



Sustainability Report 2024



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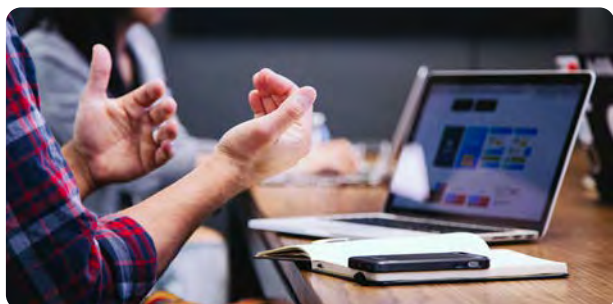
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Key Performance in 2024

TMP Steel achieved many sustainability performance goals in 2024, demonstrating our progress towards sustainability goals and our response to various stakeholders.



Environment & Product

Annual Achievements

- ✓ **Completed** the greenhouse gas inventory and external assurance for 2024.
- ✓ **100%** of products were radiation-free, compliant with national standards in 2024.
- ✓ Products did **not** violate any regulations or voluntary guidelines in 2024.
- ✓ Rebar products **fully** complied with CNS 560 regulations.
- ✓ Annual production in 2024 was 287,729 tons, an increase of **18%** compared to 2023.



Social

Annual Achievements

- ✓ Held **52** occupational safety meetings in 2024, prioritizing occupational safety issues as a key management focus.
- ✓ The company **regularly monitors** workplace noise levels, dust levels, and carbon dioxide emissions from office air conditioning systems, and conducts water quality testing of water dispensers throughout the factory.
- ✓ The number of employee education and training hours in 2024 was increased **2.82** times compared with the previous year, and the number of trainees was increased by **1.47** times compared with the previous year.
- ✓ The average salary of female employees was **higher** than that of male employees across all locations.
- ✓ The basic salary of junior employees was approximately **18%~45%** higher than the local minimum wage.



Governance

Annual Achievements

- ✓ Ranked in the top **6~20%** of listed companies in the corporate governance evaluation for **four consecutive years** (8th~11th).
- ✓ The ratio of female Directors to all Directors reached **33%**.
- ✓ Revenue in 2024 exceeded NT\$ **9.3 billion**, representing a growth of **19%** compared to the preceding year.
- ✓ The amount of loss caused by material cybersecurity events was **nil**.
- ✓ There was **no** internal/external whistleblowing letter or legal case related to the ethical corporate management of the Company.

Introduction About this Report





About this Report

The sustainability report issued by TMP Steel Corporation (stock code: 6248; the "TMP Steel" or the "Company") complies with the GRI Standards issued by the Global Reporting Initiative (GRI) with reference to the common standards and topic standards of disclosures. In addition, the disclosures in the report also respond to the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies," "Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies," the United Nations Sustainable Development Goals (SDGs), the Task Force on Climate-related Financial Disclosures (TCFD) framework, and other domestic and foreign standards and specifications. Through the issuance of this report, we aim to enable the public and stakeholders to understand TMP Steel's short-term, mid-term, and long-term goals, investments, and achievements in promoting sustainable development. This report also serves as a crucial channel for the Company to communicate non-financial information.

For the index of GRI content in this report, please refer to the [appendices](#) for details.

Scope and Boundary of the Report

The boundary of the report only includes TMP Steel, and Taiwan Steel Material Corp. is not included, primarily considering that the subsidiary was just founded and has not commenced formal large-scale operations. Additionally, TMP Steel is the major operating entity of the Group, accounting for 100% of the Group's production capacity, and the number of employees also accounts for 100% of the Group's employees. Therefore, TMP Steel is sufficiently representative in terms of the Group's sustainability performance.

The report discloses the data on the economic, environmental, and social performance of the Company in 2024 (from January 1 to December 31, 2024). To ensure the completeness and comparability of data, some performance data is traced back to December 31, 2022.

Data Source and Management, Assurance of the Report

The data used in the report was collected and provided by responsible departments. After the overall planning by the Management Department, the data was compiled and subsequently edited and amended. After the completion of the first draft, it was submitted to the supervisors of departments, the Vice President, President, and the Chairman for review to ensure the authenticity and completeness of the content of the sustainability report. It was reviewed and confirmed by the Corporate Governance and Sustainability Committee and finally submitted to the Board of Directors before publication.






Website



"ESG" section

External Verification

	 Sustainability Information	 Financial Data	 Environmental Data
Standards Followed	TWS Assurance Standard No. 3000 "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information" [Note 1]	Parent Company Only Financial Statements [Note 2]	TWS Assurance Standard No. 3410 "Assurance Engagements on Greenhouse Gas Statements" [Note 3]
Assurance Agency	PwC Taiwan	PwC Taiwan	PwC Taiwan

[Note]

1. PwC Taiwan performed limited assurance on the selected key performance indicators in accordance with TWS Assurance Standard No. 3000 "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information." The limited assurance report is attached in the appendices of this report.

2. The financial data disclosed in the report is derived from the parent company only financial statements audited by the CPAs according to International Financial Reporting Standards (IFRS). The auditing and attestation agency is PwC Taiwan, and the data is presented in New Taiwan Dollars (NTD).

3. PwC Taiwan performed limited assurance on the greenhouse gas statements prepared in accordance with the GHG Protocol, in compliance with ROC Assurance Standard No. 3410 "Assurance Engagements on Greenhouse Gas Statements." The limited assurance report is attached in the appendices of this report.

Date of Publication

TMP Steel will regularly issue its sustainability report each year and concurrently disclose relevant information in the "ESG" section of its website.

Current issuance date: Issued in August 2025
Next issuance date: Expected to be issued in August 2026

Contact Information

If you have any questions about the report or have any recommendations or opinions for the Company, please feel free to contact us via the following channels.

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Tel: (04)753-0578
E-mail: tmp@tmpco.com.tw
Contact: Management Department - ESG report editor's team

Chapter 1

Business Overview and Sustainable Governance





1.1 Letter from Our Chairman

2024 is a year of stability and progress. Amidst fluctuating steel market prices and external uncertainties, we maintained steady operations in our core business. Benefiting from robust demand for steel bars in Taiwan's construction industry and continued momentum in steel product trading, our full-year revenue reached a new record high. While profits were slightly impacted by steel price fluctuations, our overall operating performance remained solid, generating good returns for shareholders.

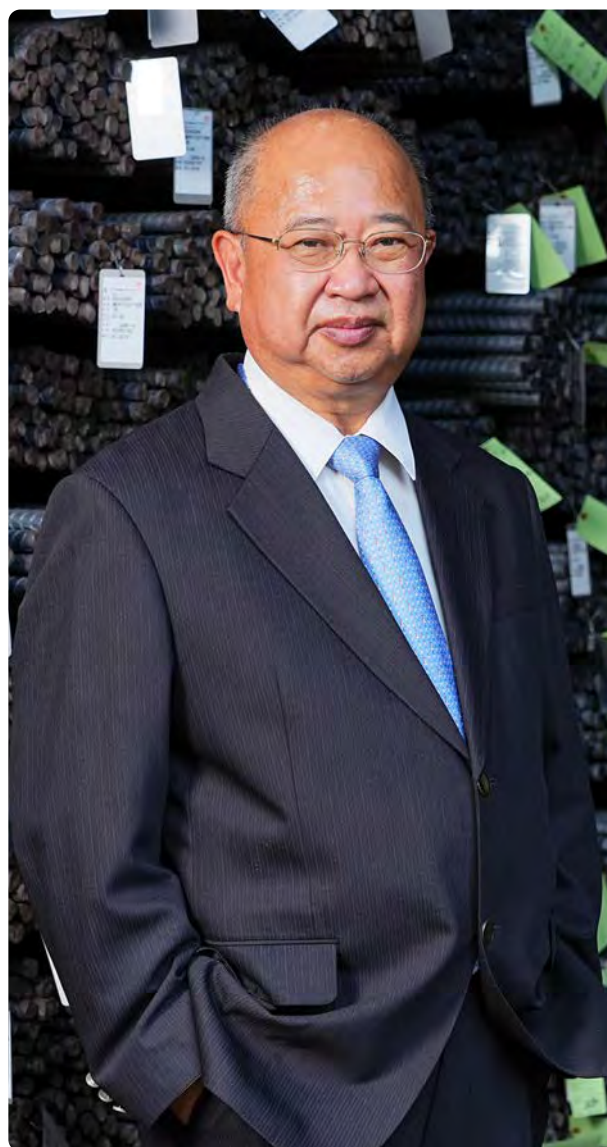
While pursuing operational performance, we remain mindful of our corporate responsibilities regarding environmental, social, and governance (ESG). Starting with corporate governance, continuously strengthens its governance systems and risk control mechanisms. Through oversight by governance units and the management team's clear responsibilities and transparent operations, we ensure clear accountability. TMP Steel consistently ranked in the top 6% to 20% of listed companies for four consecutive years, with increasing governance scores, affirming our efforts in corporate governance.

Socially, we strive to create a happy and stable work environment. By enhancing occupational safety and health management systems, developing diverse training resources, organizing health promotion activities, and strengthening two-way communication with employees, we prioritize their physical and mental health and development needs. We believe that only by putting people first can we foster team cohesion and build a sustainable and competitive corporate culture.

As a member of a high-carbon-emitting industry, Pepper continues to strengthen its environmental management efforts. We completed the individual inventory and Assurance of greenhouse gas emissions as well as a consolidated greenhouse gas inventory for 2024. Based on the TCFD framework to assess and manage climate-related risks and opportunities. Going forward, we will develop feasible emission reduction plans based on these assessments to achieve our goals of low-carbon production.

Second Plant of Chang Pin was put into production at the end of the year and gradually introduced new

products welded wire fabrics. The new factory in Xinshi, Tainan is also under construction. We will continue to build advantageous steel product channels to fully meet customers' construction steel processing needs. In the face of the challenge of continued revenue growth, we are also mapping out a more comprehensive ESG blueprint for the company, deeply embedding the DNA of sustainable development into our corporate culture. By promoting various sustainable action plans, we hope that TMP Steel can steadily and steadily move towards its sustainable development goals, maintain good cooperation with stakeholders, and further realize its business vision of "customer satisfaction, employee satisfaction, and shareholder satisfaction."



President: Mr. Qing-LI, YAN

1.2 About TMP Steel

TMP Steel Corporation was founded in 1984 and listed on the OTC in 2003. The company is mainly engaged in secondary processing of steel, focusing on providing supporting steel bars for construction and customized pre-forming processing, covering a wide range of items. TMP Steel is the only steel processing company in Taiwan with its own processing plants in the north, central and southern Taiwan, with full-service capabilities.

Under the guidance of experienced management professionals and supported by a strategic alliance with Taiwan Steel Group [Note], TMP Steel adheres to a business philosophy characterized by "innovation, excellence, speed, and practicality." Over the years, we have cultivated strong partnerships with rebar wholesalers in central and southern Taiwan, as well as major domestic construction firms, establishing ourselves as a primary supplier of rebar to numerous customers. TMP Steel actively expands its product applications and enhances market share in alignment with future market trends.

All steel products sold by TMP Steel meet certified product standard specifications. Our vision is to "pursue continuous innovation and become a trusted steel enterprise." We are committed to operational excellence through a spirit of innovation and diligence. In addition to our core steel

business, we are dedicated to assisting upstream and downstream industries in upgrading, thereby enhancing the overall international competitiveness of the sector.

Looking ahead, TMP Steel will uphold its principles of prudent management to maximize customer value and become a leading brand in professional and reliable building steel materials.

[Note]

Through active mergers and acquisitions, Taiwan Steel Group has rapidly emerged as a leading Steel Group in Taiwan and was listed by China Credit Information Service as one of the top 100 Taiwanese groups in 2022. The Group boasts the world's most comprehensive bar and rod steelmaking network, the largest integrated electric furnace steelmaking system in Taiwan, and is one of the top five specialty steel mills in the world, with global distribution channels. Currently, Taiwan Steel Group spans 12 major business groups, covering construction steel, special steel, fasteners, precision environmental protection, network equipment, construction engineering, information services, catering and health, tourism, entertainment and cultural creativity, sports events and human resources. Its industries span traditional and high-tech industries, and promote diversified integration and collaborative development. TMP Steel belongs to the "Construction Steel" business group, focusing on the processing and sales of construction steel products, connecting with the group's resources to strengthen its competitive advantage. Taiwan Steel Group continues to deepen its industrial development, fulfill its corporate social responsibility, and actively move towards sustainable development.



Milestone of TMP Steel

- 1984 — Established in Xindian, Taipei, specializing in the production and sales of exchange power supply units, inductors, exchange electronic transformers, and other coil components.
- 2003 — Listed on the OTC for trading on September 2.
- 2010 — Renamed to "TMP International Corporation."
- 2013 — Added the "Hardware and Building Materials Division," focusing on rebar and coil elements, planning for the development of rebar forming and processing, and direct delivery services to construction sites.
- 2016 — Changed the name from "TMP International Corporation" to "TMP Steel Corporation."
- 2018 — Established the Taoyuan Plant in June
- 2021 — In March, the Board appointed a Chief Corporate Governance Officer as the most senior executive for corporate governance matters.
In September, the Changhua Changbin Plant was newly established.
- 2022 — Established the "Corporate Governance and Sustainable Development Committee."
- 2023 — Groundbreaking ceremony for Second Plant of Chang Pin, with plans to add new products such as hooped rebar and welded wire fabrics.
- 2024 — Second Plant of Chang Pin completed and put into production.
Groundbreaking ceremony for Xinshi Plant, with plans to expand rebar processing and coupler production capacity.

1.2.1 Business Locations and Value Chain

TMP Steel has deep roots in Taiwan, operating in areas including the First (Headquarters) and Second [Note1] Plant of Changpin, Guanxi Plant, Tainan Plant and Yingge Plant[Note2]. A groundbreaking ceremony for the new plant in Xinshi will be held in November 2024, and completion is expected in the fourth quarter of 2025. The company positions itself as a nationwide supply channel, establishing advantageous channels for steel products in northern, central, and southern Taiwan, with ample steel product storage space. We collaborate with major rebar manufacturers to solve the issue of incomplete rebar product sizes and meet customer demands promptly.

Our main suppliers engage in the manufacturing and trading of steel materials such as rebars, billets, angle bars, flat bars, and straight bar steel. They operate electric arc furnaces and specialized rebar rolling equipment and systems in northern, central, and southern Taiwan, ensuring high-quality, safe, and compliant rebar sources. Construction firms constitute a major customer base, with demand for rebars at construction sites across Taiwan. In 2024, TMP Steel closely collaborated with over a hundred construction firms.

The rebar industry is Taiwan's largest producer of single steel products, primarily serving the domestic market for use in building and public engineering sectors.

Our product applications in building projects span across northern, central, and southern Taiwan, including landmark government projects such as the Danshui Light Rail Transit, West Coast Expressway, Keelung Shanhai City Connection Reformation Project, and Railway Green Corridor. In recent years, the major public construction and construction companies that have used our products are as follows:

[Note]

1. The Second Plant of Changpin is scheduled to be completed and begin operations in October 2024, so the information collection period for the 2024 Sustainability Report is from October to December 2024.
2. The Yingge Plant ceased operations at the end of March 2024, so the information collection period for the 2024 Sustainability Report is from January to March 2024.

Our product application



1.3 Sustainable governance

1.3.1 Sustainable development promoting organization

In 2022, the Board resolved to establish the "Corporate Governance and Sustainable Development Committee" as the ESG management center of TMP Steel. The amendment of the company's articles of association was completed at the 2023 shareholders' meeting, and the shareholders' meeting supported the company's organization of a functional committee related to sustainable development. We hope that while the company grows operationally, it will also leverage its power as a corporate citizen to enhance its sustainable development capabilities. The Corporate Governance and Sustainability Committee will assume the crucial responsibility of formulating the company's sustainable development goals. Within this framework, and aligned with the company's operational guidelines, it will determine corresponding short-, medium-, and long-term business strategies. Through a purposeful, systematic, and organized approach, we will deeply embed the DNA of sustainable development into our corporate culture. We hope that will continuously contribute to the environment, society, and the economy, and share and communicate its corporate sustainability achievements with the government and regulatory authorities, employees, shareholders and investors, customers, suppliers, the community, the media, and other stakeholders. By establishing positive interactions with external stakeholders, we will pursue sustainable growth together.

In 2022, the Board resolved to establish the "Corporate Governance and Sustainable Development Committee" as the ESG management center of TMP Steel. The committee comprises three independent directors and operates through five cross-departmental functional teams: Verification, Corporate Governance, Product Responsibility, Employee Relations, and Social Welfare. The head of corporate governance assigns department heads to oversee the responsibilities and execution plans of each team, managing various business operations and annual projects to integrate sustainable development actions into daily company operations. Quarterly, the committee submits work plans and implementation reports, proposing optimization or improvement plans for the following year. According to the committee's organizational regulations, it convenes at least twice annually. In 2024, it held two meetings and reported to the Board of Directors.

Corporate Governance and Sustainable Development Committee Responsibilities



Corporate system and culture

- Promote and strengthen corporate governance organization and system.
- Promote and implement ethical corporate management-related work.



Actual implementation

- Promote and develop corporate social responsibility policies and sustainable operation matters.
- Establish implementation workforces to examine, track, and amend the implementation status and effects of corporate governance evaluations and sustainable development and regularly report to the Board.



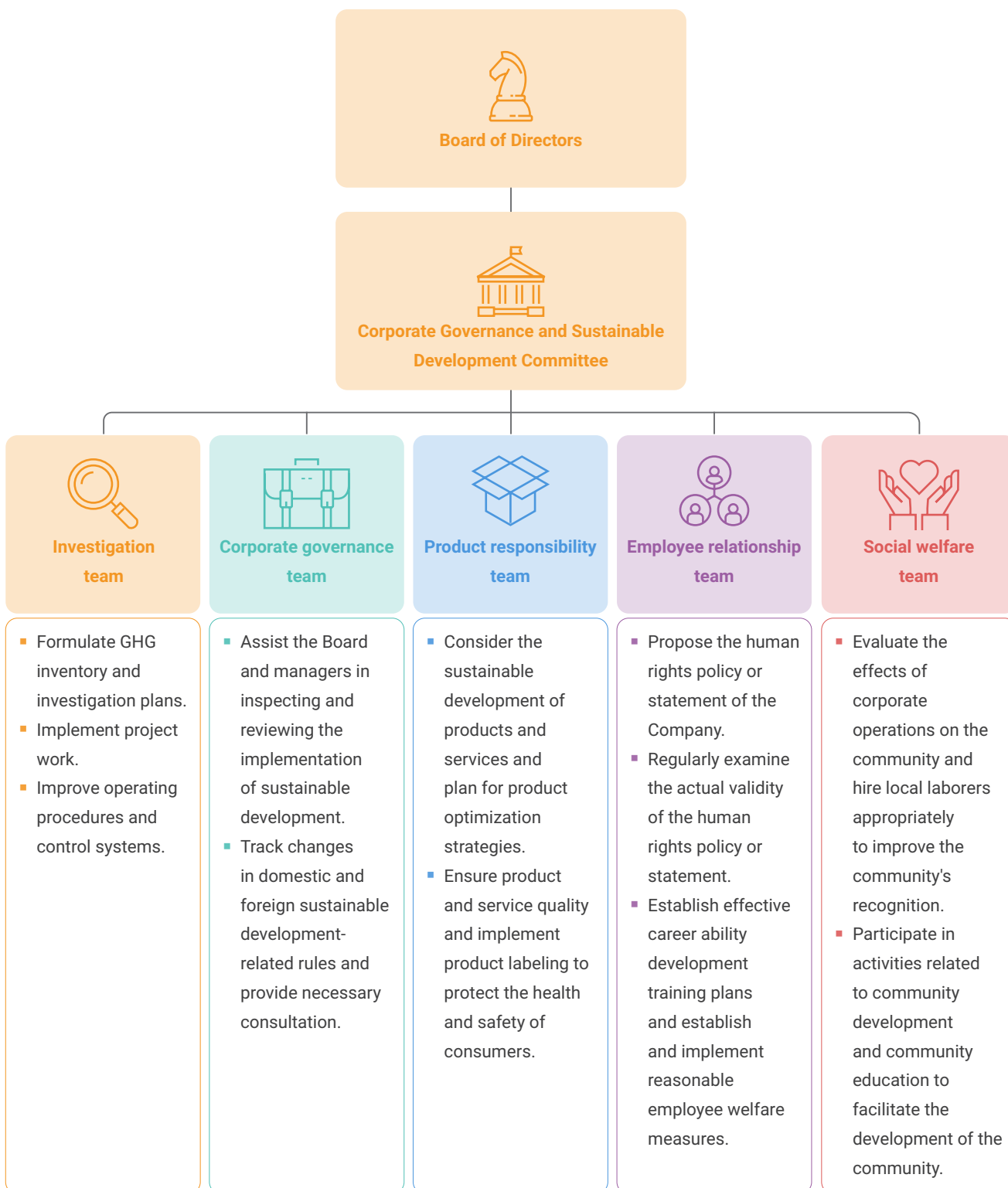
Effective communication

- Attach attention to topics concerned by stakeholders, including shareholders, employees, government, NGOs, community, and media and supervise communication plans.



Others

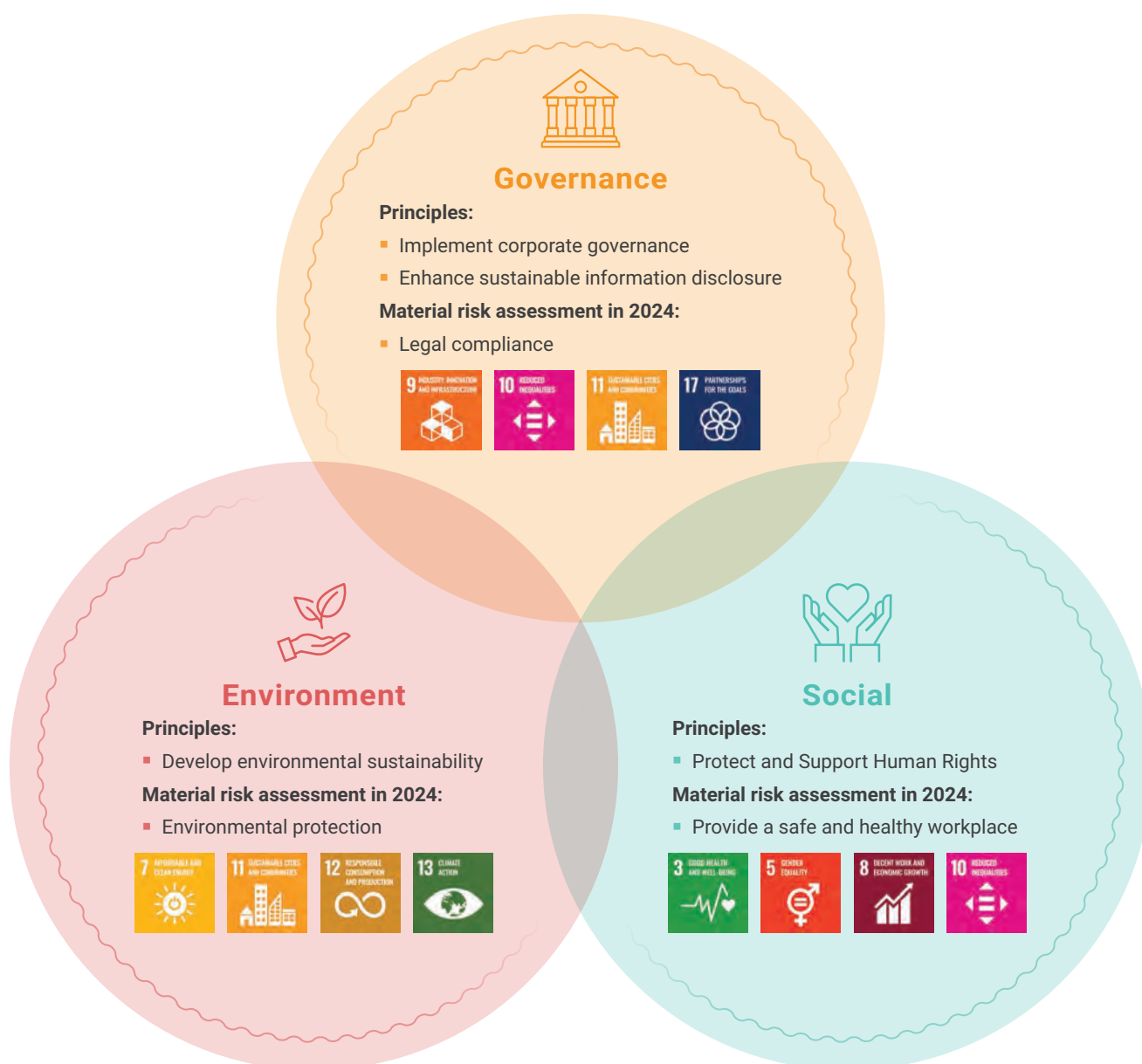
- Implement relevant matters resolved by the Board.



1.3.2 Sustainable Development Best Practice Principles

TMP Steel adheres to the following four principles to practice sustainable development, setting corresponding governance, environmental, and social goals and launching multiple action plans to achieve steady and sustainable growth. In 2015, the United Nations established 17 issues

and goals related to global sustainable development (Sustainable Development Goals (SDGs)). We are also considering how TMP Steel can connect with the SDGs, hoping to respond to society's increasing emphasis on sustainability and related trends.



1.4 Stakeholder communication and engagement








Stakeholder
page



1.4.1 Stakeholder identification and communication

The Company was guided by the five attributes of the AA1000 stakeholder engagement standard, including reliance, responsibility, concern, influence, and diverse perspective, to identify potential stakeholders, which is beneficial for effective communication and further helps confirm the appeals of different stakeholders.

A stakeholder page is set out on our website. Diverse channels and regular and non-periodical approaches are adopted to instantly and efficiently deliver the opinions of different parties to serve as the information source of sustainability issues and potential impact evaluations.

Stakeholder	Issues of concern	Responses	Results	Corresponding Chapters
 Government	<ul style="list-style-type: none"> Corporate Governance Legal Compliance 	<ul style="list-style-type: none"> Participate in a total of over 5 policy or regulation promotion sessions and training courses Cooperate with competent authorities in labor inspections, etc. Participate in the Corporate Governance Evaluation 	<ul style="list-style-type: none"> The Directors are in training courses for a total of 54 hours Have real-time updates and understanding of laws and regulations and administration rules and assist the Company in implementing relevant policies Ranked top 6% to 20% in 11th Corporate Governance Evaluation among TPEX companies 	<ul style="list-style-type: none"> Ch 2 Corporate Governance
 Employees	<ul style="list-style-type: none"> Remuneration and Benefits Talent Development and Cultivation Diversity and Equal Opportunity Product Quality and Safety Legal Compliance 	<ul style="list-style-type: none"> Announced over 20 employee welfare, material operating news, and training messages Monthly on-site visits by dedicated nursing staff Quarterly on-site visits by contracted occupational medicine specialists 1 health promotion lecture, 1 beach cleaning activity at Wanggong Fishing Port, 1 domestic employee tour, 2 overseas employee tours Distributed employee satisfaction questionnaires once Convene 4 labor-management meetings 	<ul style="list-style-type: none"> Strengthen internal communications, gather employees' cohesion, and deliver the corporate development prospect Have medical personnel in place to provide onsite health consultation, health inspection report consultation, and pressure evaluation Organize health lectures to enhance employees' health awareness For details on the employee satisfaction questionnaires, please refer to 5.3 Talent Development and Cultivation For details of major topics discussed in labor-management meetings, please refer to 5.4.3 Employee Communication 	<ul style="list-style-type: none"> Ch 2 Corporate Governance Ch 5 Happy workplace

Stakeholder	Issues of concern	Responses	Results	Corresponding Chapters
 Shareholders/ investor	<ul style="list-style-type: none"> Economic Performance Legal Compliance Corporate Governance Risk Management Occupational Safety and Health 	<ul style="list-style-type: none"> Published 78 material information and 29 announcements in Chinese and English, and a total of over 120 press releases Announced 12 times of operating income on the corporate website and MOPS each month Published 8 times of quarterly financial statements on the corporate website and MOPS in total Convened 1 investor conference Convened 1 shareholders' meeting 	<ul style="list-style-type: none"> For the publication of material information in the future, the Company estimates to add new business locations, appoint a new financial supervisor, and establish the Governance and Sustainable Development Committee to improve investors' confidence via transparent communication and exhibit the determination of corporate governance Provide open and adequate operating information to assist investors in understanding the operating status of the Company to make appropriate decisions 	<ul style="list-style-type: none"> Ch 2 Corporate Governance Ch 5 Happy workplace
 Customers	<ul style="list-style-type: none"> Product Quality and Safety Waste management Occupational Safety and Health Corporate Governance Risk Management 	<ul style="list-style-type: none"> Update the official website from time to time and disclose the latest product technologies on the corporate website Had business meetings from time to time beneficial to responding to customers' requirements 	<ul style="list-style-type: none"> Announce the groundbreaking of our Xinshi plant and the completion and start of production of our second plant in Zhangbin on our official website to respond to customer needs immediately, deliver products and provide services in a timely manner 	<ul style="list-style-type: none"> Ch 2 Corporate governance Ch 3 Environmental management Ch 4 Product innovation Ch 5 Happy workplace
 Suppliers/ Contractors	<ul style="list-style-type: none"> Product Quality and Safety Waste management Occupational Safety and Health Corporate Governance Risk Management 	<ul style="list-style-type: none"> The proportion of suppliers signing commitment letters on safety, health and environmental protection reaches 90% A total of 823.5 contractors received education and training 	<ul style="list-style-type: none"> The content of the contractor education and training courses is mainly to enhance occupational safety awareness 	<ul style="list-style-type: none"> Ch 2 Corporate governance Ch 4 Product innovation Ch 5 Happy workplace

Stakeholder	Issues of concern	Responses	Results	Corresponding Chapters
<div> Community</div>	<ul style="list-style-type: none">▪ Air Pollution Control▪ Water Stewardship▪ Waste Management▪ GHG Emissions▪ Energy	<ul style="list-style-type: none">▪ Meet and visit from time to time to establish good interaction	<ul style="list-style-type: none">▪ Implemented procedure management and continued monitoring to ensure the negative impacts and effects generated from the course of production of TMP Steel on the living environments of the community▪ Organized an ESG clean-up activity at Wanggong Fishing Port in Changhua County to assist local marine ecological protection and promote good interaction between the living environment and the company, with a total of 71 people participating▪ Visit the director and the contract window of Zhangbin Industrial Park from time to time to enhance the cooperation and recognition between the park center and enterprises▪ Periodically visit the director of Taipower in Changhua County to exchange ideas on corporate electricity use and learn energy-saving information as a reference for improving internal processes	<ul style="list-style-type: none">▪ Ch 3 Environmental management
<div> Media</div>	<ul style="list-style-type: none">▪ Legal Compliance▪ Product Quality and Safety▪ Supply chain and traceability management▪ Corporate Governance▪ Risk Management	<ul style="list-style-type: none">▪ Updated the corporate website from time to time▪ Had over 120 press releases▪ Convened 1 investor conference	<ul style="list-style-type: none">▪ Published the latest ESG development and performance of the Company on the corporate website▪ Communicated the financial performance, operating status, and profitability analysis of the Company	<ul style="list-style-type: none">▪ Ch 2 Corporate governance▪ Ch 4 Product innovation

1.5 Material topic analysis

1.5.1 Material topic identification procedures

We identified topics related to the operation and SDGs of the Company by adopting the framework under the GRI Standards and identified potential annual ESG issues with reference to global sustainable development trends, domestic and foreign industry status, ESG issues jointly concerned by the iron and steel industry, and requirements under the "Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies," and "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies".

We discussed with the senior management regarding the impact level and the occurrence probability of ESG issues of the Company and initially included external stakeholders' level of concern and opinions for ESG issues to decide the annual material topics.

The Corporate Governance and Sustainable Development Committee reviewed the major themes identified in 2023. There were no major changes in the company's operations in 2024. Therefore, the major themes in 2023 will be continued as the reference basis for information disclosure in this year's TMP Steel Sustainability Report. The company's board of directors and the corporate governance and sustainable development committee determine the basis for TMP Steel future sustainable development strategy and planning of sustainable development implementation projects.





Identify ESG Issues

Adopted GRI Standards and collected topics concerned by domestic and foreign benchmark enterprises to identify common topics in the industry through connection, and considered the operating environment and business philosophy of the Company to identify a total of 16 ESG issues.



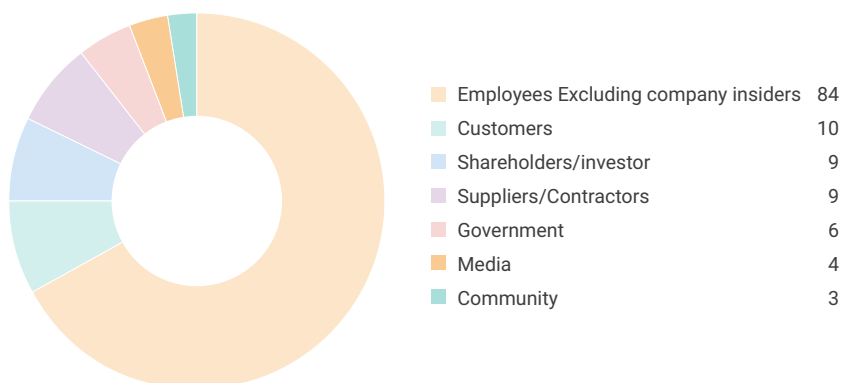
Analyze Internal Impacts

Included ESG issues in the internal impact evaluations and invited 5 department supervisors to carry out an evaluation of the occurrence probability and the scale of positive/negative impacts regarding the issues. Impact issues included environment, society/employee, corporate governance/economy, and product aspects. Performed a composite evaluation of the positive/negative occurrence probability and the scale of positive/negative effects of issues to conclude the level of impact of issues.



Compile Issues Concerned by Stakeholders

Learned the level of attention attached by 7 major stakeholders of the Company to the 16 ESG issues by way of a questionnaire survey . We collected a total of 125 valid questionnaires in 2022.



Confirmation of Material Topics

Sorted the 16 ESG issues based on the level of impact, considered the results of questionnaires, industrial features, and short-term, mid-term, and long-term strategies of the Company, and the Chairman and the sustainability teams jointly confirmed 7 major topics ultimately to serve as the disclosure focuses of the report to describe corresponding action plans and achievement in detail; for the other 9 issues, management approach and achievements were also appropriately disclosed in the report.



Define material topic boundaries















Material topics are defined based on an analysis using the value chain as a boundary analysis element. Moving forward, efforts will be ongoing to enhance management and disclose pertinent information in the sustainability report.















1.5.2 Level of impact of material topics

In 2023, our sustainability team identified 16 sustainability issues, ranked by their impact severity, and selected the top 5 issues with the highest positive or negative impacts. These were further consolidated based on relevance, resulting in 4 major topics. Additionally, based on external survey results regarding stakeholder priorities, 3 additional major topics

were identified, prioritized by stakeholders' level of concern and alignment with company strategic development. Therefore, a total of 7 major topics were identified in 2023. For 2024, after assessing and finding no significant changes from the 2023 results, these 7 major topics have been retained for the current year.

1.5.3 Material topics and value chain in 2024

Aspect	Material topic	Impact on operations	Impact boundary					Corresponding Chapter	Corresponding GRI Standards
			Internal	External					
				Supplier	Investor	Customer	Community		
 Corporate governance/ economy	Legal compliance	Since its establishment, the Company has observed domestic and foreign laws and regulations and rules, continued to focus on any policies and laws and regulations that may have material effects on the finance, environment, and business of the Company, and implemented regulatory requirements to reduce direct financial risks and avoid indirect goodwill risks.						<u>Ch 2</u> <u>Corporate Governance</u>	GRI 2: General Disclosures 2021
	Risk management	Management risk is one of the crucial works related to sustainable corporate operations. A risk management system shall be established to identify and evaluate risks that may occur during the daily operations of the Company so as to propose risk countermeasures.						<u>Ch 2</u> <u>Corporate Governance</u>	GRI 2: General Disclosures 2021
 Environment	Energy and GHG emissions	Learn the impacts of the Company on the natural ecosystem and mitigate greenhouse effects through GHG emissions management. Reduce power consumption by reducing the use of non-renewable energy, implement energy-saving plans, and, in turn, slow down global warming.						<u>Ch 3</u> <u>Environmental management</u>	GRI 302: Energy GRI 305: Emissions

Aspect	Material topic	Impact on operations	Impact boundary					Corresponding Chapter	Corresponding GRI Standards
			Internal	External					
				Supplier	Investor	Customer	Community		
 Environment	Waste management	The Company deeply understands the attention of local citizens, environmental protection groups, and governmental agencies attached to the pollution emissions (including waste gas, wastewater, and waste) of the traditional iron and steel industry; climate warming and the shortage of water resources are material challenges to the business development of the Company. Apart from complying with environmental protection regulatory standards and maintaining our corporate image, we can reduce environmental impacts and improve the competitiveness of products in terms of ESG issues by implementing energy-saving and pollution control management.						Ch 3 <u>Environmental management</u>	GRI 306: Waste
 Society/ employee	Occupational safety and health	Health of our employees is the foundation to maintain the normal operations of the Company. If the Company fails to duly manage systems related to health and safety, it will be difficult to achieve the execution goal of a safe workplace. If there is any violation of occupational safety laws and regulations, it will cause damages to the Company's goodwill.						Ch 5 <u>Happy workplace</u>	GRI 403: Occupational Health and Safety
	Talent development and cultivation	The Company deems employees one of the significant assets of the Company and makes arrangements according to relevant laws and regulations of the government, regulations of the Company, relevant working rules, and labor-capital agreements. We maintain healthy communication with employees and improve comprehensive labor conditions and employee welfare to benefit our sustainable operations through talent selection, cultivation, and retention.						Ch 5 <u>Happy workplace</u>	GRI 404: Training and Education
 Product	Product quality and safety	Product quality is the key to sustainable operations and the building of corporate credibility and image. Stakeholders expect the Company to stringently control production activities and provide safe and reliable building materials to the public.						Ch 4 <u>Product innovation</u>	GRI 416: Customer Health and Safety

Chapter 2

Corporate Governance



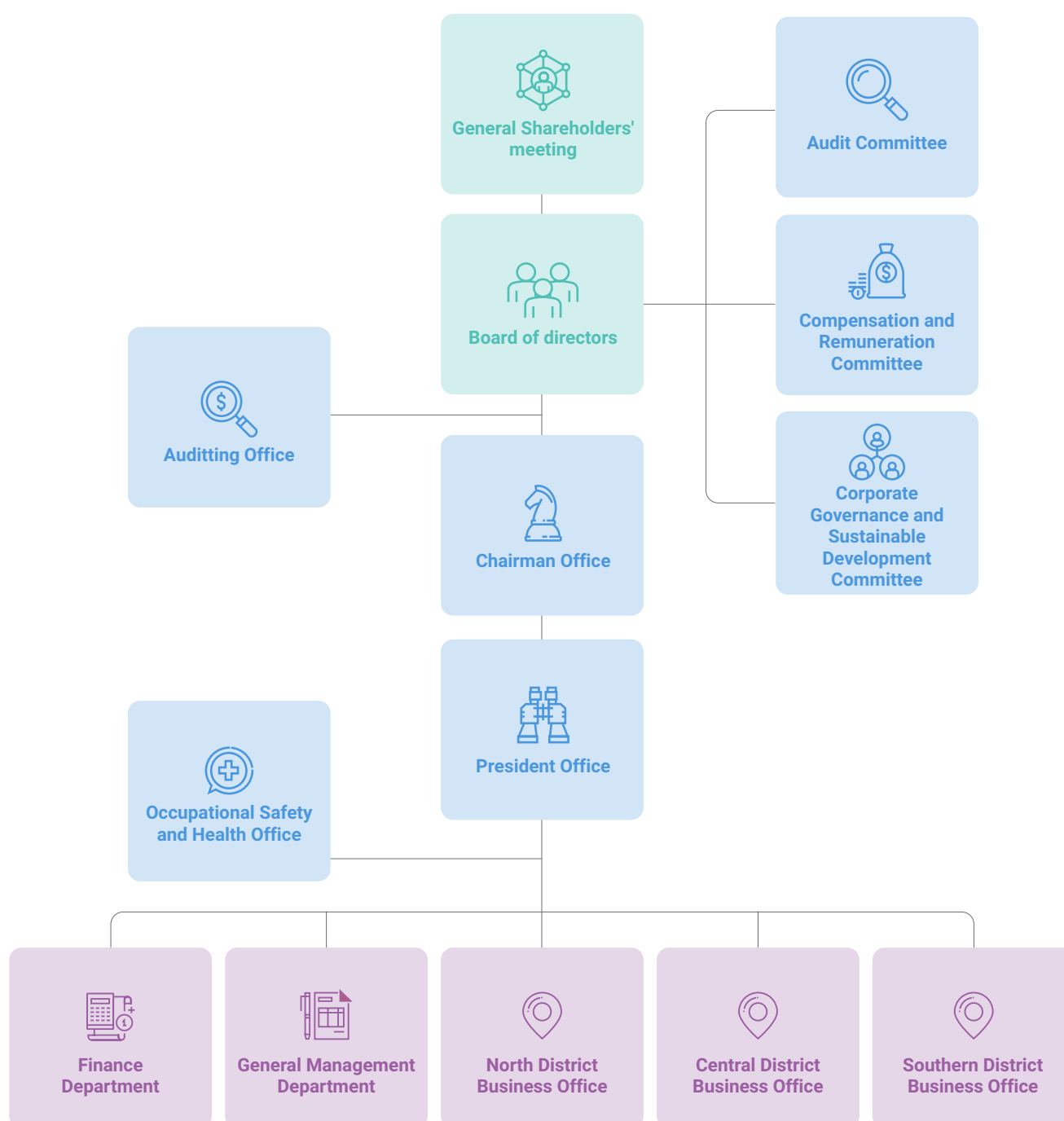


2.1 Corporate governance

2.1.1 Governance Structure

The Board of Directors is the highest governance body of TMP Steel. It will hold 8 board meetings in 2024. It is mainly responsible for guiding the company's strategy, supervising management and management, and being responsible to the company and shareholders. Under the consideration of strengthening the functions of the Board and professional division of labor, a total of 3 functional

committees were established. The Board directly manages the Audit Office to achieve the effect of supervising the corporate operations. In response to the operating requirements, production and sales teams are established across Taiwan to coordinate the processing, production, and sales of rebars, collect market information, and maintain customer relations.





Internal Policies



Board of Directors Election Regulation

2.1.2 Corporate governance policy

TMP Steel has established comprehensive corporate governance systems and execution matters and formulated various corporate governance rules and regulations with the precondition of ensuring the implementation of ethical corporate management and legal compliance.

For detailed information on rules, please refer to the website of TMP Steel – [Internal Policies](#).

2.1.3 Board Election and Diversity

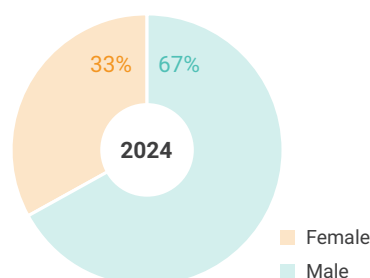
The candidate nomination system is adopted for the election of the Board members of the Company, and they shall be elected by the shareholders' meeting from the list of Director candidates. The Board has 5 to 9 Directors, and the number of persons to be elected shall be determined by the Board. The term of office is 3 years, and they may be re-elected and re-appointed.

According to the organizational culture, operating pattern, and future development strategies, the Board member allocation and diversification shall be duly considered to establish, including but not limited to, the election standards of the following two aspects.

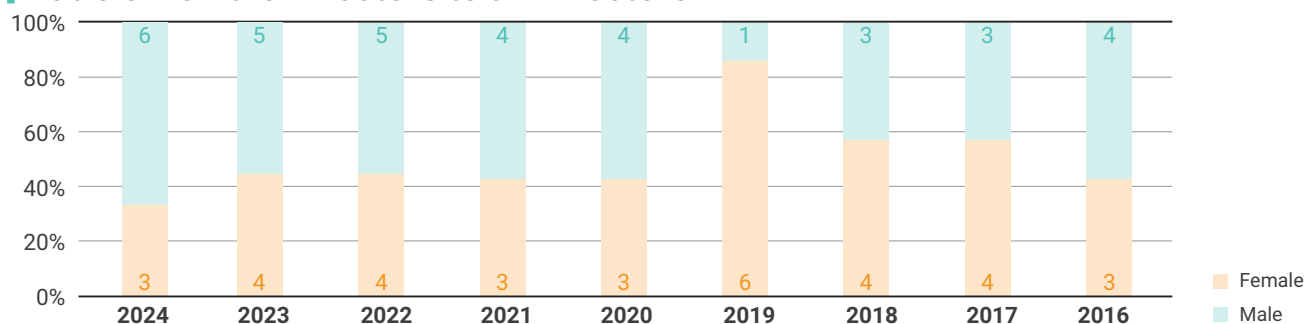
The Company has been actively promoting gender equality for years. In the past seven years, there was a female Chairman elected, and the ratio of female Directors has remained above 30% for years, higher than the average ratio of female Directors of listed companies in Taiwan [Note].

[Note]

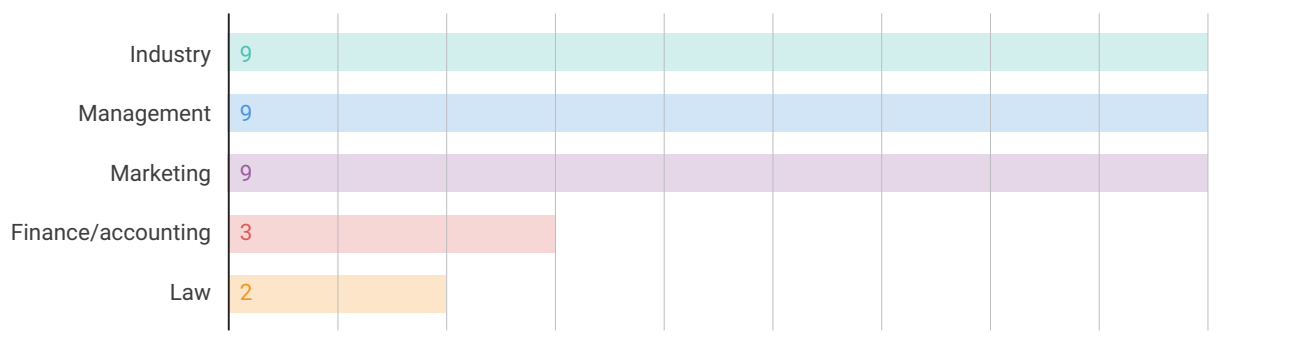
According to the statistics of the Taiwan Stock Exchange, the ratio of female Directors of listed companies in Taiwan ranged from 13.72% to 18.65% from 2018 to 2024.



Ratio of female Directors to all Directors




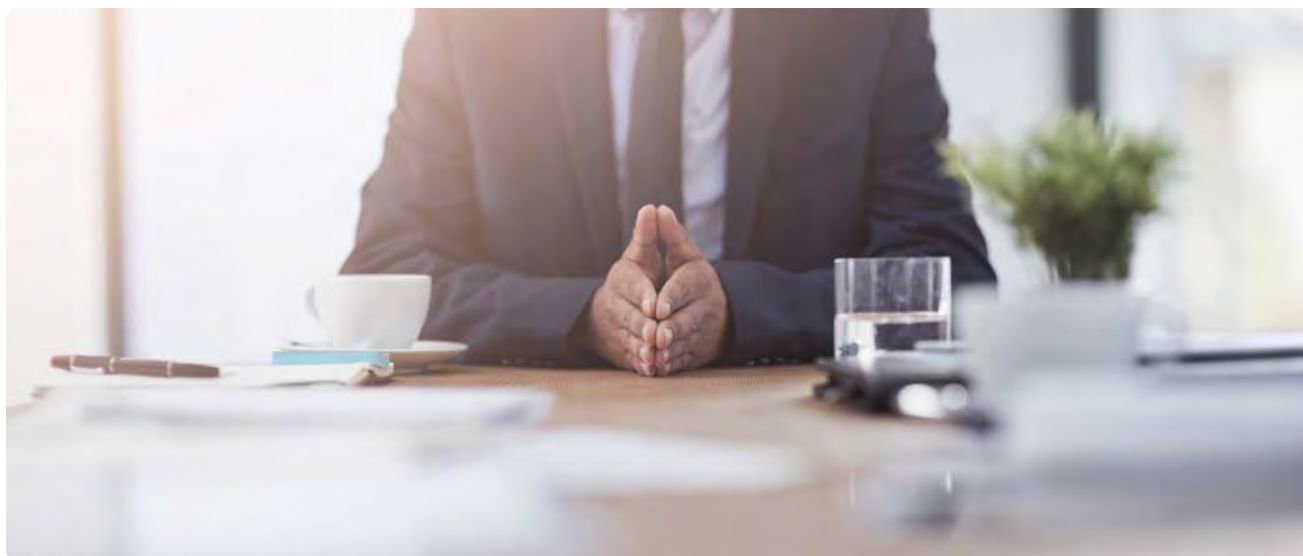
Directors' professional knowledge and talents





2.1.4 Functional committee

To seek healthy corporate governance, establishment of adequate long-term development strategies, and improving the decision-making policy of the Board, TMP Steel has established three functional committees under the Board based on the functions.

<div>  Audit Committee </div>	
Composition	Established on April 23, 2020 and composed of three Independent Directors.
Functions	<ul style="list-style-type: none"> ▪ esponsible for assisting the Board in implementing the supervisory duties. ▪ Exercise powers under the Securities Exchange Act, Company Act, and other laws and regulations. ▪ Substantial content: <ul style="list-style-type: none"> ▪ Monitor whether the preparation of financial statements complies with accounting standards and whether the content appropriately discloses the Company's operating status. ▪ Evaluate the validity of the internal control system. ▪ Regularly make exchanges with CPAs of the Company and carry out reviews for the election, independence, and performance of CPAs. ▪ Control existing or potential risks of the Company.
Implementation status	<ul style="list-style-type: none"> ▪ Organized 6 times meetings in 2024. ▪ The attendance rate of Directors was 100%. ▪ Main work content: <ul style="list-style-type: none"> ▪ Audit of financial statements and the accounting policy and procedure ▪ Compliance ▪ Corporate Risk management ▪ Delegation or dismissal of CPAs and their compensation ▪ Fulfillment of responsibilities of Audit Committee ▪ Audit Committee performance evaluation self-assessment questionnaire ▪ The company's board of directors has submitted the 2024 annual business report, individual financial statements, and earnings distribution plan; the individual and consolidated financial statements have been reviewed by the CPA Hsu Huei-Yu and Chung-Yu of PWC and an audit report has been issued. The operating report mentioned above, individual financial statements, and surplus distribution plan have been reviewed by this audit committee and there are no discrepancies.



	 Remuneration Committee	 Corporate Governance and Sustainable Development Committee
Composition	Established on December 12, 2011 and composed of three Independent Directors.	Established on October 28, 2022 and composed of three Independent Directors.
Functions	<ul style="list-style-type: none"> In a professional and objective position, evaluate the remuneration policy and system for Directors and managers of the Company and propose recommendations to the Board to serve as the reference for decision-making. Establish and regularly examine the policy, system, standards, and structure for the performance evaluation and remuneration of Directors, supervisors, and managers. Regularly evaluate and establish the remuneration of Directors, supervisors, and managers. 	<ul style="list-style-type: none"> The Board supervises the sustainable development promoting status and includes sustainable development in the business strategies of the Company to make long-term efforts and fulfill corporate social responsibility through purposeful, systematic, and organized approaches. Establish an execution team and assign supervisors from relevant departments to manage the job scope of different teams and execute the operating plans. Regularly report the work plan and execution results to the Board with respect to corporate governance evaluations, sustainable development implementation status, and the examination, follow-up, and amendment to achievements.
Implementation status	<ul style="list-style-type: none"> Organized 6 times meetings in 2024. The attendance rate of Directors reached 100%. Main review content: <ul style="list-style-type: none"> Results of the "Board performance evaluation" of the Company in 2023 Distribution of remuneration to employees and directors in 2023 Manager employee compensation, manager appointment and compensation in 2023 	<ul style="list-style-type: none"> Organized 2 times meetings in 2024. The attendance rate of Directors was 100%. Main review content: <ul style="list-style-type: none"> Completed the Preparation of Sustainability Report as 2023 Formulate the company's 2024 greenhouse gas inventory and assurance schedule plan Formulate the company's 2024 sustainability report preparation and assurance schedule plan Revise relevant management measures for sustainable development



2024 annual report for the shareholders' meeting.

2.1.5 The Directors and Senior Managements' Professionalism and Continuing Education

In 2024, according to work and self-development requirements and learning conditions, the Company arranged diverse external continuing education courses, and the content included corporate governance, sustainable development, and taxation topics. The continuing education hours reached 72 hours, complying with the ratio of continuing education hours of Directors of listed companies.

2.1.6 Recusal for conflicts of interest by the Board

TMP Steel has established its "Procedures for Ethical Management and Guidelines for Conduct" to provide guidance for personnel of the Company to report any conflicts of interest of oneself or the corporation it represented, or relevant circumstances of the possibility of allowing oneself, spouse, parents, children, or other persons of interests to gain unjust benefits when executing the operations of the Company to the direct supervisor or the dedicated department of the Company, and the direct supervisor shall provide appropriate instructions. Meanwhile, a recusal system for conflicts of interest for Directors is stipulated in the "Rules of Proceeding of the Board." If a Director or the corporation it represents has any interest in any meeting proposal, it shall describe the major content of its interests at the Board meeting; if there is any risk of harming the Company's interest, it shall recuse from discussions and voting, and shall not exercise the voting rights on behalf of another Director.


From 2022 to 2024, the Chairman and the President were not the same person. For the details of the recusal of Directors due to conflicts of interest, please refer to [the 2024 annual report for the shareholders' meeting](#).

2.1.7 Board performance evaluation

The Board approved its "Rules for Performance Evaluation of Board of Directors" on March 11, 2021. The evaluation scope covers the Board, Board members, and functional committees. An evaluation is performed internally by the Company each year by way of self-evaluation questionnaires, and an evaluation is performed by an external professional independent institution or external expert/scholar group every three years. No external performance evaluation will be commissioned in 2024.

The performance measurement period for the Board, individual Board members, and functional committees is from January 1 to December 31 each year. The evaluation results were reported to the Board on February 21, 2025, and the evaluation results in 2024 were excellent, and the operations were smooth.

Average performance self-assessment score
/ Full marks

 Board of directors	97.73 / 100
 Individual board members	98.03 / 100
 Audit Committee	98.89 / 100
 Remuneration Committee	98.89 / 100
 Corporate Governance and Sustainability Committee	98.89 / 100

2.1.8 Remuneration of the Board

Director's remuneration policy

When establishing the remuneration of Directors, the Company carefully considers the Company's profiting status and cumulative losses and appropriates no more than 4% of its profit as the remuneration of Directors. In addition, before appropriating the remuneration of Directors, we will preserve a sufficient amount to compensate for cumulative losses that potentially exist to ensure that the Company can respond to operating risks in the future.

When establishing the remuneration, to realize reasonableness, we will refer to the general standards of payments made by companies within the industry and ensure that the remuneration resolution and financial performance will not have significant differences. If the Company has significant profit reduction or long-term losses, the remuneration of Directors and supervisors will not be higher than the preceding year to ensure the stability of the Company's finance. Under special circumstances, if it is required to adjust the remuneration of Directors, the Company will provide reasonable descriptions in the annual report and report at the shareholders' meeting.

Connectivity between remuneration and business performance and future risks

TMP Steel is committed to continuously promoting environmental, social, and governance sustainability, integrating it into the company's mid- to long-term goals. We aspire to create harmonious and mutually beneficial relationships between the company and society. Therefore, when determining the overall compensation of directors and supervisors, we consider various aspects, including their involvement and contribution to the company's operations, such as their implementation of the company's core values, management capabilities, financial and business performance indicators, comprehensive management indicators, ongoing training, and commitment to sustainable operations. We also consider special contributions and significant negative events in performance evaluations and compensation decisions. Ultimately, we submit a compensation report to the Compensation Committee and the Board of Directors to determine the amount and structure of director compensation.





Official Website

2.1.9 Key Performance in Corporate Governance Implementation



Key Performance

Regularly conducts internal performance evaluations of functional committees annually and discloses the execution status and evaluation results on the company's website.



Enhances operational efficiency and effectiveness of the functional committees.



Key Performance

Increases board diversity with women holding 33% of all director positions.



Increases diversity within the board of directors.



Key Performance

Strengthens board independence, with independent directors occupying one-third of all director positions and none serving more than three consecutive terms.



Strengthens the independence of the board of directors.



Key Performance

Enhances information security management by establishing an information and communication technology risk management framework, setting information security policies and specific management plans, allocating resources for information security management, and disclosing these on the company's website.



Enhances the strength of information security management within the company.



Key Performance

Improves transparency by disclosing information related to corporate governance, corporate social responsibility, and risk management on TMP Steel's official website.



Improves the transparency of information dissemination.

2.2 Economic performance

2.2.1 Financial Performance

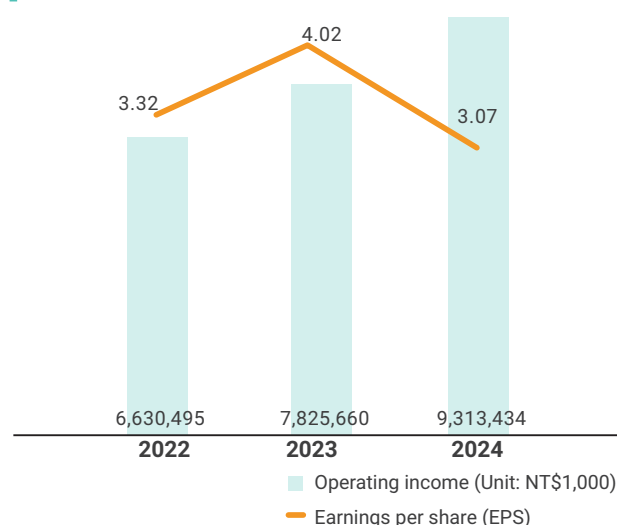
Revenue in 2024 exceeded NT\$9.3 billion, a record high, representing a 19% increase over 2023, demonstrating solid operational growth, primarily driven by stable demand for rebar from Taiwan's construction industry and continued contributions from steel product trading. Despite challenges posed by fluctuating steel prices, after-tax earnings per share in 2024 were NT\$3.07, maintaining overall stable operating performance.

TMP Steel distributed cash dividends in the past 6 years. Due to the booming profit in the current year, to give back to the long-term support of shareholders, the Board approved to distribute a cash dividend of NT\$1.8 per share and planned to distribute shareholders' souvenirs. In the future, the Company will continue to give back to all stakeholders, including shareholders/investors, employees, customers, suppliers, government, and communities, to lay a foundation for sustainable corporate operation.

Second Plant of Changpin has been completed and is now operational. It will add new products, such as welded wire fabrics, to provide higher-quality, comprehensive product sales and services to the construction and public works industries. The first phase of the Xinshi Plant is currently

under construction and is expected to be completed and operational in the fourth quarter of 2025. It will add rebar processing and splicer production lines, expanding secondary processing capabilities. As the benefits of the new plant's increased production capacity continue to materialize, the company's operations are expected to reach new heights.

Operating income and earnings per share



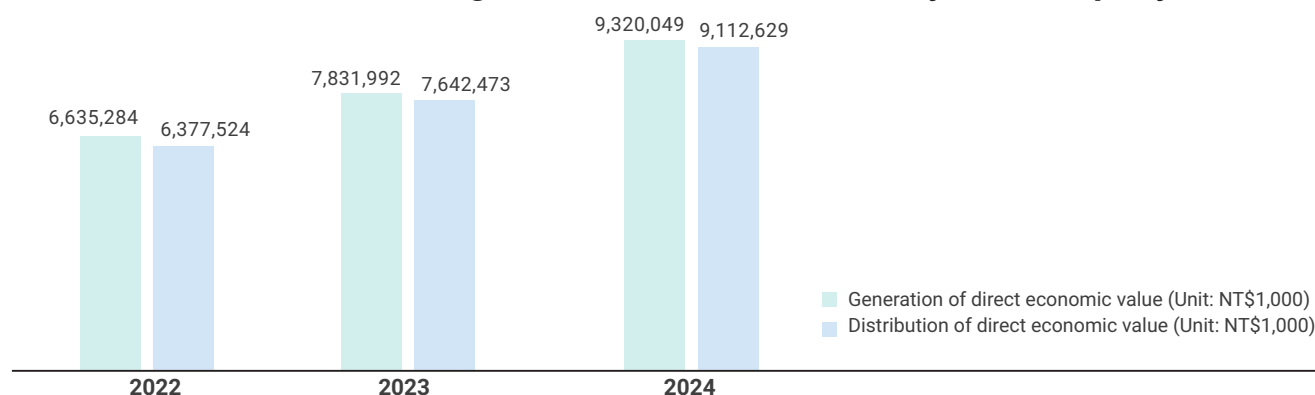
(Unit: NT\$1,000)

	2022	2023	2024
Generation of direct economic value [Note 1]	6,635,284	7,831,992	9,320,049
Operating income	6,630,495	7,825,660	9,313,434
Distribution of direct economic value	6,377,524	7,642,473	9,112,629
Operating costs	6,195,387	7,289,273	8,771,228
Employees' salaries and welfare	91,216	123,675	134,714
Payments to shareholders	67,696	135,767	161,446
Payments to the government	23,024	93,858	45,241
Community investments	25	-	-
Governmental grants [Note 2]	702	-	721

[Note]

1. Mainly operating income, interest income, rental income and other income. The direct economic value disclosed in the sustainability report for 2023 and before does not include interest income, rental income and other income, and is defined only as operating income.
2. Mainly for the actual investment deduction from retained earnings and the power and public equipment subsidies from the Energy Bureau of the Ministry of Economic Affairs.

Historical economic value generated and distributed by the Company



2.2.2 Pensions

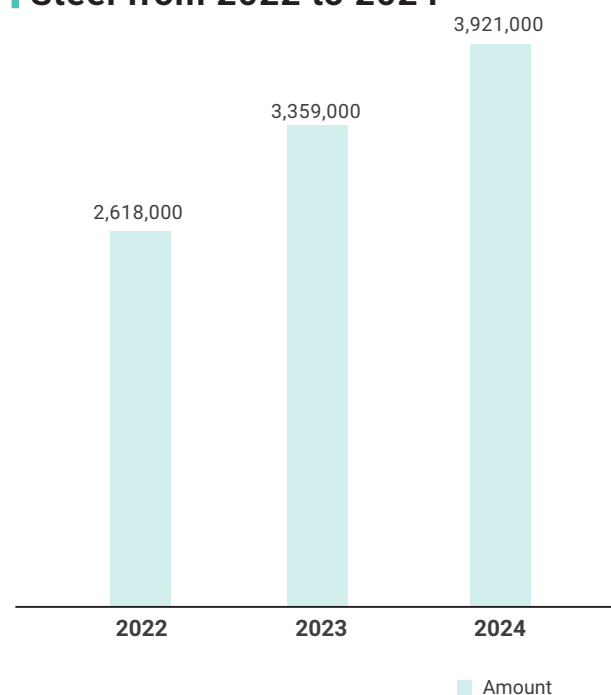
Defined benefit plan

Effective July 1, 2005, TMP Steel has established a defined contribution pension plan under the Labour Pension Act, covering all regular employees with R.O.C. nationality. Under the New Plan, the Company contributes monthly an amount based on 6% of the employees' monthly salaries and wages to the employees' pension accounts at the Bureau of Labour Insurance. The benefits accrued are paid monthly or in a lump sum upon the termination of employment.

Defined contribution plan

TMP Steel has a defined benefit pension plan by the Labour Standards Act, covering all regular employees' service years before the enforcement of the Labour Pension Act on July 1, 2005, and service years thereafter of employees who chose to continue to be subject to the pension mechanism under the Law. The Company contributes an amount equal to 2% of the employees' monthly salaries and wages to the retirement fund deposited with the Bank of Taiwan, the trustee, under the name of the independent retirement fund committee. The Company has had no employees who are subject to the pension plan under the Labour Standards Act since September 2020 and has temporarily suspended its contribution to the labor pension reserve until February 2023 as approved by the Taipei City Government, Bureau of Labour. The labor retirement reserve fund was settled on June 26, 2023.



Pension expenses paid by TMP Steel from 2022 to 2024



2.3 Risk management

2.3.1 Corporate risk management structure



The Board is the supreme department for the risk management of the Company, and there is a subordinated Audit Committee (a functional committee) and a risk management team. The risk management team is the responsible department that is responsible for the implantation of risk management. At present, the President leads supervisors of functional departments to carry out internal risk analysis of the Company and monitors potential and existing risks of departments




	 Audit Commit	 Risk management team
Subordinated to	The Board of Directors	President
Frequency	The risk management team shall submit the risk management report to the Audit Committee at least once a year	
Duties	<ul style="list-style-type: none"> Regularly listen to the report of the risk management team and monitor the implementation status of risk management. Propose improvement recommendations for the designs of the risk management policy and procedures. 	<ul style="list-style-type: none"> Exercise matters related to risk management that are separate from business departments and operating activities and assist in formulating the risk management policies of the Company. Ensure the execution of the risk management policy approved by the Board for implementation.

Risk management procedures



Analysis of risk management evaluation aspects

	Risk item	Management method	Validity evaluation
 Hazardous risk	Climate change risks	<ul style="list-style-type: none"> The risk management team leads the functional supervisors of departments to carry out climate change risk analysis and formulate necessary countermeasures. 	<ul style="list-style-type: none"> Complete the climate change risk identification of the Company and submit the risks identified to supervisors of relevant departments under effects to formulate subsequent countermeasures.
	Occupational disaster risks	<ul style="list-style-type: none"> The Occupational Safety and Health Office is responsible for planning, supervising, and promoting occupational safety and health management work 	<ul style="list-style-type: none"> Fire drills are conducted regularly every year, and two fire drills were carried out in 2024, involving a total of 234 people. Continue to manage the reasons for the occurrence of occupational injuries and subsequent improvement measures.
 Operating risks	Cybersecurity risks	<ul style="list-style-type: none"> Regularly engage a professional team to assist in the execution of the evaluation each year. Strengthen employee education and awareness of information security risks. 	<p>The Company engages external contractors to manage its cybersecurity, which is described as follows:</p> <ul style="list-style-type: none"> Firewall maintenance in all regions of Taiwan: 2 times NAS backup host maintenance: 3 times Physical virtualization mainframe maintenance of the HQ: 4 times Other information-related maintenance operations: 5 times Strengthen employee education and awareness of information security risks: <ul style="list-style-type: none"> New employee orientation training, totaling 110 people. Annual promotional training, totaling 170 people.
	Market risks	<ul style="list-style-type: none"> Hold supervisor meetings regularly to discuss the company's order and shipment status. Hold business meetings every week to conduct market analysis. 	<ul style="list-style-type: none"> Regularly organize supervisor meetings each week. Regularly organize sales meetings each week.
	Production scheduling risks	<ul style="list-style-type: none"> Hold supervisor meetings regularly to discuss the company's production status. 	<ul style="list-style-type: none"> Regularly organize supervisor meetings each week.

	Risk item	Management method	Validity evaluation
 Financial risks	Financing risks	<ul style="list-style-type: none"> Regularly hold supervisory meetings to discuss the company's financing status and the use of bank credit lines. 	<ul style="list-style-type: none"> Regularly organize supervisor meetings each week.
	Credit risks	<ul style="list-style-type: none"> Hold supervisor meetings regularly to discuss the status of collection of customer receivables. 	<ul style="list-style-type: none"> Regularly organize supervisor meetings each week.
 Strategic risks	Business strategy risks	<ul style="list-style-type: none"> We provide operating reports during quarterly board meetings and collect, integrate, analyze, and assess domestic and international raw material price fluctuation information to effectively determine future strategic directions. 	<ul style="list-style-type: none"> Regularly carry out business result reporting and relevant analysis at the quarterly Board meetings and make business strategy adjustments on a rolling basis based on industrial trends.
 Compliance risks	Legal compliance risk	<ul style="list-style-type: none"> Regularly hold supervisory meetings to share and report on legal updates, and instruct responsible department heads to formulate internal regulations and operating procedures that comply with laws and regulations. 	<ul style="list-style-type: none"> Regularly organize supervisor meetings each week.
	Contract risks	<ul style="list-style-type: none"> The Legal Affairs Section was established, and there is a review system in place for sales contracts and other material contracts. 	<ul style="list-style-type: none"> The Legal Affairs Section assists in reviewing contract terms and provides professional recommendations.

2.3.2 Information Security Management

Information Security Management Structure Implementation

TMP Steel's information security policy is led by the IT Section under the General Management Department. The audit office is the audit unit for information security supervision. When deficiencies are found in the audit, the inspected unit is required to propose relevant improvement plans and submit them to the board of directors. The improvement results are regularly tracked to ensure Reduced internal information security risks.

Information Security Management Measures

Internal actions

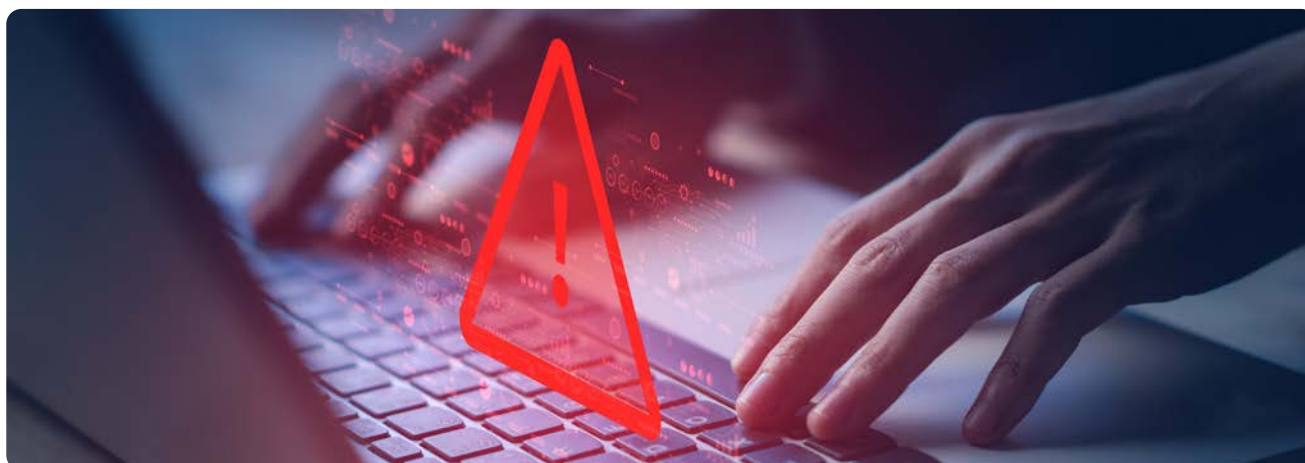
- Set up a dedicated server room.
- Keep records of entry and exit of the computer room for review.
- Equipped with independent air conditioning, and place CO2 fire extinguishers in our server room.
- Establish a UPS system.
- Required to change system passwords regularly to maintain account security.
- Provide basic information security training for all employment to strengthen information security awareness among employees.

External actions

- An external professional team is appointed to implement an information security plan to help the Company develop corresponding actions when encountering disasters such as damage to operating systems, or improper use, so as to eliminate disaster threats to a minimum level.
- We believe that conducting disaster drills in a planned and ongoing manner can promote our capability to respond to emergencies.
- Conduct information security drills once for continued enhancement of our business continuity capabilities.
- The following situations are designed as the exercise background:
 - Network interruption
 - Power outage
 - System crashes
 - Digital viruses
 - Hardware crashes
 - Damage to the database



The content and results of the implementation have been reported to the Board on November 8, 2024. No major incidents that impacted corporate operations or infringed upon client privacy occurred in 2024.





2.3.3 Business Integrity

The Management Department of the Company is the dedicated department for organizing the amendment, execution, interpretation, and consultation of the "Procedures for Ethical Management and Guidelines for Conduct" and the registration archiving of the reported content, supervising the execution, and examining the improvement. The implementation status was reported to the Board of the Company on November 8, 2024.

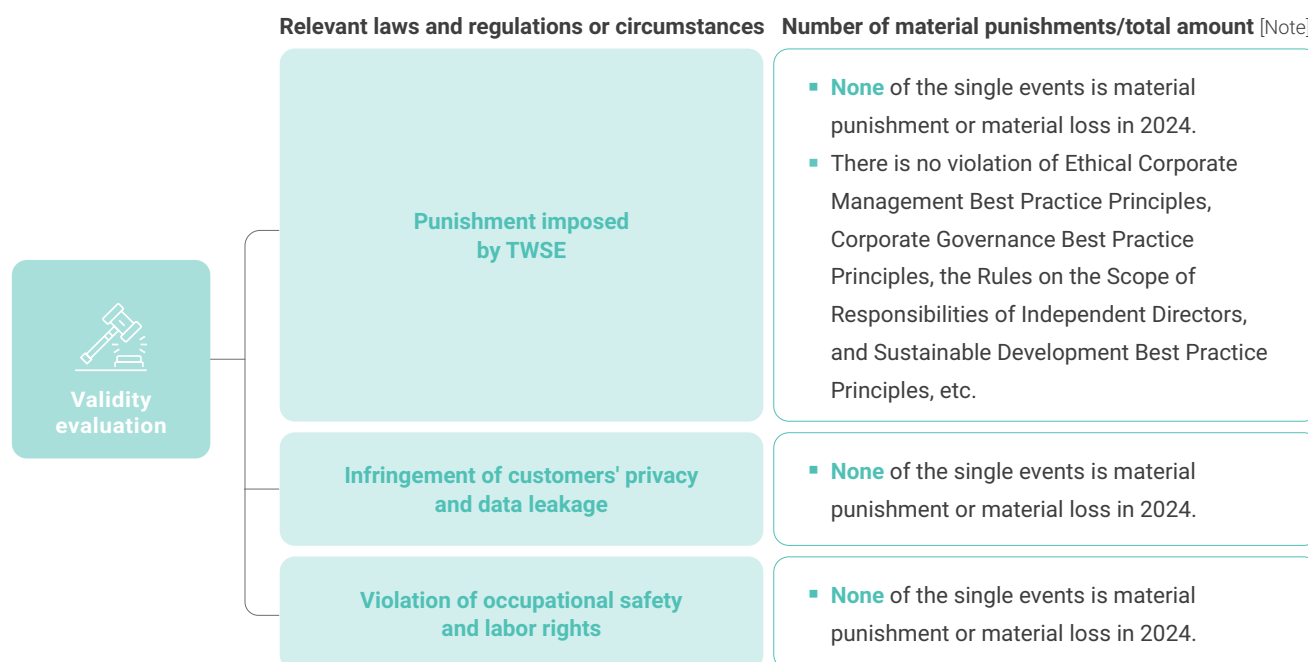
2.3.4 Internal audit

TMP Steel has an Audit Office and a chief auditor in place to coordinate the internal audits of the Company. The Board directly manages and supervises the internal audit work. The appointment and dismissal of the chief auditor shall be approved by the Board. Furthermore, an audit personnel was otherwise established to be responsible for regular audits and project audits.

Communication with management of TMP Steel Corporation

	 Audit Committee	 Board of Directors
Participants	<ul style="list-style-type: none"> Independent Directors CFO Chief auditor CPAs 	<ul style="list-style-type: none"> the Board members CFO Chief auditor Senior management CPAs
Frequency	Quarterly	Quarterly
Communication matters	<ul style="list-style-type: none"> The chief auditor reported the statuses of internal control and audit implementation to the Audit Committee monthly. If the chief auditor and CPAs have topics to discuss with Independent Directors, they may directly contact each other to maintain smooth communication and healthy interactions. For any special circumstances, it will immediately report to the Board; in 2024, there were no such circumstances. 	<ul style="list-style-type: none"> The chief auditor reported the statuses of internal control and audit implementation to the Audit Committee quarterly. For any special circumstances, it will immediately report to the Board; in 2024, there were no such circumstances.

2.4 Legal compliance



[Note]

The standard for material fines or losses in a single incident is the same as the company's major news announcement, which is more than NTD 1 million.

TMP Steel promises to operate its businesses by adhering to the principles of integrity and honesty. To continue to enhance the implementation of legal compliance, the Company will establish a comprehensive management system, implement regulation identification, and educational training, and require all employees, supervisors, managers, and Directors to not engage in any illegal or unethical conduct by any means and not instruct other to do so.

2.4.1 Prevention and whistleblower Procedures

Prevention Procedures

TMP Steel has established an integrity policy and guidelines, providing colleagues with integrity codes to follow, along with educational training and presentations. Evaluation metrics have been developed to ensure that directors, management, and employees consistently integrate integrity into daily operations. The guidelines cover professional ethics, legal compliance, employee relations, gifts and entertainment, customer privacy, intellectual property rights, discrimination, bribery, conflicts of interest, and protection of company assets and reputation, all of which must be strictly adhered to by all personnel.

Guidelines/Code	Goals	Performance
 <p>Ethical Corporate Management Best Practice Principles/ Procedures for Ethical Management and Guidelines for Conduct</p>	<ul style="list-style-type: none"> Integrity management executives and employees share responsibility to promote the importance of adhering to integrity principles and guide employees in practicing integrity. 	<ul style="list-style-type: none"> The management department actively promotes integrity policy training, providing briefings on integrity management issues to all directors, managers, and employees for educational purposes. This includes operational procedures and behavioral guidelines for integrity management, as well as instructions on reporting illegal (including corrupt) and unethical behaviors by internal and external personnel. A total of 638 times were conducted.
 <p>Procedures for the Prevention of Insider Trading</p>	<ul style="list-style-type: none"> Maintain market fairness and prevent insider trading to avoid specific investors gaining unfair advantages, thereby preventing unethical and illegal behavior and ensuring market fairness and transparency. 	<ul style="list-style-type: none"> The company conducts annual education and outreach on "Prevention of Insider Trading Management Measures," "Internal Handling Procedures for Significant Information," and related regulations for directors, managers, and employees. Newly appointed directors, managers, and employees receive timely education and training on these topics, with specific pre-employment training provided by Human Resources for new employees.
 <p>Procedures for Handling Material Inside Information</p>	<ul style="list-style-type: none"> Provide employees with knowledge and preparedness in handling internal significant information, confidentiality procedures, public operations, and protocols for dealing with violations. 	<ul style="list-style-type: none"> In 2024, the company provided education and outreach on insider trading and integrity management to current directors, managers, and employees, totaling 647 times. The company conducted a promotional briefing for directors in 2024. The briefing content included insider trading, short-term trading rights, insider equity changes, etc. A total of 9 people. Conducted education sessions for new employees, current employees, and managers, covering topics such as insider trading, for a total of 638 people.
 <p>Information safety management measures</p>	<ul style="list-style-type: none"> Establish robust information system security to ensure stability of software and hardware in both virtual and physical environments. 	<ul style="list-style-type: none"> Enhanced education and awareness initiatives on information security risk management for employees: 638 times were conducted.
 <p>Intellectual property rights management plan</p>	<ul style="list-style-type: none"> Implement a trade secret management plan to educate employees on the prohibition of disclosing any business confidentialities, emphasizing their obligation to maintain confidentiality. 	<ul style="list-style-type: none"> The company regularly reports intellectual property-related matters to the board of directors at least once a year. The most recent report was submitted on November 8, 2024. <ul style="list-style-type: none"> The General management department regularly reviews the implementation of computer file confidentiality measures, ensuring that employees have dedicated accounts and access permissions. New employees are required to sign confidentiality agreements before employment, with the importance of confidentiality explained to them.

Whistleblower Procedures

To encourage internal and external whistleblowers to be courageous in exposing problems, TMP Steel adopted corresponding protection measures. Such measures include the confidentiality of the identity of whistleblowers, banning the dismissal, layoff, transfer, salary reduction, or

other adverse disposals imposed on whistleblowers due to whistleblowing, and requiring relevant personnel who handle the whistleblowing matters to sign the written non-disclosure statement to ensure the protection of whistleblower's identity and the confidentiality of the content.

The company's dedicated unit handles reports in accordance with the following procedures:





Ms. Chen, General Management Department
Whistleblowing mail-box: tmp@tmpco.com.tw



Ms. Huang, Management Section
Whistleblowing mail-box: tmp@tmpco.com.tw



Ms. Wang, Investor Management Section
Whistleblowing mail-box: tmp@tmpco.com.tw



Website message board: <https://www.tmpco.com.tw/contact-us.htm>



Whistleblowing line: (04)7530578
Whistleblowing mail-box: tmp@tmpco.com.tw

In 2024, there was no matter violated ethical corporate management, and the Company did not receive any internal or external whistleblowing letters or legal cases related to its ethical corporate management.



Chapter 3

Environmental management





3.1 Climate change risk management

3.1.1 Climate governance

In response to the sustainable development trends worldwide and in Taiwan, to grasp the real-time effects of climate change on sustainable operations, TMP Steel introduced the TCFD disclosure structure promulgated by the Financial Stability Board (FSB) from 2022 to identify and track material risks and opportunities that may be caused to operations due to climate change to formulate corresponding management measures and implement corporate risk management work.

3.1.2 Climate change response strategies

Climate change response strategies

Results of climate risk identification

Transition risks

Policy and legal risks

GHG restrictions and carbon taxes/carbon levy



- **Effects on TMP Steel:** "Climate Change Response Act" of Taiwan, CBAM of the EU, and the "American Clean Energy and Security Act" have stipulated carbon tax imposition systems, and it is possible to pay relevant carbon taxes due to applicable regulations.
- **Influence Schedule** [Note]: Short term

Potential financial effects

Increase in operating costs



Countermeasures for mitigation/adaptation

- Completed the inventory of individual Scope 1 and Scope 2 greenhouse gas emissions data for 2024 and confirmed the consolidated greenhouse gas inventory, and fully disclose the relevant data information in the sustainability report.
- The current plan is to formulate a feasible reduction plan based on the inventory and assurance results, to achieve the low-carbon production goal.

Transition risks

Policy and legal risks

The government increased the use standards of renewable energy.



- **Effects on TMP Steel:** The government required special industries to increase the using standards for renewable energy, including the use of solar power or wind power, and other clean energy; however, the power generation cost of relevant renewable energy is relatively higher.
- **Influence Schedule** [Note]: Short term

Potential financial effects

Increase in operating costs



Countermeasures for mitigation/adaptation

- Expand the use and install solar power and other renewable energy facilities.
- Set the use target of renewable energy

[Note]

The impact period is less than 3 years in the short term; 3 to 10 years in the medium term; and more than 10 years in the long term.

Transition risks

Policy and legal risks

It may be required to adjust or change to suitable suppliers in response to the carbon footprint and low-carbon trends.



- **Effects on TMP Steel:** The Company may have to seek suppliers that comply with the low-carbon standards in the hope of achieving the target of low-carbon transformation.
- **Influence Schedule** [Note]: Medium term

Potential financial effects

Increase in procurement costs

**Countermeasures for mitigation/adaptation**

- Require suppliers to disclose their GHG emissions and formulate carbon dioxide reduction targets and schedules.
- Introduce the environmental evaluation screening system of suppliers.

Transition risks

Technology Risk

Uncertainty in new energy saving/carbon reduction technologies



- **Effects on TMP Steel:** Reliance on capital investments in key technologies for low-carbon production development.
- **Influence Schedule** [Note]: Medium term

Potential financial effects

Increase in R&D expenses

**Countermeasures for mitigation/adaptation**

- The President appoints the supervisors of relevant departments to engage in projects for low-carbon production technology R&D.

Transition risks

Technology Risk

It may be required to change to energy-saving production equipment in response to the low-carbon trend.



- **Effects on TMP Steel:** The Company may be required to replace existing production equipment and procure production equipment with better efficacy.
- **Influence Schedule** [Note]: Long term

Potential financial effects

Increase in capital expenditures

**Countermeasures for mitigation/adaptation**

- The President appoints the supervisors of relevant departments to carry out the energy-saving production equipment procurement evaluation and organize feasible auxiliary measures in response to the plant expansion plan of the Company.

[Note]

The impact period is less than 3 years in the short term; 3 to 10 years in the medium term; and more than 10 years in the long term.

Transition risks

Market Risk

Increase in the demand for low-carbon products



- **Effects on TMP Steel:** In response to the environmental protection trends, customers have increasing demand for low-carbon steel material products.
- **Influence Schedule** [Note]: Long term

Potential financial effects

Decrease in operating income



Countermeasures for mitigation/adaptation

- The President appoints supervisors of relevant departments to develop and provide low-carbon steel material products to customers.
- Cooperate with major suppliers to jointly formulate carbon dioxide reduction targets and schedules to effectively minimize the carbon footprint of products to align with customers' requirements and low-carbon trends.

Physical risks

Acute Risk

Extreme climate impacts from supply chain upstream to downstream including transportation



- **Effects on TMP Steel:** The increase in the frequency of typhoons or floods and the increase in the level of effects affecting the suppliers' normal production or delivery and shipping or resulting in operation interruption arising from the inability of plants to produce.
- **Influence Schedule** [Note]: Long term

Potential financial effects

Decrease in operating income



Countermeasures for mitigation/adaptation

- Enhance the control of safe inventory days of raw materials.
- Formulate backup measures to separate procurement from suppliers.

Physical risks

Acute Risk

Increase in the probability of water shortage due to climate change.



- **Effects on TMP Steel:** Regional water shortage and insufficient water supply or water conservation will result in operation interruption arising from the inability of plants to produce.
- **Influence Schedule** [Note]: Long term

Potential financial effects

Decrease in operating income



Countermeasures for mitigation/adaptation

- Lengthen the water conservation safety inventory days of plants.
- Formulate a corresponding plan for water truck allocation.
- Set the target of a decrease in water consumption intensity.

[Note]

The impact period is less than 3 years in the short term; 3 to 10 years in the medium term; and more than 10 years in the long term.

Results of climate opportunity identification

climate opportunity

Release low-carbon products



- **Effects on TMP Steel:** Release low-carbon steel material products in response to the environmental protection trends of customers to bring about product sales opportunities.
- **Influence Schedule** [Note]: Medium term

Potential financial effects

Increase in operating income



Countermeasures for mitigation/adaptation

- The President appoints supervisors of relevant departments to develop and provide low-carbon steel material products to customers.
- Cooperate with major suppliers to jointly formulate carbon dioxide reduction targets and schedules to effectively minimize the carbon footprint of products to align with customers' requirements and low-carbon trends.

Transition risks

Use renewable energy



- **Effects on TMP Steel:** Install solar power generation units to increase the renewable energy use ratio.
- **Influence Schedule** [Note]: Short term

Potential financial effects

Decrease in energy-use cost



Countermeasures for mitigation/adaptation

- Expand the use and install solar power and other renewable energy facilities.
- Set the use target of renewable energy.

[Note]

The impact period is less than 3 years in the short term; 3 to 10 years in the medium term; and more than 10 years in the long term.



climate opportunity

Adopt efficient production approaches



- **Effects on TMP Steel:** Develop emerging technologies with low-carbon benefits and achieved its energy-saving production target.
- **Influence Schedule** [Note]: Long term

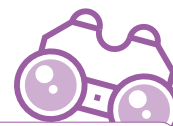
Potential financial effects

Decrease in production cost



Countermeasures for mitigation/adaptation

- The President appoints supervisors of relevant departments to engage in projects for low-carbon production technology R&D.



Transition risks

Improve equipment's energy-saving efficiency



- **Effects on TMP Steel:** Replace obsolete equipment with new ones and adopt energy-saving production equipment to improve the use efficiency of energy-saving equipment.
- **Influence Schedule** [Note]: Medium term

Potential financial effects

Decrease in energy-use cost



Countermeasures for mitigation/adaptation

- The President appoints supervisors of relevant departments to carry out the energy-saving production equipment procurement evaluation and organize feasible auxiliary measures in response to the plant expansion plan of the Company.

[Note]

The impact period is less than 3 years in the short term; 3 to 10 years in the medium term; and more than 10 years in the long term.



3.2 Energy and GHG emissions

Goal

- The Group's energy intensity decreased by 1% compared to the previous year.
- The Group's greenhouse gas emissions intensity decreased by 1% compared to the previous year.
- Our company uses 2024 as the base year for greenhouse gas reduction.

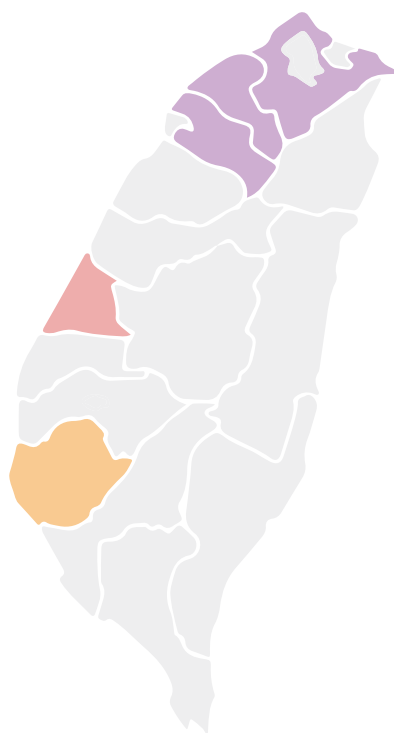
Validity evaluation

- Completed the 2024 individual greenhouse gas inventory and confirmed.
- Completed the 2024 consolidated greenhouse gas inventory.
- Solar power generation has been installed on the roof of The Second Plant of Changbin.
- Purchase energy-saving equipment.
- Individual energy intensity will be reduced by 3% compared to 2023.
- Individual greenhouse gas emission intensity will be reduced by 9% compared to 2023.
- The 2026 combined greenhouse gas assurance is expected to be completed in 2027.

3.2.1 Energy

In 2024, TMP Steel's total energy consumption was 10,295.49 gigajoules (GJ). TMP Steel's primary business involves steel processing, with the main energy consumption arising from purchased electricity for process machinery, accounting for approximately 76%

of the total energy consumption. The remaining 24% is attributed to gasoline for company vehicles, and diesel for forklifts and trucks. The annual energy intensity was 0.036 GJ per ton, representing a slight increase of 3% compared to the previous year.







Non-Renewable energy		2022	2023	2024
Taoyuan Plant/ Yingge Plant/ Guanxi Plant [Note 1]	Purchased power	2,035.89	1,110.84	1,460.48
	Petrol	105.45	177.73	314.78
	Diesel	2.89	64.52	109.16
Changbin Plant [Note 2]	Purchased power	2,618.78	4,191.26	4,730.18
	Petrol	209.77	386.03	540.80
	Diesel	348.43	600.36	800.60
Tainan Plant	Purchased power	1,972.58	1,840.42	1,648.20
	Petrol	176.00	136.12	240.79
	Diesel	359.78	445.09	450.50
Total energy consumption		7,829.57	8,952.37	10,295.49
Energy intensity (GJ/ton)		0.036	0.037	0.036

[Note]

1. The plant moved from Pingzhen, Taoyuan to Yingge, New Taipei City in April 2023. The Yingge Plant ceased operations at the end of March 2024, so the information collection period for the 2024 Sustainability Report is from January to March 2024. Meanwhile, the Guanxi Plant was leased in December 2023 and began operations in January 2024, so the information collection period for the 2024 Sustainability Report is the entire year of 2024.
2. In 2024 includes Changbin Plant 1 and Plant 2. Changbin Plant 2 was expected to be completed and begin operations in October 2024. Therefore, the information collection period for the 2024 Sustainability Report is from October to December 2024.
3. The energy unit conversion coefficient comes from the energy product unit calorific value table of the Energy Bureau of the Ministry of Economic Affairs.
4. The energy intensity is output (tons).

Due to the expansion of operations and increased production capacity, the company's overall energy consumption has shown an upward trend year by year. However, through continuous process efficiency optimization, the introduction of energy-saving equipment and management mechanisms, energy intensity in 2024 will decrease by 3% compared to 2023. This demonstrates that the company has effectively improved energy efficiency while expanding production capacity, demonstrating management performance that balances growth with environmental sustainability.

Energy-saving measures

Plant	
 Lighting equipment	<ul style="list-style-type: none"> Adopt LED energy-saving lights Examine the reduction of the use of lights in all plants Adopt detection lights for partial area Adopt timed lights for partial area
 A/C equipment	<ul style="list-style-type: none"> Inverter central A/C water chiller unit with an indoor temperature setting of 26°C Centralized office hours to reduce the energy consumption of A/C Set up a centralized air supply station for the air compressor and adopt the inverter air compressor of the Sullair brand
Office	
 Office equipment	<ul style="list-style-type: none"> Purchase office equipment with energy-saving label Use papers two times for copying Designate professional companies to recycle all the toner cartridges
 Measure promotion	<ul style="list-style-type: none"> Promote to walk within the distance of two floors up/down Use environmental tableware and cups Garbage classification for recycling Regular maintenance of company cars Turn off the power of idle facilities Cooperate with the energy-saving control of the office building Continue to promote the electronic document management system

3.2.2 GHG emissions

According to the "Greenhouse Gas Protocol - Corporate Standard", the quantitative GHG emissions category of the Company in 2024 includes CO₂, CH₄, N₂O, NF₃, SF₆, and other appropriate GHG groups (HFCs, PFCs).

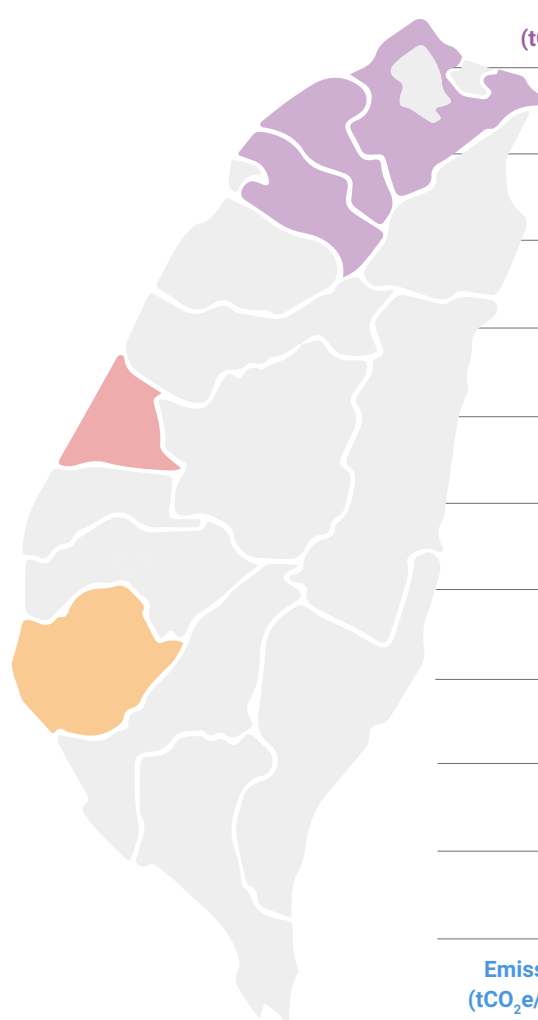
In 2024, the total consolidated greenhouse gas emissions (Scope 1 and Scope 2) amounted to 1,235.2077 tons CO₂e. This includes 203.3270 tons CO₂e of direct greenhouse gas emissions (Scope 1) and 1,031.8807 tons CO₂e of energy indirect greenhouse gas emissions (Scope 2). TMP Steel's consolidated greenhouse gas emissions statistics for 2024 are shown in the following table:

Item	2024		
	TMP Steel Individual	Subsidiaries	Total
Scope 1 (tCO ₂ e) [Note 1]	203.3270	—	203.3270
Scope 2 (tCO ₂ e) [Note 2]	1,031.8807	—	1,031.8807
Scope 1+2 (tCO ₂ e)	1,235.208	—	1,235.208
Emission intensity (tCO ₂ e/tons) [Note 3]	0.0043	—	0.0043

[Note]

- The 2024 greenhouse gas emissions calculation is conducted using the operational control method. The calculation method is activity data * emission coefficient * GWP value (the emission coefficient value is referenced from the Greenhouse Gas Emission Coefficient Management Table announced by the Environmental Protection Administration in 2024, and the GWP value is referenced from the IPCC Sixth Assessment Report). Greenhouse gases include CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃.
- For electricity, the emission factor used in 2024 is 0.474 kgCO₂e / kWh, based on the 2024 coefficient. Other years follow data from the aforementioned announcement.
- Emission intensity = (Scope 1 + Scope 2 emissions) / Annual production output (tons).
- The scope of the consolidated greenhouse gas inventory is consistent with the scope of financial reporting.
- The greenhouse gas emission intensity calculated by turnover in 2023 and 2024 are respectively: 0.1441 and 0.1326 CO₂e/ million NT dollars

In 2024, the total individual greenhouse gas emissions (Scope 1 and Scope 2) amounted to 1,235.2077 tons CO₂e. This includes 203.3270 tons CO₂e of direct greenhouse gas emissions (Scope 1) and 1,031.8807 tons CO₂e of energy indirect greenhouse gas emissions (Scope 2). TMP Steel's individual greenhouse gas emissions statistics for 2024 are shown in the following table:



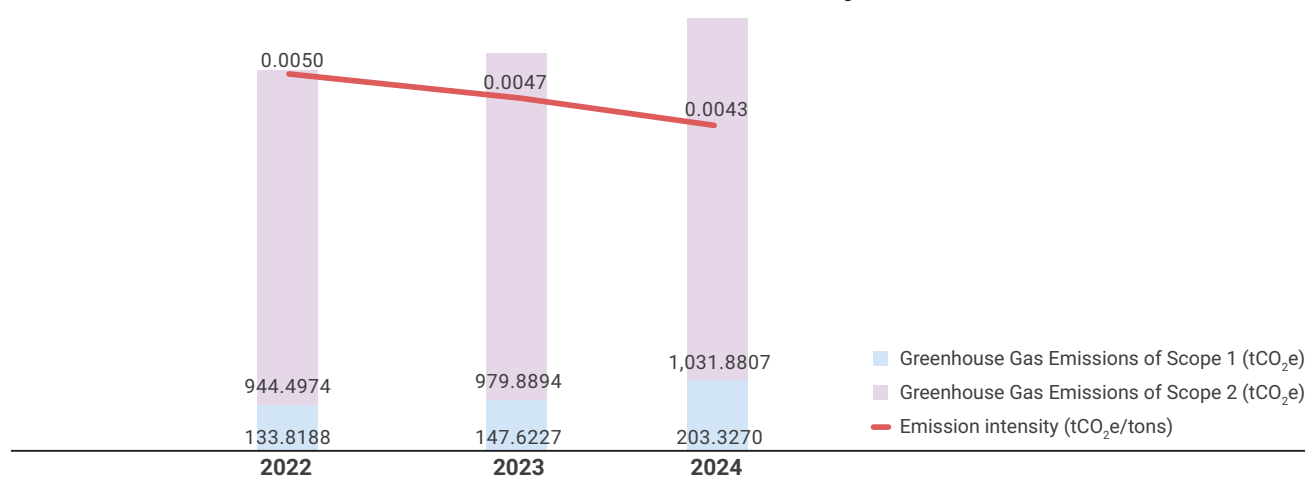
Item	2023	2024
Scope 1 (tCO ₂ e) [Note 1]	22.6227	39.5280
Scope 2 (tCO ₂ e) [Note 2]	152.3979	192.2522
Scope 1+2 (tCO ₂ e)	175.0206	231.780
Scope 1 (tCO ₂ e)	79.4464	108.2103
Scope 2 (tCO ₂ e)	575.0027	622.6654
Scope 1+2 (tCO ₂ e)	654.4491	730.876
Scope 1 (tCO ₂ e)	45.5536	55.5887
Scope 2 (tCO ₂ e)	252.4888	216.9631
Scope 1+2 (tCO ₂ e)	298.0424	272.552
Scope 1 (tCO ₂ e)	147.6227	203.3270
Scope 2 (tCO ₂ e)	979.8894	1,031.8807
Scope 1+2 (tCO ₂ e)	1,127.5121	1,235.208
Emission intensity (tCO ₂ e/tons) [Note 3]	0.0046	0.0043

[Note]

- The 2024 greenhouse gas emissions calculation is conducted using the operational control method. The calculation method is activity data * emission coefficient * GWP value (the emission coefficient value is referenced from the Greenhouse Gas Emission Coefficient Management Table announced by the Environmental Protection Administration in 2024, and the GWP value is referenced from the IPCC Sixth Assessment Report). Greenhouse gases include CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃.
- For electricity, the emission factor used in 2024 is 0.474 kgCO₂e / kWh, based on the 2024 coefficient. Other years follow data from the aforementioned announcement.
- Emission intensity = (Scope 1 + Scope 2 emissions) / Annual production output (tons).
- The plant moved from Pingzhen, Taoyuan to Yingge, New Taipei City in April 2023. The Yingge Plant ceased operations at the end of March 2024, so the information collection period for the 2024 Sustainability Report is from January to March 2024. Meanwhile, the Guanxi Plant was leased in December 2023 and began operations in January 2024, so the information collection period for the 2024 Sustainability Report is the entire year of 2024.
- In 2024 includes Changbin Plant 1 and Plant 2. Changbin Plant 2 was expected to be completed and begin operations in October 2024. Therefore, the information collection period for the 2024 Sustainability Report is from October to December 2024.

Item	2023		2024	
Scope 1 (tCO ₂ e)	147.6227	13%	203.3270	16%
Scope 2 (tCO ₂ e)	979.8894	87%	1,031.8807	84%
Scope 1+2 (tCO ₂ e)	1,127.5121	100%	1,235.208	100%
Emission intensity (tCO ₂ e/tons)	0.0046		0.0043	

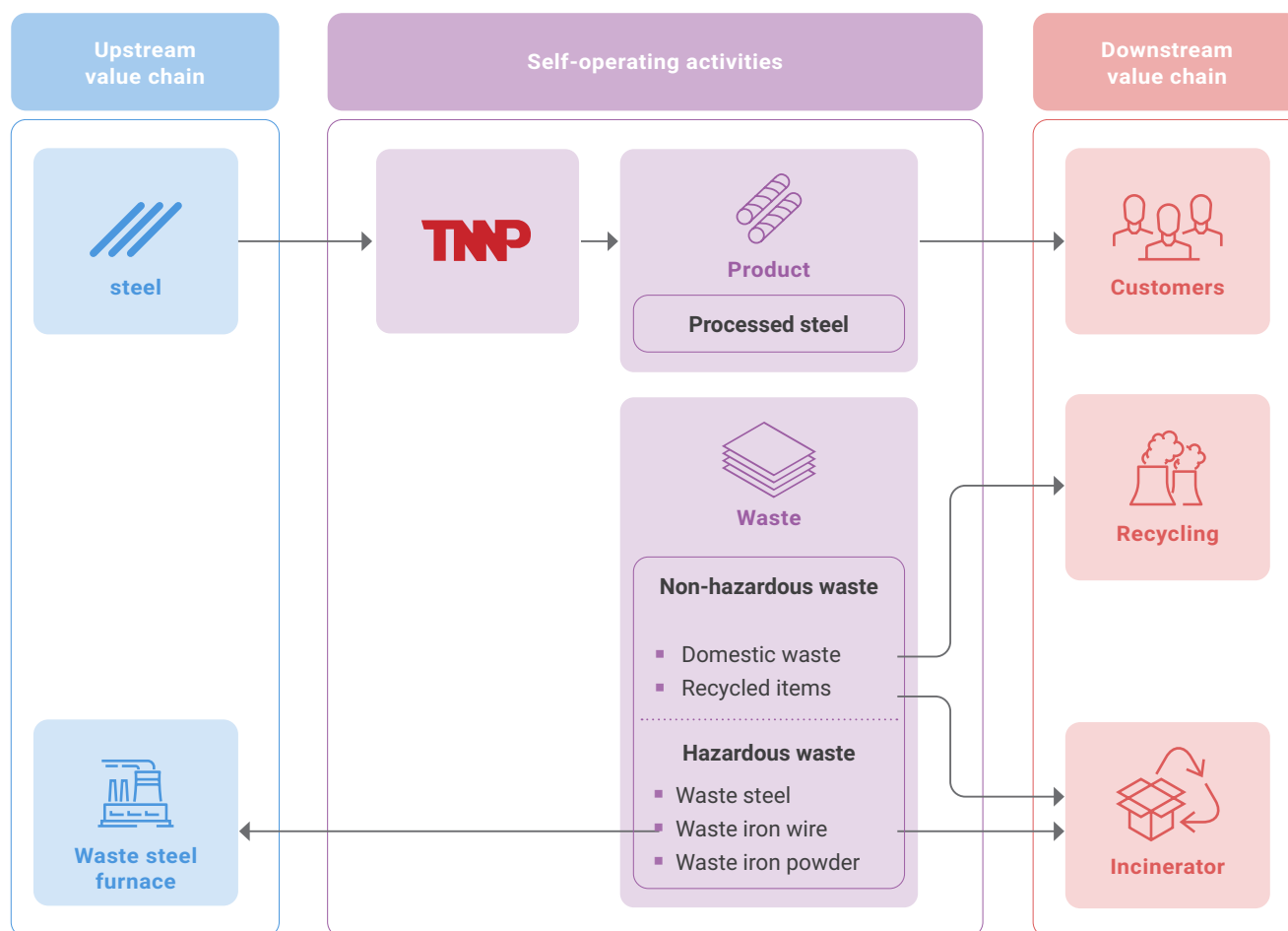
Greenhouse Gas Emissions and Emission Intensity



3.3 Waste management

In 2024, the total waste treatment volume of the all plants is 1,509.70 tons, of which non-hazardous waste accounts for approximately 2% of the total waste and hazardous waste accounts for approximately 98% of the total waste. Hazardous waste is scrap iron generated during steel bar

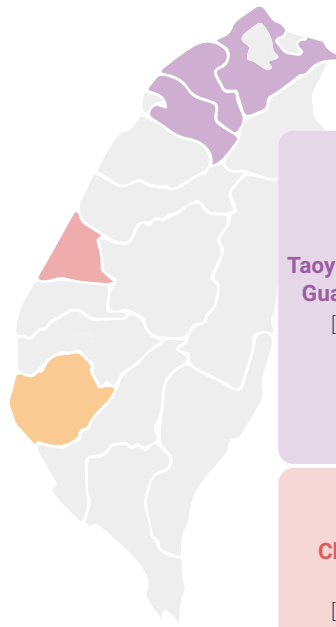
processing. The main categories are (1) scrap steel bars, (2) scrap iron wire, and (3) scrap iron powder. Hazardous waste is treated through recycling and reuse, with a recycling rate of 100%. Non-hazardous waste is mainly domestic waste and is treated by incineration.



The table below provides descriptions of the waste categories within TMP Steel

Domestic waste	Recycled items	Waste rebar	Waste iron powder	Waste iron wire
Domestic waste	Recycled items	Waste iron that cannot be utilized	Recycled iron powder that is oxidated on the surface	Waste iron wires that cannot be utilized

The details of waste declarations by each plant in the past three years



Category	Item	Processed volume (ton)			Processing method
		2022	2023	2024	
Non-hazardous waste	Domestic waste	21.60	6.34	9.6	Incinerated (non-energy recyclable)
	Recyclable items	2.70			Recycled
	Hazardous waste	155.40	237.87	209.19	Recycled
Non-hazardous waste	Domestic waste	10.6	10.80	12.79	Incinerated (non-energy recyclable)
	Hazardous waste	339.64	432.90	655.32	Recycled
Non-hazardous waste	Domestic waste	1.80	5.76	11.44	Incinerated (non-energy recyclable)
	Hazardous waste	144.32	378.83	611.36	Recycled
Non-hazardous waste		36.70	22.90	33.83	—
Hazardous waste		639.36	1,049.60	1,475.87	—
Totals waste		676.06	1,072.50	1,509.70	—

[Note]

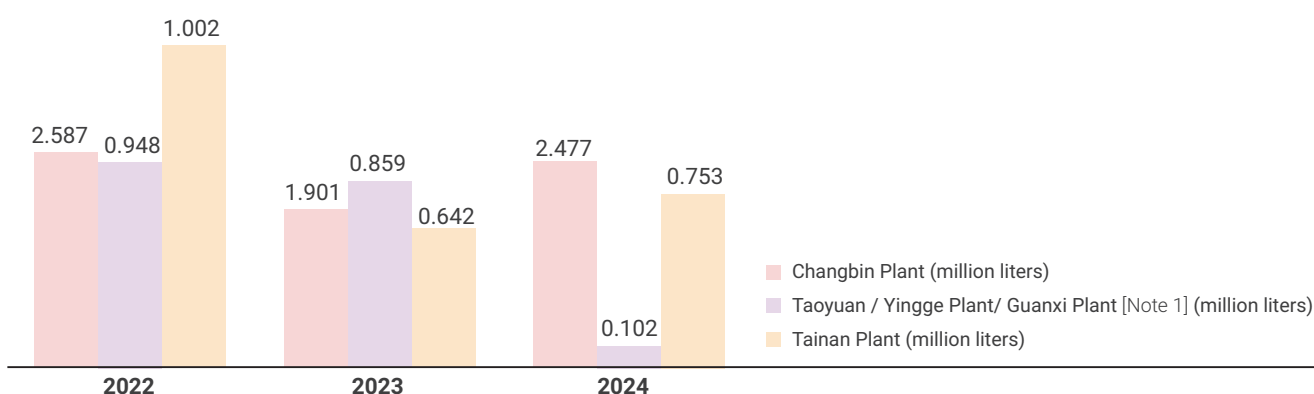
1. Hazardous waste - scrap iron includes scrap steel bars, scrap iron wire and scrap iron powder.
2. All waste disposal is handled by qualified waste removal contractors.
3. Waste disposal methods are obtained through contracts with subcontractors or waste disposal reports.
4. The plant relocated from Pingzhen, Taoyuan, to Yingge, New Taipei City in April 2023. The Yingge plant will cease operations at the end of March 2024. The Guanxi plant will be leased in December 2023 and begin operations in January 2024. Recyclables and household waste will be handled together at a waste disposal company, with no separate weighing records.
5. 2024 includes Changbin Plant 1 and Plant 2. Changbin Plant 2 is expected to be completed and begin operations in October 2024. Therefore, the information collection period for the 2024 Sustainability Report is from October to December 2024.

3.4 Water Stewardship

TMP Steel adopts the water risk assessment tools of the World Resources Institute (WRI) to identify the water resource pressure and water risks of plants. Water used by the Changbin Plant and Tainan Plant is from the Liyutan Reservoir, and water used by the Taoyuan Plant is from the Shimen Reservoir. The identification result was mid-to-low risks, and they are not within the high-risk region of water

resources and have no significant consumption impact on water sources. The major water withdrawal of TMP Steel is provided by a third party (Taiwan Water Corporation), and water is primarily used in production procedures and for domestic use by employees. The total water withdrawal in 2023 was 3.402 million liters, and 3.332 million liters in 2024, representing a decrease of 2.06% from 2023.

The water withdrawal of three plants is set out in the following table



[Note]

1. The plant relocated from Pingzhen, Taoyuan, to Yingge, New Taipei City in April 2023. The Yingge plant will cease operations at the end of March 2024. The Guanxi plant will be leased in December 2023 and begin operations in January 2024. Recyclables and household waste will be handled together at a waste disposal company, with no separate weighing records.
2. Although the Changbin Plant 2 was put into operation in October 2024, the relevant water supply pipeline has not yet been put into use, so there is no water intake data for 2024.
3. The Guanxi plant does not charge additional water fees for rent, and the TMP Steel process does not use water, so there is no water consumption data for the Guanxi plant.

Chapter 4

Product innovation





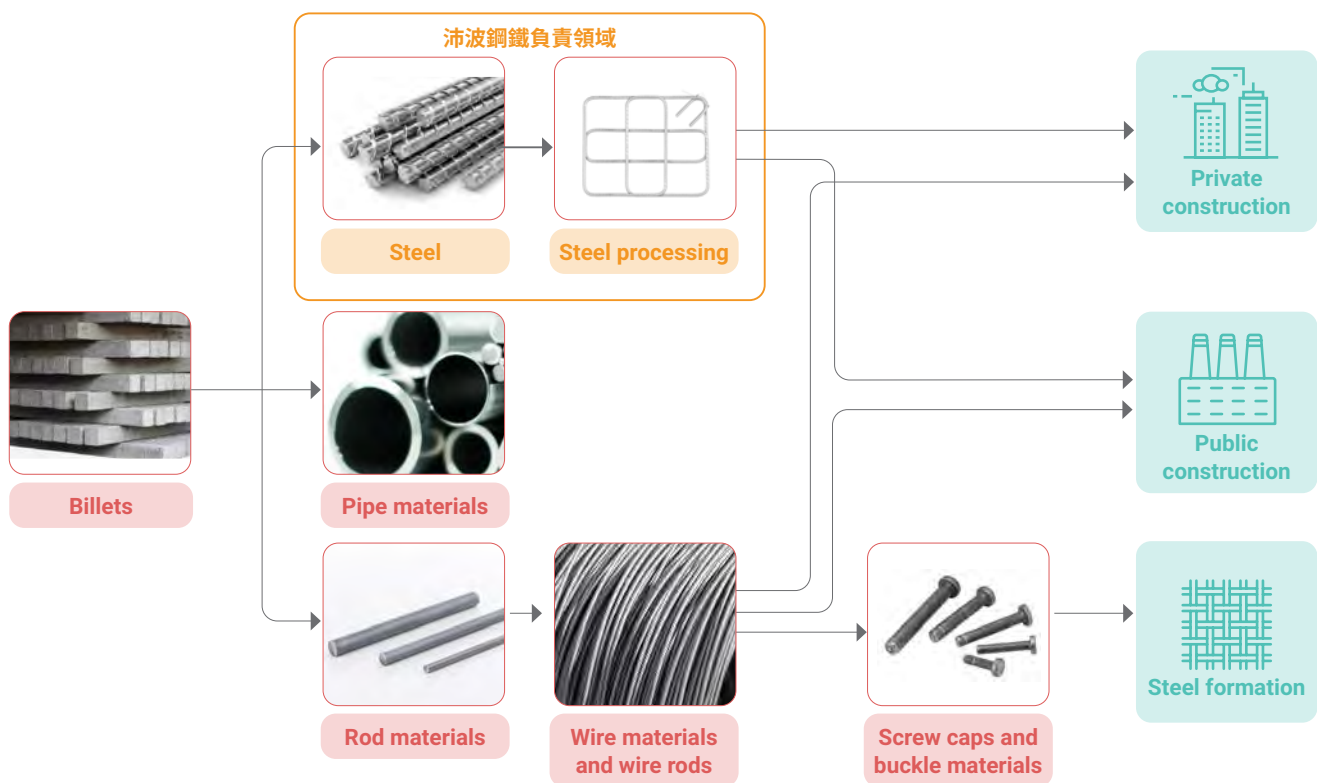
4.1 Product quality and safety

Taiwan is on the Circum-Pacific Seismic Zone and has frequent earthquakes, so high quality and well-designed building materials are indispensable. Consequently, providing safe and favorable building materials to society is what TMP Steel has long been adhering to. Under the prospect of "seek continual innovations and

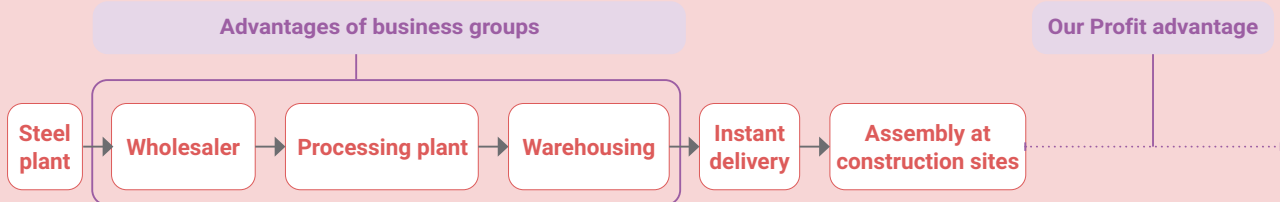
become a trust-worthy steel enterprise," we commit to providing premium building steel and actively building healthy cooperating relationships with major domestic construction companies while continuing to improve the quality of existing products in the hope of satisfying every customer needs.

4.1.1 Industry value chain and manufacturing and processing procedures

One-stop production services. When others need 21 days, TMP Steel can make it within 7 to 10 days.



The lead time under the upstream, midstream, and downstream integrated model of TMP Steel



The lead time for the traditional construction site


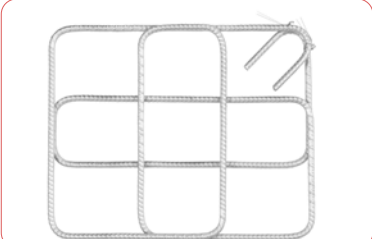


Upstream suppliers of TMP Steel engage in electric furnace smelting, with waste steel as a major raw material. The production method is to use the high temperature generated from the high voltage power supply system to melt waste rebars and finally produce billets. TMP Steel belongs to the midstream and engages in steel manufacturing and processing by using billets, and provides the completed rebars to construction sites. The downstream is majorly in

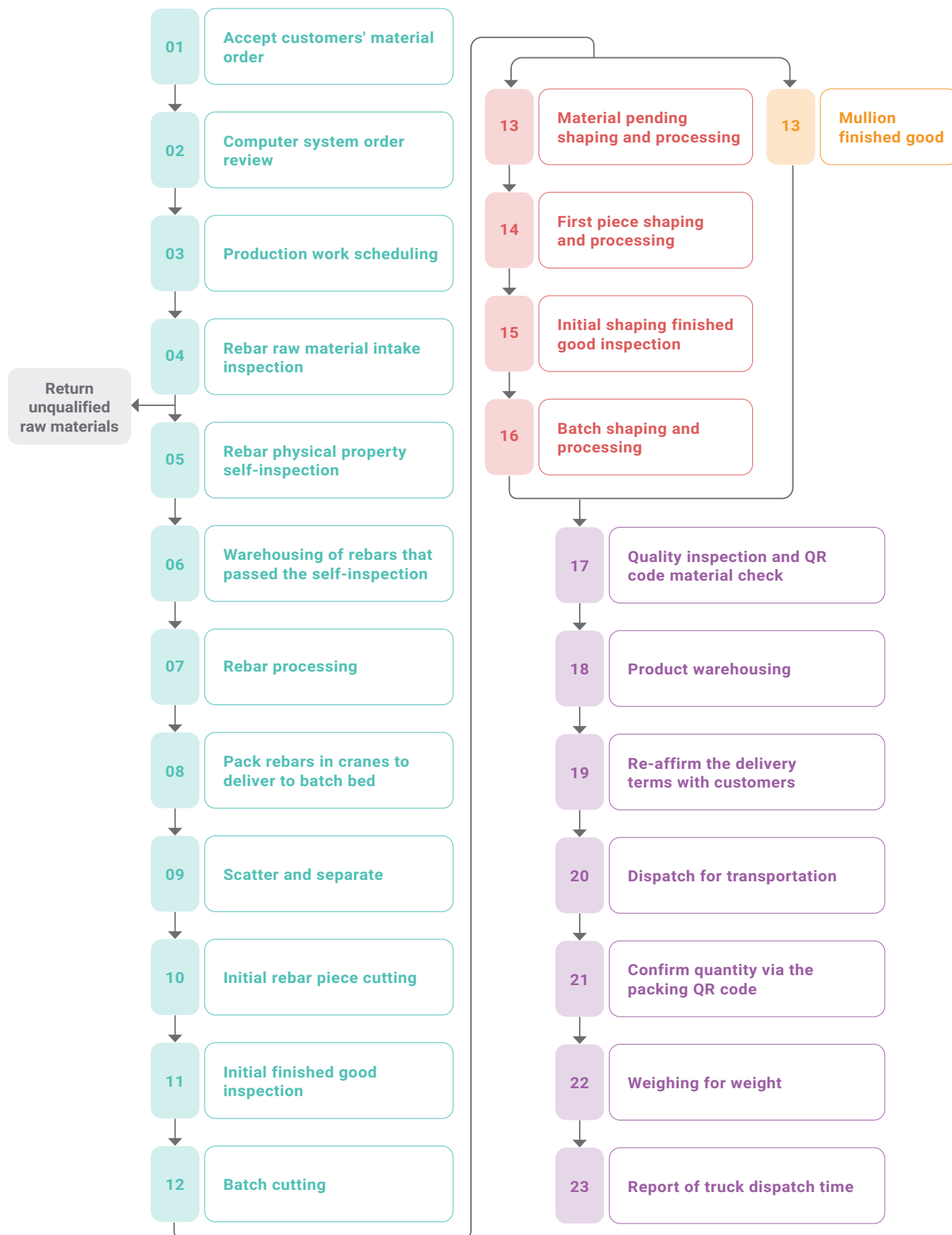
the Taiwanese market. Rebars processed by the Company is mostly used in building and public construction fields. Different from traditional steel plants, TMP Steel leverages the advantages of its business groups within the Taiwan Steel Group and adopts an upstream, midstream, and downstream integrated model to achieve production and delivery efficiency that is higher than companies within the industry.

4.1.2 Product introduction and manufacturing and processing procedures

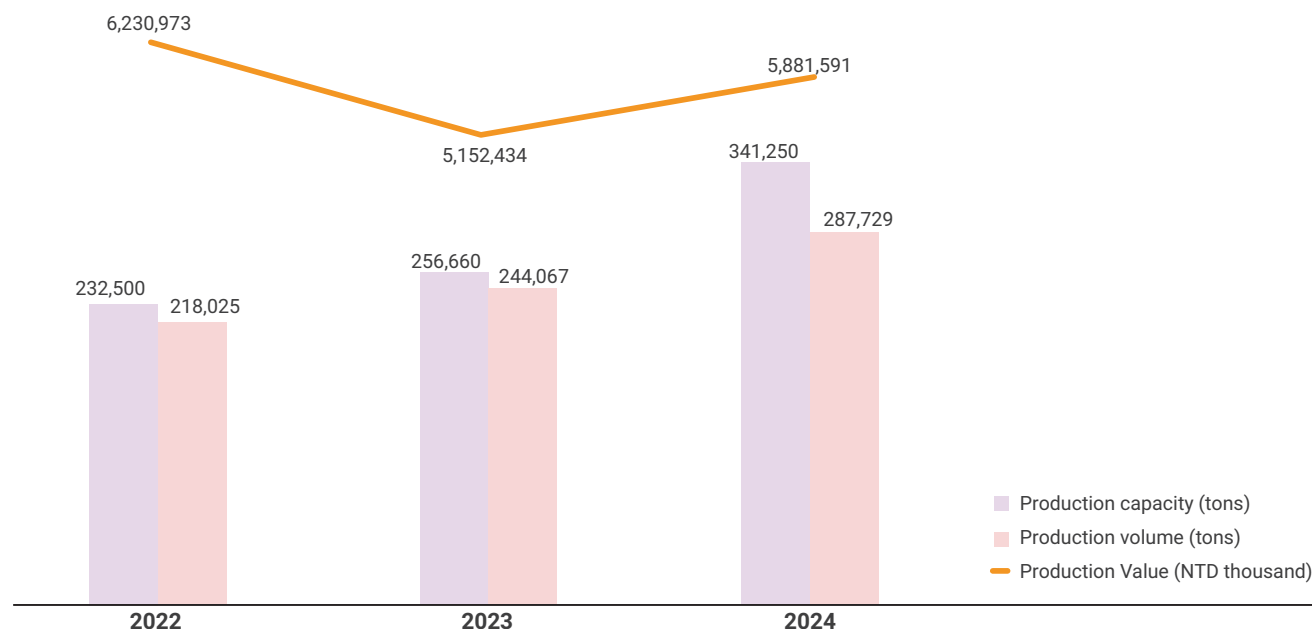
At the current stage, the major products of TMP Steel are rebars and processed steel materials, and all products comply with the national standards of CNS560 "Steel bars for concrete reinforcement."

		Product description	Product specification
	Rebar	<ul style="list-style-type: none"> Rebars refer to building materials used in RC and prestressed concrete, which are majorly used in buildings, plants, public constructions, and other building projects. 	<ul style="list-style-type: none"> National standards: CNS560 SD490W/SD550W Steel material: SD280/SD280W/SD420W/SD490W/SD550W Diameter: D10~D36
	Rebar processing	<ul style="list-style-type: none"> We have professional processing services (i.e., rebar cutting, bending, processing, and shaping), and we process rebars to the size required when customers procure the materials. 	<ul style="list-style-type: none"> Carry out processing according to customers' demand. Adopt automated processing with minimum standard deviation.

Product procedure chart



Product Output



[Note]

The 2023 annual output value (NT\$1,000) was revised and disclosed in 2024.

4.1.3 Product responsibility and safety

Product responsibility

TMP Steel values the safety of its products. When importing raw materials to plants, we obtained the non-radiative certification and quality certificate issued by the supplier based on the production batch number. The procurement department is responsible for the raw material procurement, and the QC personnel from the Plant Affairs Department will carry out sample inspections for acceptance; furthermore, intake quality meetings are regularly held each year. During the processing procedures, QC personnel carry out sample inspections of raw materials for control to ensure that all products entering into procedures are free of radiation and comply with national standards. Over the years, all employees understood and recognized the concept of quality first and deemed seeking premium quality as their responsibility.

Products of the Company are controlled based on relevant standards, and the ingredients, mechanical properties, and radiation test all comply with the national standards. As of 2024, TMP Steel had no violation of regulations related to product health and safety, product information and labeling regulations, and regulations related to marketing and broadcasting.

Product safety evaluation

To minimize products' impacts on safety and health, TMP Steel will monitor whether suppliers regularly carry out product evaluations to ensure that the products are free of hazardous substances when selecting suppliers. We also require suppliers to ensure that the product content and ingredients are free of substances that generate environmental or social impacts and that the information on the source of product ingredients complies with the regulatory standards according to the requirements of rebars for RC under CNS 560:A2006, national standards issued by the Republic of China on April 12, 2018, and expect suppliers to obtain ISO 9001 and certifications approved by the Atomic Energy Council, Executive Yuan. According to the agreements in the sales contract, a third party shall be engaged to perform an inspection of product quality according to the specifications in CNS 560. The procedure can evaluate whether the rebars produced by the plant achieved the strength requirements and whether they are non-radiative rebars so as to care for customers' health and safety.

4.2 Sustainable supply chain

Most suppliers and contractors the company currently cooperates with are group members and cooperate with many enterprises. The partners have been together for many years and have a stable and close relationship. Supplier management measures will be formulated in 2024 to assess suppliers on environmental and social standards. By 2024, suppliers such as processing, transportation, and machinery will be required to sign safety, health, and environmental protection commitments, with the proportion reaching 90%. Processing will be provided in 2024 Transportation Contractor Education conducted a total of 280 person-times and 823.5 hours of education and training to ensure the occupational safety of employees.

TMP Steel is deeply rooted in Taiwan, and it is committed to localization. The local procurement [Note] ratio will reach 75.47% in 2024, establishing a close network with Taiwan's steel industry cluster. Its major supplier is E-Top Metal Co., Ltd. (the "E-Top Metal") and E-Sheng Steel Co., Ltd. (the "E-Sheng Steel"), also members of Taiwan Steel Group. In

2024, the importing ratio from E-Top Metal and E-Sheng Steel accounted for a total of 75%.

TMP Steel has high requirements for quality. To ensure that the product quality complies with the requirements and expectations of customers, it required suppliers to obtain the CNS Mark certification from the Bureau of Standards, Metrology and Inspection, M.O.E.A. in Taiwan and the ISO 9001 quality management system certification. In addition, for radiation management, suppliers are all qualified suppliers for the radiation detection operation for the iron and steel industry approved by the Atomic Energy Council, Executive Yuan so as to ensure there is no abnormal radiation of steel products they produced, which further confirmed the elimination of radiation-polluted buildings to allow the public to live with ease to jointly protect the health of citizens in Taiwan.

[Note]

Local procurement refers to the place of shipment being Taiwan.

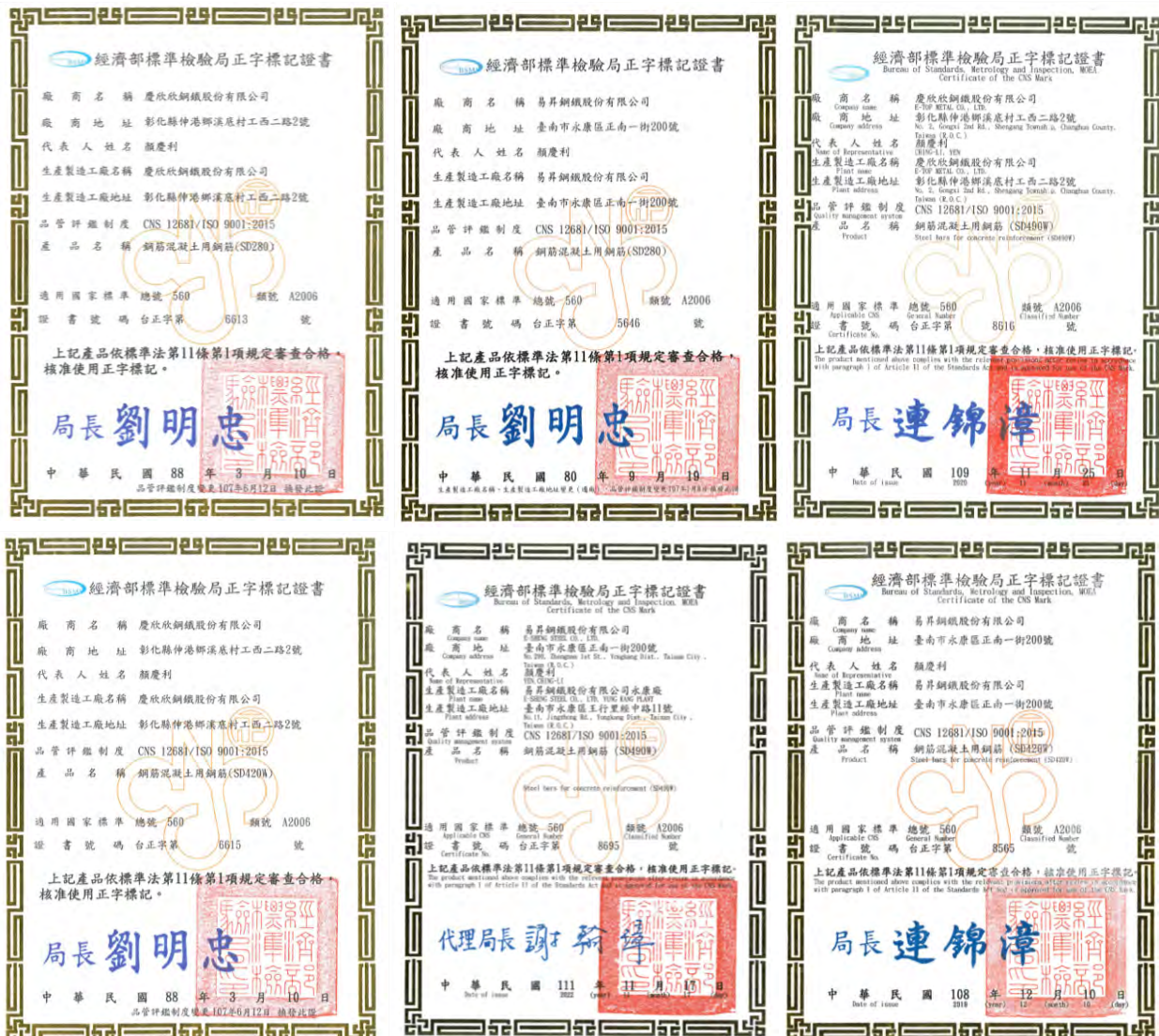
ISO9001 Quality management system certification



Radiation detection operation approval certification for steel building materials



Bureau of Standards, Metrology and Inspection, MOEA Certificate of the CNS Mark



Chapter 5

Happy workplace





5.1 Labor structure

Personnel are valuable assets of TMP Steel. We are deeply convinced that caring for employees is one of the crucial missions of the Company. By providing comprehensive remuneration and welfare to employees, promising to care for all employees' physical and mental health, and establishing talent training and internal training systems, we hope to create a diverse, inclusive, and friendly workplace for employees to take delight in work. More importantly, while enhancing employee cohesion, it is beneficial for talent retention and attracting more outstanding talents to join us, and, in turn, achieving positive circulation and growth.

5.1.1 Employee distribution

In the recent three years, TMP Steel expanded the scale of its employee recruitment due to the growing business annually to create more employment opportunities. Meanwhile, it hopes to allow employees to specialize their job scope and improve work efficiency through labor expansion, and in turn, improve employees' professional technical capacity.

The Changbin Plant II was completed this year and will begin production at the end of the year. It will not only help TMP Steel expand its secondary processing capacity, but will also create more job opportunities for the local community.

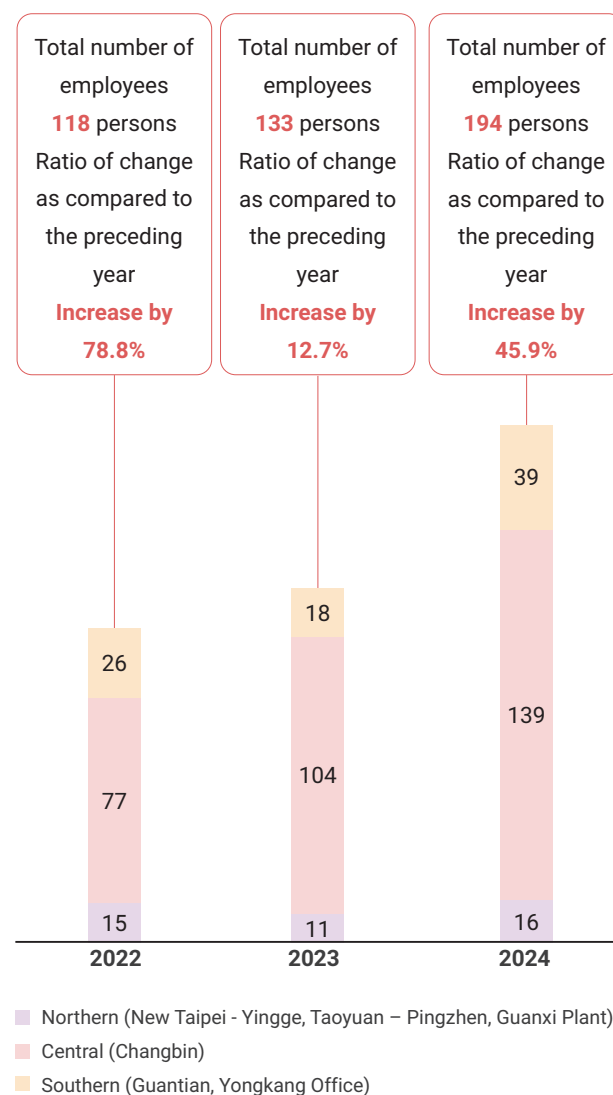
As of December 31, 2024, the total number of employees of TMP Steel is 194, including 12 temporary employees and 182 full-time employees, of which 12 temporary employees are foreign-national special contract personnel.

Highlights of this year - Industry-Academic Cooperation

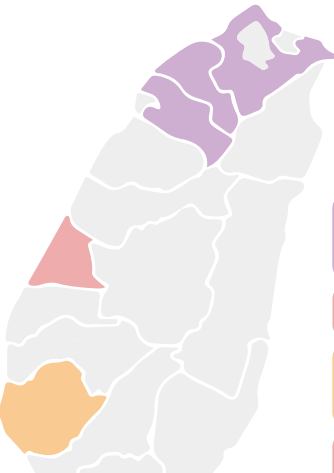
Through industry-university collaboration, TMP Steel actively fulfills its corporate social responsibility, promotes talent diversity and cultural inclusion, and supports the professional development of international students. Going forward, the company will continue to strengthen technological innovation and talent development through industry-university collaboration.

This effectively enhances their academic and practical application skills, helping them achieve their goal of immediate employment upon graduation. Furthermore, the company continues to expand internship opportunities, with 12 students currently participating in the program, further accumulating practical experience and professional skills.

Number of employees from 2022 to 2024 - by Work Location



Regional distribution number of TMP Steel employees and senior management personnel (2024)



		2024		
		Number of employees	Number of Senior management personnel	
			Number of local	Number of Non-local
Northern	New Taipei - Yingge, Guanxi Plant	16	1	0
Central	Changbin	139	3	0
Southern	Guantian, Yongkang Office	39	2	0
Total		194	6	0

[Note]

1. Senior supervisor: Managers, Vice Presidents, General Managers.

2. Local means that the domicile is the same as the work location.

3. The abovementioned statistics are acquired from the human resources system, and there is no numerical assumption.

5.1.2 Employee structure

In the steel industry, which typically employs more men, as of the end of 2024, female employees at TMP Steel accounted for 36.6% (71 persons), while male employees accounted for 63.4% (123 persons). Among management roles, females comprised 53.1% (17 persons), with males making up 46.9% (15 persons). These figures highlight TMP Steel's commitment to enabling employees to thrive and contribute effectively in the workplace.

In addition, employees under 30 years old account for 25.3% (49 persons); they are the young generation full of potential and enthusiasm that injects energy and creativity into the Company and promotes the continual innovation. Employees from 30 to 50 years old are the major workforce of the Company, accounting for approximately 69.1% (134 persons) of all employees, and they have accumulated diverse practical experience and techniques in different

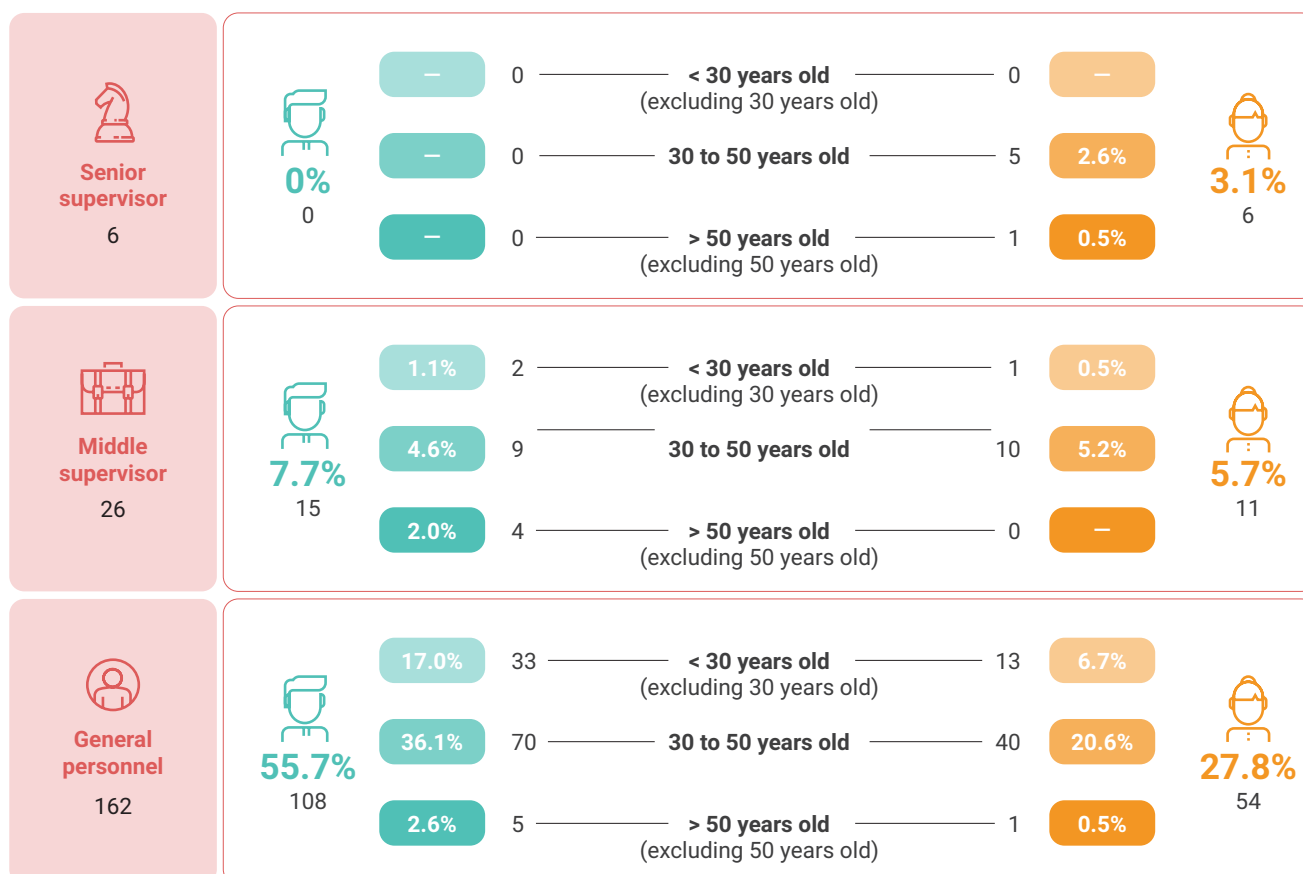
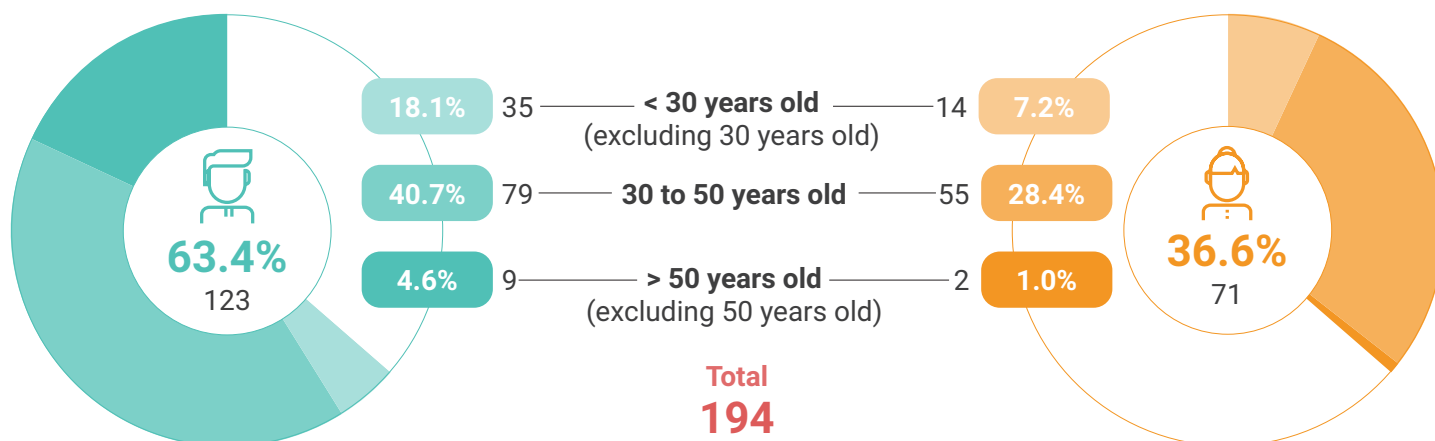
aspects. Employees over 50 years old account for 5.6% (11 persons) of all employees, and the Company relies on their extensive social experience, comprehensive thinking, and management capacity to accompany the Company to grow.

Workers who are not employees of TMP Steel in 2024 were contractors residing in the Company's plants that are responsible for partial processing engineering projects. Furthermore, there are also 6 security personnel assigned by the property company responsible for access control, vehicle entrance/exit instructions, plant patrol inspections, anti-theft operations, theft handling work, and other safety maintenance work.

[Note]

Workers who are not employees are those who perform work for the organization but are not in an employment relationship with the organization.

Distribution of employees by gender, age and duty in 2024



[Note]

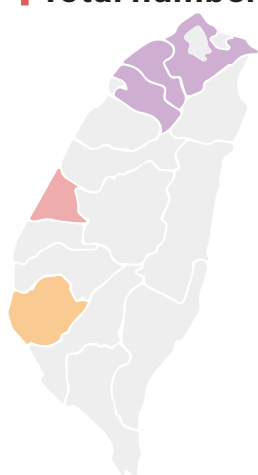
1. Senior supervisors: Managers, Deputy General Managers, General Managers.
2. Middle supervisors: Team Leaders, Deputy Section Chiefs, Section Chiefs, Deputy Managers, Deputy Plant Managers, Plant Managers.
3. General personnel: Employees without managerial responsibilities.
4. The abovementioned statistics are acquired from the human resources system, and there is no numerical assumption.

5.1.3 Personnel turnover

"Talent" is an indispensable key element for the sustainable operation of enterprises. To actively retain outstanding talents, TMP Steel created a healthy communication platform to gather the cohesion of the Company and focused on the appropriate allocation of employees. It observes employees' work conditions via the performance evaluation system each year and makes adequate adjustments. When any personnel proposes a resignation, it will also explore the opportunities for retention or transfer and concurrently confirm the intention of the employee regarding returning to TMP Steel for work in the future and respect employees' choices.

In 2024, TMP Steel recruited a total of 148 new employees, with a new recruitment rate of 80.87%. The number of employees leaving in 2024 is 90, which is similar to 91 in 2023. This is because the company has been relocating for two consecutive years. In 2023, the company moved from the Taoyuan plant to the Yingge plant, and in 2024, the company moved from the Yingge plant to the Guanxi plant. After communication, most employees were not willing to stay. Therefore, the number of employees leaving for two consecutive years is similar, and the turnover rate is still high.

Total number and ratio of new employees in 2024



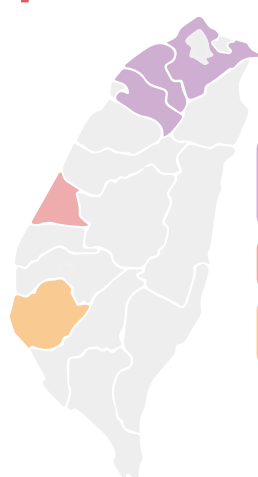
		Female			Male			Total
		< 30 years old	31to 50 years old	> 51 years old	< 30 years old	31to 50 years old	> 51 years old	
Northern	New Taipei - Yingge, Hsinchu -Guanxi	1	24	1	2	8	1	37
Central	Changbin	6	24	1	12	39	3	85
Southern	Guantian, Yongkang Office	4	3	-	14	5	-	26
Total		11	51	2	28	52	4	148
ratio of new employees		92.75%			73.68%			80.87%

[Note]

Mid-year resignations are not deducted.

Ratio of new employees= Number of new employees / total employees in that category at year-end

Total number and ratio of employee turnover in 2024



		Female			Male			Total
		< 30 years old	31to 50 years old	> 51 years old	< 30 years old	31to 50 years old	> 51 years old	
Northern	New Taipei - Yingge, Hsinchu -Guanxi	1	20	3	2	7	2	35
Central	Changbin	2	17	-	2	26	1	48
Southern	Guantian, Yongkang Office	3	-	-	3	1	-	7
Total		6	37	3	7	34	3	90
Ratio of resigned employees		66.67%			38.60%			49.18%

[Note]

Ratio of resigned employees: Number of resigned employees /total employees in that category at year-end

5.1.4 Human rights policy

TMP Steel strictly adhered to local regulations of its business locations, complied with the "International Bill of Human Rights," "ILO - Declaration of Fundamental Principles and Rights at Work," "the UN Global Compact," and other human rights standards internationally recognized, and adopted actions consistent with the "Responsible Business Alliance" to treat and respect employees with dignity.

Provide safe and healthy workplace

Execution measure:

- Establish safe and health workplace to prevent the occurrence of accidents and protect employees' safety.

Actual management achievement:

- Increase the occupational safety and health training hours on a yearly basis according to the operating scale and the increasing trend of employees. In 2024, **4,779.5** hours of relevant training were provided to employees in total.

No child labor

Execution measure:

- No child labor.

Actual management achievement:

- As of December 31, 2024, there was **no** child labor.

Ban illegal discrimination and ensure the equality of work opportunities

Execution measure:

- The Company does not engage in any differential treatment or any form of discrimination due to race, level, language, thinking, religion, party, origin, place of birth, gender orientation, age, marital status, appearance, facial appearance, physical and mental disability, stereoscope, blood type, or membership of labor union and respects the diversification of the workplace.

Actual management achievement:

- There was **no** discrimination case that occurred in 2024.

Assist employees in maintaining physical and mental health and work-life balance

Execution measure:

- Provide welfare matters and regularly organize company trips and activities of the Employee Welfare Committee to assist employees in improving their physical and mental health.

Actual management achievement:

- Activities Hosted or Funded by the Employee Welfare Committee in 2024:
 - Employee Travel Subsidy-Japan 、Thailand
 - Employee Travel Subsidies-Taiwan
 - Employee Dinner Subsidy
 - Year-end Party
 - Labor Day gift money
 - Mid-Autumn Festival Gift Certificates/Gifts
 - Dragon Boat Festival gift money
 - Chinese New Year gift certificates/gifts
 - TSG basketball and baseball events-6 events
 - Year-end Party T-Shirts and Gifts

No child labor

Execution measure:

- If it is necessary for employees to extend their working hours beyond their normal working time, the extension shall be subject to the consent of employees.

Actual management achievement:

- In 2024, there was **no** material complaint or dispute related to overtime work.

Create an environment that is found of communication and establish an open management model

Execution measure:

- Establish diverse communication channels and employee opinion mailboxes.
- Organize labor-management meetings to commit to harmonious labor-capital relationships.

Actual management achievement:

- In 2024, there was **no** employee opinion mailbox communication handling case.
- In 2024, **4** labor-management meetings were held, and the major discussion topics were employee recruitment methods and the re-election of labor representatives.

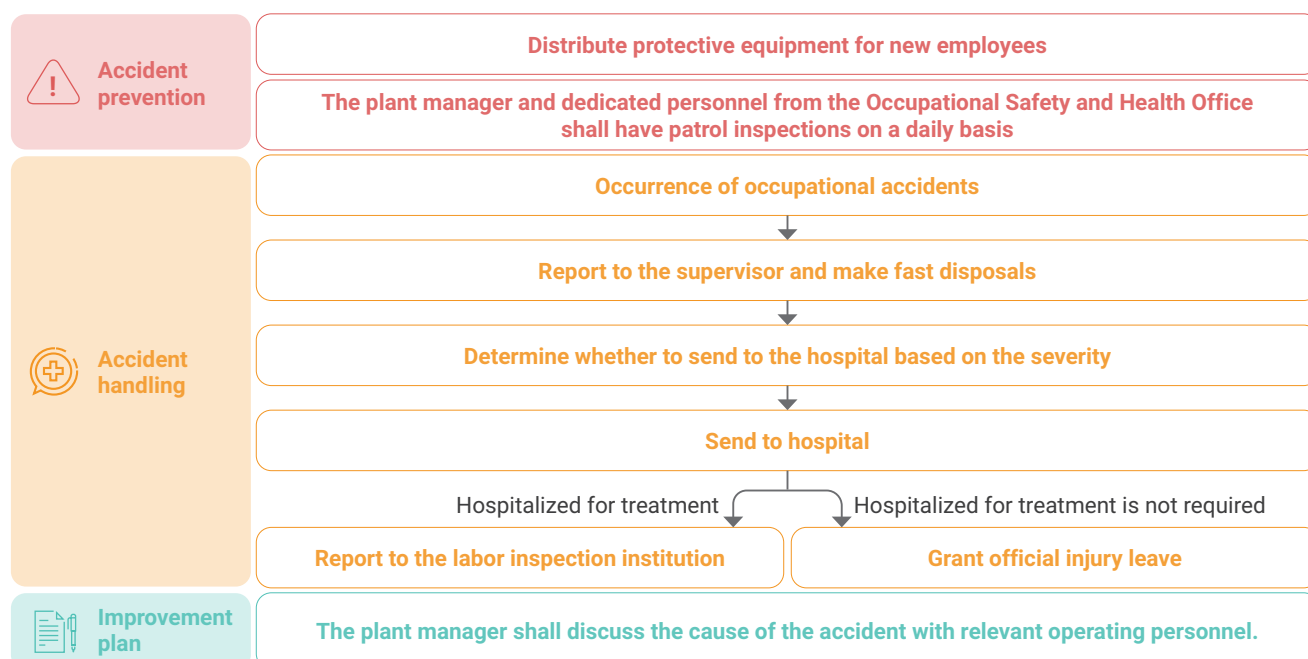
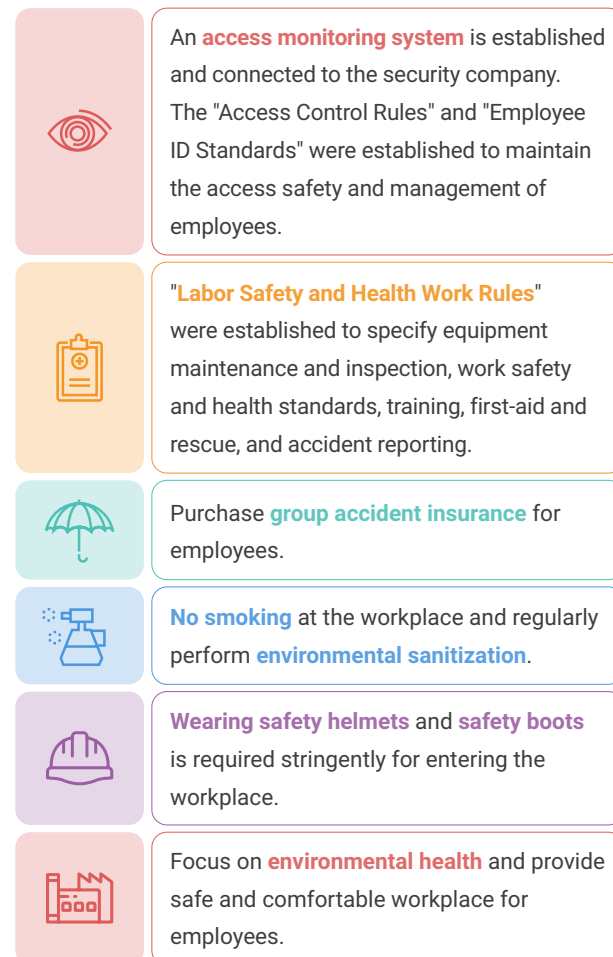
5.2 Occupational safety and health

TMP Steel deems employees' safety the first priority, strictly complies with occupational safety and health management regulations, and has established its Occupational Safety and Health Office to be responsible for the promotion, supervision, and improvement recommendations of occupational safety and health matters. Besides, dedicated personnel carries out patrol inspection on-site on a daily basis. Apart from implementing management systems for personnel safety, equipment, and environment, the Company also ensures that work safety is more favorable than the standards required by regulations. Training and audits are performed from time to time to track and improve safety and health and environmental topics in the hope of ultimately achieving accident prevention, improvement in the safety awareness of employees, and zero occupational disaster.

5.2.1 Occupational accident prevention and handling

In 2024, TMP Steel established the "Accident Investigation and Handling Procedures." Apart from identifying production risks in advance, the Company has also carried out risk level assessment and risk control. If any accident occurs, it also plans to report to the senior management by way of internal formal documentation to control occupational safety via corrective and effective methods so as to achieve the target of zero occupational disaster.

Major protective measures



[Note]

Occupational accidents refer to events that may possibly or substantially cause injuries or diseases (occur due to work or during the course of work).

5.2.2 Occupational safety performance

During the production of the iron and steel industry, employees may be exposed to workplace of high temperature, high noise, and dust; therefore, TMP Steel adds relevant inspection items for the health inspections of employees each year to regularly track employees' body conditions.

- There was no work-related ill health of employees and contractors from 2022 to 2024.
- There was no high-consequence work-related injury or fatality as a result of work-related injury; of employees and contracts from 2022 to 2024.

In 2024, there was one incident at TMP Steel where employee's fingers were snapped due to operational errors with machinery. The employee returned to work after 36 days of rest. They gradually reintegrated into their duties with adjustments made based on their recovery status and have resumed their pre-injury roles. The company has strengthened education and hazard awareness for all

personnel involved in operations. TMP Steel will continue to implement improvement measures for occupational safety, adhering to labor safety and health regulations to reduce the number of occupational injuries and strive towards zero occupational injuries.

Occupational injuries in the past three years

	2022	2023	2024
Snapped	1	1	1
Cut	—	1	—
Item dropped	—	—	—
Traffic accident	—	—	—
Total	1	2	1

Historical occupational safety performance

	2022	2023	2024
Number of hours worked	230,144	288,074	308,784
Number of fatalities as a result of work-related injury	—	—	—
Ratio of fatalities as a result of work-related injury	—	—	—
Number of high-consequence work-related injuries (excluding fatalities)	—	—	—
Ratio of high-consequence work-related injuries (excluding fatalities)	—	—	—
Number of recordable work-related injury	1	2	1
Ratio of recordable work-related injuries	0.87	1.39	0.65

[Note]

- The data is including all full-time employees of TMP Steel(excluding workers who are not employees of TMP Steel).
- TMP Steel does not employ non-staff workers.
- Ratio of fatalities as a result of work-related injury = (Number of Fatalities as a result of work-related injury/number of hours worked) * 200,000.
- High-consequence work-related injuries: Refer to injuries of workers that cannot or are hard to recover to the health status before such injuries (excluding fatalities).
- Ratio of high-consequence work-related injuries = (Number of high-consequence work-related injuries (excluding fatalities)/number of hours worked) * 200,000.
- Ratio of recordable work-related injuries = (Number of recordable work-related injuries/number of hours worked) * 200,000.
- A rate based on 200,000 hours worked indicates the number of work-related injuries per 100 full-time workers over a one-year timeframe, based on the assumption that one full-time worker works 2,000 hours per year. For example, a rate of 1.0 means that, on average, there is one work-related injury for every group of 100 full-time workers over a one-year timeframe.

5.2.3 Occupational safety and health training

To effectively reduce occupational disasters, TMP Steel performs occupational safety and health training for employees, organizes different training based on the nature and work location of workers, and provides 3 hours of training to contractors to improve the occupational safety awareness of contractors and prevent the occurrence of negative occupational safety impacts. Tests and Q&As are performed after workers have completed training courses, and relevant external training certificates shall be obtained to evaluate the effectiveness of training.

With the growth in the operating scale of the Company, we have learned that employees recognizing with occupational safety and health knowledge is the first line of defense to maintain the occupational safety and health of the workplace. TMP Steel actively organizes the occupational safety notice during the course of work for all locations and customizes training items required by employees. Meanwhile, particular

training items have regular retaining systems to ensure that employees possess relevant knowledge and skills suitable for the on-site operating procedures.

In 2024, TMP Steel had 1,313 participants and 4,779.5 hours in occupational safety and health training courses, compared to 439 participants and 1,682 hours in 2023, representing a threefold and twelvefold increase, respectively. Exhibiting the determination and investment achievements of the Company in committing to optimizing occupational safety and health training.



Number of Participants and Training Hours in Occupational Safety and Health Courses in 2024

Training course	Number of participants	Hours	Location (Internal / External)	Type (General / Special)
General Safety and Health	146	438	Internal	General
Hazardous Chemical Labeling and General Information Rules	146	438	Internal	General
Fire and Emergency Response	146	146	Internal	General
Productive Machinery and Equipment	75	223	Internal	Special
Hoisting operations of crane equipment	28	84	Internal	Special
Oxyacetylene welding equipment operation	26	78	Internal	Special
Forklift operating instructions	27	81	Internal	Special
Fire drill education and training	255	765	Internal	Special
Factory safety	6	9	Internal	Special
Overhead Crane + Accident Prevention + Disaster Report	14	7	Internal	Special
On-the-job training course 3 hours - Acetylene	1	3	External	Special
On-the-job training course 3 hours - Overhead Crane	3	9	External	General
On-the-job training course 3 hours - Forklift	2	6	External	Special
On-the-job training course 6 hours - Fire Prevention Manager	1	6	External	Special
Lifting and hanging	6	3	Internal	Special
Intensive training	13	12	Internal	Special
Fire prevention manager initial training 12 hours	1	12	External	Special
Fixed crane 38 hours	403	2,236	External	Special
Dust operations of supervisor initial training 18 hours	1	18	External	Special
Forklift 18 hours	9	162	External	Special
Steel and building materials inspection 11hours	4	44	External	Special
Total	1,313	4,779.5		

5.2.4 Health Promotion

TMP Steel deems employees its valuable assets and attaches great attention to the physical and mental health of employees. Apart from Physical examinations, it also arranges seminars on health issues from time to time to keep employees aware of their health at all times.

Comprehensive Health Management provided by TMP Steel in 2024



Physical examinations

- The Company implements general health inspections and special operation health inspections each year. In 2024 a total of **122** persons.
- The Company arranged special operation inspections, and a total of **69** persons participated. Considering that the special operations of the Company's production lines include noise operation and dust operations; therefore, the Company organized additional in-depth hearing inspections and lump function inspections (hearing inspection: test about the pure tone of seven voice frequencies and establish a hearing map; lump function inspection: test lung's capacity and the maximum expiratory volume in one second.



Health consultation services



- The Company contracted medical personnel to provide health consultation, health inspection report consultation, pressure evaluation, and other services **four** times a year; in addition, provided printed literature about health care to improve health knowledge and ability.
- Dedicated nurses provide on-site services **every month**, provide health consultation services, arrange health promotion activities, and provide health information to colleagues to enhance their health awareness.
- In 2024, a total of **103** employees with abnormal health check results completed health guidance management, along with **3** employees in maternal pregnancy/postpartum within one year who also received health guidance management. **Monthly** inspections of emergency medical supplies and equipment were conducted, and health bulletins were **periodically** released to provide workers with health knowledge.



Seminars on Health Issues

- The Company arranges seminars on Health Issues from time to time to help employees establish the concept of self-management of health and improve employees' health awareness and cohesion.
- According to the statistics of the top ten reasons for the death of citizens by the Ministry of Health and Welfare, brain and cardiovascular disease is ranked second to fourth. The Company encourages employees who are 30 to 50 years old to prevent cardiovascular diseases early. In 2024, we held **a** themed lecture on "Promoting Nutrition and Health in Daily Life," which had **14** attendees.
- Encouraging employees to relax and de-stress, we organized **a** domestic employee travel event with **171** participants.
- Wanggong Fishing Port Beach Cleaning Activity, encouraging employees to have outdoor activities, **1** event with **74** participants
- A total of **1** health promotion lecture and **2** outdoor stress relief activities were held throughout the year, with a total of **259** participants.

Apart from the abovementioned measures, the Company also established relevant plans to protect employees' physical and mental health according to the specifications of the Ministry of Labor and substantially executed relevant key actions in the hope of comprehensively fulfilling its responsibilities to take care of employees.

Four major plans	Key action	Execution achievement in 2024
 <p>Prevention of ergonomic hazard</p>	Prevent muscle and bone injuries due to environments and procedures.	<ul style="list-style-type: none"> Completed the analysis of the NMQ of 122 persons. Provided muscle and bone stretching health education for 2 persons.
 <p>Prevention plan for diseases resulting from abnormal workload</p>	Avoid brain and cardiovascular diseases due to abnormal workload.	<ul style="list-style-type: none"> Analysis of 122 people who completed the burnout questionnaire. Provided health consultation to 2 employees who have a higher workload.
 <p>Prevention plan for illegal infringement during duty execution</p>	Prevent illegal infringement of body or mind due to others' acts.	<ul style="list-style-type: none"> Provide printed literature about illegal infringement prevention health education. There was no illegal infringement in 2024.
 <p>Maternal health protection plan</p>	Ensure the physical and mental health of female employees who are pregnant, gave birth, and feeding.	<ul style="list-style-type: none"> Completed identification and risk assessment of 3 mothers of childbearing age. Executed maternal health interviews and work adaptivity arrangement recommendations for 3 persons.

The abovementioned health services are promoted in the Company's group or via e-mails, and such services cover all employees. If participants provide any information involving personal privacy, TMP will not use or disclose it without any authorization to maintain the confidentiality of employees' information. TMP also ensures that employees participating in the health services provided by the Company will not have any adverse or favorable treatment at work, and employees can participate with ease.

5.3 Talent development and cultivation

5.3.1 Talent development educational training

To inspire employees' potential and improve their professional capacity, TMP Steel organizes relevant training courses based on employees' functions in different departments to improve their professional capacity and overall literacy and improve employees' competitiveness in the employment market.

In 2024, as part of the Group's talent development program, middle-level managers at TMP Steel undertook ESG (Environmental, Social, Governance) professional training courses including 14064-1, 14067-1, and Lead Auditor related programs, obtaining certifications. This initiative aims to enhance the company's educational framework, enabling middle-level managers to lead TMP Steel towards international standards. The goal is to ensure every employee finds suitable roles, thereby enriching the company's human resources.



The talent development and cultivation training courses in 2022

Category	Course	Number of participants	Hours
Continuing education for chief of corporate governance	Corporate merger development trends and case exploration from the perspective of directors and supervisors (I) (II)	1	6
	Sustainable Development Roadmap industrial topic promotion session		2
	Corporate management mindset from CSR to ESG		3
	Insider trading prevention and countermeasures		3
Insider trading prevention and countermeasures	Continuing educational class for chief auditors of listed companies	1	12
Sustainability manager	Corporate sustainability manager certificate training class	2	160
Continuing education for internal auditors	New employee training for appointed internal auditors initially of enterprises	1	18
	New employee training for acting internal auditor	1	18
Occupational safety	Forklift operation	1	18
	Forklift operation retraining	1	3
	Type A occupational safety and health supervisor retraining	1	6
	Equipment educational training and occupational safety promotion	30	30
	Storage personnel educational training	12	12
	Work safety promotion	19	19
Total			310

[Note]

Hours = Number of participants * hours of courses

The talent development and cultivation training courses in 2023

Category	Course	Number of participants	Hours
Continuing education for chief of corporate governance	Trends and Challenges in Information Security Governance	1	3
	Internal Employee Shareholding Advocacy Meeting for OTC and Emerging Companies	1	3
	Net Zero Emissions, Carbon Neutrality, and Corporate Regulatory Compliance	1	3
	Practical Analysis of the New Version of Corporate Governance and Board Performance Evaluation in 2023	1	3
Continuing education for acting chief accountant	Continuing Education for Acting Accounting Managers	1	12
	Initial Training Course for Accounting Managers	1	30
Education for ESG	Insider Trading, Business Integrity, Information Security, Trade Secrets, and Prevention of Harassment	153	237
	Course 14064-1	8	96
	Course 14067-1	5	60
Continuing education for internal auditors	Practical Aspects of Production Cycle Practices and Auditing Focus	1	6
	Practical Seminar on "Cybersecurity Protection" and "Cloud Security" Auditing Practices	1	6
	Manufacturing Material System Audit Course	1	6
	Self-Assessment Practices	1	6
	Pre-employment Training Workshop for Internal Audit Personnel	1	18
Occupational Safety and Health Training		439	1,682
Total			2,171

[Note]

Hours = Number of participants * hours of courses

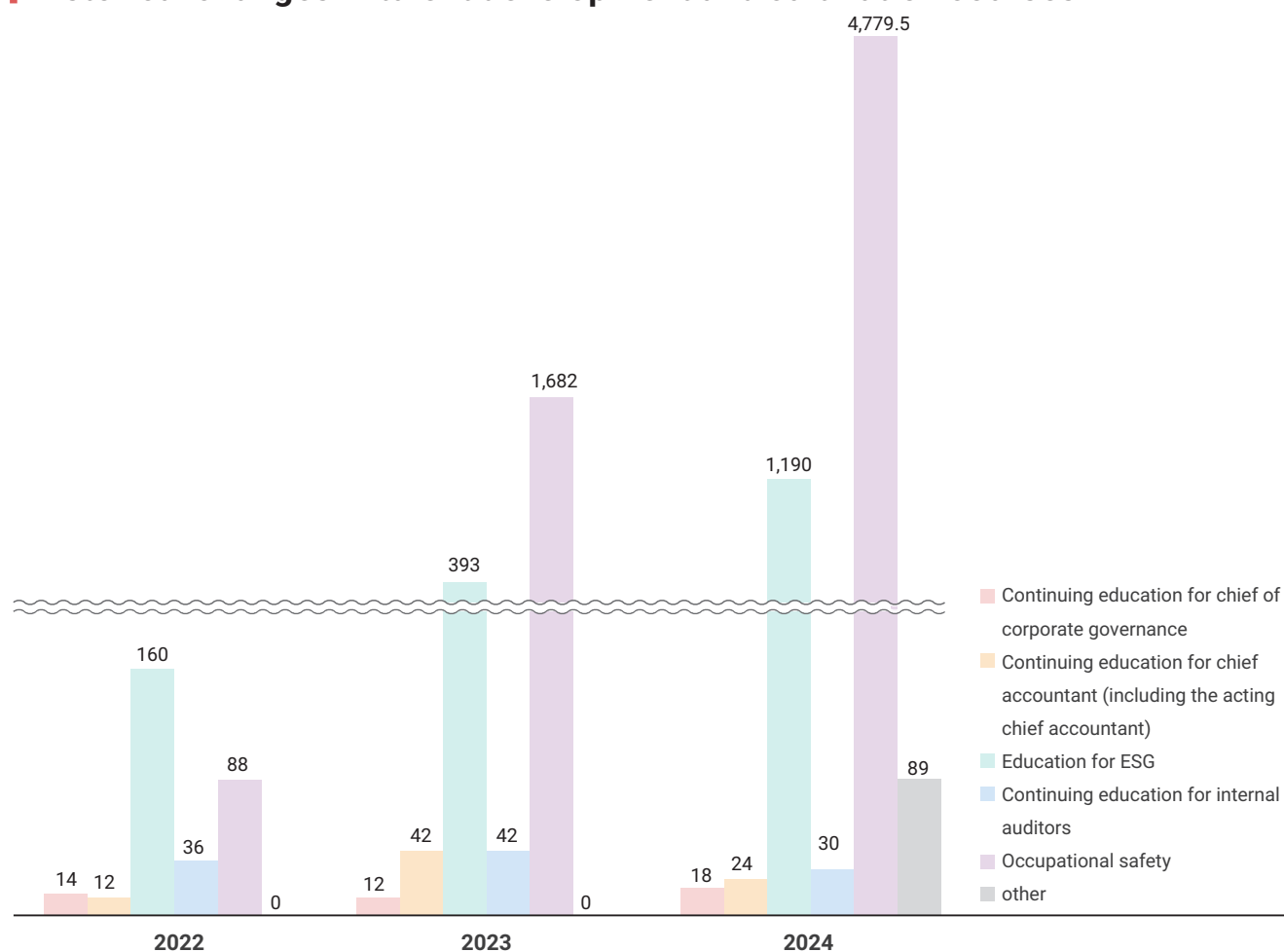
The talent development and cultivation training courses in 2024

Category	Course	Number of participants	Hours
Continuing education for chief of corporate governance	Internal Employee Shareholding Advocacy Meeting for OTC and Emerging Companies	1	3
	Legal Liabilities of Directors and Supervisors of Publicly Listed Companies	1	3
	Brand Communication and Stakeholder Management	1	3
	Trade secrets and information security Food and securities regulations	1	3
	Prevention and Control of Sexual Harassment in the Workplace	1	3
	The real value created by circular and low-carbon innovation - Understanding circular economy and governance	1	3
Continuing education for acting chief accountant	Continuing Education for Acting Accounting Managers	2	24
Education for ESG	Integrity promotion, sexual harassment prevention, insider trading, information security, and trade secrets courses	319	638
	Low Carbon Inventory Seed Class	36	216
	Low Carbon Footprint Advanced Course	6	36
	iPAS Net Zero Carbon Intensive Class A	6	36
	14064-1:2018 Organize greenhouse gas lead verifier (4 days)	8	192
	14067:2018 Product Carbon Footprint Lead Verifier (3 days)	4	72
Continuing education for internal auditors	Pre-employment Training Workshop for Internal Audit Personnel	1	18
	Self-Assessment Practices	1	6
	Analysis of sustainability information disclosure and management policies and related audit points	1	6
Other	SGS Steel Bar Inspection Course	14	49
	Procurement operation exception handling	3	6
	Electronic business system operation	8	20
	JIAJIE Biomedical Nutrition Lecture	14	14
Occupational Safety and Health Training		1,313	4,779.5
Total			6,130.5

[Note]

Hours = Number of participants * hours of courses

Historical changes in talent development and cultivation courses



5.3.2 Average hours of training of employees

TMP Steel increases the width of courses yearly and increases the total training personnel and total training hours. In 2024, employees' educational training hours increased 62.82 times as compared to 2023, and the number of participants increased 1.46 times.

Year	Duty	Gender	Number of persons	Training hours	Average training hours
2024	Senior supervisor	Male	—	41	—
		Female	6	139.5	23.25
	Middle supervisor	Male	15	531	35.40
		Female	11	289	26.27
	General personnel	Male	108	3,958.5	35.25
		Female	54	1,171.5	21.69
	Total		194	6,130.5	31.60
2023	Senior supervisor	Male	1	11	11.00
		Female	6	111	18.50
	Middle supervisor	Male	11	440	44.00
		Female	8	151	18.88
	General personnel	Male	71	1,119	15.76
		Female	36	339	9.42
	Total		133	2,171	16.32
2022	Senior supervisor	Male	2	—	—
		Female	5	14	2.80
	Middle supervisor	Male	2	—	—
		Female	7	190	27.14
	General personnel	Male	58	67	1.16
		Female	44	39	0.89
	Total		118	310	2.63

[Note]

1. Number of employees: Number of employees on December 31 of the year

2. Training hours: The total number of hours employees received education and training throughout the year, not excluding the hours of education and training for employees who have left the company.

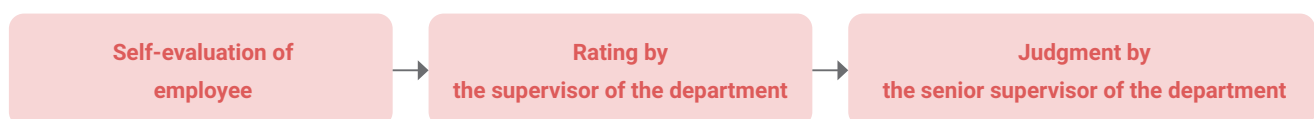
5.3.3 Performance evaluation

TMP Steel regularly performs performance evaluations each year.

In 2024, the performance evaluation was implemented in October, and 3 middle and senior supervisors, 1 person who returned to work after parental leave in December, and 45 foreign workers were not included in the scope of the annual performance evaluation. In addition, as the probation evaluation system applies to 23 new employees who have joined the Company for less than 6 months upon the implementation of the annual performance evaluation, they were not included in the scope of the annual performance evaluation. Therefore, apart from the abovementioned personnel, the Company has implemented the annual performance evaluation for all employees. It believes that self-evaluation and supervisor rating can achieve the target of employees' self-reflection and stimulating their growth, achieve effective communication of work performance and achievement between the senior and junior levels, and form a positive circulation with a corporate culture of encouraging and supporting others. Through the system, the Company hopes to achieve the long-term target of optimizing TMP Steel's function management and talent development.

In response to the performance evaluation system, the Company has established its "**Regulations for Performance Bonuses**" by adopting the achievement of annual operating profit as the target to facilitate the departments to achieve the annual business targets of the Company and reward employees. A bonus for on-site personnel performance is set up. As long as the production target is achieved, the bonus will be distributed in the following month. Groups that produce outstanding results will be praised and rewarded according to the reward and punishment system.

In addition to the annual performance appraisal system, new employees will be evaluated after three months of service. For a total of 148 new employees in 2024, TMP Steel excluded foreign migrant workers, foreign part-time students, employees who had not been evaluated for probationary period for less than three months, and employees who left the company before three months without evaluation, totaling 91. The remaining 57 new employees have all undergone a probationary period evaluation within three months of joining the company. The evaluation items include work attitude, team spirit, moral character, willingness to learn, work knowledge, reaction ability, temperament, creativity, work performance, etc.



Performance evaluation rating items






Number of persons participated in the regular performance evaluation in 2024

Work Location	Number of participants			
	Gender		Duty	
	Male	Female	Middle supervisor	General personnel
Yingge/ Guanxi Plant [Note 4]	3	9	4	8
Changbin Plant [Note 5]	40	35	24	51
Tainan Plant	16	10	11	15
Total	113			
Evaluation rate	100%			

[Note]

1. Middle supervisors: Team Leaders, Deputy Section Chiefs, Section Chiefs, Deputy Managers, Deputy Plant Managers, Plant Managers.
2. General personnel means are those without management responsibilities.
3. Evaluation ratio = total participants of the evaluation/(total employees – senior supervisors – new employees who joined the Company for less than six months) = 113/(185-72)
4. The Yingge Plant ceased operations at the end of March 2024, so the information collection period for the 2024 Sustainability Report is from January to March 2024. Meanwhile, the Guanxi Plant was leased in December 2023 and began operations in January 2024, so the information collection period for the 2024 Sustainability Report is the entire year of 2024.
5. In 2024 includes Changbin Plant 1 and Plant 2. Changbin Plant 2 was expected to be completed and begin operations in October 2024. Therefore, the information collection period for the 2024 Sustainability Report is from October to December 2024.

Number of persons participated in the probation period evaluation in 2024

Employee category	Gender	Number of participants
 Senior supervisor	Male	1
	Female	1
 Middle supervisor	Male	6
	Female	3
 General personnel	Male	22
	Female	24
Total	57	
Probation period evaluation ratio	100%	

[Note]

1. Senior supervisor: Managers, Vice Presidents, General Managers.
2. Middle supervisors: Team Leaders, Deputy Section Chiefs, Section Chiefs, Deputy Managers, Deputy Plant Managers, Plant Managers.
3. General personnel means are those without management responsibilities.
4. Assessment ratio = total number of employees undergoing assessment / total number of new employees excluding foreign workers

5.4 Employees' remuneration and welfare

5.4.1 Premium remuneration system

To align with the long-term operation and development of the Company and care for the living standards of employees, the Company examines the remuneration conditions and the remuneration standards within the industry each year to determine employment salaries based on the position held after joining the Company, academic background, relevant work experience and seniority, and skills, adjusts salaries subsequent based on work performance, continues to optimize the competitiveness of remuneration, and attracts outstanding talents to join. TMP Steel overall salary increase rate for 2024 is 5.33%. Furthermore, we strictly adhere to relevant labor laws and regulations, and our base salary starting salary is set to exceed the minimum wage stipulated by the Labor Standards Act.

Summarizing the statistics of the average and medium salaries of full-time employees who are not supervisors in the most recent three years, it is found that the scale of the number of full-time employees increases alongside the expansion of the Company's operating scale. As compared to 2023, the number of full-time employees who are not supervisors increased by 21.62%, primarily due to the newly recruited employees so as to adjust the workload of employees on the production lines of plants. Observing the information on the average and medium salaries of full-time employees who are not supervisors in the most recent three years, both have grown stably alongside the expansion of the operating scale and the stable growth in profit, exhibiting the Company's employee-oriented business target and spirit and the obligation and social responsibility to care for and give back to employees while growing.

Ratio of standard salary of base level personnel to minimum salary in Taiwan by work location and gender in 2022~2024



Work Location	Gender	2022			2023			2024		
		Basic salary of base-level employees	Local minimum salary standard	Ratio	Basic salary of base-level employees	Local minimum salary standard	Ratio	Basic salary of base-level employees	Local minimum salary standard	Ratio
Yingge/ Taoyuan/ Guanxi Plant [Note 1]	Male	38,100		151%	36,150		137%	38,250		145%
	Female	33,300		132%	32,100		122%	36,300		138%
Changbin Plant [Note 2]	Male	33,300	25,250	132%	31,200	26,400	118%	31,200	26,400	118%
	Female	31,500		125%	30,000		114%	31,200		118%
Tainan Plant	Male	30,300		120%	32,250		122%	31,050		118%
	Female	30,300		120%	30,000		114%	33,900		128%

[Note]

- The plant moved from Pingzhen, Taoyuan to Yingge, New Taipei City in April 2023. The Yingge Plant ceased operations at the end of March 2024, so the information collection period for the 2024 Sustainability Report is from January to March 2024. Meanwhile, the Guanxi Plant was leased in December 2023 and began operations in January 2024, so the information collection period for the 2024 Sustainability Report is the entire year of 2024.
- In 2024 includes Changbin Plant 1 and Plant 2. Changbin Plant 2 was expected to be completed and begin operations in October 2024. Therefore, the information collection period for the 2024 Sustainability Report is from October to December 2024.

Average and medium salary of full-time employees who are not supervisors in the most recent three years

Item	2022	2023	2024
Number of full-time employees who are not supervisors	71	111	135
Total salary of full-time employees who are not supervisors (NT\$000')	47,913	75,223	92,952
"Average salary" of full-time employees who are not supervisors (NT\$000')	675	678	689
"Salary medium" of full-time employees who are not supervisors (NT\$000')	634	603	609

5.4.2 Comprehensive welfare system

TMP Steel established its Employee Welfare Committee on March 22, 1989, and it has been established for over 34 years so far. Each year, the Company appropriates employee welfare benefits based on total operating income, regularly organizes company trips, and establishes the annual leave system.

Employee Welfare Provided by the Company in 2024

Welfare	Description
Insurance	<ul style="list-style-type: none"> Labor insurance National Health Insurance Labor pension Employees' group insurance
Gift money and gifts on three material Chinese festivals/Labor Day	<ul style="list-style-type: none"> Cash(Labor and Dragon Boat Festival) Vouchers(Mid-Autumn Festival)
Gift money for Chinese New Year	<ul style="list-style-type: none"> Vouchers Gifts
Marriage/ Maternity/ Bereavement allowance	<ul style="list-style-type: none"> Marriage-Employees and their children Maternity Bereavement- Employees, spouse, parents, and children New house
Travel allowance	<ul style="list-style-type: none"> Subsidy based on seniority
Birthday gift money	<ul style="list-style-type: none"> Cash
Employee gathering	<ul style="list-style-type: none"> Subsidies are provided twice a year for employee gatherings
Tea supply	<ul style="list-style-type: none"> Purchase coffee beans and coffee machines
Life allowance	<ul style="list-style-type: none"> Mobile phone bill allowance
Health inspection	<ul style="list-style-type: none"> Perform general health check and special operation health check every year.
Health consultation	<ul style="list-style-type: none"> 4 times a year Provides health consultation Health inspection report consultation Pressure evaluation and other services In 2024, we completed health guidance and management for 103 employees with abnormal health examination results and 3 employees whose pregnancy/delivery period was less than one year.
Hospitalization consolation money	<ul style="list-style-type: none"> Distribute consolation money based on individual cases
Sports activities	<ul style="list-style-type: none"> Participate in TSG sports/cheerleading activities

5.4.3 Employee communication

Even though TMP Steel has not established a labor union, it attaches great attention to employees' wishes and opinions. Therefore, labor representatives are elected by all employees to participate in labor-management meetings for mutual communication to coordinate labor-capital relations and facilitate labor-capital cooperation. In 2024, a total of 4 labor-management meetings were held; there were 5 labor representatives and 3 capital representatives attended.

The main topics discussed at the 2024 labor-management meeting are the formulation of safety and health work codes, employee work rules and labor conditions, etc. There are no major resolutions.

The Company has set up employee opinion mailboxes in all plants to collect employees' opinions via employee opinion mailbox, distributes employee satisfaction questionnaires for surveys to acquire employees' true opinions via different channels, and create a healthy, comfortable, and happy workplace by adopting creating positive workplace environments as the basic principle.

In 2024, a total of 65 persons completed the employee

satisfaction questionnaires, and the completion rate was 33%. Questions in the questionnaires cover "work satisfaction," "workplace environment," "remuneration and welfare," and "learning and development" aspects. In particular, "learning and development" and "workplace environment" were rated the top and second in the results of employee satisfaction, representing that the Company values talent cultivation, aims to create workplace environments suitable for learning and growth, and employees also grant their high recognition.

TMP Steel also announces employee welfare matters, information on the Employee Welfare Committee, material operating news of the Company, and educational training courses from time to time via internal e-mails or the Company's LINE group to allow employees to grasp the first-hand information at all times.

Considering the operating status and scale of the Company, there was no material labor-capital dispute from 2022 to 2024. [Note]

[Note]

The single event is material punishment or material loss which is more than NTD 1 million.

5.4.4 Parental leave

According to the requirements of the Gender Equality Act, employees who have joined the Company for six months can submit the application for parental leave without pay. In 2024, three employees of our company applied for parental leave without pay, and two employees who were on parental leave without pay were reinstated.

Item		2022	2023	2024
Total number of employees entitled to parental leaves	A	3	-	4
Total number of employees who took parental leaves during the year	B	1	-	3
Total number of employees to be reinstated after parental leaves during the year	C	1	-	2
Total number of employees who were reinstated after taking parental leaves during the year	D	1	-	-
Application rate for parental leave without pay	$\frac{B}{A}$	33%	-	75%
Reinstatement rate	$\frac{D}{C}$	100%	-	0%
Retention rate		NA	NA	NA

[Note]

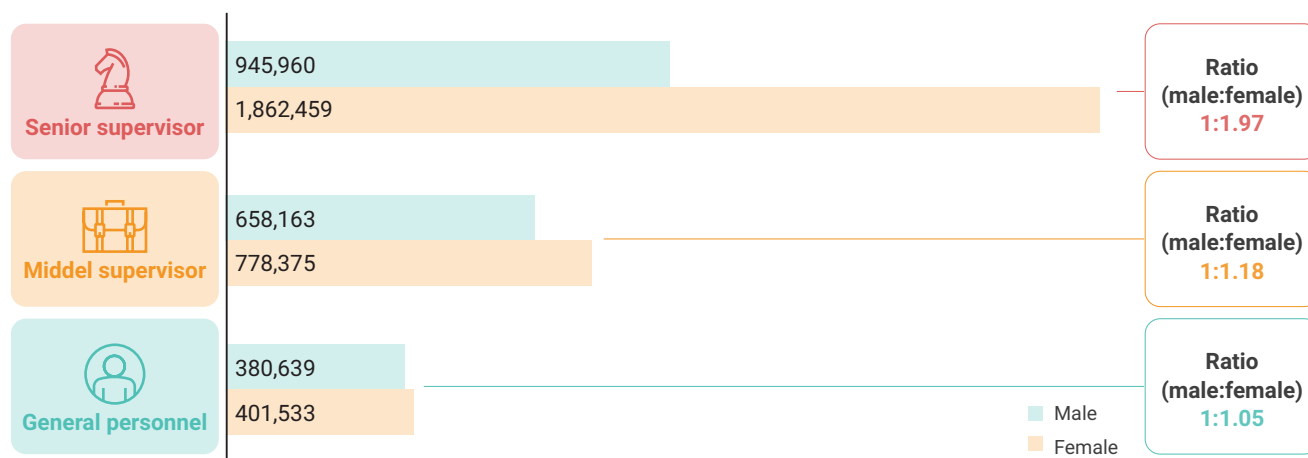
1. The number of employees who were still employed at the end of the year and had applied for maternity or paternity leave within the past three years, calculated based on the year their leave ended.
2. Retention rate refers to the ratio of the total number of employees who are still in service after 12 months from the reinstatement after the parental leaves to the total number of employees who are reinstated after the parental leaves.

5.5 Employee diversification and equal opportunities

5.5.1 The Same salary is offered to both males and females for the same position for equal opportunities

TMP Steel places a high value on the sustainability and development of its employees in the workplace. Therefore, there is no distinction in personnel employment and compensation based on gender. Compensation and benefits may show slight variations due to the different proportions of men and women in various job attributes, fields, and years of service.

Average salary ratio table of male and female employees by employee category in 2024 (total of all locations)





[Note]

As the salary standard between the plants is equivalent; therefore, a summarized disclosure is made by adopting Taiwan as the material business location.

5.5.2 Diverse employment and co-prosperity

There are two employees with physical and mental disabilities among the employees of TMP Steel. Apart from providing them with comprehensive talent development cultivation plans and remuneration and welfare equivalent to general employees, the Company also has disability parking spaces, barrier-free slopes, disability washrooms, and other friendly spaces. It is believed that they can exert their expertise and create value within the big family of TMP Steel.

Due to the growing operating scale, the employment of foreign employees has been increasing on a yearly basis. In 2024, a total of 45 foreign employees were hired. 35 and 10 employees are from Vietnam and Indonesia, respectively, and their major work category is production line operator. The Company ensures that foreign employees joined TMP Steel based on their free will and were not illegally forced or enslaved to creditors.

Year	2022	2023	2024	
 Employees with physical and mental disabilities	Number of persons	2	1	0
	Ratio to all employees	1.7%	0.8%	0.0%
 Foreign employees	Number of persons	19	37	45
	Ratio to all employees	16.1%	27.8%	23.2%

Chapter 6

Social welfare








6.1 Community relationship and public welfare activities

Apart from focusing on product quality, environment maintenance, and employees' well-being, TMP Steel also actively participates in social welfare to make contributions to society and help people who need assistance. Apart from cash donations, TMP Steel also participated in charitable bazaar activities and charitable marathons to achieve the effect of caring for society by different means and encouraged employees to participate.

Public welfare activities participated in 2024

	 Donated supplies	 Blood donation drive	 Environmental
Target	Changhua County Government	Blood Donation Center	Wanggong Fishing Port
Content	Donated 500 bags of rice to the Changhua County Government for distribution to vulnerable groups in need.	Went to Changbin Show Chwan Hospital to participate in the blood donation activity, and 15 employees went to donate blood.	Go to Wanggong Fishing Port to clean up garbage along the coastline and surrounding trails, and initiate an ocean protection campaign.
Benefit	Play the role of sharing hunger and drowning, and promote community care through corporate initiatives.	Experience the power of the masses through the contributions of participating partners.	Initiate employees through enterprise, implement environmental and ocean protection with practical actions, and achieve physical, mental and spiritual satisfaction for employees and participants.



Community relationship and public welfare activities



Appendix





GRI Index

General disclosures

GRI Standard	Disclosure	Chapter	Page	Remarks
GRI 2 General Disclosures 2021	2-1 Organizational details	1.2 About TMP Steel	11	
	2-2 Entities included in the organization's sustainability reporting	About the Report	06	
	2-3 Reporting period, frequency and contact point	About the Report	06	
	2-4 Restatements of information	This report does not contain such asituation	—	
	2-5 External assurance	About the Report	06	
	2-6 Activities, value chain and other business relationships	1.2.1 Business locations and value chain	12	
	2-7 Employees	5.1.2 Employee structure	69	
	2-8 Workers who are not employees	5.1.2 Employee structure	69	
	2-9 Governance structure and composition	2.1 Corporate governance	26	
	2-10 Nomination and selection of the highest governance body	2.1.3 Board selection and diversified	27	
	2-11 Chair of the highest governance body	2.1.3 Board selection and diversified	27	
	2-12 Role of the highest governance body in overseeing the management of impacts	2.1.4 Functional committees	28	
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	2-15 Conflicts of interest	2.1.6 Recusal for conflicts of interest by the Board	30	
	2-16 Communication of critical concerns	1.5 Material topic analysis	20	
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	2-20 Process to determine remuneration	2.1.8 Remuneration of the Board	31	

GRI Standard	Disclosure	Chapter	Page	Remarks
GRI 2 General Disclosures 2021	2-21 Annual total compensation ratio	Salary information is sensitive and will not be disclosed.	—	
	2-22 Statement on sustainable development strategy	1.1 Chairman's message	10	
	2-23 Policy commitments	5.1.2 Human rights policy	72	
	2-24 Embedding policy commitments	—	—	
	2-25 Processes to remediate negative impacts	2.4.1 Prevention and whistleblowing system	40	
	2-26 Mechanisms for seeking advice and raising concerns	2.4.1 Prevention and whistleblowing system	40	
	2-27 Compliance with laws and regulations	2.4 Compliance with laws and regulations	40	
	2-28 Membership associations	—	—	Temporarily no
	2-29 Approach to stakeholder engagement	1.4.1 Stakeholder identification and communication	17	
	2-30 Collective bargaining agreements	5.4.3 Employee communication	88	

Material topics

GRI Standard	Disclosure	Chapter	Page	Remarks
GRI 3 重大主題 (2021)	3-1 Process to determine material topics	1.5 Material topic analysis	20	
	3-2 List of material topics	1.5.3 Material topics and value chain in 2024	22	
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economic indicators

GRI Standard	Disclosure	Chapter	Page	Remarks
GRI 201 Economic Performance (2016)	201-1 Direct economic value generated and distributed	2.2.1 Financial performance	33	
	201-3 Defined benefit plan obligations and other retirement plans	2.2.2 Pension system	34	
	201-4 Financial assistance received from government	2.2.1 Financial performance	33	
GRI 202 Market Presence (2016)	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	5.4.1 Premium remuneration system	86	
	202-2 Proportion of senior management hired from the local community	5.1.1 Employee distribution	68	

environmental indicators

GRI Standard	Disclosure	Chapter	Page	Remarks
GRI 302 Energy (2016)	302-1 Energy consumption within the organization	3.2.1 Energy	51	
	302-3 Energy intensity	3.2.1 Energy	51	
GRI 303 Water and Effluents (2018)	303-1 Interactions with water as a shared resource	3.4 Water Stewardship	57	
	303-2 Management of water discharge-related impacts	3.4 Water Stewardship	57	
	303-3 Water withdrawal	3.4 Water Stewardship	57	
GRI 305 Emissions (2016)	305-1 Direct (Scope 1) GHG emissions	3.2.2 GHG emissions	52	
	305-2 Energy indirect (Scope 2) GHG emissions	3.2.2 GHG emissions	52	
	305-6 Emissions of ozone-depleting substances (ODS)	3.2.2 GHG emissions	52	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	3.2.2 GHG emissions	52	
GRI 306 Waste (2020)	306-3 Waste generated	3.3 Waste management	55	
	306-4 Waste diverted from disposal	3.3 Waste management	55	
	306-5 Waste directed to disposal	3.3 Waste management	55	

Social indicators

GRI Standard	Disclosure	Chapter	Page	Remarks
GRI 401 Employment (2016)	401-1 New employee hires and employee turnover	5.1.3 Personnel turnover	71	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.4.2 Comprehensive welfare system	87	
	401-3 Parental leave	5.4.4 Parental leave	88	
GRI 403 Occupational Health and Safety (2018)	403-2 Hazard identification, risk assessment, and incident investigation	5.2.1 Occupational accident prevention and handling	73	
	403-3 Occupational health services	5.2.4 Occupational health services and health improvement	77	
	403-5 Worker training on occupational health and safety	5.2.3 Occupational safety and health training	75	
	403-6 Promotion of worker health	5.2.4 Occupational health services and health improvement	77	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.2.3 Occupational safety and health training	75	
	403-9 Work-related injuries	5.2.2 Occupational safety performance	74	
	403-10 Work-related ill health	5.2.2 Occupational safety performance	74	
GRI 404 Training and Education (2016)	404-1 Average hours of training per year per employee	5.3.2 Average hours of training of employees	83	
	404-2 Programs for upgrading employee skills and transition assistance programs	5.3.1 Talent development educational training	79	
	404-3 Percentage of employees receiving regular performance and career development reviews	5.3.3 Performance evaluation	84	
GRI 405 Diversity and Equal Opportunity (2016)	405-1 Diversity of governance bodies and employees	5.1.2 Employee structure 5.5.2 Diverse employment and co-prosperity	69 89	
	405-2 Ratio of basic salary and remuneration of women to men	5.5.1 The Same salary is offered to both males and females for the same position for equal opportunities	89	
GRI 413 Local Communities (2016)	413-1 Operations with local community engagement, impact assessments, and development programs	6.1 Community relationship and public welfare activities	92	
GRI 416 Customer Health and Safety (2016)	416-1 Assessment of the health and safety impacts of product and service categories	4.1.3 Product responsibility and safety	63	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	4.1.3 Product responsibility and safety	63	
GRI 417 Marketing and Labeling (2016)	417-1 Requirements for product and service information and labeling	4.1.3 Product responsibility and safety	63	
	417-2 Incidents of non-compliance concerning product and service information and labeling	4.1.3 Product responsibility and safety	63	
	417-3 Incidents of non-compliance concerning marketing communications	4.1.3 Product responsibility and safety	63	

Sustainable disclosure indicators

Index	Disclosure
Total energy consumption, percentage of externally purchased electricity, utilization rate of renewable energy, and consumption of self-generated energy	<u>3.2.1 Energy</u> The company doesn't use renewable energy and consumption of self-generated energy.
Total energy consumption, percentage of coal, percentage of natural gas, and percentage of renewable fuels	<u>3.2.1 Energy</u> The company doesn't use renewable energy, and consumption of self-generated energy.
Total water intake and consumption volume	<u>3.4 Water Stewardship</u>
Weight of solid waste generated, percentage of hazardous waste, and percentage of recycling	<u>3.3 Waste management</u>
Explanation of the number of victims of occupational hazards and the ratio	<u>5.2.2 Occupational safety performance</u>
Production volume of key items by product category	<u>4.1.2 Product introduction and manufacturing and processing procedures</u>

TCFD Disclosure Index

Item	Implement
Specify the supervision and governance of the Board of Directors and the management on climate-related risks and opportunities.	<ul style="list-style-type: none"> The company's board of directors serves as the highest supervision unit for climate change risk governance, responsible for reviewing and formulating climate strategies, and assigns a risk management team to lead senior managers to implement climate risk management operations and regularly track the achievement of environmental sustainability goals. The risk management team shall submit the risk management report to the Board and the Corporate Governance and Sustainability Committee at least once a year.
Specify how the identified climate-related risks and opportunities affect the enterprise's business, strategy, and financial position (short, mid, and long-term).	<ul style="list-style-type: none"> The company held a climate change risk and opportunity identification meeting with members of the Environmental Sustainability Group. After evaluating the structure based on the TCFD recommendations, 8 climate-related major risks and 4 major opportunities were identified in 2024. Please refer to 3.1.2 Climate change response strategies.
Specify the influence of extreme climate events and transformation actions on the financial position.	<ul style="list-style-type: none"> Frequent occurrences of extreme weather affect suppliers' ability to produce or deliver goods normally, which will lead to operational interruptions that prevent factories from producing, and reduce the company's revenue. The transformation action is the action plan for net zero carbon emissions promoted by the company. Please refer to 3.1.2 Climate change response strategies.
Specify the identification, assessment, and management process of climate-related risks and the way to integrate the overall risk management system.	<ul style="list-style-type: none"> The company uses the TCFD framework to identify the risks and opportunities of climate change. Relevant department heads consider the company's current operating conditions and available resources and tailor specific, feasible, and effective climate change risk management policies for significant risk projects.
Apply scenario analysis to evaluate the resilience in response to climate change risk and explain the scenarios, parameters, hypotheses, and factors of analysis used and the major influence on the financial position.	<ul style="list-style-type: none"> The company has launched adaptation strategies and actions in response to climate change, including promoting low-carbon energy-saving measures, greenhouse gas inventory, resource reuse, etc., and gradually seeking opportunities to reduce energy consumption in the enterprise and various products. In the future, it also plans to gradually increase the financial impact assessment to effectively grasp the risks posed by climate change.
If there is a transformation plan for managing climate-related risks, specify the content of the plan and the indicators and goals for the identification and management of the physical risks and the transformation risks.	<ul style="list-style-type: none"> Please refer to 3.1.2 Climate change response strategies.
If internal carbon pricing is used as the planning tool, specify the basis for the determination of the price.	<ul style="list-style-type: none"> The company currently has no plans for internal carbon pricing.
If climate-related goals have been set, specify the activities covered, the scope of GHG emissions, the timing of the plan, and information on the annual attainment rate. If carbon offsetting or renewable energy certificates (RECs) are used to achieve related goals, explain the source of carbon reduction for offsetting and the quantity, or the quantity of renewable energy as stated in the RECs.	<ul style="list-style-type: none"> In 2023, an external greenhouse gas assurance operation will be introduced, and a feasible reduction plan will be formulated based on the inventory results to achieve low-carbon production goals. Collaborate with major supply chain manufacturers to jointly formulate carbon reduction goals and schedules to effectively reduce the carbon footprint of products. The roofs of the newly built factories use solar power, and the planned new office buildings also adopt green building design standards.
Greenhouse gas inventory and reporting and state of assurance 、 reduction targets, strategies and specific action plans.	<ul style="list-style-type: none"> Greenhouse gas inventory please refer to 3.2.2 GHG emissions. Greenhouse gas confidence please refer to appendix CPA Assurance Report for Scope 1 and 2 Greenhouse Gas Inventory. Reduction targets, strategies and specific action plans please refer to 3.2 Energy and GHG emissions.

CPA Assurance Report on Greenhouse Gas

pwc 資誠

會計師有限確信報告

資會經字第 24011341 號

鴻達網銀有限公司 公鑒：

本會計師受託執行鴻達網銀有限公司（以下簡稱「貴公司」）西元 2024 年 1 月 1 日至 12 月 31 日溫室氣體聲明之有限確信案件。該溫室氣體聲明包含溫室氣體盤查報告及解釋性附註。

管理階層對溫室氣體聲明之責任

貴公司之責任係依照溫室氣體盤查規定書 GHG protocol（請參見溫室氣體盤查報告書第一章）及「公開發行公司年報應行記載事項準則」之上市上櫃公司氣候相關資訊（以下簡稱「上市上櫃公司氣候資訊」）編製溫室氣體聲明，且設計、執行實行及維持與溫室氣體聲明編製有關之內部控制，以確保溫室氣體聲明未存有導因於舞弊或錯誤之重大不實表達。

溫室氣體之量化受先天不確定性之影響，此主要係因用以決定排放係數之科學知識並不完整，以及報導之數值須彙總不同氣體之排放量。

會計師之獨立性及品質管理

本會計師及事務所已遵循會計師職業道德規範有關獨立性及其他道德規範之規定。該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意，並需與專業行為。

本事務所適用品質管理準則 1 號「會計師事務所之品質管理」，該品質管理準則規定會計師事務所設計、付諸實行及執行品質管理制度，包含與選擇職業道德規範、專業準則及所適用法令有關之政策或程序。

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會計師之責任

本會計師之責任係依照確信準則 3410 號「溫室氣體聲明之確信案件」及上市上櫃公司氣候資訊規則及執行有限確信案件。基於所執行之程序及所獲取之證據，對第一段所述 貴公司溫室氣體聲明是否未存有重大不實表達取得有限確信，並作成有限確信之結論。

確信準則 3410 號之規定，本有限確信案件工作包括評估 貴公司採用溫室氣體盤查規定書 GHG protocol 及上市上櫃公司氣候資訊編製溫室氣體聲明之妥適性、評估溫室氣體聲明導因於舞弊或錯誤之重大不實表達風險、依情況對所評估風險作出必要之因應，以及評估溫室氣體聲明之整體表達，有關風險評估程序（包括對內部控制之瞭解）及因應所評估風險之程序，有限確信案件之範圍明顯小於合理確信案件。

本會計師對第一段所述 貴公司溫室氣體聲明所執行之程序係基於專業判斷，該等程序包括查詢、對流程之觀察、文件之檢查、分析性程序、對量化方法與較事故是否適當之評估，以及與相關紀錄之核對或調節。

基於本條件情況，本會計師於執行上述程序時：

- 已透過查詢，取得對 貴公司與排放量及報導相關之控制環境及資訊系統之瞭解，但並未評估特定控制作業之設計，取得該等控制作業付諸實行之證據或測試其執行有效性。
- 已評估 貴公司建立估計方法之適當性及一致性。然而，所執行程序並未包含測試估計所依據之資料或單獨建立會計師之估計，以評估 貴公司所作之估計。
- 已實施訪查四個據點，以評估排放源之完整性、資料蒐集方法、排放源資料及核算據點所適用之相關假設。對於執行實地訪查據點之選擇，已考量該等據點之排放對總排放之貢獻、排放源性質，以及前測所選擇之據點。所執行程序不包含測試該等據點用以蒐集及彙整設施資料之資訊系統或控制。

相較於合理確信案件，有限確信案件所執行程序之性質及時間不同，其範圍亦較小，故於有限確信案件所取得之確信程度亦明顯低於合理確信案件中取得者。因此，本會計師不對 貴公司溫室氣體聲明在所有重大方面，是否依照溫室氣體盤查規定書 GHG protocol 及上市上櫃公司氣候資訊編製，表示合理確信之意見。

pwc 資誠

有限確信之結論

依據所執行之程序與所獲取之證據，本會計師並未發現第一段所述 貴公司西元 2024 年 1 月 1 日至 12 月 31 日溫室氣體聲明在所有重大方面未依照溫室氣體盤查規定書 GHG protocol 及上市上櫃公司氣候資訊編製之情事。

其他事項

貴公司網站之維護係 貴公司管理階層之責任，對於確信報告於 貴公司網站公告後任何溫室氣體聲明之變更，本會計師將不負就該等資訊重新執行確信工作之責任。


資誠聯合會計師事務所

會計師 趙永潔

西元 2025 年 4 月 28 日

CPA Assurance Report on Sustainability Report and Sustainability Report Assurance Item Summary Sheet

2024 CPA Assurance Report on Sustainable Report

<p> 資誠</p> <p>會計師有限確信報告</p> <p>查會證字第24012002號</p> <p>鋼鐵鋼鐵股份有限公司 公鑒：</p> <p>本會計師受津波鋼鐵股份有限公司（以下簡稱「貴公司」）之委任，對「貴公司適定西元2024年度永續報告書所報導之關鍵績效指標（以下簡稱「所選定之關鍵績效指標」）執行確信程序。本會計師業已確信該等，並依據結果出具有限確信報告。</p> <p>標的資訊與適用基準</p> <p>本確信案件之標的資訊係「貴公司上開所選定之關鍵績效指標，有關所選定之關鍵績效指標及其適用基準詳列於「貴公司西元2024年度永續報告書之「確信項目彙總表」。前述所選定之關鍵績效指標之報導範圍業於永續報告書之「報告書範疇及邊界」段落述明。</p> <p>管理階層之責任</p> <p>貴公司管理階層之責任係依照適用基準編製永續報告書所選定之關鍵績效指標，且設計、付諸實行及維持與所選定之關鍵績效指標編製有關之內部控制，以確保所選定之關鍵績效指標未存有導因於舞弊或錯誤之重大不實表達。</p> <p>先天限制</p> <p>本確信案件之標的資訊涉及非財務資訊，相較於財務資訊之確信受有更高先天性之限制。對於資料之相關性、重大性及正確性等之質性解釋，則更取決於個別之假設與判斷。</p> <p>會計師之獨立性及品質管理</p> <p>本會計師及本事務所已遵循會計師職業道德規範有關獨立性及其他道德規範之規定。該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密及專業行為。</p> <p>本事務所適用品質管理原則1號「會計師事務所之品質管理」，該品質管理原則規定會計師事務所設計、付諸實行及執行品質管理制度，包含與遵循職業道德規範、專業準則及所適用法令有關之政策或程序。</p> <p>會計師之責任</p> <p>本會計師之責任係依照確信原則3000號「非屬歷史性財務資訊查核或核閱之確信案件」規劃及執行有限確信案件，基於所執行之程序及所獲取之證據，對第一項所述「貴公司所選定之關鍵績效指標」是否未存有重大不實表達取得有限確信，並作成有限確信之結論。</p> <p>依據確信原則3000號之規定，本有限確信案件工作包括評估「貴公司採用適用基準編製永續報告書所選定之關鍵績效指標」之妥適性，評估所選定之關鍵績效指標係因於舞弊或錯誤之重大不實表達風險。依據評估所評估風險作出必要之因應，以及評估所選定</p> <p>資誠聯合會計師事務所 PricewaterhouseCoopers, Taiwan 110208 臺北市信義區基隆路一段333號27樓 27F, No. 333, Sec. 1, Keelung Rd., Xinyi Dist., Taipei 110208, Taiwan T: +886 (2) 2729 6666, F: +886 (2) 2729 6688, www.pwc.tw</p>	<p> 資誠</p> <p>之關鍵績效指標之整體表達，有關風險評估程序（包括對內部控制之瞭解）及因應所評估風險之程序，有限確信案件之範圍明顯小於合理確信案件。</p> <p>本會計師對第一項所述「貴公司所選定之關鍵績效指標」所執行之程序係基於專業判斷，該等程序包括查詢、對流程之觀察、文件之檢查是否適當之評估，以及與相關紀錄之核對或調閱。</p> <p>基於本案件情況，本會計師於執行上述程序時：</p> <ul style="list-style-type: none">已對多項編製所選定之關鍵績效指標之相關人員進行訪談，以瞭解編製前述資訊之流程，以及相關之內部控制，以辨認重大不實表達之領域。基於對上述事項之瞭解及所辨認之領域，已對所選定之關鍵績效指標採取樣本進行包括查詢、觀察及檢查等測試，以取得有限確信之證據。 <p>相較於合理確信案件，有限確信案件所執行程序之性質及時間不同，其範圍亦較小，故於有限確信案件所取得之確信程度亦明顯低於合理確信案件中取得者。因此，本會計師不對「貴公司所選定之關鍵績效指標」在所有重大方面，是否依照適用基準編製，表示合理確信之意見。</p> <p>此報告不對西元2024年度永續報告書整體及其相關內部控制設計或執行之有效性提供任何確信，另外，除特定確信標的外，西元2024年度永續報告書中屬西元2023年12月31日及更早期間之資訊未經本會計師確信。</p> <p>有限確信之結論</p> <p>依據所執行之程序與所獲取之證據，本會計師並未發現第一項所述「貴公司所選定之關鍵績效指標」在所有重大方面未依照適用基準編製之情事。</p> <p>其它事項</p> <p>貴公司網站之維護係「貴公司管理階層之責任」，對於確信報告於「貴公司網站公布」後任何所選定之關鍵績效指標或適用基準之變更，本會計師將不負就該等資訊重新執行確信工作之責任。</p> <p>查 編 辦 令 會 計 師 事 務 所</p> <p>會計師 趙永潔</p> <p>西元2025年8月8日</p>
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2024 Sustainability Report Assurance Item Summary Sheet

No.	Item	KPI	Page	Benchmark
1	Total water withdrawal	TMP Steel water withdrawal was 3.332 million liters in 2024.	57	The total water consumption of the company's water bill in 2024.
2	Average hours of training of employees	TMP Steel's average hours of training of employees was 31.60 hours in 2024.	84	According to the company's education and training regulations, the statistical data of employee training hours in 2024 is divided by the number of employees on the job at the end of the year.
3	The local procurement ratio	The local procurement ratio reached 75.47% in 2024	64	The company's local supplier purchase amount in 2024 is divided by the total purchase amount.



TNP