403-3	Occupational health services	5.02.1 Occupational Health and Safety	64	–

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
		Policy		
403-4	Worker participation, consultation, and communication on occupational health and safety	5.02.1 Occupational Health and Safety Policy	64	–
403-5	Worker training on occupational health and safety	5.02.1 Occupational Health and Safety Policy	64	–
403-6	Promotion of worker health	5.02.1 Occupational Health and Safety Policy	64	–
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.02.1 Occupational Health and Safety Policy	64	–
403-8	Workers covered by an occupational health and safety management system	5.02.1 Occupational Health and Safety Policy	64	–
403-9	Work-related injuries	5.02.2 Occupational Injuries	72	–

GRI 404: Training and Education 2016

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
404-1	Average hours of training per year per employee	5.01.6 Talent Development and Training	62	–
404-2	Programs for upgrading employee skills and transition assistance programs	5.01.6 Talent Development and Training	62	–

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
404-3	Percentage of employees receiving regular performance and career development reviews	5.01.6 Talent Development and Training	62	–

GRI 405: Diversity and Equal Opportunity 2016

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
405-1	Diversity of governance bodies and employees	2.03.2.1 Board Members and Diversity 5.01.3 Diversity, Equity, and Inclusion	15 57	–
405-2	Ratio of basic salary and remuneration of women to men	5.01.4 Employee Rights and Benefits	59	–

GRI 406: Non-discrimination 2016

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
406-1	Incidents of discrimination and corrective actions taken	5.01.3 Diversity, Equity, and Inclusion	57	–

GRI 408: Child Labor 2016

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
408-1	Operations and suppliers at significant risk for incidents of child labor	5.01.1 Human Rights Policy and Commitment	53	–

GRI 409: Forced or Compulsory Labor 2016

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.01.1 Human Rights Policy and Commitment	53	–

GRI 414: Supplier Social Assessment 2016

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
414-1	New suppliers that were screened using social criteria	4.09 Supply Chain Management	50	–
414-2	Negative social impacts in the supply chain and actions taken	4.09 Supply Chain Management	50	–

GRI 416: Customer Health and Safety 2016

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
416-1	Assessment of the health and safety impacts of product and service categories	4.08.1 Customer Health and Safety	49	–
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	4.08.1 Customer Health and Safety	49	–

GRI 417: Marketing and Labeling 2016

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
417-1	Requirements for product and service information and labeling	4.08.2 Marketing and Labeling	50	–
417-2	Incidents of non-compliance concerning product and service information and labeling	4.08.2 Marketing and Labeling	50	–
417-3	Incidents of non-compliance concerning marketing communications	4.08.2 Marketing and Labeling	50	–

GRI 418: Customer Privacy 2016

No.	Disclosure	Corresponding Section	Page No.	Remarks / Omission Explanation
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.06.2 Customer Privacy Protection	49	–