

2024

Yieh Phui Enterprise Co., Ltd. Environmental Social Governance Report



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1 About This Report

- 1.01 Message from the Management
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1. About the Report

1.01 Message from the Management

Yieh Phui's Commitment and Outlook for Sustainable Management: From Service Upgrade to Green Transformation

At the "2024 Energy Taiwan and Net-Zero Taiwan", Yieh Phui demonstrated its achievements in addressing environmental protection issues and climate change based on the focuses of "environmental protection, sustainability, and regeneration". For the use of weather-resistant and anti-corrosion steel in harsh environments, especially for the selection of steel materials for solar photovoltaic frames in the green energy industry, Yieh Phui offers dual solutions. For general anti-corrosion applications, PhuizerMax[®] galvanized aluminum-magnesium steel can be selected for use. For applications requiring higher corrosion resistance, **Phuizer SolarKing[®]** SolarKing[®] galvanized aluminum-magnesium coated steel is recommended. In addition, the products has been tested and proven non-toxic, making it environmentally friendly with a useful lifetime reaching over 20 years, thereby ensuring the safety and normal operation of renewable energy system equipment.

In order to actively respond to global low-carbon manufacturing and environmental protection, Yieh Phui continues to invest resources in improving the efficiency of energy use equipment. In 2024, we have completed 36 energy-saving projects, and these projects from 2018 to the present day have been able to achieve carbon reduction at an amount equivalent to 84 Daan Forest Parks. For low-carbon steel products, as the upstream steelmaking process is the primary source of carbon emissions for steel products, Yieh Phui is actively developing the use of steelmaking materials with a high recycling ratio, in order to significantly reduce carbon emissions of products. In 2023, Yieh Phui successfully passed the stamping test of a major computer brand with a high recycling ratio of RC90 steel. In June 2024, we further passed the recycled materials content RC60 / RC85 / RC90 product certifications, as the first manufacturer to obtain such certifications in Taiwan's steel industry. In addition to mitigating the impact of the EU and other carbon tariffs, the expansion of the use of low-carbon steel can also promote the development of the industry's circular economy and reduce environmental carbon emissions. Yieh Phui not only develops low-carbon products, but also develops the manufacturing process using a low-temperature single-layer coating material, in order to reduce carbon emissions and to further decrease air pollution emissions. To achieve the long-term goals of a 22% carbon reduction by 2030, a 42% reduction by 2040, and carbon neutrality by 2050, we will continue to invest in the development of low-carbon green steel materials and contribute to the green transformation of the industry.

The Environmental Product Declaration (EPD) has been established in response to the global warming and climate change, and provides consumers with quantifiable and comparable environmental performance results based on the ISO 14025 Standard (Product Environmental Label and Declaration). To allow consumers to understand the most complete environmental impact information of the Company's products from the raw material stage through production, manufacturing, and waste disposal at the end. All products of Yieh Phui have passed certification by the LVL Swedish Environmental Research Institute in May 2024, making us the only company in Taiwan to obtain the International EPD® System certification. Furthermore, we also expect to receive the third-party verification of the International EPD for our "low-carbon steel products", which is manufactured using raw materials from a pure electric arc furnace during Q3 of 2025, thereby actively demonstrating our commitment to achieve the goal of expanding towards low-carbon manufacturing and green environmental protection products.

To implement the business philosophy of "Service creates value", we also establish close partnerships with customers by strengthening our services and gaining a deeper understanding of their needs, in order to identify opportunities for mutual value creation. To implement such concept, Yieh Phui is committed to building an organizational service culture as a short- to mid-term goal. This includes active improvement and active cultivation of service habits, establishment a robust business culture, enhancement of quality and maintenance precision, improvement of production line process capabilities, promotion of real-time and on-time management, and provision of smart manufacturing services. Through the people-oriented approach, we aim to develop supervisory leadership and strengthen team collaboration. We also actively promote youthification of the organization with new vitality for Yieh Phui's sustainable development. The primary objective is to establish a lean service culture for Yieh Phui and to enhance customer satisfaction with best effort.

As a global citizen, the management team of Yieh Phui is aware that corporate sustainable management must not only focus on current revenue and profit, but also on responding to, protecting and caring for the environment and the Company's employees and communities, with the common belief of promoting positive cycles and creating positive impact to our environment. Looking forward to the future, we will continue to further improve our services and to demonstrate our commitment to the path of sustainable development. We believe that through continuous innovation and effort, we are able to not only create greater value for our customers but also contribute to the environmental protection, achieving a mutually beneficial coexistence and co-prosperity for our company and the environment.



Yieh Phui Enterprise Co., Ltd.
President
Jeff Chang

A handwritten signature in black ink, consisting of the Chinese characters '張振武' (Zhang Zhenwu), which is the name of Jeff Chang.

1.02 About Yieh Phui Enterprise

Yieh Phui Enterprise Co., Ltd. was established in 1978 (originally known as Kuo Chiao Enterprise Co., Ltd., and renamed to Yieh Phui Enterprise Co., Ltd. in 1986). Since the early stage of the establishment, the Company has focused on the production and development of green, environmentally friendly steel products that are durable, energy-efficient, long-lasting and recyclable. With "coated business" as our core business, we primarily engage in the manufacturing and sale of a variety of hot-dip galvanized and coated steel coils. Our products are widely used in steel for automobiles and home appliances, as well as the high-end construction materials market, and are closely related to people's daily lives. Yieh Phui Enterprise Co., Ltd., including its investment in its subsidiary Yieh Phui (China), is the largest and most competitive professional manufacturer of pre-painted steel coils in Taiwan, Mainland China, and Southeast Asia, with products sold worldwide in 138 countries. In 2005, the Group consolidated its businesses and established the "Engineering Business Department" specializing in the steel structure manufacturing, installation and transportation machineries. Services of design, manufacturing, and installation of cranes has promoted Yieh Phui's products to head toward diverse development.

| | |
|----------------------------|---|
| Company Name | Yieh Phui Enterprise Co., Ltd. |
| Company Type | TWSE-listed company |
| Stock Code | 2023 |
| Date of Establishment | 1978 |
| Industry Category | Steel Industry |
| Main Products and Services | Galvanized steel coils, coated steel coils |
| Paid-in Capital | NT\$19,592,172 thousand |
| Net sales | 2024 Parent Company Only NT\$25,525,473 thousand 2024 Consolidated NT\$73,981,747 thousand |
| Number of employee | 1,512 people |
| Country of Operation | R.O.C. |
| Location of Headquarters | No.369, Yuliao Road, Yuliao Village, Qiaotou District, Kaohsiung City 825004, Taiwan |

Coated Business

Qiaotou Works: No.369, Yuliao Road, Yuliao Village, Qiaotou District, Kaohsiung City 825004, Taiwan (Note: Qiaotou Plant is divided into the Kaohsiung Plant No. 1, the Machinery Plant, and the Cold-rolled Steel Plate Plant according to its factory registration certificate)

Pingtung Works: No. 6, Gongye 6th Road, Qiaonan Village, Pingtung City 900081, Taiwan

Products:

Pickled steel coils, Cold Rolled Steel Coils, Hot-Dip Galvanized Steel Coils / Hot-Dip 5% Al-Zn Coated Steel Coils, Hot-Dip 55% Al-Zn Coated Steel Coils / Al-Zn Coated Steel Coils, Hot-Dip Zn-Al-Mg Coated Steel Coils, high-corrosion-resistance steel material for solar power system brackets - PhuizerSolarKing, high-efficiency antibacterial steel coils, high-efficiency antiviral steel coils, and Pre-painted Steel Coils

Major brands:

PhuizerZinc, PhuizerFan, PhuizerLume, ColorZink, Colorfan, ColorLume, PhuizerSolarKing, PhuizerMax, ColorMax

Engineering business

Luzhu Plant: No. 909, Fuxing Road, Sanye Village, Luzhu District, Kaohsiung City 821007, Taiwan

Products:

Manufacturing and installation of steel structures

Yanchao Plant: No. 600, Zhongan Road, Jiaosu Village, Yanchao District, Kaohsiung City 824006, Taiwan

Products:

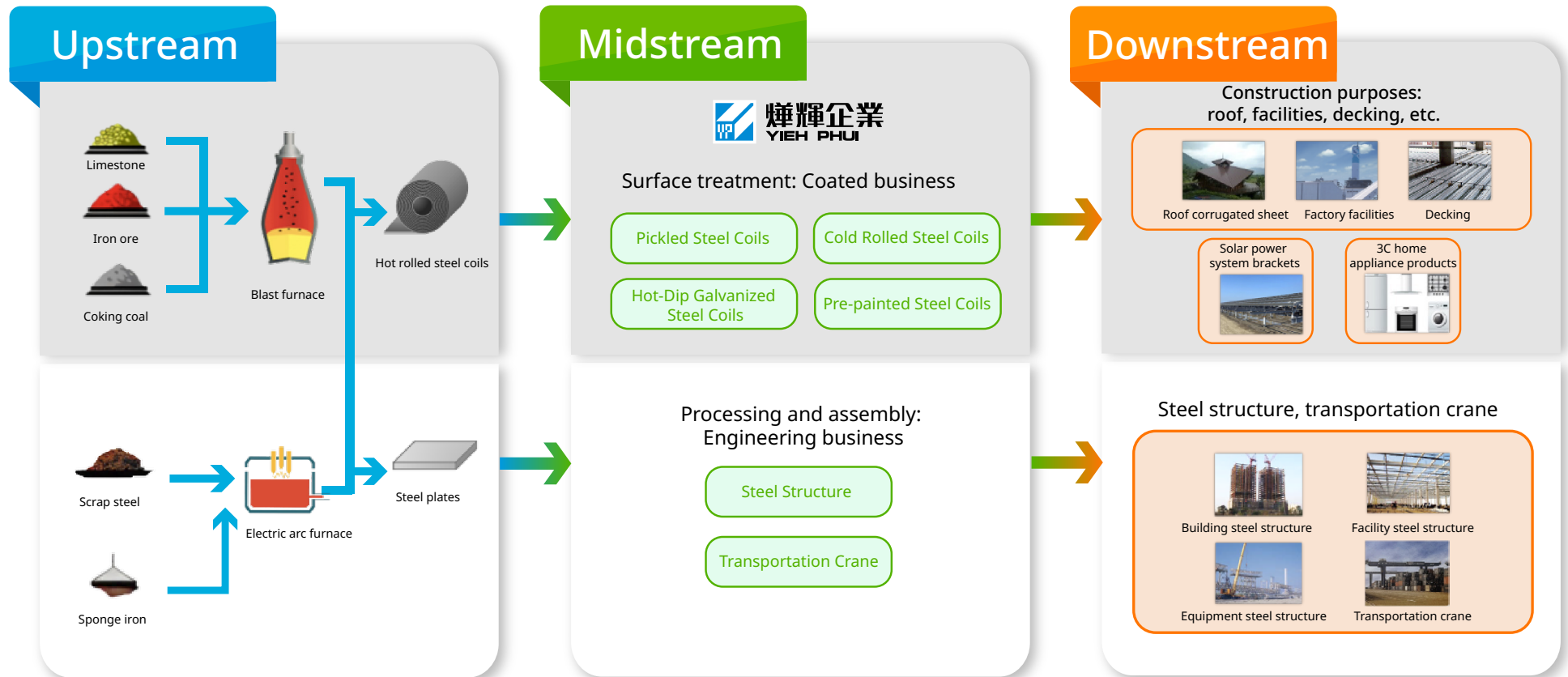
Design, manufacture and installation of transportation machineries - crane equipment

Brand:

AIR STAR

Value Chain Positioning

With Yieh Phui as the production and manufacturing center, we connect customers (product demand end), raw material suppliers (supply end), and contractors and suppliers (labor services) to form a complete supply chain.



1.03 Report Information

1.03.1 Preparation Basis

The 2024 Sustainability Report of Yieh Phui Enterprise is prepared in accordance with the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) - Steel Industry Metrics, the Taiwan Stock Exchange's specific industry disclosure indicators for steel industry, the Task Force on Climate-related Financial Disclosures (TCFD) framework, and the United Nations (UN) Sustainable Development Goals (SDGs). Please refer to the appendices for relevant reference tables.

1.03.2 Reporting Period and Frequency

The reporting period of this report aligns with the consolidated financial statements, and the period is from January 1, 2024 to December 31, 2024. To maintain the report's completeness and comparability, certain chapters include information extending beyond such period, and explanations are also provided in the chapter notes.

The Company will publish the Sustainability Report annually and will also disclose it on the Company's website.

Publication date of this report: August 2025

1.03.3 Report Boundary and Scope

The scope of information disclosure in this report is based on the operational scope of Yieh Phui Enterprise's products and services, which can be divided into the following categories: hot-rolled steel products (Qiaotou Plant, Pingtung Plant, cold-rolled steel plate plant and machinery plant); steel structures (Luzhu Plant), and transportation machinery - crane equipment (Yanchao Plant), excluding subsidiaries. The financial information in this report is based on International Financial Reporting Standards (IFRS), and includes the financial performance reports of each investee. Please refer to the 2024 financial statements for the entities included in the consolidated financial statements. The currency values disclosed are all denominated in New Taiwan Dollars (NTD).

Report Statistical Data Calculation Basis

| | |
|---------------------------|---|
| Financial data | The data in the consolidated financial statements certified by CPAs is used in the economic income distribution table. Unless otherwise specified, all financial data is expressed in the unit of "New Taiwan Dollars (NTD)". |
| Environmental data | The greenhouse gas (GHG) emissions are calculated based on the GHG Protocol Corporate Accounting and Reporting Standard – enterprise accounting and reporting standards published jointly by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI). The organizational boundary adopts the operational control method, and inventory is performed on data for Scope 1 and Scope 2. Water resources and waste statistical data refers to the data reported to local competent authorities by each operating site. |
| Other data | Statistical data from each operating location is summarized. |

1.03.4 Information Preparation and Restatement

The contents disclosed in this report are compiled and provided by implementation teams established under the Sustainable Development Committee. They are initially reviewed by Level 1 supervisors, following which the content is consolidated, reviewed and finalized by the Sustainable Development Promotion and Information Disclosure Team. Finally, the report is submitted to the Sustainable Development Committee and the Board of Directors for discussion and resolution.

The following information from the previous period has been revised in this report. Please refer to relevant chapters for details.

Chapter of Restated Information

| Restated Information | Reason for Restatement | Impact of Restatement | Report Chapter |
|--------------------------|--|-----------------------|--------------------------------|
| General industrial waste | In 2024, historical data was revised to reflect the redefinition of scrap iron as general industrial waste and waste acid is classified as non-waste output. | No impact | 5.06.2 Waste Generation Status |

1.03.5 External Assurance/Guarantee Status

The specific industry disclosure metrics in this report -steel industry have been entrusted to an independent and credible accounting firm, Crowe (TW) CPAs, for reasonable assurance verification according to the Assurance Standards No. 3000 announced by the Accounting Research and Development Foundation. For Scope 1 and Scope 2 greenhouse gas (GHG) emissions, reasonable assurance level verification have been performed by an independent and credible institute, DNV International Certification (DNV) according to ISO 14064-3. After the completion of the assurance/verification work, relevant results have been fully communicated with the governance body. Please refer to the CPA's Independent Assurance Report and third-party verification statement in the appendices of this report for the assurance/verification scope and conclusion. Please refer to the appendices for relevant reports or statements.

1.03.6 Responsible Unit for Sustainability Report

Shall you have any suggestions or questions on the content of this report, please feel free to contact us. Our contact information is as follows:

Yieh Phui Enterprise Co., Ltd. / President's Office

Address: No. 369, Yuliao Rd., Qiaotou District, Kaohsiung City, Taiwan 825004

Tel: +886-7-611-7181 Ext.: 7015~7017

Website: <http://www.yiehphui.com.tw/Stakeholder> Response Section



2 Sustainable Operation

- 2.01 Sustainable Development Strategy
- 2.02 Promotion of Sustainable Development Mechanism
- 2.03 Board of Directors and Functional Committees



Key Achievement

- In May 2024, we were the first company in Taiwan to obtain the international EPD certificate for our steel products.
- In November 2024, we supplied advanced galvanized aluminum-magnesium products with higher magnesium content.
- The development of low-carbon back coating is expected to be completed before 2025 Q3.
- Group resources were integrated to provide smart manufacturing services.
- "Yieh Phui Instant Messenger" APP was developed for information sharing and software services.

2. Sustainable Management

2.01 Sustainable Development Strategy

Sustainability Vision and Commitment

The Company adheres to the vision of "World's leading innovation" by creating a friendly workplace and collaborating with customers to develop a low-carbon economy, promote eco-friendly and low-carbon products and a green steel supply chain, and also actively responds to the development trends in green energy and the electric vehicle industry.

Friendly Environment - Green Products

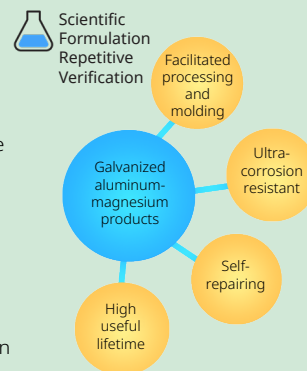
Environmental Product Declaration (EPD)

We have announced that our products are oriented towards low-carbon manufacturing and green environmental protection. In May 2024, all of Yieh Phui's products passed the verification by the international institution, IVL Swedish Environmental Research Institute, making our company to be the first company (and currently only company) for steel products (including both blast furnace and electric arc furnace raw materials) in Taiwan to obtain International EPD certification.® certified company.



Advanced development of zinc-aluminum magnesium coated products

Hot-dip galvanized aluminum-magnesium products offer self-repairing capabilities and superior corrosion resistance, and the service life of steel materials can be extended. They are ideal for harsh corrosive environments and are widely used in solar photovoltaic applications. The Company continues to refine the performance of galvanized aluminum-magnesium products. In November 2024, the Company released the advanced galvanized aluminum-magnesium products with a higher magnesium content, in order to extend product useful lifetime.



Development of low-carbon back coating

The low-carbon back coating (high-solids content primerless paint) for eco-friendly foam lamination, enhanced with a special modified epoxy formulation, is able to improve the foam lamination bonding, and to reduce bonding failure while saving the paint usage amount and reducing VOC emissions at the same time. According, it provides an improved solution for sandwich composite panels, and its development is expected to be completed by Q3 2025.

Yieh Phui's ESG Commitment: Providing a better solution for sandwich panels

Low VOC high-solids content type coating and eco-friendly foam bonding back paint.



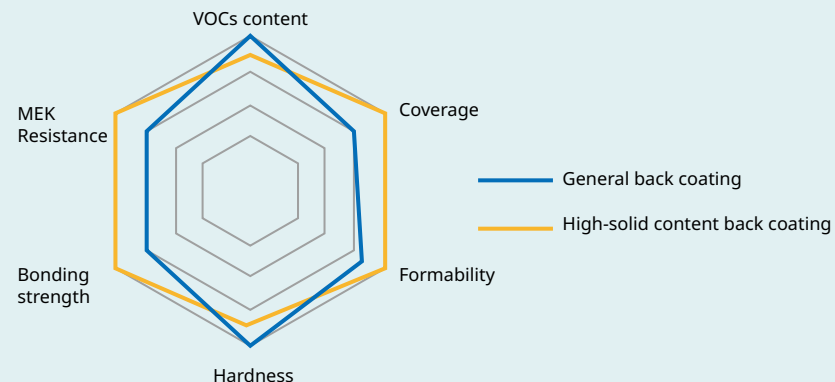
Eco-friendly
50% VOCs content



Non-toxic
Compliance with EU RoH Directive



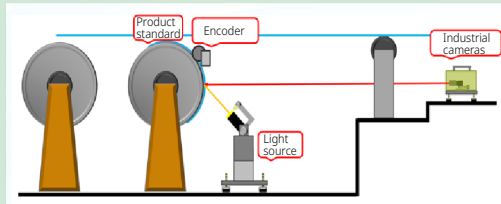
Sandwich panel
Improved bonding performance



Friendly workplace

Integrate group resources to provide smart manufacturing services

Automated Surface Defect Inspection System (ASIS): The Company has collaborated with its subsidiary, EMMT Systems Corporation, to develop an automatic surface defect inspection system. Automatic inspection is implemented for surface defects during the production of galvanizing-coated wire and painted wire, achieving 100% full inspection. A unified defect determination standard is established to reduce the time required for manual defect identification.



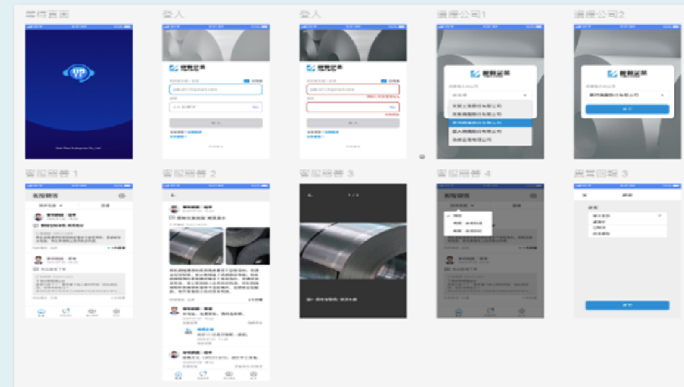
Vibration monitoring system: The Company has developed a vibration monitoring system utilizing IoT (Internet of Things) technology with its subsidiary, EMMT Systems Corporation. Vibration sensors and data collectors are installed on critical equipment to gather data on vibration and temperature, enabling deterioration trend analysis, in order to improve equipment operational reliability and the precision of personnel maintenance.

Forklift AI active safety protection system: The Company and its subsidiary, EMMT Systems Corporation, jointly developed a large stack AI active safety protection system. With the professional technical support of EMMT Systems Corporation, Yieh Phui Enterprise and TPM's extensive experience in industrial manufacturing and total productive maintenance, this product development was realized. This AI active security protection system can proactively detect foreign objects entering the controlled area and immediately issue a warning, in order to effectively enhance personnel driving safety.



Create customer service value

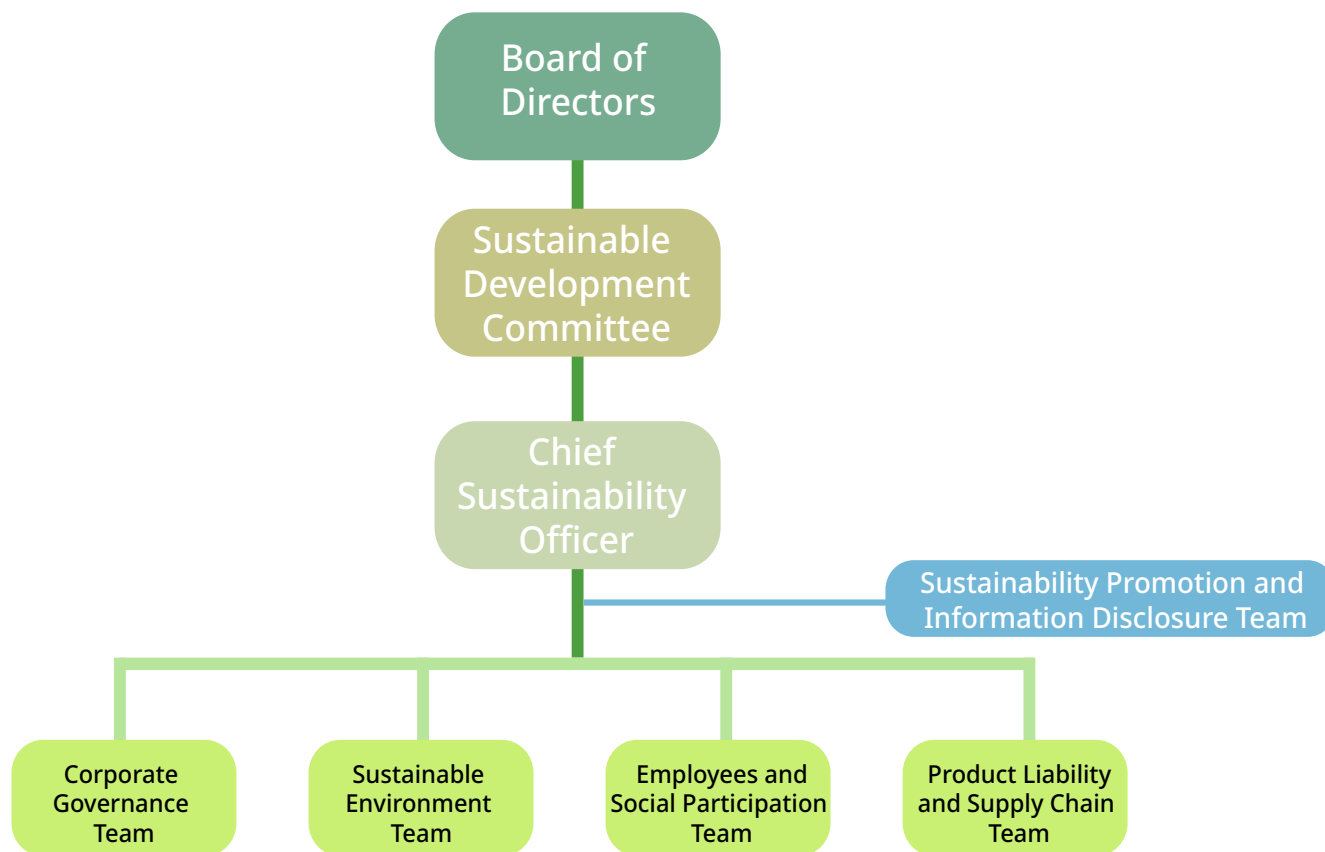
Yieh Phui Instant Messenger: Developed the "Yieh Phui Instant Messenger" APP information sharing software service, and it includes the following functions: shipping and delivery, market information, product application, after-sales service, and product consultation (new functions continue to be developed). It aims to reduce daily workloads for company employees and enable Yieh Phui to provide real-time customer service, sharing market information, order inquiries, and faster after-sale support.



2.02 Promotion of Sustainable Development Mechanism

2.02.1 Governance Framework for Promoting Sustainable Development

The Company has established the "Social Responsibility and Sustainable Development Committee" on January 20, 2020, and officially has also formed the "Sustainable Development Committee" under the Board of Directors on December 25, 2024, to oversee the Company's sustainable development management work. The President serves as the Chief Sustainability Officer, and four cross-departmental task forces and a Sustainability Promotion and Information Disclosure Team have been established. The Sustainability Promotion and Information Disclosure Team is responsible for information management and promotion of sustainability policies, tracking of the sustainability responsibility goals, development aspects and policy implementation status of each team. In addition, the team also regularly reports the implementation status to the Chief Sustainability Officer and relevant internal stakeholders. Furthermore, the Chief Sustainability Officer then submits report to the Sustainable Development Committee. The committee convenes meeting at least once annually and reports to the Board of Directors.



2.03 Board of Directors and Functional Committees

2.03.1 Roles and Results of the Board of Directors for Sustainable Governance

2.03.1.1 Roles and Supervision Status of Sustainable Governance

1. Board of Directors supervises the implementation of sustainability projects

The Board of Directors is the highest governance body of the Company, responsible for directing the long-term business strategy related to the sustainable development and for supervising the management and risk control of the Company's ESG topics. In the past, the "Social Responsibility and Sustainable Development Committee" was responsible for assessing material topics. Through distributing questionnaires, opinions from internal senior management and stakeholders regarding the impact of various ESG topics on the economy, environment and human rights were collected. After analysis, the material topics for the year were determined and submitted to the Board of Directors for review.

To strengthen the direct supervision of the Board of Directors on sustainable development matters, on December 25, 2024, the Company formally reorganized the original "Social Responsibility and Sustainable Development Committee" into a functional committee of "Sustainable Development Committee" established under the Board of Directors, with the President serving as Chief Sustainability Officer. The committee is responsible for formulating sustainability strategies and implementation guidelines based on the Company's business vision and identification of material topics, regularly reviewing risk changes and management status, and reporting the results to the Board of Directors, in order to strengthen sustainable governance effectiveness.

2. Sustainability report management

The sustainability report is compiled and managed by the Sustainable Development Committee. Cross-departmental task forces are responsible for collecting and verifying ESG data and implementation progress, consolidating and reporting to the Chief Sustainability Officer, then presenting to the Sustainable Development Committee. The committee is expected to convene meeting at least once annually to review the sustainability report's content, and officially release it after review and approval by the Board of Directors, thereby ensuring the completeness and accuracy of the information disclosure.

2.03.1.2 Performance Evaluation of Sustainable Management Supervision

In order to improve the overall governance performance and supervisory function of the Board of Directors with regard to sustainable development, the Company conducts internal performance evaluation on the Board of Directors once annually in accordance with the "Regulations for Performance Evaluation of Board of Directors". The scope of evaluation covers the entire Board of Directors, individual directors' self-evaluations, and functional committees, in order to review the performance of the Board of Directors and the quality of internal control. The 2024 performance evaluation of the Board of Directors has been completed. Please refer to page 37 of the 2024 Annual Report for the measurement aspects and evaluation results as follows:

| Item | Board of Directors | Individual Board Members | Functional Committees (Audit Committee, Remuneration Committee) |
|--------------------|--|--|--|
| Measurement Aspect | <ul style="list-style-type: none"> Level of participation in the Company's operation Improvement of Board decision making quality Board composition and structure Election of directors and continuing education Internal control | <ul style="list-style-type: none"> Alignment of the goals and missions of the Company Awareness of the duties of a director Level of participation in the Company's operation Management of internal relationship and communication Professionalism and continuing professional education Internal control | <ul style="list-style-type: none"> Level of participation in the Company's operation Awareness of the duties of committee Improvement of quality of decisions made by committee Makeup of the functional committee and election of its members Internal control |
| Evaluation Result | Superior than standards | Superior than standards | Superior than standards |

2.03.1.3 Continuing Education on Sustainable Development

In order to enhance the professional knowledge and decision-making ability of the Board members in sustainable development topics of corporate governance, economy, environment and society, the Company plans continuing education courses for directors annually, in order to enhance their risk identification and response capabilities, and to strengthen their supervision and judgment on sustainable business strategies.

In 2024, the total number of training hours of the Company's directors reached 42 hours, with an average of 6 training hours per director, in compliance with relevant provisions of the competent authority's "Directions for the Implementation of Continuing Education for Directors". The courses cover multiple topics of climate change, sustainable finance, ESG strategies, and employee remuneration management, thereby effectively strengthening directors' understanding and attention to sustainable development topics.

| Date | Name of course/seminar | Number of hours |
|--|---|-----------------|
| May 17, 2024 | Sustainable Development Practice Seminar | 3 hours |
| July 3, 2024 | Cathay Sustainable Finance and Climate Change Summit Forum | 3 hours |
| October 16, 2024 | Discussion on application of reward strategies and tools for enterprise employees | 3 hours |
| October 16, 2024 | Competitiveness vs. Survival: ESG trends and strategies | 3 hours |
| Description: All courses are offline physical courses or seminars. | | |

| Board Member Structure | | |
|------------------------|------------------------------------|-------|
| Item | Classification | Ratio |
| Gender | Male | 100% |
| | Female | 0% |
| Age | 29 years old (inclusive) and below | 0% |
| | 30-50 years old | 0% |
| | 51 years old (inclusive) and above | 100% |

2.03.2 Structure and Operation of the Board of Directors

2.03.2.1 Members and Diversity

As of the end of 2024, the Board of Directors consists of seven directors, including three independent directors, and the ratio of male directors is 100%. Currently, the Board consists entirely of male directors, with no female directors. However, the Company plans to elect one female director during the 2025 director re-election, in order to implement the goal of gender diversity of the Board.

The term of office of the current Board of Directors is from June 23, 2022, to June 22, 2025. The age structure of the Board members mainly includes individuals of the age above 51 years old, indicating the directors' solid experience and expertise in the industry. For detailed information on the gender, age, and concurrent positions of the directors in the Company or other companies, please refer to page 17 of the 2024 Annual Report.

2.03.2.2 Operation Status

To implement corporate governance and enhance the functions of the Board of Directors, the Company continues to establish performance goals, in order to strengthen the operational efficiency of the Board of Directors. The Board of Directors is actively enhancing its overall functions through performance evaluations, diversified organizational structure and the appointment of the Corporate Governance Officer. In order to ensure that the directors fulfill their duties and to enhance shareholders' rights and interests, the Company has also applied liability insurance for all directors.

The Board of Directors is primarily responsible for overseeing the operations and management of the management team, thereby ensuring the Company's stable operation and continuous growth. In 2024, the Company revised the "Regulations Governing the Election of Directors", "Rules of Procedure for Board of Directors' Meetings", "Audit Committee Charter", and "Rules of Procedure for Shareholders' Meetings", and will continue to update these regulations in accordance with the law, in order to improve the operational quality of the Board of Directors.

The Board of Directors of the Company convenes meetings at least once quarterly. In 2024, ten sessions of Board of Directors' meetings were held, with the directors' average attendance rate of 94.29%. Please refer to page 34 of the 2024 Annual Report for details.

2.03.2.3 Nomination and Election

The Company adopts the candidate nomination system for the Board members. The Board of Directors reviews candidates' education and experience based on the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies," the "Corporate Governance Best Practice Principles," and other relevant laws, in order to form the list of candidates for election of 7 directors at the shareholders' meeting, with a term of office of 3 years. The nomination and election criteria include the candidate's independence, professional background, relevance to the Company's operational development, and diversity of the Board of Directors. In addition, according to the "Company Act", shareholders with shareholding of 1% or higher of the total number of issued shares may submit a list of director candidates to the Company in writing.

2.03.2.4 Avoidance of Conflicts of Interest

The Company's directors exercise their powers in accordance with the "Rules of Procedure for Board of Directors' Meetings" and relevant laws and regulations. If a director involves in conflict of personal interest or interest of representative legal entity, he/she shall disclose important details of such interest at a meeting. If the interests of a director may be in conflict with the Company's interests, he/she shall recuse himself/herself from discussion and voting, and shall not exercise voting rights on behalf of another directors. The names of the directors, interest relationship explanation and recusal status are indicated in the meeting minutes. For proposals involving directors' conflict of interest in 2024, please refer to page 35 of the 2024 Annual Report.

The information on the cross-shareholding status of other stakeholders, shareholders with controlling power and their related parties has also been disclosed on the MOPS website and on pages 79 and 80 of the 2024 Annual Report.

2.03.2.5 Remuneration Policies

The remuneration of the Company's directors consists of fixed salary, annual bonus, and variable compensation (excluding independent directors). The Remuneration Committee adjusts the remuneration with reference to the industry standard and individual performance indicators. The amount of consolation money is calculated proportionally to performance results, and the amount is the same. Please refer to pages 28~29 and 33 of the 2024 Annual Report for details on directors' remuneration, the remuneration bracket table and distribution standards.

The remuneration system for senior management is determined by the Remuneration Committee and submitted to the Board of Directors for approval. The content includes fixed salary, retirement pension and performance bonus calculated based on performance indicators. The retirement system is the same as that for general employees. The salary and salary bracket table for senior management in 2024 is also detailed on pages 30~31 of the 2024 Annual Report.

(1) Recovery mechanism

To implement ethical management, if a director or employee is punished for fraud or violation, their originally approved remuneration or reward shall be revoked, and any awarded bonus shall be recovered in accordance with the law.

(2) Link between remuneration and sustainability performance

The ESG strategy goals have been incorporated into the evaluation criteria for director remuneration, and an ESG performance bonus system has been implemented for senior management, which is calculated based on individual participation and the achievement of departmental ESG goals, in order to encourage sustainable development performance.

(3) Senior management resignation and retirement policies

The notice period and severance pay standard for senior management are handled in accordance with local regulations, which are consistent with those for general employees. Except for statutory severance pay, no additional monetary benefits or physical properties are provided.

(4) Remuneration ratio

The highest remuneration is for the job rank of President. The remuneration structure comprises the basic salary, production and sales bonus, and year-end performance bonus. The median remuneration mainly consists of basic salary, production and sales bonus, and year-end performance bonus.

| Year | Ratio of the annual total remuneration of the highest-paid individual in the organization to the median annual total remuneration of all employees (excluding the highest-paid individual) | Ratio of the percentage increase of annual total remuneration of the highest-paid individual in the organization to the percentage increase of median annual total remuneration of all employees (excluding the highest-paid individual) |
|------|--|--|
| 2023 | 5.85 | — |
| 2024 | 5.60 | -5.21% |

Explanation: The salary of the highest-paid individuals in the Company in 2024 was 5.6 times the median remuneration of other employees. Such figure is slightly lower than the value in 2023, indicating a trend towards a more evenly distributed salaries.

2.03.3 Functional Committee Structure and Operations

The Company has established the Remuneration Committee, Audit Committee, and Sustainable Development Committee. The terms of office for these functional committees is from June 23, 2022, to June 22, 2025. Please refer to pages 38 and 46 of the Company's 2024 Annual Report for information on the members of each committee and the actual operation status.

1. Remuneration Committee

To establish a sound remuneration system for directors and managers, the Company has established the Remuneration Committee in accordance with the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Stock Exchange or Traded Over the Counter". The committee members are all independent directors appointed by the Board of Directors. Its main responsibilities include:

- (1) Stipulate and review regularly the compensation policies, systems, standards and structures, and performance of directors and managers.
- (2) Periodically evaluate and determine the remuneration of directors and managers: Two meetings were held in 2024, and the attendance rate of committee members in person was 100%.

2. Audit Committee

The Company has established an Audit Committee in accordance with the "Regulations Governing the Exercise of Powers by Audit Committees of Public Companies", with all independent directors serving as the committee members. Its main responsibilities include:

- (1) Supervise the true and fair presentation of financial statements
- (2) Assess the independence and suitability of the CPAs (with reference to the Audit Quality Indicators (AQIs)) for appointment or dismissal of CPAs.
- (3) Supervise the effectiveness of the internal control system
- (4) Review major asset transactions, loans, endorsements, and guarantees.
- (5) Supervise the Company's compliance with relevant laws and regulations.
- (6) Supervision and control of the risk management system: Seven meetings were held in 2024, and the attendance rate of committee members in person was 100%.

3. Sustainable Development Committee

On December 25, 2024, the Company has formally established the Sustainable Development Committee, with the President serving as the Chief Sustainability Officer, responsible for promoting and supervising the Company's sustainable development strategies and relevant topics, and regularly reporting the implementation status to the Board of Directors. Since the establishment of the committee is relatively late, the committee has not convened meetings in 2024.

3 Stakeholders and Material Topics

- 3.01 Stakeholder Engagement
- 3.02 Process to Determine Material Topics
- 3.03 List of Material Topics
- 3.04 Management of Material Topics



3. Material Topics of Stakeholders

3.01 Stakeholder Engagement

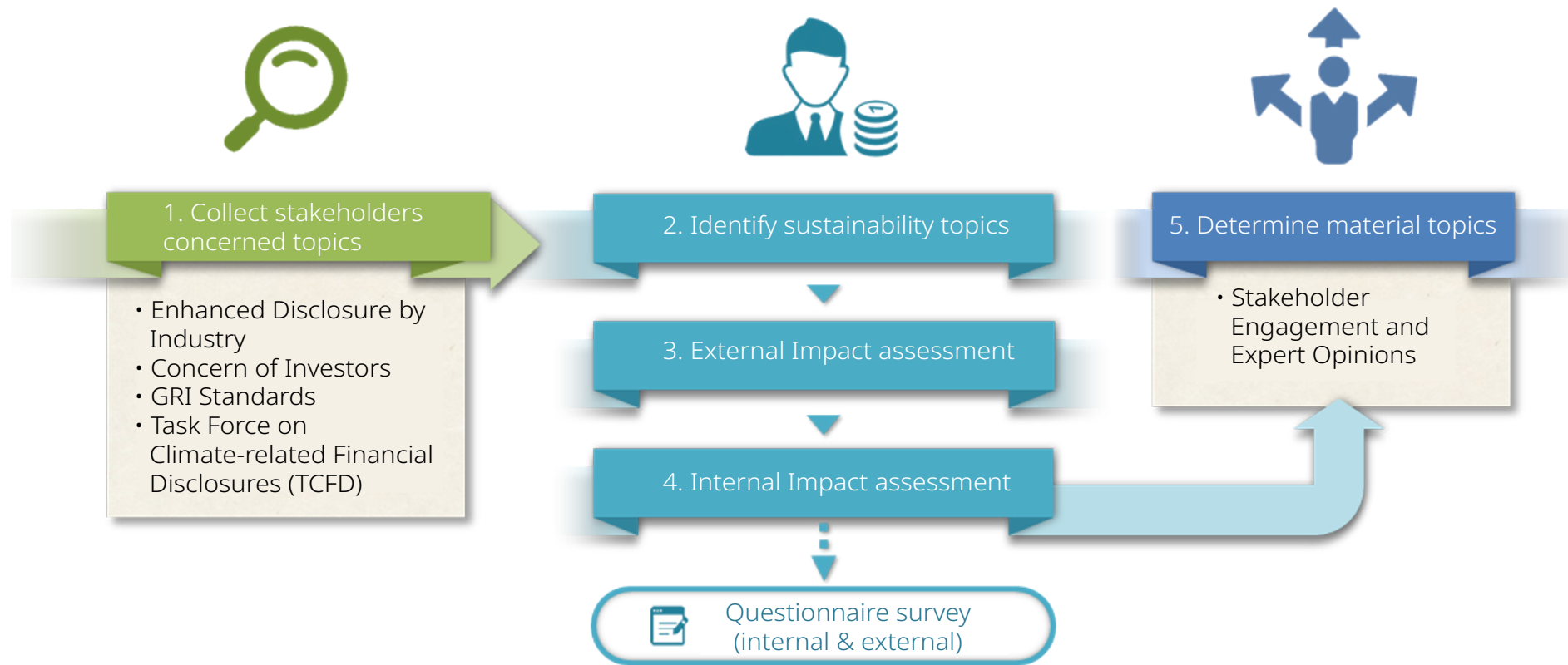
Based on the nature of the industry and the business model, the Sustainable Development Committee has determined the groups or organizations having influence on the Company and being affected by the Company, in accordance with the five principles of the Stakeholder Engagement Standard, AA1000 SES 2015 - Dependency, Responsibility, Tension, Influence, and Diverse Perspectives. The Company has identified six categories of stakeholders directly related to the Company, including investors, contractors and suppliers, product users, government agencies, employees and relatives, and community residents and groups.

Stakeholder communication mechanism and concerned topics:

| Stakeholders | Relationship description | Communication method | Frequency | Main concerned topic |
|---|---|---|---|---|
| Investors (shareholders, financial institutions) | Provide funds and pay attention to corporate governance and growth strategies | Shareholders' meeting, investor conference, telephone/email, bank activities | 1~2 times annually or irregularly | Corporate governance, operational and financial performance, risk management, legal compliance, product quality and hazardous substance management |
| Contractors and suppliers | Collaboration to ensure safety, quality, and sustainability | Evaluation, education and training, audit, technical exchange meeting, briefing/ seminar, telephone/email | 1~4 times annually or irregularly | Customer relationship management, occupational health and safety, operational and financial performance, risk management, cyber security management |
| Product users (customers; end users) | Enhance satisfaction and value with a customer-oriented approach. | Satisfaction survey, customer visits, exhibition, social gatherings, social media broadcast, telephone/email | Once annually or irregularly | Customer relationship management, risk management, product quality and hazardous substance management, operational and financial performance, talent cultivation |
| Government agencies (government, public sector, etc.) | Comply with laws and policies, and pursue zero accidents | Official correspondence, inspection, briefings/seminars/ forums, questionnaire surveys, government cooperation projects | Irregularly | Occupational health and safety, labor-management relations, human rights topics, diversity and inclusion, cyber security management. |
| Employees and relatives | Most valuable assets of the Company, and emphasis on workplace health and inclusion | Labor-management meetings, committees, health activities, publications, complaint filing channels and proposal system | Weekly to 1~4 times annually or irregularly | Occupational health and safety, diversity and inclusion, labor-management relations, cyber security management, talent cultivation |
| Community residents and groups (residents, NGO) | Caring for local communities and fulfilling social responsibilities | Seminars, care activities, public welfare sponsorships, public reports, community activities, and customer care visits | 1~4 times annually or irregularly | Waste management, air pollutant management, community engagement and social welfare, water resource use and wastewater discharge control, and diversity and inclusion |

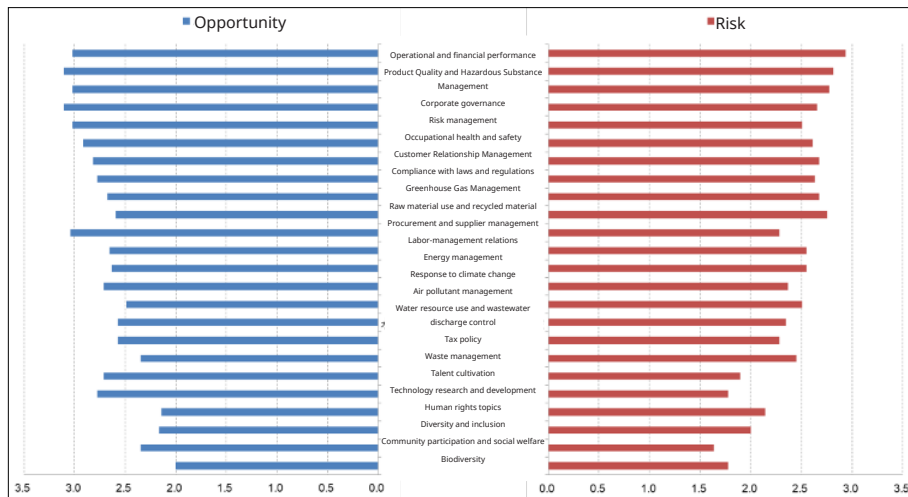
3.02 Process to Determine Material Topics

The Company has followed the four AA1000 Accountability Principles: materiality, inclusivity, responsiveness, and impact, and also complies with GRI 3: Material Topics 2021, in order to further evaluate the significance of the impact of material topics in terms of the aspects of economy, environment, and human rights. The implementation steps are as follows:

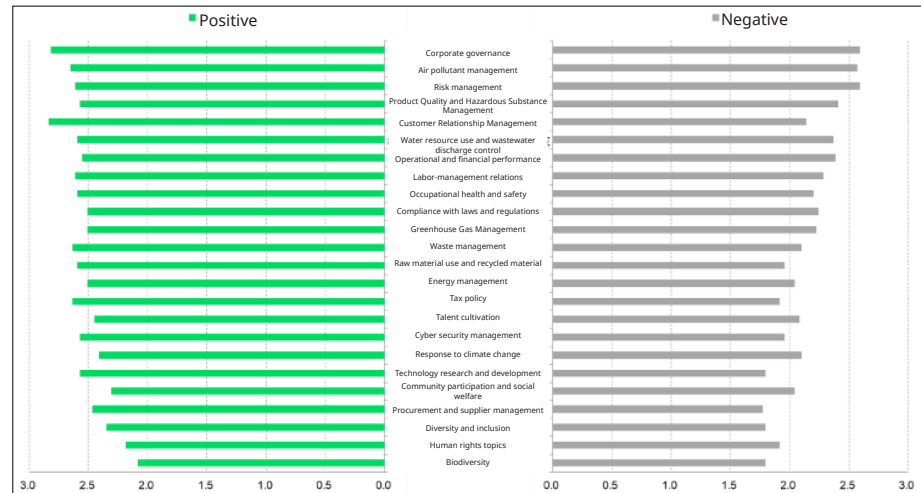


Through surveys, the Company collected feedback from six major stakeholder categories on their level of concern with regard to the 24 sustainability topics, and a total of 147 questionnaires were received. To identify the impact of these sustainability topics on the Company's operations, senior executives were invited to complete questionnaires in order to assess the risks and opportunities of each topic on the Company's internal operations, and to analyze the positive and negative impacts on the external environment.

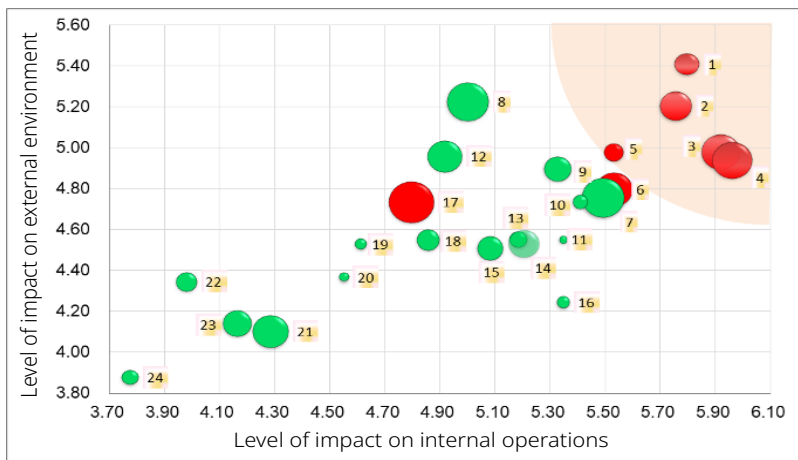
Opportunity and risk



Positive and negative



3.03 List of Material Topics



| Selection of Material Topics | | | | | |
|------------------------------|--|----|--|----|---|
| 1 | Corporate governance | 2 | Risk management | 3 | Product Quality and Hazardous Substance Management |
| 4 | Operational and financial performance | 5 | Customer Relationship Management | 6 | Occupational health and safety |
| 7 | Compliance with laws and regulations | 8 | Air pollutant management | 9 | Labor-management relations |
| 10 | Greenhouse Gas Management | 11 | Raw material use and recycled material | 12 | Water resource use and wastewater discharge control |
| 13 | Energy management | 14 | Cyber security management | 15 | Response to climate change |
| 16 | Procurement and supplier management | 17 | Waste management | 18 | Tax policy |
| 19 | Talent cultivation | 20 | Technology research and development | 21 | Human rights topics |
| 22 | Community participation and social welfare | 23 | Diversity and inclusion | 24 | Biodiversity |

Note: ○ Economic Aspect ○ Environmental Aspect ○ Social Aspect

The Sustainable Development Committee conducts stakeholder sustainability topic questionnaire surveys and senior executives evaluate the impact of each topic on the Company's internal operations and external environment. The positive and negative impacts of the economy, environment, and society are considered to conduct a double materiality assessment, and five material topics have been preliminarily categorized: "Corporate governance", "Risk management", "Product quality and hazardous substance management", "Operational and financial performance", and "Customer relationship management".

| List of Material Topics in 2024 | List of Material Topics in 2023 |
|--|---|
| Corporate governance | Operational and financial performance |
| Risk management | Occupational safety and health |
| Product Quality and Hazardous Substance Management | Waste and hazardous substance management |
| Operational and financial performance | Greenhouse Gas Management |
| Customer Relationship Management | Air pollutant management |
| Occupational health and safety | Water resource use and wastewater discharge control |
| Waste management | |









Among them, "Corporate governance" and "Risk management" are necessary disclosure items according to the GRI Standards 2021 such that they are not required to be independently listed as material topics. The Sustainable Development Committee further considers expert suggestions and stakeholder concerned topics, and further list "Occupational health and safety" and "Waste management" as the material topics. Compared to the previous year, the topics of "Product Quality and Hazardous Substance Management" and "Customer Relationship Management" are newly added this time, and the three topics of "Greenhouse gas management", "Air pollutant management", and "Water resource use and wastewater discharge control" were removed.

Finally, the material topics identified are as follows: "Product quality and hazardous substance management", "Operational and financial performance", "Customer relationship management", "Occupational health and safety", and "Waste management".

3.04 Management of Material Topics

The Company has formulated corresponding policies and management actions according to the nature of the impact of each material topic. The effectiveness of policy and strategy implementation is tracked by the responsible unit, indicator goals are set, and the goal achievement rate is also regularly reviewed.



| Material Topic | Significance to Yieh Phui Enterprise | Value Chain - Impact Boundary (● Direct ◎ Indirect) | | | GRI Standards Specific Topic | Corresponding Chapter | SDGs (United Nations (UN) Sustainable Development Goals (SDGs)) |
|--|---|---|-----------|------------|------------------------------|--|---|
| | | Upstream | Yieh Phui | Downstream | | | |
| Operational and financial performance | Stable operations and financial performance are the foundation of sustainable business operations, facilitating the establishment of investor confidence and resource allocation. | | ● | | 201 : 2016 | 4.01 Economic Performance | Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.  |
| Product Quality and Hazardous Substance Management | Maintain product safety and quality, comply with laws, regulations and various international standards, and strengthen customer trust and brand competitiveness. | ◎ | ● | ● | 416 : 2016 417 : 2016 | 4.07.1 Customer Health and Safety 4.07.2 Marketing and Labeling | Goal 3: Ensure healthy lives and promote well-being for all at all ages  |
| | | | | | | | Goal 12: Promote green economy and ensure sustainable consumption and production models  |
| Customer Relationship Management | Strengthen interaction with customers, respond to demands, improve satisfaction and loyalty, and enhance long-term cooperation. | | ● | ● | 418 : 2016 | 4.07.3 Customer Relationship Management | Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation  Goal 12: Promote green economy and ensure sustainable consumption and production models  |
| Waste management | Effectively manage waste generated from manufacturing and operational processes, comply with regulations, and reduce environmental impact. | ◎ | ● | ◎ | 306 : 2020 | 5.06 Waste Management | Goal 12: Promote green economy and ensure sustainable consumption and production models  |
| Occupational health and safety | Provide a safe and healthy workplace, protect employee rights and interests, reduce the risk of occupational accidents, and increase productivity. | ◎ | ● | | 403 : 2018 | 6.02 Occupational Safety and Health | Goal 3: Ensure healthy lives and promote well-being for all at all ages  Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all  |

4 Governance Aspect

- 4.01 Economic Performance
- 4.02 Ethical Management
- 4.03 Communication Channel and Complaint Filing Mechanism
- 4.04 Risk Management
- 4.05 Information Security
- 4.06 Participation in Various Organizations
- 4.07 Product and Service Management
- 4.08 Supplier Management

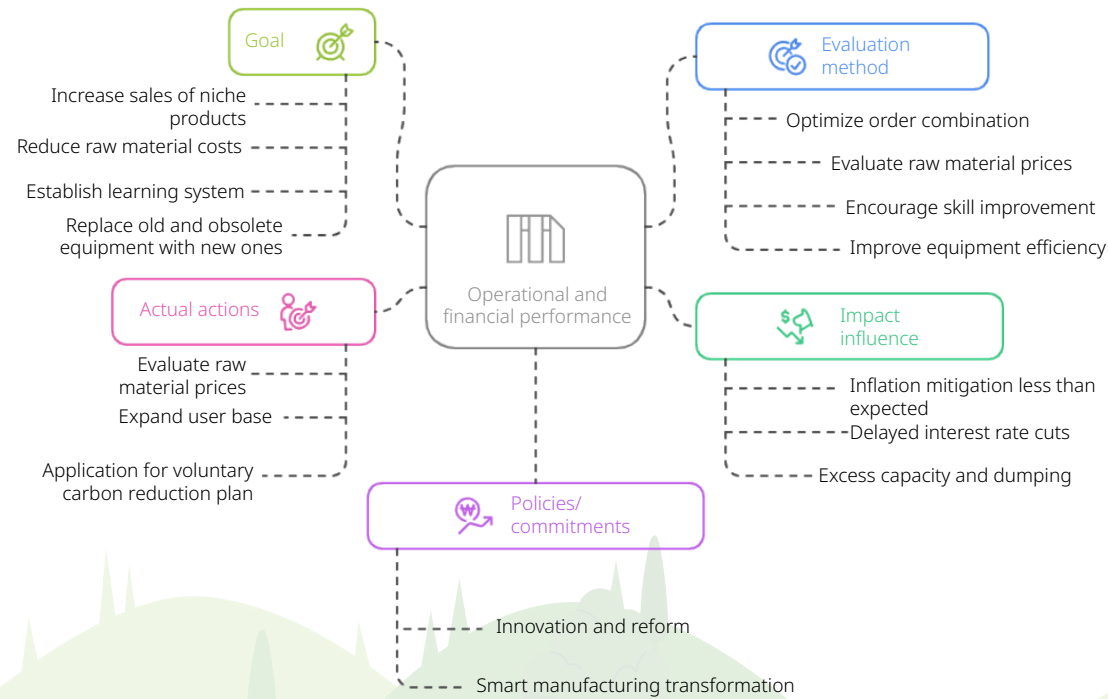


Key Achievement

- The quarterly customer order repurchase rate for the coated business is over 60%.
- In May and October 2024, northern, central and southern Taiwan promotion and sales banquets were organized.
- In 2024, the satisfaction level for the coated business reached 94.42%, while the satisfaction for the engineering business in Yanchao Plant achieved 90.61%.
- In 2024, the Company was not subject to any violations of product and service labeling or marketing laws, regulations or voluntary guidelines.
- There were no complaints in 2024 concerning breaches of customer privacy or loss of customer data.
- No major customer complaint cases in 2024.

4. Governance Aspect

Steel Market Operation Strategy



4.01 Economic Performance

4.01.1 Revenue Performance

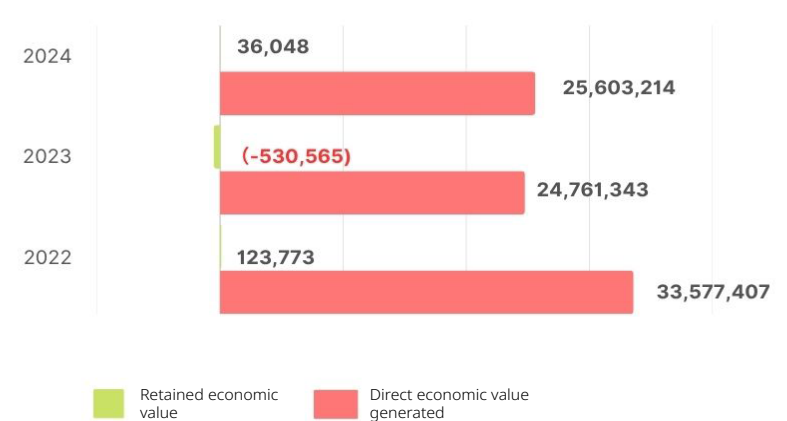
The performance of the steel market in 2024 fell short of expectations. With slower overall economic growth, and facing an unfavorable external environment and intense industry competition, Yieh Phui still achieved an increase in annual revenue through product portfolio optimization and cost control strategies. The Company's consolidated revenue reached NTD 73,981,747 thousand, an increase of 0.94% from NTD 73,295,376 thousand in 2023. The parent-only revenue of Yieh Phui in 2024 reached NTD 25,525,473 thousand, an increase of 3.51% from NTD 24,660,661 thousand in 2023.

Direct economic value generated and distributed

Unit: Thousand NTD

| Item | Basic element | 2022 | 2023 | 2024 |
|---------------------------------|--|------------|------------|------------|
| Direct economic value generated | Revenue (including net sales, financial investment income, etc.) | 33,577,407 | 24,761,343 | 25,603,214 |
| Economic value distributed | Operating costs | 30,122,718 | 22,583,517 | 23,078,104 |
| | Employee salary and benefit | 1,584,557 | 1,523,107 | 1,677,239 |
| | Payment to investors | 1,318,213 | 1,023,252 | 798,808 |
| | Payments to governments | 425,580 | 154,662 | 11,224 |
| | Community investment | 2,567 | 7,370 | 1,791 |
| Retained economic value | | 123,773 | (530,565) | 36,048 |

Unit: Thousand NTD

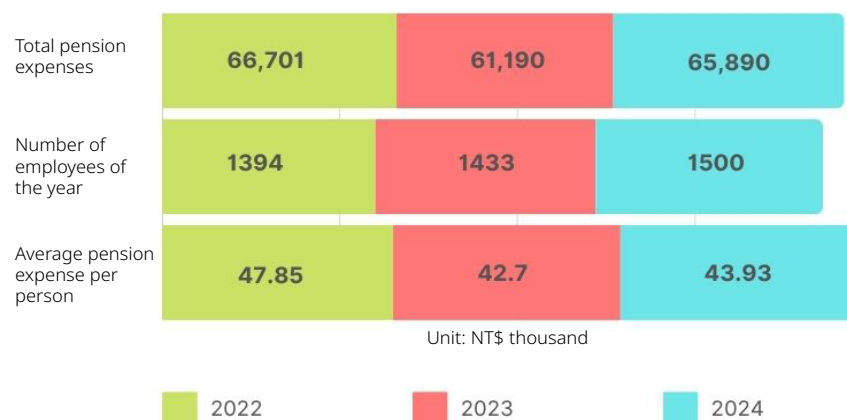


In 2024, the Company's direct economic value and operating costs increased compared to 2023. Despite a decrease in sales volume due to the weak steel market, the Company still successfully improved gross profit through product portfolio optimization and cost control.

The increase in employee salaries and benefits was mainly due to a company-wide salary adjustment. The amount of capital contributions paid to the capital contributor was reduced due to the decrease in dividend distributions for the year. Payments to governments decreased significantly, mainly due to the loss in 2024, and no income tax expense was required. The community investment also decreased compared to 2023, mainly due to a large donation (NTD 5,000 thousand) made in 2023 following the Pingtung fire and explosion, such that the annual comparison base period was higher.

4.01.2 Defined Benefit Plan Obligations and Other Retirement Plans

In November 1997, Yieh Phui established the "Yieh Phui Enterprise Co., Ltd. Employee Stock Ownership Association" to safeguard the retirement living security of employees and to enhance their participation and loyalty to the Company. The plan helps employees to accumulate wealth, the Company's business outcome can also be shared with employees.



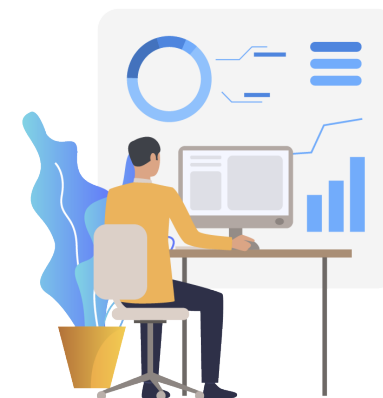
For the Company's net defined benefit (assets) liabilities and other related financial information, please refer to: Company's website [Investor Relations] > [Financial Information] > Page 36 of "2024 Q4 Parent Company Only Financial Statements".

4.01.3 Financial Assistance Received From Government

In 2024, the Company received a total of NTD 1,837 thousand in financial subsidies from the government, and the actual subsidies are as follows:

| Source of Subsidy | Name of the Subsidy Program | Subsidy Amount (NTD thousand) |
|---|---|-------------------------------|
| Workforce Development Agency, Ministry of Labor | Charging and Flight Plan | 668 |
| Workforce Development Agency, Ministry of Labor | Youth Employment Flagship Program | 612 |
| Youth Affairs Bureau, Kaohsiung City Government | Dagang Youth Employment Program | 36 |
| Workforce Development Agency, Ministry of Labor | Job Redesign Subsidy | 266 |
| Workforce Development Agency, Ministry of Labor | Mid-Aged and Older Workers Stable Employment Plan Subsidy | 211 |
| Energy Administration, Ministry of Economic Affairs | Subsidies for Power and Utility Equipment | 44 |
| Total | | 1,837 |

Explanation: The top ten shareholders of the Company's equity are not governmental (public) institutions.



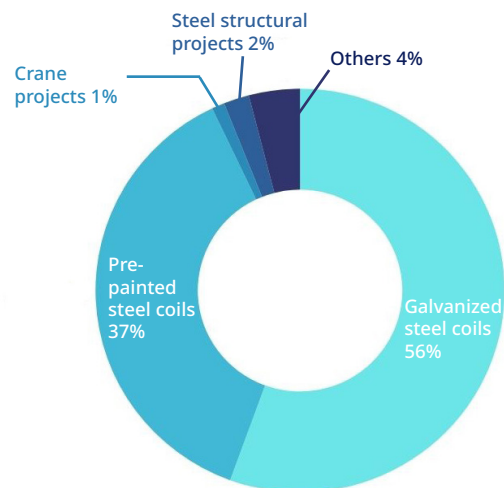
4.01.4 Product and Sales (Parent Company Only Revenue)

(1) Main product production volume according to product type

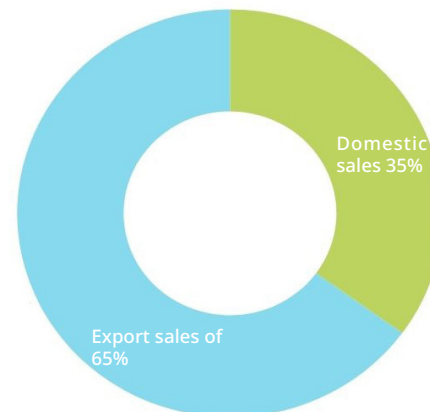
| Item | 2022 | | | 2023 | | | 2024 | | |
|------------------------------|---------------------|----------------------------|---------------|---------------------|----------------------------|---------------|---------------------|----------------------------|---------------|
| | Sales volume (tons) | Sales value (NTD thousand) | % | Sales volume (tons) | Sales value (NTD thousand) | % | Sales volume (tons) | Sales value (NTD thousand) | % |
| Galvanized steel coils | 659,501 | 22,309,188 | 66.51 | 540,848 | 15,069,520 | 61.11 | 507,108 | 14,104,856 | 55.26 |
| Pre-painted steel coils | 201,302 | 9,273,439 | 27.65 | 187,517 | 7,299,910 | 29.60 | 229,538 | 9,491,575 | 37.18 |
| Cranes, construction | 9.08 | 200,682 | 0.60 | 6.14 | 239,445 | 0.97 | 8.86 | 266,716 | 1.05 |
| Steel structural engineering | 14,355 | 305,367 | 0.91 | 17,813 | 565,592 | 2.29 | 15,893 | 599,505 | 2.35 |
| Others | 95,414 | 1,455,852 | 4.34 | 111,225 | 1,486,195 | 6.03 | 87,367 | 1,062,822 | 4.16 |
| Total | 970,582 | 33,544,528 | 100.00 | 857,409 | 24,660,661 | 100.00 | 839,914 | 25,525,473 | 100.00 |

(2) Sales income ratio

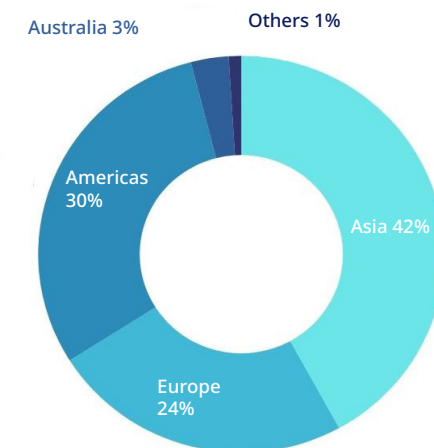
Sales ratio by product



Ratio of domestic and overseas sales



Ratio of coated product export sales region



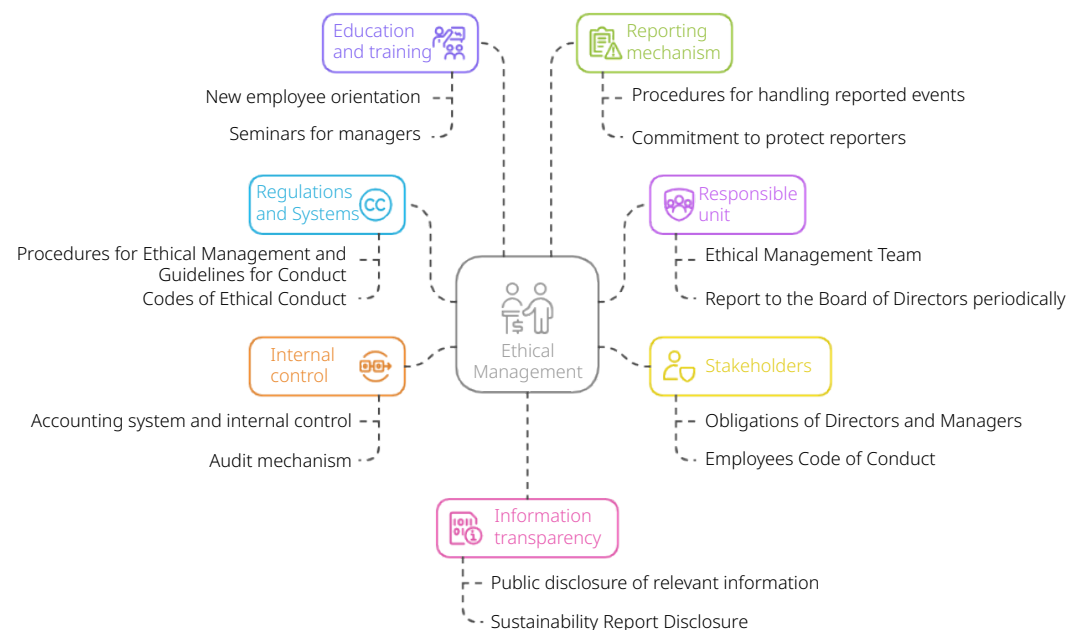
4.02 Ethical Management

The Company engages in business activities based on the principles of fairness, honesty, trustworthiness, and transparency. To implement the Company's ethical management policy and prevent unethical behavior, the Board of Directors has approved the "Procedures for Ethical Management and Guidelines for Conduct" on December 25, 2024, and the President has signed and announced the ethical management compliance policy on February 12, 2025, to inform all employees.

The implementation status of the ethical management policy in 2024 reported to the Board of Directors on December 25, 2024, is as follows:

1. **Education and training:** 65 managers completed a 2-hour education and training session on November 14.
2. **New employees signed a written statement for compliance with ethical management during orientation.**

No unethical conduct occurred in 2024.



4.03 Communication Channel and Complaint Filing Mechanism

1. Independent communication channels and complaint filing mechanism

To timely reduce negative impacts on stakeholders or the Company's operations, the Company has established a stakeholder section on the Company's website along with a complaint filing mechanism for reporting of various issues, such that when stakeholders identify potential or actual negative impact events, they may report to relevant unit. Upon receiving a complaint, relevant unit will promptly address the issue and formulate corresponding responsive measures.

2. Channels and procedures for recommendations

To establish a corporate culture of integrity and transparency and to promote sound management, the Company's "Procedures for Ethical Management and Guidelines for Conduct" have specified the handling procedures for reporting unethical conduct. Employees are encouraged to report any illegal or improper conduct through the Company's whistleblowing mechanism, regardless of whether the conduct involves internal or external personnel. In order to ensure the fairness and transparency of the investigation process, the Company has established an independent investigation unit and has published relevant information on the Company's website, allowing external parties to report relevant incidents. The Company has not receive any major whistleblowing cases in 2024.

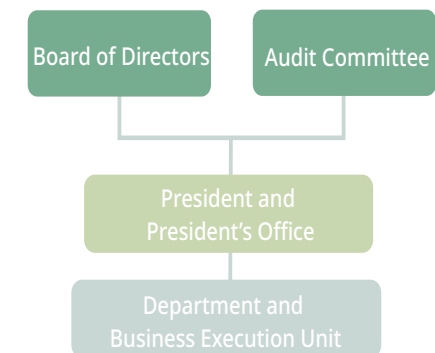
4.04 Risk Management

4.04.1 Risk Management Mechanism

The Company's risk management operations are implemented daily in accordance with the management system (ISO 9001, ISO 14001, ISO 45001, ISO 50001, etc.). All departments and business units are responsible for the initial identification, evaluation, and control of risks during their operations. The President and the President's Office establish the overall risk management system and oversee the implementation and coordination of risk control measures. The Audit Committee supervises the control of the Company's existing or potential risks. The Board of Directors ensures the effectiveness of risk management and bears ultimate responsibility for the risk management.

Risk management operation

The Company's risk management operations are implemented daily in accordance with the management system (ISO 9001, ISO 14001, ISO 45001, ISO 50001, etc.). All departments and business units are responsible for the initial identification, evaluation, and control of risks during their operations. The President and the President's Office establish the overall risk management system and oversee the implementation and coordination of risk control measures. The Audit Committee supervises the control of the Company's existing or potential risks. The Board of Directors ensures the effectiveness of risk management and bears ultimate responsibility for the risk management.



Effective supervision via internal controls

To actively promote operational risk control, each unit conducts self-assessment on operational risks. A summary report has been submitted to the Company's Audit Committee and Board of Directors on March 7, 2024, along with the internal control statement.

The Company has established an internal audit unit under the Board of Directors to assist the Board and management in inspecting and reviewing deficiencies of the internal control system.

Climate change risk assessment

In response to the newly added topic of "Climate action change" of the ISO 2024 management system standards announced, the management handbook for the management system (ISO 9001, ISO 14001, ISO 45001, and ISO 50001) has been revised since September 2024, in order to include the assessment of climate change risks.

Risk management education and training

Departmental-level supervisors participated in the 6-hour course "Operational Risk Management and Crisis Handling" organized by Shin Jan Engineering Management Consulting, and with a total of five supervisors attended the training on March 28, 2024, a total of 7 supervisors attended the training on June 27, 2024, and a total of 6 supervisors attended the training on September 26, 2024.

On September 12 and 13, 2024, a total of 3 staff participated in the "Climate Risk Identification Workshop and Net Zero Carbon Emission Promotion Conference" organized by the Taiwan Corporate Governance Association for 6.5 hours.

Reporting status of Board of Directors

On May 6, 2024, the Audit Committee and the Board of Directors submitted the risk assessment and response to environmental, social and governance topics related to the Company's operations and information related to response to climate change for discussion.

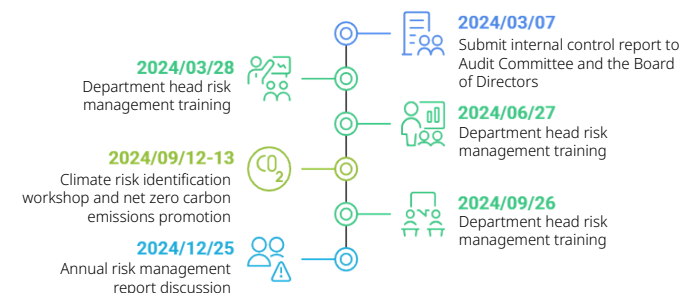
The 2024 risk management operation status of Yieh Phui Enterprise was reported to the Audit Committee and the Board of Directors on December 25, 2024.

4.04.2 Compliance with laws and regulations

In 2024, the Company received two penalties from the competent authorities, and implemented improvement measures have been proposed to prevent recurrence of such incidents. Details regarding the penalties, the legal basis and improvement measures taken are summarized in the following:

| Item | Competent authority | Item | Legal basis | Penalty amount | Improvement measures |
|------|---|--|---|----------------|--|
| 1 | Department of Health, Kaohsiung City Government | Administrative fine for violation of the HIV Infection Control and Patient Rights Protection Act | HIV Infection Control and Patient Rights Protection Act | 300,000 | Promote human rights issues through the internal website and regular training, and enhance the communication of relevant laws and regulations. Employees who violate laws and regulations, as well as their supervisors, will be subject to disciplinary action in accordance with the Company's Regulations for Rewards and Disciplinary Actions. |
| 2 | Labor Affairs Bureau, Kaohsiung City Government | Administrative fine for violation of the Employment Service Act | Employment Service Act | 60,000 | The Company has modified its resume login system to allow job seekers to choose whether to provide relevant information. |

2024 Key Risk Management Milestones



4.05 Information Security

4.05.1 Information Security Management

The Company has established a Chief Information Security Officer (CISO), formulated cyber security policies, established an information security promotion team and implemented cyber security management planning, and allocated dedicated information security personnel and specialists to coordinate the formulation, implementation, risk management, and compliance auditing of information security and related protection policies. In addition, information security policies are also reviewed annually and reported to the Board of Directors.

Information security management system

In order to strengthen the cyber security management capabilities, we have established an information security promotion team to fully implement various cyber security management measures. We have also adopted the ISO/IEC 27001:2022 information security management system and have passed the BSI external audit verification on November 2, 2023. According to the certificate's validity requirements, annual review is required, and the Company has successfully completed the annual review on September 26, 2024.

AEO Security Certified Quality Enterprise

The Company was certified as an "Authorized Economic Operator (AEO)" by the Customs Administration, Ministry of Finance, in December 2012. Self-inspection is also performed annually as required, and a corrective review is required to be submitted to the Customs Administration every three years. The Company has passed the calibration review on December 23, 2024, including a review of 13 major items and 136 sub-items, which is also a uniform standard adhered to by 170 countries worldwide.

Information security education and training

In September 2024, to enhance the information security risk awareness of employees of the Company, "Enterprise Information Security Education and Training" was organized (online digital courses and online tests), with a total of 1,315 managers and employees participated in the training, to strengthen the Employees' enterprise information security awareness, understanding of the information services provided by the Company and their limitations, thereby ensuring employees have developed understanding and awareness on information security risks and threats.



4.06 Participation in Various Organizations

The Company continues to participate in business-related public associations and organizations, exchanging industry knowledge, information, and practical experience with peers and professionals. We aim to collectively respond to international situation changes and to enhance industry standards.

1. Business-related association and organization participation status:

| Union, Association, Organization | Member Identity | Union, Association, Organization | Member Identity |
|---|--|--|---------------------------|
| Chinese Institute of Mining and Metallurgical Engineers | Member, Director | Chinese Total Productivity Management Association | Managing Director, Member |
| Corrosion Engineering Association of the R.O.C. | Member | PVGSA | Member |
| Chinese National Association of Industry and Commerce | Kaohsiung and Pingtung Region Committee Member, Member | TWCSA | Member |
| Taiwan Institute of Steel Construction | Member | ZAC (Zinc-Aluminum Coaters Association, 5% Aluminum-Zinc Alloy Coated Steel Association) | Member |
| Taiwan Steel & Iron Industries Association | Director, Member | Taiwan Regional Steel Hoisting and Engineering Contractors Association | Member |
| Taiwan Society of Light Gauge Steel Building | Member | Cross-Strait CEO Summit | Member |
| Kaohsiung International Steel Association | Director, Member | | |

2. Exchange activities:



In August, the Company participated in the 15th Taipei City Air-Conditioning Technician Association Membership Conference, Yieh Phui's products "Healthy and Eco-Friendly Steel Material Series" of high-efficiency antibacterial/antivirus eco-friendly coated steel coils were designed for use in air conditioning systems, partition walls, and interior decoration.



In October, the Company participated in the seminar organized by the Taiwan Institute of Steel Construction to exchange new technologies, materials and application methods for steel structure projects.



The Company participated in the "2024 Kaohsiung City Water Environment Patrol Team Enterprise Service Award" again, demonstrating the Company's commitment to protecting the water quality and ecological sustainability of the Dianbao River with action!

4.07 Product and Service Management

4.07.1 Customer Health and Safety



| | |
|-------------------------------|---|
| Short-term goals | <ol style="list-style-type: none"> Promote total quality management. Report and review the quality status of each production line weekly. |
| Mid-term goals | <ol style="list-style-type: none"> Improve product and service quality, reduce the use of hazardous substances, and strengthen customer satisfaction. Reduce the nonconforming product warehouse inbound ratio by 25% monthly, and increase Harzardous Substance Free orders by 15,000 tons annually. |
| Long-term goals | <ol style="list-style-type: none"> Develop low-carbon emission processes. Customer complaint rate $\leq 0.146\%$. Percentage of Harzardous Substance Free products $\geq 30\%$. |
| Actual Actions in 2024 | <p>In May 2024, all products of Yieh Phui's have been verified by the Swedish Environmental Research Institute (IVL), becoming the only steel company in Taiwan to receive the International EPD® System certification.</p> |

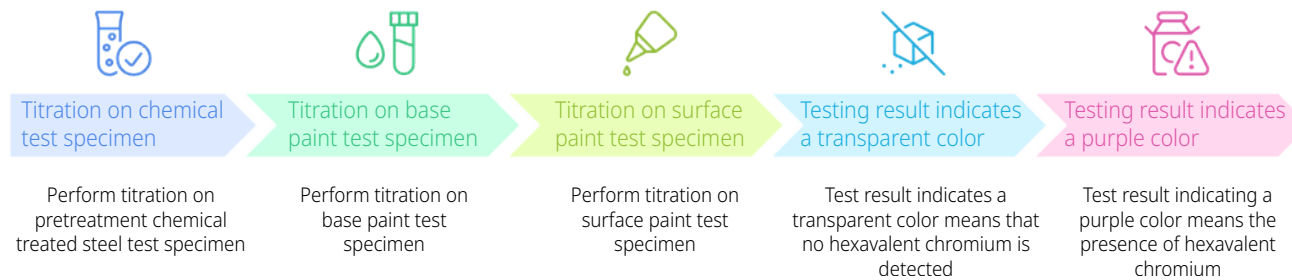
1. Product hazardous substance control

Upholding its commitment to environmental protection and customer health, Yieh Phui strictly complies with the latest domestic and international laws and regulations, market demands, and internal control standards. To ensure products complying with regulations and international environmental and safety standards, we have fully incorporated the IECQ QC080000 hazardous substance process management system for Substances of Very High Concern (SVHC) listed in the "Restriction of Hazardous Substances (RoHS)" and "Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH)".

To further ensure the quality and safety of products during the process conversion, Yieh Phui has introduced specific quick test kits. These kits use a titration method to detect the presence of residue of hexavalent chromium on the surface of steel plates, in order to ensure that the final products delivered are free of harmful heavy metal components, thereby reducing the risk of use and protecting customer health.



Hexavalent Chromium Testing Process



Coated product sales volume statistics table

| Year of data | 2022 | | | | 2023 | | | | 2024 | | | |
|-------------------|-----------------|-----|-----------------|-----|-----------------|-----|-----------------|-----|-----------------|-----|-----------------|-----|
| Product type | Plated products | | Coated products | | Plated products | | Coated products | | Plated products | | Coated products | |
| HS/HSF products | HS | HSF | HS | HSF | HS | HSF | HS | HSF | HS | HSF | HS | HSF |
| Product ratio (%) | 59% | 41% | 96% | 4% | 50% | 50% | 96% | 4% | 57% | 43% | 98% | 2% |

Note: HS refers to Hazardous Substances, and HSF refers to Hazardous Substance Free.

2. Environmental Product Declaration (EPD)

In May 2024, all of Yieh Phui's products passed certification by the Swedish Institute of Environmental Sciences (IVL), and the International EPD® System certification was successfully obtained, making Yieh Phui the first and only steel company in Taiwan to receive such international certification. Before the third quarter of 2025, we expect to complete the third-party EPD verification for low-carbon steel products manufactured using electric arc furnace steelmaking raw materials, demonstrating Yieh Phui's commitment to promote the continuous development of low-carbon transformation and green products.

We will continue to strengthen product safety design, process control, and environmental protection verification operations, and provide the global market with eco-friendly steel products complying with sustainable development goals (SDGs) through scientific and systematic management.

3. In 2024, Yieh Phui had no incidents resulting in penalty fines, warnings, recalls, or other adverse consequences due to products or services violating any health and safety laws, regulations or voluntary standards.

4.07.2 Marketing and Labeling



Yieh Phui is committed to the development and marketing of eco-friendly and niche products, and we value the accuracy and compliance of product labeling, in order to assist customers to clearly identify product characteristics and environmental value. In terms of eco-friendly products, Yieh Phui clearly indicates compliance with the EU RoHS directive on product labels, in order to demonstrate our commitment to environmental protection and sustainable development.

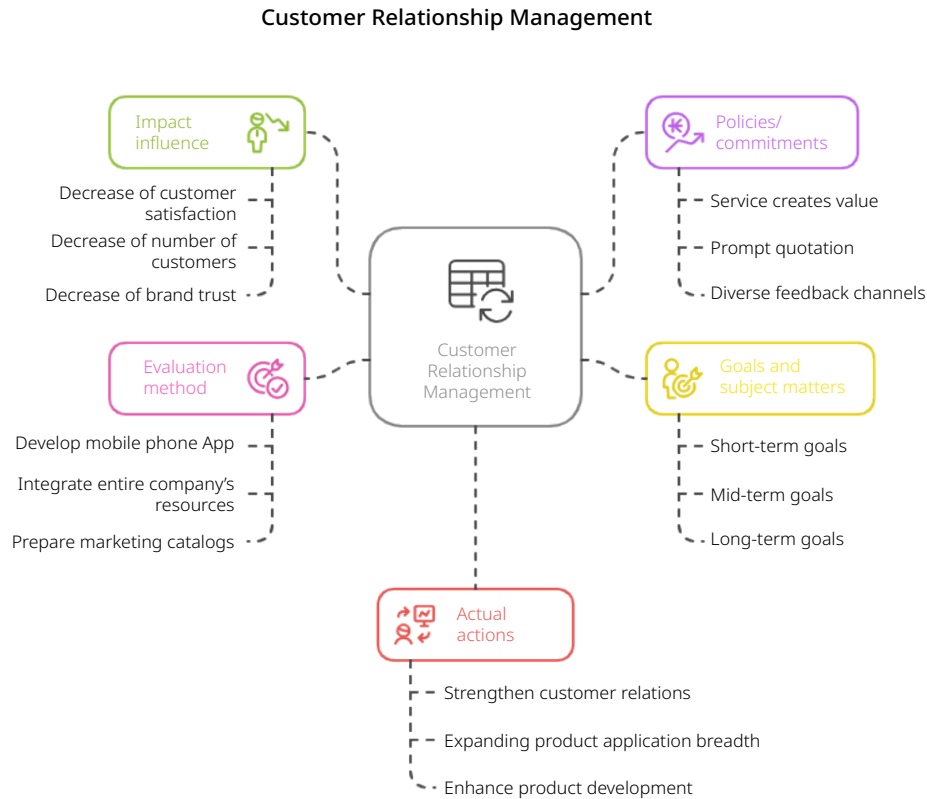
To ensure the accuracy and consistency of the labeling information, Yieh Phui adheres to all applicable product labeling and marketing laws and regulations. We clearly disclose product specifications, dimensions, coatings, weights and other relevant information on product labels, and have also established internal audit and quality assurance procedures to strengthen the review and control of label contents. In 2024, the Company was not subject to any violations of product and service labeling or marketing laws, regulations or voluntary guidelines.

Low-carbon steel products EPD



For the development of pre-painted stainless steel products for niche markets, specific product labeling methods are adopted to ensure that customers are able to clearly identify product specifications, performance and usage during procurement and application processes.

4.07.3 Customer Relationship Management



| | |
|-------------------------------|--|
| Short-term goals | <ol style="list-style-type: none"> 1. Provide customer service through project-based solutions to satisfy customer needs and enhance customer loyalty. (Coated business) 2. Maintain the tender award rate of 20% or higher for steel structure projects with existing customers. (Engineering business - steel structure) 3. Shorten the quotation time to within 3 weeks/ case. (Engineering business - Crane Equipment) |
| Mid-term goals | <ol style="list-style-type: none"> 1. Customer order quarterly repurchase rate above 60%. (Coated business) 2. Increase customer satisfaction to 90% or higher. (Engineering business - Crane Equipment) |
| Long-term goals | Customer satisfaction score of 94 points or above. (Coated business) |
| Actual Actions in 2024 | <ol style="list-style-type: none"> 1. Organized customer networking events 2. Established technical service team to assist customers to improve their forming equipment and forming breakages related services. 3. Established the Yieh Phui Instant Messenger App to provide customers with real-time information on "Shipping and delivery", "Market information", "Product application", "After-sales consultation", and "Product consultation". 4. Customer satisfaction was 94.42% for the coated business, and 90.61% for Yanchao plant. |

1. Customer service

Customer visits

1. Implement technology exchange, product promotion, or routine interviews and visits via the methods of irregular meetings or video conferences.
2. Provide and exchange information on products and construction precautions.
3. Complete product information, production processes, and the latest news, as well as other important information, are available on the Company's website.

Customer interaction

1. Create a Facebook fan page to provide real-time interaction or the latest information.
2. Irregularly release new product information.
3. Information on promotions and industry exchange.
4. There is an online instant feedback mailbox for interaction and exchange.
5. Conduct two-way interaction and exchange through product promotion activities or activities organized by the union or associations.

Customer rights and interests

1. The product label clearly discloses product specifications, sizes, coatings, weights and other information, and provides a product anti-counterfeiting hotline and website for consumer inquiries to protect consumer rights.
2. Comply with marketing ethics, value customer privacy, and take responsibility for protecting customer privacy and data. There were no complaints regarding breaches of customer privacy or loss of customer data in 2024.
3. The Company has established a robust information system and complies with the principles of the General Data Protection Regulation (GDPR), along with the construction of an external firewall to block hacker intrusions and to implement personal use authorization level management.

After-sale service

1. Established customer complaint channel hotline: 0800-666-723.
2. Quality issues can be reported through the business unit or the toll-free hotline.
3. Establish the consumer litigation handling system or compensation application procedures. No major customer complaint cases in 2024.
4. We conduct satisfaction surveys to understand customer needs annually. In 2024, the satisfaction level for the coated business reached 94.42%, while the satisfaction for the engineering business in Yanchao Plant achieved 90.61%.

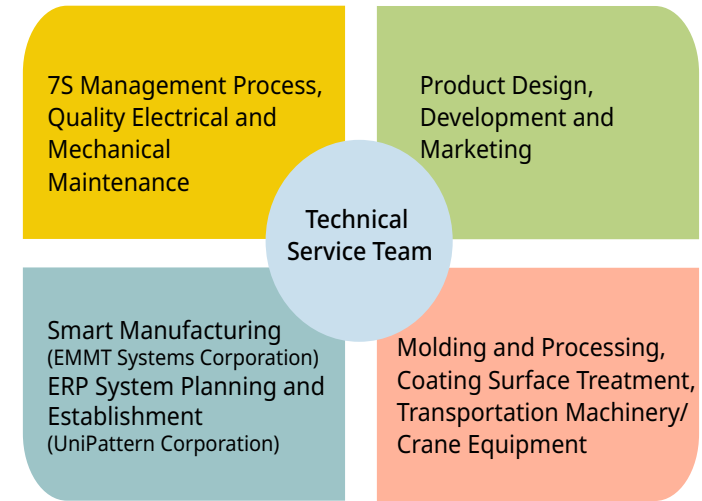
2. Strengthen customer relationship

Establish a technical service team to create value and to provide services to customers

1. Forming equipment related services: Customers' formation breakage issues can be overcome through the guidance of the technical service team. For calibration of customers' forming machines, the technical service team are able to assist the preparation of new machines completely.

2. Marketing services: Design services for large-scale exhibition posters and booth, in order to optimize the exhibition experience.

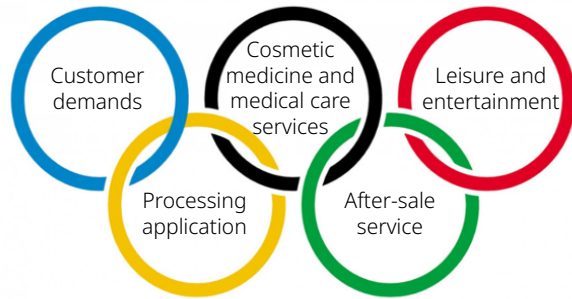
We continue to strengthen our technical service team to solve problems and to create value for customers.



Yieh Phui Instant Messenger App shortens the distance between customers and Yieh Phui



Provide group service resources to customers



億威電子
Intelligent Automation
Monitoring and Production

燁輝企業
Comprehensive
Customer Service

新展工程與管理
Talent Training/
Development

義大醫療/醫美
Medical Services

義大視覺特效
Multimedia
Marketing

義大世界 休閒事業
義享天地 Entertainment and
Accommodation Services

Organize customer networking events

In May and November 2024, northern, central and southern Taiwan promotion and sales banquets were organized.

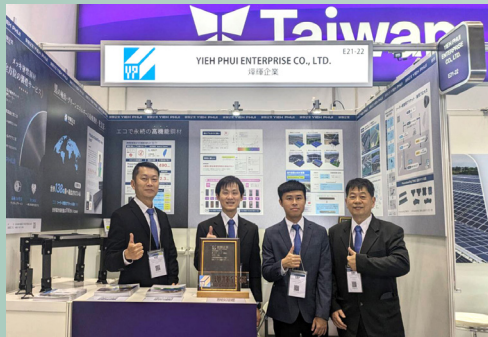


Theme of the May banquet: "Common Good". Yieh Phui is dedicated to fully satisfying our customers' needs, ensuring seamless information flow within the industry, assisting customers to stay updated on the latest trends, and expanding business opportunities, in order to achieve mutual success.



Theme of the November banquet: "Grow Together". Through the concept of "Grow Together", we analyze the market trend and announce the mobile App of instant smart management system and other tools, in order to assist customers to understand the current development and to receive timely support via the most time-saving and labor-saving method.

Event and exhibition participation



World Smart Energy Week

Date: February 28, 2024 (Wed.) ~ March 1, 2024 (Fri.)

Time: 10:00–18:00
(Local time in Tokyo, Japan)

Venue: Tokyo Big Sight, Japan

PV EXPO -
Taiwan Booth No. E21-22



The Smarter E Europe

Date: June 19, 2024 (Wed.) ~ June 21, 2024 (Fri.)

Time: 09:00–18:00
(Local time/Closes at 5:00 PM on Friday)

Venue: Messe München, Germany

Germany Intersolar
Europe - Booth No. A3.630



ENERGY TAIWAN

Date: October 2, 2024 (Wed.) ~ October 4, 2024 (Fri.)

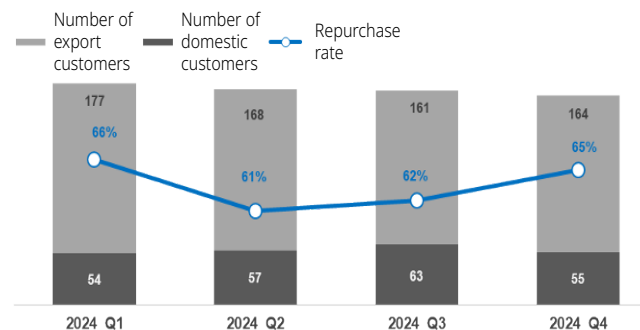
Time: 10:00–17:00
(Closed at 4:00 PM on Fridays)

Venue: Taipei Nangang Exhibition Center, Hall 2, 4F

PV Taiwan
Taiwan — Booth No. R0308

3. Customer repurchase rate

The quarterly customer order repurchase rate for the coated business is over 60%.



4.08 Supplier Management

4.08.1 Supply Chain

With Yieh Phui as the production and manufacturing center, our suppliers include raw material suppliers, third-party suppliers (materials supply end) and contractors (labor services) to establish a complete supply chain. There was no significant change in the supply chain and its business activities in 2024 compared to the previous year.



Local Procurement

For the key raw materials, such as steel coils, the source of procurement is mainly from domestic steel mills. In addition, 100% of paint, profile steel, and steel plates are all purchased domestically. Only the zinc and aluminum ingots are imported from overseas suppliers. The overall high proportion of domestic procurement strategy helps to strengthen the supply chain resilience and to promote regional economic development.

| Key raw materials | 2022 | | 2023 | | 2024 | |
|---------------------------------------|----------|----------|----------|----------|----------|----------|
| | Domestic | Overseas | Domestic | Overseas | Domestic | Overseas |
| Steel coils (including steel billets) | 89.55% | 10.45% | 90.48% | 9.52% | 88.25% | 11.75% |
| Paint | 100.00% | 0.00% | 100.00% | 0.00% | 100% | 0.00% |
| zinc-aluminum ingots | 0.89% | 99.11% | 2.24% | 97.76% | 4.77% | 95.23% |
| Profile steel | 100.00% | 0.00% | 100.00% | 0.00% | 100.00% | 0.00% |
| Steel plates | 100.00% | 0.00% | 100.00% | 0.00% | 100.00% | 0.00% |



4.08.2 Suppliers

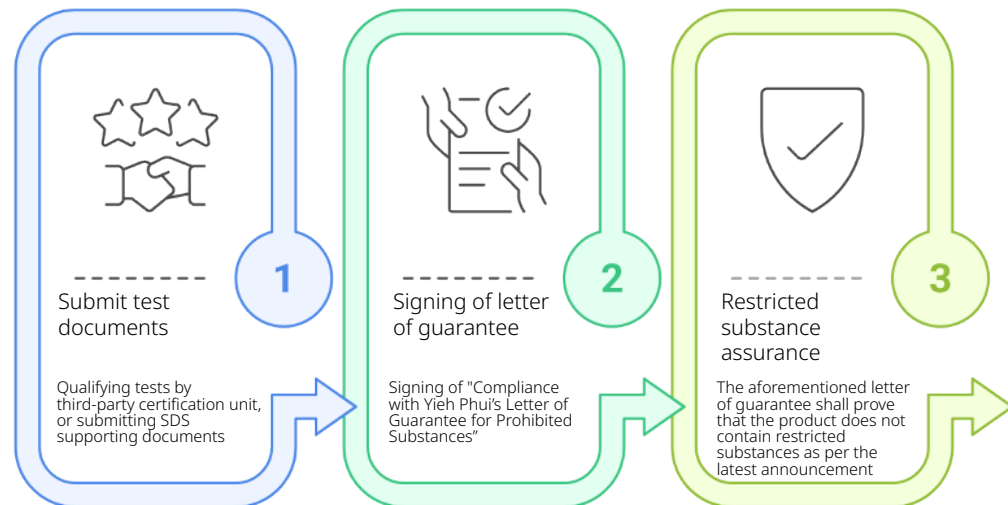
1. Supplier code of conduct

We actively work with key raw material suppliers to promote sustainability goals, particularly with bulk steel suppliers such as China Steel Corporation, China Steel Infrastructure Corporation and Chung Hung Steel Corporation, requiring them to comply with labor rights, environmental protection, and corporate ethics principles. To reduce carbon emissions from the manufacturing process, we have introduced low-carbon Yieh United electric arc furnace materials, in order to promote green manufacturing. In addition, we also require our suppliers and contractors to share environmental and social responsibilities, in order to improve the overall performance of the supply chain in terms of energy conservation, waste reduction, employee rights and interests, and sustainable management, thereby achieving the green supply chain vision jointly.

2. Supplier risk assessment

Yieh Phui focuses on the evaluation of the quality management of bulk raw material suppliers. The evaluation indicators include quality performance and defect rate, and a transparent evaluation process has been established. Through regular comprehensive evaluations, we not only strengthen the stability and reliability of the supply chain but also assist the establishment of long-term partnerships. We are committed to selecting high-quality partners who share our commitment to ESG values, in order to move towards sustainable development jointly.

Yieh Phui's Green Supply Chain Strategy



*HSF supplier raw material inspection mechanism (Coated business)

For raw material suppliers that meet the Hazardous Substances Free (HSF) requirements, in addition to the general selection procedures, their compliance with HSF-related standards are also verified. Suppliers must provide reports in compliance with the environmental protection directives. In 2024, 70 reports were confirmed to be updated for compliance with these directives.

3. Supervision and guidance for suppliers and contractors

3.1 Education and training

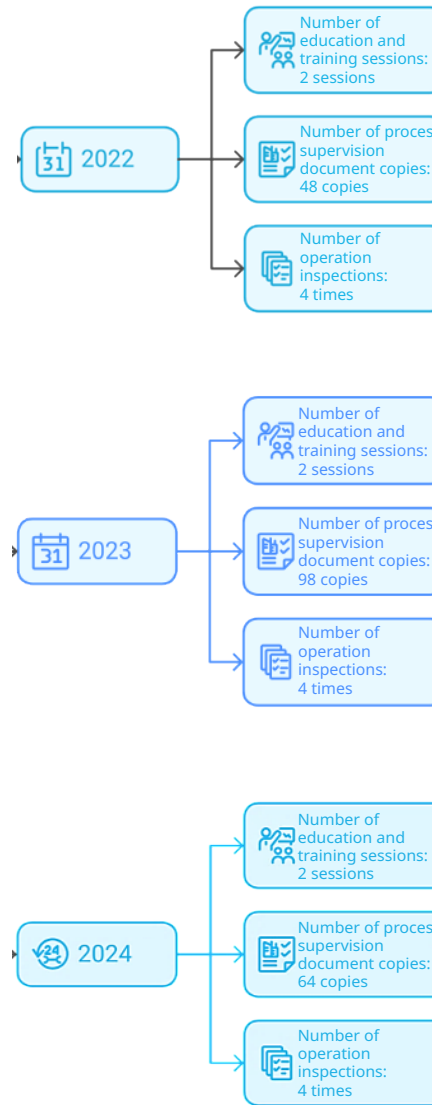
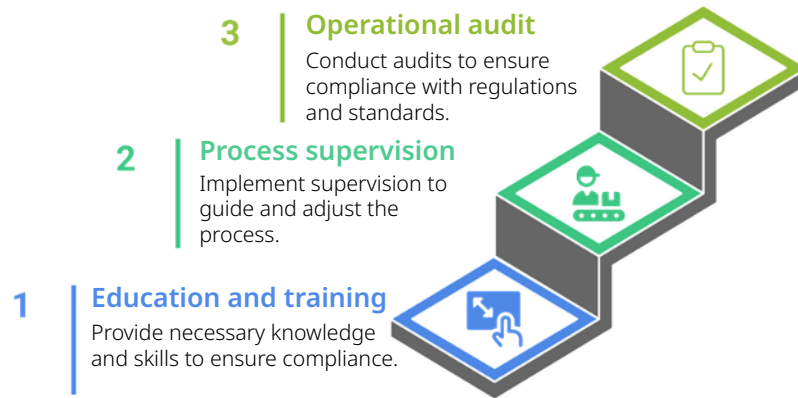
Every year, we conduct quality and HSF-related training to help product inspectors of suppliers and contractors to understand the inspection procedures and necessary precautions, in order to ensure that the production processes are not contaminated by hazardous substances and comply with relevant standards.

3.2 Production process supervision

Suppliers and contractors must conduct quick tests and record the results during the production process, and test samples must also be submitted to Yieh Phui for re-testing, in order to verify the testing accuracy and to eliminate risks.

3.3 Operation audit

During the outsourced work period, Yieh Phui assigns personnel to conduct audits periodically, and compiles the audit results into written reports, in order to strengthen control over product quality and operating standards.



4.08.3 Contractors

Contractor safety management

The Company regards contractors as important partners, and the main types of contractors include machinery, civil engineering, steel structure, utility and fire-resistant materials, providing assistance to repair works at plant sites. In order to protect the safety of contractors' personnel, each site has implemented the following management measures in addition to hazard notification and operation supervision according to the occupational health and safety laws and regulations:

- Contractualization of safety regulations: Clearly define safety regulations in the contract.
- Pre-factory entry education: Education on hazard awareness to contractor's personnel is organized before personnel enter the plant site.
- Periodic safety seminars: Safety and health promotion seminars are organized.
- Irregular inspection and improvement: Irregular on-site safety inspections are implemented, and defects are reported to the outsourcing unit and responsible handling personnel for subsequent follow-up tracking and improvement.

Through the above measures, we continue to enhance the safety and health management of contractors, thereby ensuring personnel safety and job site risk control.



2024 Contractor Safety and Health Promotion Seminar

Required Handling for Occupational Accidents (I) (Paragraphs 1 and 2 of Article 37)

- ◆ In the event of an occupational accident occurring at a business unit's workplace, the employer must perform necessary emergency first aid and rescue measures immediately, and shall accompany the labor representative to conduct investigation and analysis and recording.
- ◆ If any of the following occupational accidents occurs in the workplace of a business unit, the employer shall report to the labor inspection agency within eight hours:
 - ◎ Occurrence of death accident.
 - ◎ Number of injured/death people due to accident is more than three people.
 - ◎ Number of injured/death people due to accident is more than one person and hospitalization is required. (excluding hospital observation)
 - ◎ Other disasters designated by the central competent authority for public announcement.
- Penalty fine above NT\$30,000 but less than NT\$300,000 for violation of Paragraphs 1 and 2 of Article 37.



2024 Long-Term Contractor Meeting



5 Environmental Aspect

- 5.01 Climate Change
- 5.02 Greenhouse Gas Management
- 5.03 Energy Management
- 5.04 Air Pollutant Management
- 5.05 Water Resource Management
- 5.06 Waste Management

Key Achievement

- The Ministry of Environment has established the 2030 Emissions Goal Plan for the factory areas listed under control. In 2024, Kaohsiung Plant 1 demonstrated outstanding emission reduction performance, with GHG emissions reaching 122,665.745 tons CO₂e, successfully achieving the short-term goal. Each plant will also continue to improve and move towards the long-term emission reduction goal.
- In 2024, a total of 36 energy-saving management plans were completed, with a total investment of NTD 4.742 million, achieving the energy savings of 10,946.4 GJ and carbon reduction of 696.4 tons CO₂e.
- Solar panels have been installed at the Kaohsiung Plant 1 and the Pingtung Plant to supply self-generated energies for replacing non-renewable energy (electricity). The Pingtung Plant has supplied 7,386 (GJ) of electricity in 2024. In addition, for Kaohsiung Plant, since the completion of the solar panel facility in August 2024, 1,339 (GJ) of electricity has been generated and supplied.
- The waste oil sludge magnetic separation machine is able to greatly reduce waste oil sludge production by 50%.
- For the reuse of chromium sludges, 36.33 tons of chromium sludge has been provided for reuse by Yieh United.
- For the recycle and reuse of waste iron, 41,788.89 tons of waste iron has been recycled.



5. Environmental Aspect

We adhere to the business philosophy of "innovation, growth, responsibility, and sustainability" and the global environmental protection view of "There is only one Earth". We exert efforts in pollution prevention, industrial waste reduction, environmental protection, and safety and health, and we have also obtained environmental-related certifications (ISO 14001 environmental management system certification, GHG inventory verification statement, ISO 50001 energy management system verification) and sustainable-related awards. Yieh Phui is the first steel company in Taiwan to obtain the ISO 14001 environmental management system certification.

ISO 14001

Environmental Management System Certification



Certification Unit
Metal Industries Research & Development Centre
Valid Period: 2023.10.24~2026.10.23

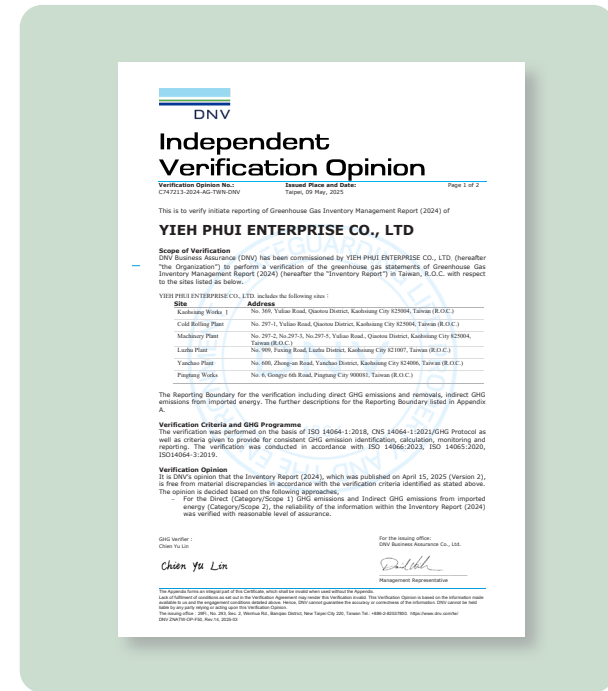
ISO 50001

Energy Management System Certification



Certification Unit
Metal Industries Research & Development Centre
Valid Period: 2023.12.04~2026.12.03

GHG Inventory Verification Statement



Certification Unit
DNV Business Assurance Co., Ltd. (DNV)
2024 GHG Reasonable Assurance Level Verification

5.01 Climate Change

5.01.1 Climate Monitoring and Governance Framework

The Company has established a risk framework based on the four core elements of the Task Force on Climate-Related Financial Disclosures (TCFD) announced by the Financial Stability Board (FSB): "Governance", "Strategy", "Risk Management", "Indicators and Goals", in order to identify the material risks and opportunities that may affect operations and to propose relevant response strategies.



On December 25, 2024, the Company formally established the "Sustainable Development Committee" under the Board of Directors, with the President serving as the Chief Sustainability Officer. The Chief Sustainability Officer announces climate change risks, opportunities, response strategies and implementation goals to all employees, and also regularly reports implementation status to the Sustainable Development Committee and the Board of Directors.

Board of Directors: Direct the climate change risks, opportunities and response strategies, and also supervises management in implementing related plans and outcomes.

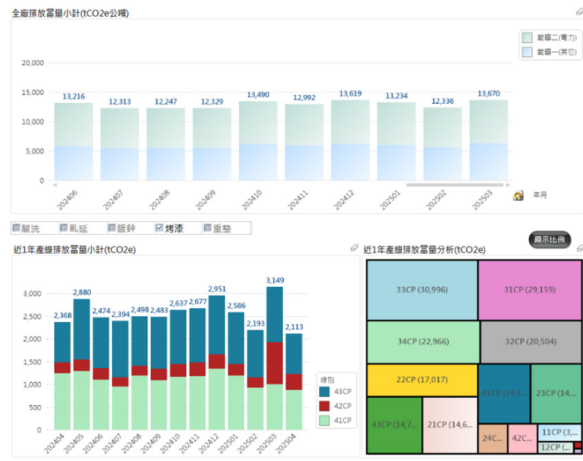
Sustainable Development Committee: Coordinate the Company's sustainability strategy and management framework, assist the identification of relevant risks and opportunities, and ensure the effectiveness of sustainability plan execution and the accuracy and transparency of information disclosure. The President serves as the Chief Sustainability Officer to coordinate four cross-departmental teams in the implementation of related initiatives and to regularly summarize the implementation status for reporting to the committee and the Board of Directors, in order to ensure sustainability goals are aligned with the Company's operational strategy.

Each department: During convention of the annual goal management meeting, each department is required to incorporate overall risk considerations into the formulation of its overall strategies and goals.

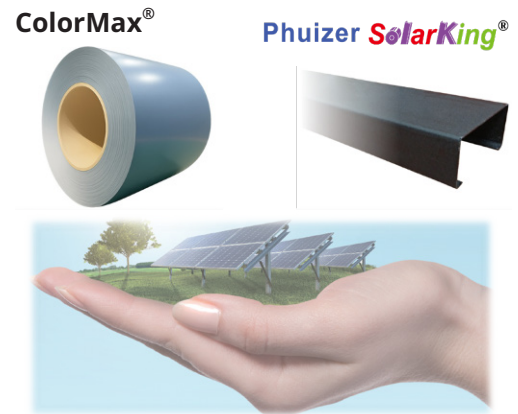
5.01.2 Climate Strategy

The Company has established climate-related indicators, including GHG emissions, energy and resource use, and occupational safety and health, based on key strategies for addressing short-, medium-, and long-term climate-related risks and opportunities, in order to track management effectiveness. Please refer to corresponding chapters of this Report for details.

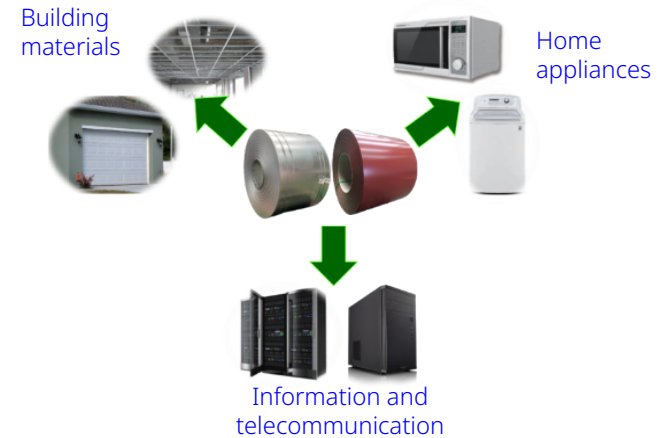
Carbon Management Digitization



Develop steel materials for harsh environmental supporting rack applications



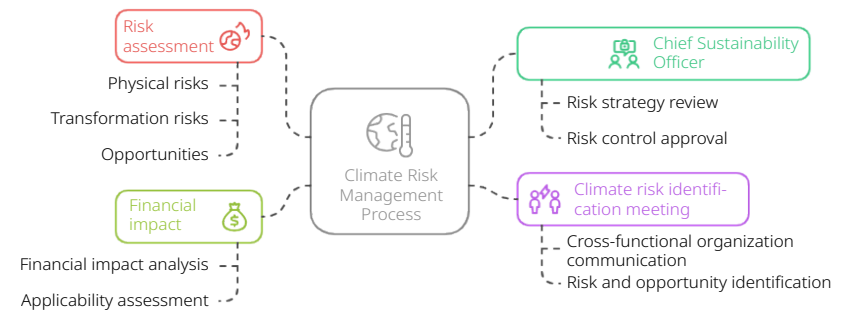
Promote eco-friendly, low-carbon and green energy products



5.01.3 Climate-related Risk Identification, Assessment and Management

The Company's Sustainability Promotion and Information Disclosure Team has established a framework for assessing the risks and opportunities of climate change, according to the recommendations of the TCFD, and has summarized the risks and opportunities derived from climate change scenarios. These risks and opportunities are classified according to the time of occurrence of short-term: (1-3 years), mid-term: (3-5 years), and long-term: (5-10 years). Furthermore, through cross-departmental communication, five transition risk items are identified: carbon fees (taxes), green power, raw materials, technology, and equipment; one physical risk item: high temperatures; two opportunity items: new markets and resource regeneration, in order to establish response strategies and management plans for the risk and opportunity items.

Climate Risk Management Process



Risks associated with climate change

| No. | Type | Item | Description | Period of impact |
|-----|--|----------------------------|--|------------------|
| 1 | Transformation risk - policies and regulations | Carbon border tax | To prevent carbon leakage, countries have established carbon border tax systems (e.g., CBAM and CCA) for imported products | Short-term |
| 2 | Transformation risk - policies and regulations | Carbon fee | In response to climate change, the government plans to impose high carbon fees on large carbon emitters | Short-term |
| 3 | Transformation risk - policies and regulations | Green electricity | In response to regulations, customer requirements, international initiatives and the Company's carbon reduction goals, it is necessary to increase the proportion of renewable energy usage | Mid-term |
| 4 | Transformation risk - market | Raw materials | The low-carbon transformation process may lead to raw material shortages (insufficient supply of low-carbon materials), resulting in an increase of raw material purchase cost | Short-term |
| 5 | Transformation risk - market | Customer | In response to climate change, customers change their material requirements (using low-carbon steel products or alternative products) | Mid-term |
| 6 | Transformation risk - technology | Technology | In response to the development trend of low-carbon manufacturing, companies are actively developing new technologies and materials, resulting in an increase of costs | Mid-term |
| 7 | Transformation risk - technology | Equipment | In response to the low-carbon product development trend, companies are enhancing equipment energy and resource efficiency standards, such as replacing equipment with high-performance models, resulting in an increase of costs | Mid-term |
| 8 | Transformation risk - capital | Capital | The inability to maintain good ESG performance affects investors' willingness to invest (provide financing support), resulting in a decline in market capitalization or an increase in capital costs | Mid-term |
| 9 | Transformation risk - reputation | Industrial stigmatization | The steel industry is considered a high-carbon emission industry | Short-term |
| 10 | Physical risks | High temperature | High temperature can cause physical stress of personnel | Short-term |
| 11 | Physical risks | Personnel attendance | The frequency and severity of extreme weather events such as typhoons and floods increases significantly, resulting in employee work attendance difficulty such that production can be affected | Short-term |
| 12 | Physical risks | Equipment/Plant | The frequency and severity of extreme weather events such as typhoons and floods increases significantly, causing damage to machineries, equipment, and facilities, such that normal production cannot be performed. | Short-term |
| 13 | Physical risks | Suppliers | The frequency and severity of extreme weather events such as typhoons and floods increases significantly, causing interruption to suppliers' normal production and distribution, such that business operation can be affected. | Mid-term |
| 14 | Physical risks | Flood | Extreme climate changes can lead to sea-level rise and flooding in low-lying areas, such that production process can be affected. | Short-term |
| 15 | Physical risks | Drought and water shortage | Extreme climate changes can lead to increased risk of water shortages, such that production process can be affected. | Short-term |

Opportunities associated with climate change

| No. | Item | Topic | Period of impact |
|-----|-----------------------|--|------------------|
| 1 | New market | Green energy industry (solar panel supporting racks, energy storage cabinets, charging station) introduction and promotion | Short-term |
| 2 | Renewable energy | Deployment of industry recycling program | Short-term |
| 3 | Industrial chain | Collaborate with the industrial chain on low-carbon transformation, in order to reduce product life cycle footprint and to gain customer trust | Mid-term |
| 4 | New technology | Engage in research and development of new technologies, in order to reduce the energy consumption of product manufacturing process | Mid-term |
| 5 | Green energy | Continue to develop diverse renewable energy usages in response to low-carbon transformation | Mid-term |
| 6 | Production efficiency | Reduce energy waste through smart manufacturing processes | Short-term |

The Company's Sustainability Promotion and Information Disclosure Team, according to the climate change risk and opportunity assessment framework recommended by the TCFD and the climate change scenario setting, has summarized relevant risks and opportunities, following by cross-departmental communication to identify five transformation risk items: carbon fee (tax), low-carbon raw material acquisition, low-carbon manufacturing-technology, low-carbon manufacturing-equipment, and renewable energy use; one physical risk item: high temperature; two opportunity items: application of steel materials in green energy industry (solar photovoltaic system supporting racks, energy storage containers), and expansion of use of recycled materials. For the risk and opportunity items, response strategies and management plans are further established.

Risk analysis and countermeasures

| Type | Risk topic | Risk item | Scenario description | Financial Impact | Strategy and countermeasures |
|----------------------|------------------|--|---|---|---|
| Transformation risks | Carbon fee (tax) | Carbon fee in Taiwan | Starting in 2025, the Ministry of Environment will impose carbon fees, and the Company's Kaohsiung Plant 1 and Pingtung Plant reach the carbon fee collection threshold | Starting in 2025, the Ministry of Environment will impose carbon fees, and the Company's Kaohsiung Plant 1 and Pingtung Plant reach the carbon fee collection threshold. The emissions reported by the Company in 2024 was 153,182 (tons CO ₂ e). The carbon fee, based on the general rate of NTD 300 per ton, is approximately NTD 30.95 million. If the preferential rate of NTD 100 per ton is adopted, the carbon fee is NTD 10.31 million. | <ol style="list-style-type: none"> 1. Propose a voluntary carbon reduction plan to obtain a preferential carbon fee rate for carbon fee calculation. 2. Continue to implement energy-saving and carbon-reduction measures under the ISO 50001 energy management system. |
| Transformation risks | Carbon fee (tax) | EU's Carbon Border Adjustment Mechanism (CBAM) | CBAM is expected to be implemented in 2027, at which time importers will be required to pay a carbon tax based on the product's carbon emissions data. If the supply chain cannot provide carbon footprint data compliant with EU standards in a timely manner, it may impact export orders or lead to increased import costs being passed on to manufacturers, potentially reducing sales profits or market competitiveness. | The Company's sales to Europe in 2024 was 209,300 tons. After the implementation of CBAM, the Company's medium- to long-term operating profit will be significantly affected. Since the current EU CBAM implementation rules have not yet been announced, it is not possible to estimate the degree of the financial impact. | <ol style="list-style-type: none"> 1. Establish a carbon emission data management system to ensure that the enterprise can independently calculate and provide carbon emissions data to meet the requirements of CBAM. 2. Request the supply chain to provide carbon emission data, and ensure that the report data complies with CBAM standards. 3. Establish internal carbon inventory and management mechanisms to strengthen enterprise's control over carbon emissions. 4. Synchronize the evaluation of low-carbon technologies and green energy applications, and optimize manufacturing processes to reduce product carbon emissions. |

| Type | Risk topic | Risk item | Scenario description | Financial Impact | Strategy and countermeasures |
|----------------------|-------------------------|---------------------------------------|---|--|---|
| Transformation risks | Low-carbon transition | Obtaining of low-carbon raw materials | 1. Increase of electricity price: In response to Taiwan's 2030 Nationally Determined Contributions (NDC) emission reduction goal, Taiwan Power Company (TPC) electricity price will be increased by 20% every 5 years. | In response to market and customer demands, we need to increase the purchase of low-carbon hot-rolled steel coils/steel plates, which may increase the raw material purchase costs. | We have strengthened the development of low-carbon raw material processes and signed supply agreements with upstream raw material suppliers to ensure a stable supply of materials, thereby reducing the raw material costs and mitigating the risk of material shortages. |
| | | Low-carbon manufacturing - equipment | 2. TPC's electricity coefficient: In response to Taiwan's 2050 net-zero transition goal, TPC's electricity coefficient is reduced annually. 3. Electricity saving plan: Energy users shall set energy saving goals and implement plans to achieve an average annual electricity saving rate of 1.5% and above from 2025 to 2028. | It is necessary to continuously modify and upgrade major energy-consuming equipment, such that the capital expenditure and the financial burden of the Company are increased | In addition to replacement of high-performance equipment, it is also necessary to strengthen the process capability of existing equipment, in order to improve energy efficiency 1. Continue to monitor the development of natural gas blending with hydrogen combustion technology. 2. Introduce smart manufacturing to enhance the energy efficiency of equipment manufacturing processes 3. Waste heat recovery and reuse |
| | | Low-carbon manufacturing - technology | | The use of low-carbon materials and renewable energy can cause an increase of the operating costs | Take the advantage of the Company's production scale to attract greater suppliers to participate in the research and development of technologies, ensuring that there are at least two suppliers for various materials and energy resources, thereby increasing bargaining power. |
| Transformation risks | Use of renewable energy | Increase renewable energy use ratio | According to the "Renewable Energy Development Act", the Taiwan government requires large power consumption users to install renewable energy power generation facilities with a contract capacity of 10%. | In response to laws, international initiatives and the Company's reduction goals, the Company will need to install renewable energy power generation equipment or purchase green power, which can cause an increase of the capital expenditure and manufacturing cost. | 1. Install additional solar power generation system at the roof of the plant site. 2. Reduce unnecessary energy consumption through process optimization. 3. Collaborate with various energy-saving foundations to seek better energy-saving technologies. |
| Physical risks | Natural disaster | High temperature | Climate change becomes more severe year after year, resulting in high temperature inside factories during summer and increase of apparent temperature for operators, such that physical discomfort of personnel may occur | Since the expenditure is small, its impact on the financial cost is relatively minor. | 1. Additionally install exhaust fans at plant sites to reduce the high temperature inside factories and to improve the working environment. |

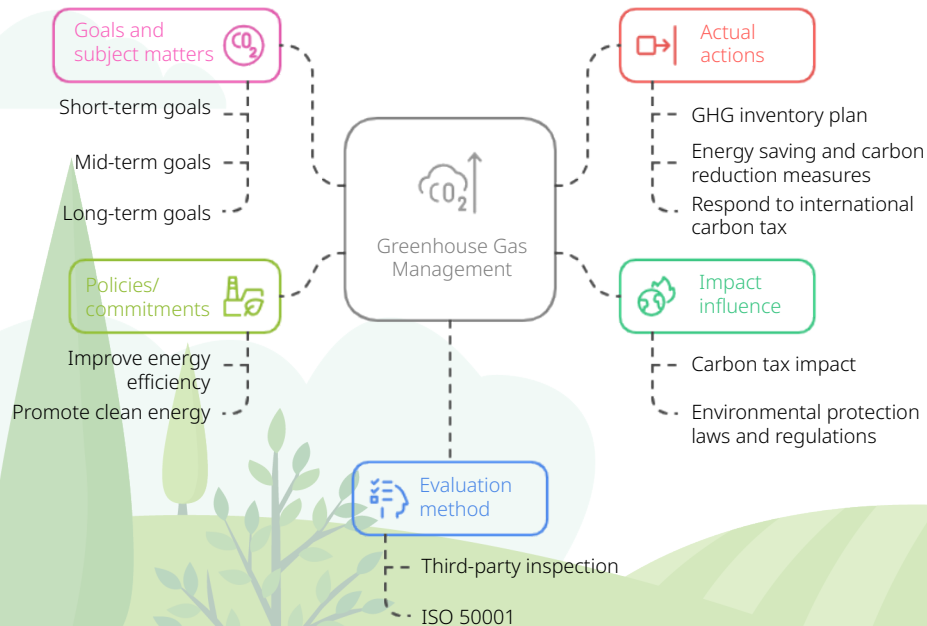
Opportunity analysis and strategy

| Opportunity topic | Opportunity item | Financial Impact | Strategy and countermeasures |
|----------------------------------|--|--|--|
| Expansion of niche product sales | Green energy Industry (solar photovoltaic system racks, energy storage cabinets) steel application | <p>Business opportunities for energy transformation in domestic sale market:</p> <p>1. Short to mid-term (~2030): The government is committed to achieve the solar photovoltaic cumulative installation capacity of 20GW by 2025, and subsequently reaching 31GW by 2030 cumulative installation capacity of 20GW by 2025, and 31GW by 2030. → Estimated annual demand for steel is approximately 260 thousand tons.</p> <p>2. Long-term (after 2030): Adopt high-efficiency photovoltaic modules to maximize installation capacity, with the cumulative photovoltaic installation capacity reaching 40~80 GW by 2050, and an annual increase of approximately 2~4 GW. → Estimated annual steel demand is approximately 240 thousand ~ 480 thousand tons.</p> <p>3. For the renewable energy installation capacity, the installation capacity has reached approximately 14.9 GW as of December 2024. → According to the schedule, it is expected to reach 20 GW in October 2026, and the total steel demand is approximately 600 thousand tons.</p> <p>*Source of reference: Renewable Energy Information Website of the Energy Administration, Ministry of Economic Affairs</p> | <p>1. Actively develop new coated products, and propose the best solution for photoelectric supporting racks. Yieh Phui upholds the philosophy of “domestic production and domestic manufacturing” and “right material, right usage and right place” to develop galvanized aluminum-magnesium steel of “PhuizerMax[®]” and zinc-aluminum-magnesium alloy-coated steel “PhuizerSolarKing[®]”, making steel products to exhibit the functions of high erosion resistance, high strength, easy molding, acid and alkaline resistance, and 20-year durability, as the best solution for C4-CX environments.</p> <p>2. Emphasize the safety and non-toxicity of steel material as the best choice for aquaculture-solar project sites. Eight Heavy metal leaching test has been conducted on the coated steel product of PhuizerSolarKing[®], and the test result indicates no leaching of toxic heavy metal substances, making it the most optimal choice of material for aquaculture-solar project sites.</p> <p>3. Focus on the development of photoelectric racks, not limited to the product of photoelectric racks only The plated steel product of PhuizerMax[®] and the coated steel product of PhuizerSolarKing[®] developed by Yieh Phui boast five main characteristics of “Ultra-High-Easy-Durable-20”, such that the products can be extended for use in cable trays, charging pile accessories, energy storage cabinet components, electrical enclosures, and other applications, thereby enhancing the overall value of job sites.</p> <p>4. Actively participate in solar photovoltaic related exhibitions</p> |
| Low-carbon manufacturing | Expansion of use of recycled raw materials | Increase product profit of recycled green steel materials. | Recycled materials - green steel qualifying third-party certification, and enhance from the recognition from the industry and approval under green procurement policies of the government, thereby increasing the product sales volume. |

5.02 Greenhouse Gas Management

5.02.1 Strategies, Methods, and Goals for GHG Management

Greenhouse Gas Management Strategies and Goals

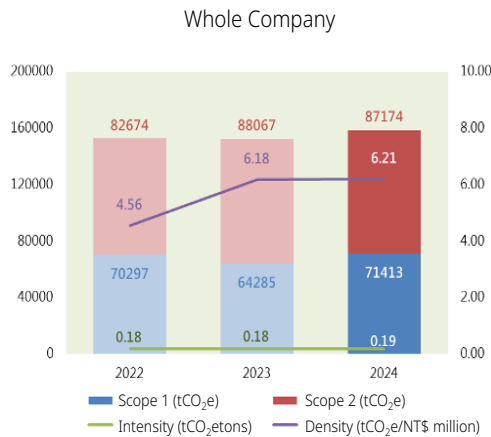


| | |
|------------------------|--|
| Short-term goals | The plant sites listed under control by the Ministry of Environment reach the annual emissions goal by 2030. Kaohsiung Plant 1: 128,265.304 tons CO ₂ e Pingtung Plant: 26,536.269 tons CO ₂ e |
| Mid-term goals | Comply with relevant provisions of the Environmental Protection Act and the Sustainable Development Roadmap for TWSE/TPEX Listed Companies. |
| Long-term goals | Comply with the national carbon reduction goal to achieve net-zero emissions by 2050. |
| Actual Actions in 2024 | <ol style="list-style-type: none"> 1. Establish the GHG inventory and verification plan, and report the implementation progress of the subsidiaries to the Board of Directors quarterly. 2. Continue to promote energy saving and carbon reduction measures. 3. In response to collection of carbon fees in Taiwan and the EU's carbon border adjustment mechanism (CBAM) and other international carbon taxes, the Group has established the ESG Sustainable Development Task Force to integrate product carbon footprint inventory activities of the Group. |

5.02.2 GHG Emissions

The Company calculates GHG emissions according to the GHG Protocol Corporate Accounting and Reporting Standard jointly announced by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI). The organizational boundary adopts the operational control approach, and inventory is conducted on Scope 1 and Scope 2 emissions. The 2024 inventory results were 71,413 tons CO₂e for Scope 1 emissions, 87,174 tons CO₂e for Scope 2, total GHG emissions of 158,587 tons CO₂e, emission intensity of 6.21 tons CO₂e/NTD million dollars.

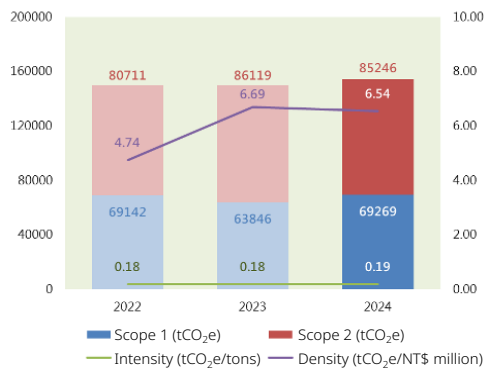
Yieh Phui Enterprise 2024 GHG Emissions of Each Business Unit tons CO₂e



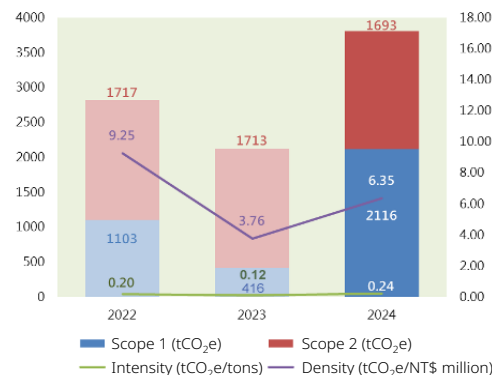
| Business Group | Coated Business | Engineering business | | Whole Company |
|--------------------------|-----------------|----------------------|-----------------|-----------------|
| | | Steel Structure | Crane Equipment | |
| Scope 1 Equivalent Ratio | 69,269 44.8% | 2,116 55.6% | 28 10.6% | 71,413 45.0% |
| Scope 2 Equivalent Ratio | 85,246 55.2% | 1,693 44.4% | 235 89.4% | 87,174 55.0% |
| Total emissions | 154,515 | 3,809 | 263 | 158,587 |

Note: 1. The GHG emissions of each business in 2024 are calculated based on the GWP of AR6.
 2. The electricity coefficient refers to the 2024 electricity carbon emission coefficient announced by the Energy Administration, Ministry of Economic Affairs.
 3. The calculation of intensity is based on the entire company's operating revenue in 2024: NTD25,525 million, and energy intensity is based on the entire company's production volume of 827,949 tons.

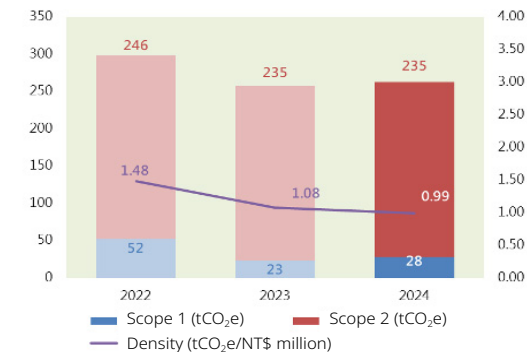
Coated Business



Engineering Business - Steel Structure



Engineering Business - Crane Equipment



5.02.3 Greenhouse Gas Emissions Goal Achievement Status

The plant sites listed under control by the Ministry of Environment reach the annual emissions goal by 2030.

Base year: Average of five years of 2018~2022 for Kaohsiung Plant 1; and 2022 for Pingtung Plant

Emission reduction goal: 4.2% & 2.7%

Carbon emission goal: Kaohsiung Plant 1: 128,265.304 tons CO₂e, Pingtung Plant: 26,536.269 tons CO₂e. The GHG emissions are calculated based on the AR5 GWP value according to the regulations of the Ministry of Environment. The emissions of Kaohsiung Plant 1 in 2024 were 122,665.745 tons CO₂e, reaching the short-term goal. The emissions of Pingtung Plant were 27,118.336 tons CO₂e, failing to reach the short-term goal due to carbon emissions generated from manufacturing process exceeding the carbon reduction effect. We will continue to promote relevant energy-saving and carbon-reduction measures to achieve the 2030 goals.

5.03 Energy Management

The Company adheres to the business philosophy of "innovation, growth, responsibility, and sustainability". In addition to its commitment to quality management, pollution prevention, environmental protection, and safety and health, the Company further pays close attention to the impact of global warming caused by climate change and also exerts effort in promoting energy saving and carbon reduction along with the fulfillment of the Company's corporate social responsibility at the same time.

5.03.1 Energy Consumption Policy

In order to improve energy efficiency and reduce overall energy consumption, the Company has introduced the ISO 50001 energy management system. The unit responsible for the energy management integrates the energy consumption status of each business location to understand the major energy types for each plant site, in order to establish energy-saving improvement plans and short, medium and long-term goals.

5.03.2 Energy Consumption Status

The total energy consumption of the Company in 2024 was 1,965,299 (GJ).

The Company has installed solar panels at the Kaohsiung Plant 1 and the Pingtung Plant to supply self-generated energies for replacing non-renewable energy (electricity). The Pingtung Plant has supplied 7,417 (GJ) of electricity in 2024. In addition, for Kaohsiung Plant, since the completion of the solar panel facility in August 2024, 1,339 (GJ) of electricity has been generated and supplied.

Statistics of Consumption of Various Energies in 2024 for Yieh Phui Enterprise

Unit: 1 GJ = 10⁹ Joules

| Type of energy | Coated Business | Engineering business | Total | Ratio |
|------------------------------|------------------|----------------------|------------------|----------------|
| Natural gas (GJ) | 1,297,701 | 0 | 1,297,701 | 66.03% |
| Electricity (GJ) | 634,606 | 14,645 | 649,251 | 33.04% |
| Renewable energy (GJ) | 8,756 | 0 | 8,756 | 0.44% |
| Diesel (GJ) | 5,512 | 1,105 | 6,617 | 0.34% |
| Gasoline (GJ) | 1,738 | 381 | 2,119 | 0.11% |
| Liquefied petroleum gas (GJ) | 0 | 855 | 855 | 0.04% |
| Total (GJ) | 1,948,313 | 16,986 | 1,965,299 | 100.00% |

Historical energy consumption analysis table

| Energy consumption item | 2022 | 2023 | 2024 |
|--|-----------|-----------|-----------|
| Gasoline (GJ) | 1,903 | 1,454 | 2,119 |
| Diesel (GJ) | 6,571 | 6,574 | 6,617 |
| Liquefied petroleum gas (GJ) | 938 | 814 | 855 |
| Electricity - non-renewable energy (GJ) | 578,706 | 628,846 | 649,251 |
| Electricity - renewable energy (GJ) | - | - | 8,756 |
| Natural gas (GJ) | 1,300,631 | 1,218,745 | 1,297,701 |
| Total energy consumption (GJ) | 1,888,747 | 1,856,433 | 1,965,299 |
| Energy intensity (GJ) / Revenue | 56.31 | 75.28 | 77.00 |
| Energy intensity (GJ) / Production volume (tons) | 2.28 | 2.24 | 2.37 |

Note 1: The heat value is based on the latest energy product unit heat value table published on the website of the Energy Administration, Ministry of Economic Affairs, and is calculated by multiplying the energy consumption by the unit heat value and converting to gigajoules (GJ).

Note 2: The heat value of natural gas is based on the annual average heat value of 9,830.6 kcal/N³ per month, as provided by the natural gas supplier.

Note 3: The calculation of energy intensity is based on the Company's operating revenue of NTD 25,525 million in 2024, and energy intensity is based on the Company's production volume of 827,949 tons in 2024.

Note 4: 1 GJ = 10⁹ J; 1 kcal = 4,186.8 J; 1 kWh = 3.6 x 10⁶ J.


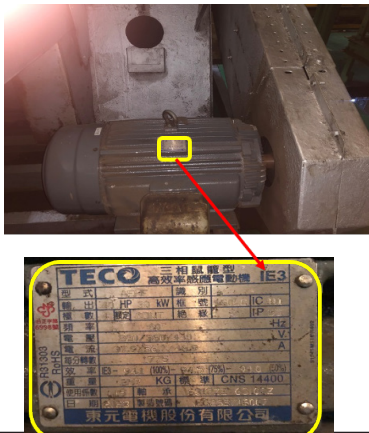
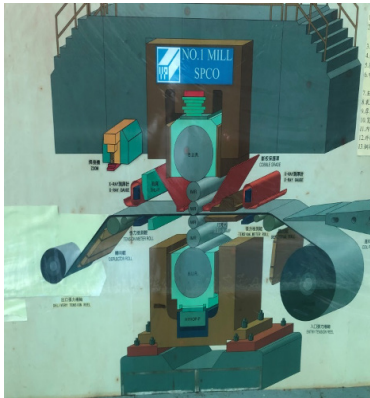
Note 5: The information source of the solar power generation statistics is from "Yieh Phui Enterprise Solar Monitoring System" website.

5.03.3 Reduced Energy Consumption and Carbon Emission Reduction

Adhering to the principle of continuous improvement of energy management P-D-C-A, Yieh Phui Enterprise has completed 36 energy-saving management projects in 2024, with a total improvement investment of NTD 4,742,000, to achieve a total energy saving of 10,946.4 GJ and reduction of carbon emissions by 696.4 tons CO₂. The main project items include "changes of motors to variable frequency control", "replacement of factory lighting with LED lamps", "adjustment of rolling line production process", and "replacement of general motors with high-efficiency motors", etc.

| Energy type | Improvement item classification | Energy savings in 2024 (GJ/year) | Carbon reduction in 2024 (tons/year) | Investment amount (NTD 10,000) |
|--------------|-------------------------------------|----------------------------------|--------------------------------------|--------------------------------|
| Electricity | Equipment improvement/upgrade | 3693.2 | 506.8 | 398.7 |
| | Process improvement | 889.1 | 122 | 0.3 |
| | Lighting equipment improvement | 211.9 | 29.1 | 75.2 |
| | TPC energy response load management | 2949.4 | - | 0 |
| | Electricity subtotal | 7,743.6 | 657.9 | 474.2 |
| Natural gas | Equipment improvement/upgrade | 0.0 | 0 | 0 |
| | Process improvement | 3,202.8 | 38.5 | 0 |
| | Natural gas subtotal | 3,202.8 | 38.5 | 0 |
| Total | | 10,946.4 | 696.4 | 474.2 |

Introduction to Larger Energy-Saving Improvement Projects

| Change of public area cooling water and wastewater motors to variable frequency control | Replacement of general motors with high-efficiency motors | Rolling Lines 1 and 3 for production of 0.7mm and above Reduction of exhaust gas windmill motor speed to 70% for thick plate production process |
|---|--|---|
| Investment amount: NTD 1.51 million/year | Investment amount: NTD 549.7 thousand | Investment amount: NTD 0 thousand |
| Electricity saving: 375,000 kWh/year | Electricity saving: 86,122 kWh/year | Electricity saving: 306,130 kWh/year |
|  |  |  |

5.03.4 Energy Saving Goal and Performance Achievement

Regulatory requirements: "Regulations on Setting Energy Conservation Objectives and Execution Plans for Energy Users" specify that "average annual electricity saving rate shall reach 1% or more for the period from 2015 to 2024", and "average annual electricity saving rate shall reach 1.5% or more from the period from 2025 to 2028".

In 2024, Yieh Phui's Kaohsiung Plant 1, cold-rolled steel plate plant, Pingtung Plant, and Luzhu Plant have complied with the regulations specified in the "Energy Conversion Targets by Energy Users and Implementation Plan Regulations" and have met the requirement of "average annual electricity saving rate shall reach 1% or more for the period from 2015 to 2024".

| Yieh Phui Enterprise 2024 Electricity Saving Rate | | | | |
|---|---|--|-----------------------------|--|
| | Actual electricity consumption and electricity saving in 2024 | | | Average annual electricity saving rate for 2015~2024 |
| | Electricity consumption (10 ³ kWh) | Electricity saving (10 ³ kWh) | Electricity saving rate (%) | |
| Kaohsiung Plant 1 | 145,701 | 2,103 | 1.42% | 1.23% |
| Cold-rolled steel plate plant | 6,773 | 35 | 0.52% | 1.56% |
| Pingtung Plant | 25,217 | 43 | 0.17% | 1.91% |
| Luzhu Plant | 3,572 | 39 | 1.08% | 1.88% |

Note 1. Subjects for annual electricity saving rate calculation: refer to users with a contracted capacity exceeding 800 kW, and four of Yieh Phui's contracted meters meet such criteria: Kaohsiung Plant 1, Cold-rolled steel plant, Pingtung Plant, and Luzhu Plant (Yanchao Plant has 300 kW only such that it does not meet the criteria).

Note 2. Annual electricity saving rate: refers to the value calculated as (Annual electricity savings) / (Annual electricity savings + Annual electricity consumption) of energy users, including the "Electricity savings under the electricity saving management plan", "Electricity savings under the TPC energy response load management", "Electricity savings converted from 10% of heat savings" and "Electricity savings from self-generated renewable energy for own use".

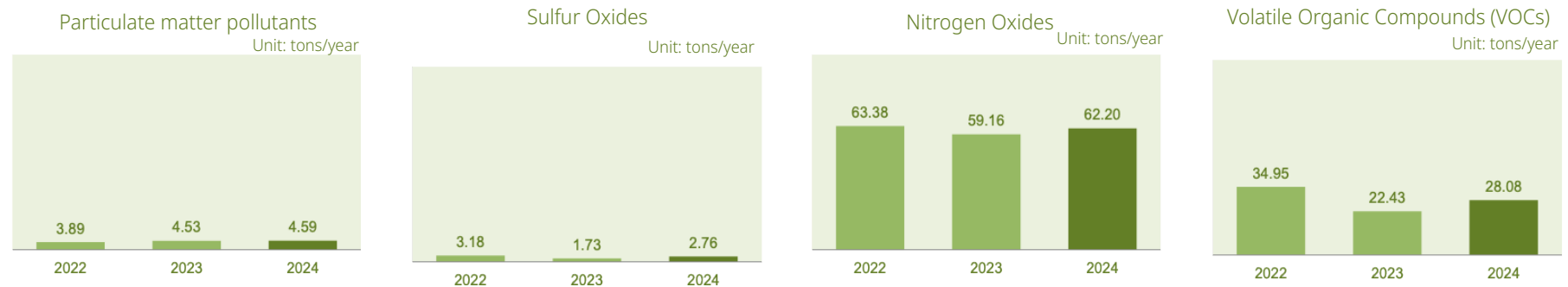
Note 3. Average annual electricity saving rate: refers to the cumulative average annual electricity saving rate from 2015 (Historical cumulative electricity savings) / (Historical cumulative electricity savings + Historical cumulative electricity consumption).

5.04 Air Pollutant Management

The air pollutants generated by the Company mainly refer to TSP, SO_x, NO_x, and VOCs. The Company performs testing and reporting according to the regulations annually, and also conducts self-inspection on exhaust channels with higher pollution levels or greater environmental impact. If any abnormal detection is found, the Company will immediately review the manufacturing process and equipment, and make adjustments, improvements, and re-testing, in order to ensure that the Company's emissions comply with legal standards. In 2024, a total of 21 exhaust channels were tested, and the results met legal standards.

5.04.1 Air Pollutant Emissions Trend

The Company's manufacturing processes and equipment operate in accordance with operating standards to ensure stable operation. Natural gas is used as fuel throughout the plants completely, in order to effectively reduce emissions of particulate matter and sulfur oxides. Exhaust gas from the paint and coating lines undergoes thermal oxidation treatment (RTO and TO furnaces) to effectively process volatile organic compounds. Accordingly, the Company's air pollutant emission concentrations are lower than the emission standards required by the law. The emission trends of various pollutants in 2024 are as follows:



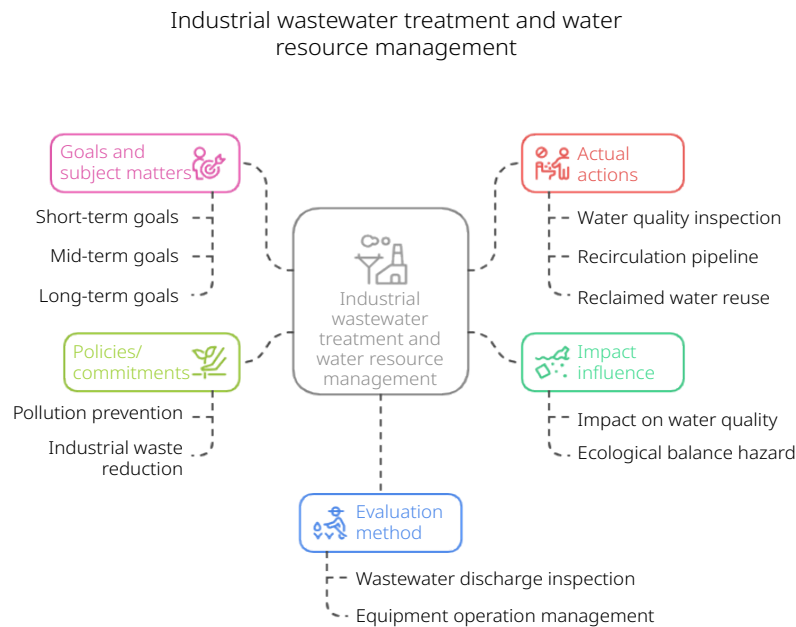
Note 1: During the calculation of the volatile organic compound emissions for 2022, the data from the Yanchao Works was incorrectly entered as the air pollution fee amount. After correcting this error to the actual emissions data, the overall total emissions decreased.

Note 2: Emission coefficients are based on the emissions coefficients for sulfur oxides and nitrogen oxides announced by the Ministry of Environment.

5.05 Water Resource Management

The Company's Qiaotou Plant draws tap water from the Pingding Water Purification Station. Pingtung Plant draws tap water from the Pingtung Water Purification Station, Luzhu Plant draws tap water from the Beiling Booster Station, and Yanchao Plant draws tap water from the Lingkou Booster Station. The water drawn is mainly used for production process cooling, cleaning, and environmental protection equipment.

5.05.1 Water Resource Management



| | |
|------------------------|---|
| Short-term goals | Implement wastewater treatment process and equipment inspection and maintenance mechanisms, and strictly enforce operation standards, in order to ensure stable equipment operation and treatment efficiency. |
| Mid-term goals | Improve the performance of wastewater treatment equipment, establish environmental monitoring and measurement mechanisms, enhance environmental performance, and reduce the impact on the natural environment. Establish condensate water recovery and reuse mechanisms for each production line, increase boiler condensate water recovery volume, and strengthen water resource circulation and reuse. |
| Long-term goals | Introduce advanced automatic wastewater treatment equipment to improve wastewater treatment performance, and promote wastewater recycling and reuse programs to reduce effluent discharge and to minimize the impact on natural water bodies. |
| Actual Actions in 2024 | <ol style="list-style-type: none"> 1. Conduct sampling and testing of the original wastewater and effluent quality weekly, and establish abnormality notification mechanism, in order to ensure stable compliance with water quality standards. 2. Establish a loop pipeline to perform re-treatment of water nonconforming with the standards, in order to improve wastewater treatment efficiency. 3. Reduce tap water consumption, promote reclaimed water for reuse, and apply reclaimed water to process cooling, toilet flushing, and landscape irrigation, in order to enhance water resource efficiency. |

5.05.2 Total Water Withdrawal and Total Water Consumption

Yieh Phui Enterprise 2022~2024 Water Resource Statistics

| Item | Coated | | | Luzhu | | | Yanchao | | | Whole Company | | |
|--|--------|--------|--------|-------|-------|------|---------|------|------|---------------|--------|--------|
| | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 |
| Total tap water withdrawal | 321.55 | 321.10 | 360.68 | 11.68 | 13.58 | 9.12 | 1.41 | 1.40 | 1.55 | 334.64 | 336.08 | 371.35 |
| Total water consumption | 227.28 | 251.09 | 268.44 | 11.68 | 13.58 | 9.12 | 1.41 | 1.40 | 1.55 | 240.37 | 266.07 | 279.10 |
| Water consumption density (thousand cubic meters/NTD million) | | | | | | | | | | 0.01 | 0.01 | 0.01 |
| Water consumption intensity (thousand cubic meters/tons) | | | | | | | | | | 0.00 | 0.00 | 0.00 |

Note: 2024 annual operating revenue of whole company: NTD 25,525 million; annual production volume of whole company: 827,949 tons.

5.05.3 Effluent Discharge

The Company is committed to water pollution prevention and control, in order to ensure that river water bodies are not affected by water pollution and the ecological environment is protected. We have established two wastewater treatment plants operating and monitored continuously round-the-clock, in order to ensure stable effluent reaching regulatory standards.

5.05.4 Effluent Recovery and Reuse

The Company is deeply aware of the impact of climate change, and the increasing frequency of global water shortages and droughts has become a major issue. Accordingly, we have actively adjusted our water resource management strategy and promoted water saving and recycling measures to effectively reduce the impact of water resource shortages. In recent years, we have been implementing the ISO 14001 environmental management system and continuously promoting project improvements, such as: "Production Line Odor Control Equipment Recycled Water Project", etc., in order to enhance water resource utilization efficiency and to fulfill our corporate environmental responsibility.

Unit: thousand cubic meters/year

| Item | Kaohsiung Plant 1 | | | Pingtung Plant | | |
|---------------------------|-------------------|-------|-------|----------------|-------|-------|
| | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 |
| Effluent discharge volume | 65.33 | 46.10 | 65.61 | 28.95 | 23.91 | 26.64 |
| Reclaimed water volume | 33.92 | 26.91 | 7.66 | 0.94 | 3.97 | 11.16 |
| Percentage of reuse (%) | 34.18 | 36.86 | 10.46 | 3.15 | 14.25 | 29.53 |

Note: Reclaimed water reuse ratio = (Reclaimed water volume) / (Wastewater discharge volume + Reclaimed water volume) x 100%.

The total annual effluent discharge volume of the Kaohsiung Plant 1 in 2024 was 65.61 thousand cubic meters, which was discharged into the Dianbao River area. The quality of effluent is superior than the regulatory standard. The average COD is 10.9 mg/L (regulatory standard: 100 mg/L), and the average SS is 4.4 mg/L (regulatory standard: 30 mg/L). Heavy metal content in the effluent is extremely low, making no impact on the aquatic ecosystem. In terms of water resource management, the wastewater treatment facility at the Pingtung Plant is able to recycle and reuse the treated water, achieving a final reclamation and reuse rate of 29.53%. The remaining wastewater (sewage) is delivered to the Pingtung Industrial Park wastewater treatment plant for treatment.

5.06 Waste Management

5.06.1 Waste Management or Reduction Goal



| | |
|------------------------|--|
| Short-term goals | Implement proper classification of industrial waste, perform storage area patrol inspections, maintain standards and implement education, in order to ensure proper storage, clearance, and disposal of industrial wastes. |
| Mid-term goals | Improve production equipment efficiency, reduce waste output, enhance environmental performance, identify waste solvent recycling equipment vendors, and assess reduction efficiency, in order to lower disposal costs. |
| Long-term goals | Promote circular economy measures and various business waste reduction plans to reduce the impact on natural resources. |
| Actual Actions in 2024 | <ol style="list-style-type: none"> Maintain the effective operation of the environmental management system, and implement environmental management goals, subject matters and management plans. Implement pollution prevention and industrial waste reduction process controls, and cooperate with regular environmental monitoring and measurement to ensure full compliance with regulations, and also cooperate with relevant international green environmental requirements to become an outstanding enterprise in environmental protection. Strive to save energy, recycle and reuse resources for sustainable use; improve manufacturing processes and equipment, such as installation of waste oil sludge magnetic separators to significantly reduce waste oil sludge output by 50%, additional installation of sludge drying equipment to significantly reduce sludge production. Establish a visualized monitoring board for wastes to monitor the waste storage status. Enhance environmental protection education and training, in order to raise environmental awareness of all employees. |

5.06.2 Waste Generation Status

1. Total waste

The industrial wastes of each plant of the Company are managed in accordance with environmental protection regulations and the ISO 14001 environmental management system. The largest waste generated by the Company - scrap iron is recycled and transported to relevant enterprise - Yieh United Steel as steelmaking material. In addition, Kaohsiung Plant 1 is equipped with two waste acid recycling units to treat large volumes of waste acid from the acid pickling process, in order to produce regenerated acid for use in production, and no waste acid is discharged. Furthermore, a sludge drying unit is installed to reduce sludge water content, lowering output volume and disposal costs. The chromic sludge outputted is reused by Yieh United Steel to produce steel ingots, thereby reducing disposal costs and increasing the hazardous waste recycling rate.

Total Volume and Density of Industrial Wastes of Yieh Phui Enterprise

Unit: tons/year

| Year | 2022 | 2023 | 2024 |
|-----------------------------------|-----------|-----------|-----------|
| Total amount of industrial wastes | 28,382.87 | 39,653.14 | 44,352.85 |
| Density (tons/NTD million) | 0.85 | 1.61 | 1.74 |
| Intensity (tons/tons (unit)) | 0.03 | 0.05 | 0.05 |

Note: 1. Total industrial waste: General industrial waste + Hazardous industrial waste.

2. In 2024, historical data was revised to reflect the redefinition of scrap iron as general industrial waste and waste acid is classified as non-waste output.

2. Export and import volume of industrial waste, treatment volume and recycling rate

For the Company's industrial wastes, professional environmental protection clearance and disposal contractors qualifying the requirements of the Ministry of Environment are commissioned to handle the disposal and treatment of wastes according to the Waste Disposal Act, and the Company also conducts periodic waste disposal plant visits irregularly, in order to ensure proper handling of the Company's wastes.

Yieh Phui Enterprise 2024 Industrial Waste Disposal Volume

Unit: tons/year

| Action adopted | Recycling (Reuse) | Incineration | Landfill | Others | Total (ratio %) |
|----------------------------|-------------------|--------------|----------|---------|---------------------|
| General industrial waste | 42,059.57 | 78.37 | 9.40 | 2023.94 | 44,171.28 (99.59 %) |
| Hazardous industrial waste | 36.33 | 145.24 | 0.00 | 0.00 | 181.57 (0.41 %) |

Note: 1. Only the Kaohsiung Plant 1 and Pingtung Plant produce hazardous industrial waste.

2. In 2024, historical data was revised to reflect the redefinition of scrap iron as general industrial waste and waste acid is classified as non-waste output.

The recycling rate of general industrial waste was 95.22%, the recycling rate of hazardous industrial waste was 20.01%, and no industrial waste was exported from or imported to other countries.

Yieh Phui Enterprise General Industrial Waste Recycling Rate

| Year | 2022 | 2023 | 2024 |
|----------------|-------|-------|-------|
| Recycling rate | 93.04 | 95.94 | 95.22 |

Note: 1. Waste recycling rate = (Scrap iron + Waste woods + Waste activated carbon + Mixed construction waste output) / (General industrial waste output) × 100%

2. In 2024, historical data was revised to reflect the redefinition of scrap iron as general industrial waste and waste acid is classified as non-waste output.

Yieh Phui Enterprise Hazardous Industrial Waste Recycling Rate

| Year | 2022 | 2023 | 2024 |
|----------------|------|------|-------|
| Recycling rate | 0 | 0 | 20.01 |

Note: Waste recycling rate = (Chromium sludge output volume) / (Hazardous industrial waste output volume) × 100%



3. Waste reduction, recycling and reuse

(1) Sludge drying equipment

The Quanqiaou Plant has installed an inorganic sludge drying facility officially put into operation in 2024. Compared to previous methods relying solely on the dewatering machine to remove sludge water, the use of the sludge drying machine is able to significantly reduce sludge water content. In 2024, inorganic sludge volume was reduced by 32%, effectively decreasing the storage space in the plant and lowering the disposal costs. We will continue to improve the internal structure of the sludge drying machine to increase the drying area, such that the water content can be further reduced.

Yieh Phui Enterprise Inorganic Sludge Disposal Volume

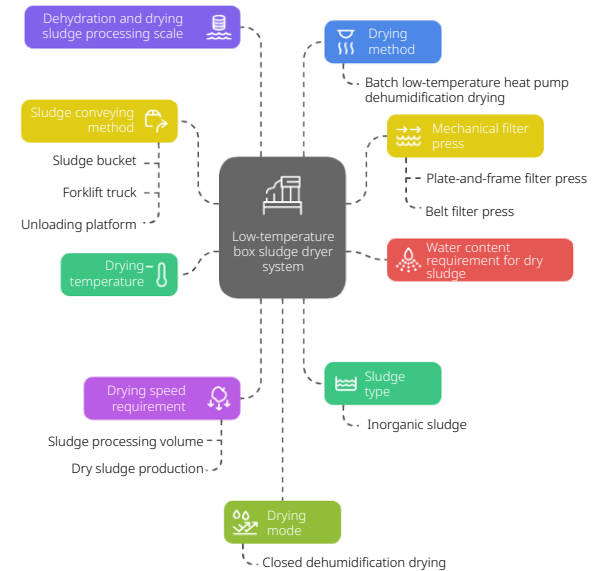
Unit: tons/year

| Year | 2022 | 2023 | 2024 |
|----------------------------------|-------|--------|-------------------------|
| Inorganic sludge disposal volume | 390.2 | 390.64 | 265.76 (reduced by 32%) |

Note: Reduction % = ((2023 disposal volume - 2024 disposal volume) / (2023 disposal volume) × 100%



Sludge drying equipment



Made with Napkin

(2) Waste acid recovery

The Qiaotou Plant is equipped with two waste acid recovery units that operate in rotation to collect large volumes of waste acid liquid generated from the acid rinsing process. The waste acid liquid is treated through concentrated calcination to produce reusable regenerated acid, in order to reduce the consumption of raw materials and outsourced treatment costs while preventing environmental impact on the water and soil resources due to improperly handled process waste acid. In addition, high-quality iron oxide powder can also be produced as a byproduct at the same time.

Yieh Phui Enterprise Waste Acid Recovery Rate

| Year | 2022 | 2023 | 2024 |
|----------------------------------|------|------|------|
| Qiaotou waste acid recovery rate | 80 | 90 | 93 |

Note: Waste acid recovery rate = (Waste acid output) / (Volume of regenerated acid + Volume of externally purchased hydrochloric acid) × 100%

(3) Scrap iron recycling and reuse

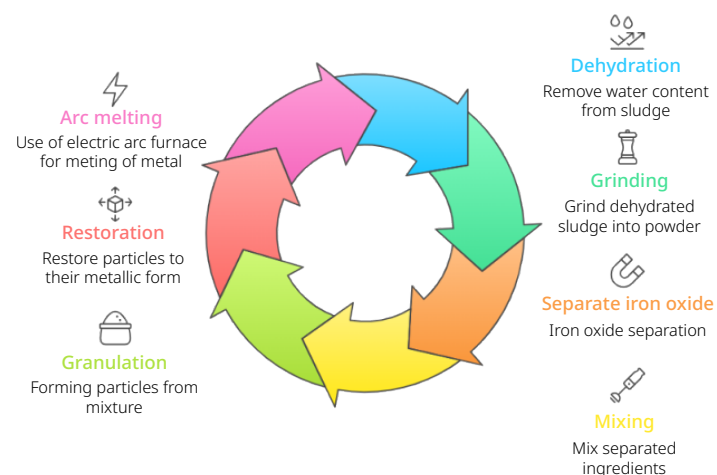
The Company sells the scrap iron generated to the Group's affiliated enterprise Yieh United Steel, for recycling and reuse of the scrap iron as raw material for the production of carbon and stainless steel, thereby achieving the effect of waste recycling and reuse. In 2024, the Company recycled a total of 41,788.89 tons of scrap iron, contributing efforts to environmental sustainability.

(4) Reuse of chromium sludge

The Company's output of chromium sludge is used by Yieh United Steel for the sintering and refining of steel ingots. As approved by the Ministry of Economic Affairs for reuse of chromium sludge, the Company provided 36.33 tons of chromium sludge to Yieh United Steel in 2024, in order to reduce disposal costs and increase the recycling rate of hazardous industrial waste, while also creating a sustainable resource cycle and reducing GHG emissions at the same time.

Reuse process and quality balance

Chromium sludge storage area > Dryer rotary kiln > Grinder > Dupe rotary belt > Iron oxide > Conveyor belt and mixer > Conveyor belt > Particle maker > Slagging furnace > Electric arc furnace > Operation process



6 Social Aspect

6.01 Talent Development

6.02 Occupational Safety and Health

6.03 Community Participation



Key Achievement

- In 2024, a total of 108 employees participated in human rights education and training courses, and the total training hours reached 369.5 hours.
- For the labor-management meetings held in 2024, the total number of employees covered by the topics proposed was 100%, and the response rate was 100%.
- No identified incidents involving the rights of indigenous peoples occurred in 2024.
- Promotion of smart security management projects: Virtual Reality (VR) education and training module, forklift entrance pre-warning system, and smart pioneer dashboard.
- Number of employees suffering from occupational accidents: disabled injury cases (in-plant) was 0 people, disabled injury cases (off-site traffic) was 10 people, percentage of severe occupational injuries was 0%, percentage of recordable occupational injuries was 0.36%.
- Actively assist residents at the neighborhood area of the plant to seek the constructions of government public facilities and to collaborate with Kaohsiung City councilors in the improvement of local facilities.

6. Social Aspect

6.01 Talent Development

6.01.1 Human Rights Policy and Commitment

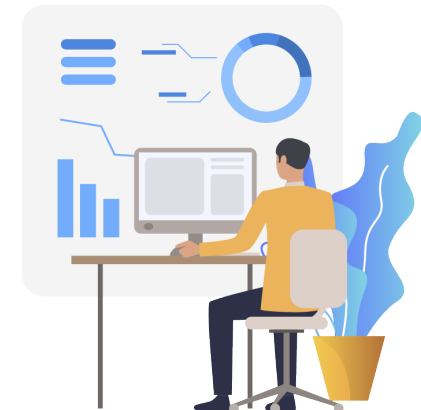
1. Human Rights Commitment

The Company has implemented human rights management systematically and responded to principles disclosed in international human rights conventions such as the "Universal Declaration of Human Rights", "United Nations Guiding Principles on Business and Human Rights", "United Nations Global Compact", and "United Nations International Labor Organization", etc. The Company recognizes everyone's right to choose/accept work, and has formulated the "Regulations for Job Employment and Promotion" to disclose transparent and fair employee employment standards, and to treat employees, contract personnel and interns with dignity and respect. The Company provides technical guidance and training related to employees' job duties, and offers legal, fair, and quality working conditions to employees, in order to ensure stable living for employees and their families. The Company regularly convenes labor-management meetings to jointly establish a harmonious labor-management environment with employees.

The Company is also committed to providing employees with a dignified and safe working environment, and fairness in remuneration and promotion opportunities is also enforced, in order to ensure that employees are not subject to any discrimination, harassment or unfair treatment due to race, gender, religion, age, political orientation, and other circumstances according to applicable laws and regulations. In addition, the Company prohibits any child labor under the age of 16.

2. Education and Training (HR)

To enhance all employees' awareness on human rights protection, the Company organizes annual education and training sessions related to human rights protection, in order to reduce the frequency of human rights incidents. In 2024, a total of 108 people participated in the course, and the total training hours reached 369.5 hours. In addition, Yieh Phui Enterprise Co., Ltd. has also incorporated human rights policies as part of the documents requiring the signatures of new employees, in order to ensure policy implementation.



3. Communication Platform, Mitigation and Compensation Measures

| Human Rights Policy | Sustainable Development Policy | Regulations for Sexual Harassment Prevention and Control Measures | Plan for Preventing Illegal Infringement During Execution of Job Duties |
|--|---|---|--|
| Highest decision-making body for policies | Sustainable Development Committee | Sexual Harassment Prevention Committee | President |
| Review frequency | Annually | Review government regulations monthly to ensure the consistency of the Company's practices with the regulations | Review government regulations monthly to ensure the consistency of the Company's practices with the regulations |
| Applicable subject | Investors, government agencies, product users, employees and families, suppliers/contractors, and community residents and groups | All employees, customers, suppliers, contractors | All employees, customers, suppliers, contractors |
| Investigation or communication mechanism | Stakeholder section on the Company's website | Establishment of Sexual Harassment Prevention Committee and sexual harassment complaint channels, and convey/emphasize the statement prohibiting sexual harassment at workplace to all employees. | The Company has set up the "Section for Illegal Infringement During Job Performance" and the "Workplace Illegal Infringement Reporting System" on the internal EIP website, in order to provide complaint filing channels to employees and to protect employees from physical, psychological, and verbal violence. |
| Policy commitments link | https://www.yiehphui.com.tw/content.php?id=AR201303120007 | Announced on the Company's intranet EIP | Announced on the Company's intranet EIP |

6.01.2 Manpower Composition

6.01.2.1 Employees Structure

1. Employee Composition

As of the end of December 2024, the Company has a total of 1,512¹ employees, with men and women accounting for 89.0% and 11.0% of the workforce respectively, and the number of female managers accounts for 3.5% of all management staff. There has been no significant change in the Company's manpower composition in the last two years.

Employee Structure at the End of 2024

Unit: persons

| 2024 | Full-time employees (%) | Temporary employees ² (%) | All employees (%) |
|--|-------------------------|--------------------------------------|-----------------------|
| Male | 1,284 (84.9%) | 61 (4.0%) | 1,345 (89.0%) |
| Female | 164 (10.8%) | 3 (0.2%) | 167 (11.0%) |
| Others (Self-determined by employees) | 0 (0%) | 0 (0%) | 0 (0%) |
| Total number of people | 1,448 (95.8%) | 64 (4.2%) | 1,512 (100.0%) |

Note 1: The total number of employees does not include 7 types of staff of remuneration personnel, independent directors, directors and coaches.

Note 2: Temporary employees include retired and re-employed personnel, foreign employees, interns and part-time workers.

Note 3: The Company does not employ any non-guaranteed hours employees.



The Company adheres to the philosophy of localized and in-depth operations, and actively creates job opportunities for local workers at the neighborhood communities of the Company's plant sites. In 2024, the Company employed a total of 886 local talents from various business units at the neighborhood communities of each business unit's plant sites, demonstrating the Company's commitment to corporate community care and dedication to growth with the local communities jointly

Number of Workers in Each Region

| Business type | Plant site | Residence | Full-time employees | Temporary employees | All employees |
|----------------------|----------------------------|--|---------------------|---------------------|---------------|
| Coated Business | Pingtung Plant | Pingtung Area | 119 | 12 | 131 |
| | Qiaotou Plant | Qiaotou District, Zihguan District, Luzhu District, Yanchao District, Gangshan District, Nanzih District, and Zuoying District | 649 | 0 | 649 |
| Engineering Business | Luzhu Plant, Yanchao Plant | Qiaotou District, Zihguan District, Luzhu District, Yanchao District, Gangshan District, Nanzih District, and Zuoying District | 64 | 42 | 106 |

Information on New and Resigned Employees

| 2024 | New employees (persons) | As a percentage of all employees (%) | Resigned employees (persons) | As a percentage of all employees (%) |
|------------------------------------|-------------------------|--------------------------------------|------------------------------|--------------------------------------|
| Male | 149 | 9.9% | 53 | 3.5% |
| Female | 32 | 2.1% | 11 | 0.7% |
| Age distribution | | | | |
| 30 years old (inclusive) and below | 94 | 6.2% | 24 | 1.6% |
| 31-49 years old | 81 | 5.4% | 36 | 2.4% |
| 50 years old (inclusive) and above | 6 | 0.4% | 4 | 0.3% |

6.01.2.2 Non-employee Structure

The Company's non-employee workers primarily refer to non-regular contractors undertaking projects, such as contractors for equipment overhauls, maintenance, and equipment replacement, and a smaller portion of the contractors are under long-term contracts for steel structure fabrication, product packaging, and cleaning services. In 2024, approximately 1,494 workers were non-regular contractors, and approximately 101 workers were under long-term contracts. The workers who are not employees are mainly planned and executed according to the work requirements of different projects. There was no significant change in the number of non-employee workers in 2023 and 2024.

Note: The number of long-term contractors is calculated based on the number of workers of long-term contracts; the number of non-regular engineering contractors, excluding long-term contractors, is calculated based on the number of workers entering the factory to perform works.

6.01.3 Employee Diversity, Inclusion and Equality

The Company respects the needs of minority groups and diverse requirements. As of December 31, 2024, there were 24 disabled employees, accounting for 1.6% of the total workforce. In addition, 6 Indigenous employees applied for "cultural leave", demonstrating the Company's encouragement for employees to embrace cultural diversity. In terms of recruitment of sales personnel, the Company values diversity and embraces the aging trend. In addition, the Company also encourages retired colleagues to return to work. We offer an additional career option for those reaching retirement age, and we have also rehired two individuals in 2024.

To achieve the vision of gender equality, the Company's female employee ratio in 2024 was 11.0%, an increase of 0.5% from the previous year. The ratio of female managers over all management positions was 3.5%, a decrease of 0.5% from the previous year.

The turnover status of the Company's employees in 2024 continued the stable trend of the past three years. The new employee hiring rate is 12.0%. Due to the nature of the industry, there is a greater difference in the ratio of new male employees to new female employees. In 2024, the turnover rate of employees who voluntarily resigned (excluding retirement, leave without pay, or other reasons) from Yieh Phui was 4.2%, an increase of 0.03% from 2023.

Note: The hiring rate and turnover rate are calculated with the number of new hires and resignations in 2024 used as the numerator, and the number of employees as of December 31, 2024, is used as the denominator.



Employee Diversity

| 2024 | Employees (number of people) | As a percentage of all employees (%) |
|---------------------------------------|------------------------------|--------------------------------------|
| Male | 1,345 | 89.0% |
| Female | 167 | 11.0% |
| Others (self-determined by employees) | 0 | 0% |
| | | |
| 30 years old (inclusive) and below | 216 | 14.3% |
| 31-49 years old | 703 | 46.5% |
| 50 years old (inclusive) and above | 593 | 39.2% |
| | | |
| Indigenous peoples | 14 | 0.9% |
| Disabled | 24 | 1.6% |

In addition, the Company continues to improve services for foreign employees in all aspects of their lives:

(1) **Accommodation:** The Company fully subsidizes the house rent and utilities for foreign employees, and handles additional equipment and residence repairs.

(2) **Job:** Through the use of the Ministry of Labor's resource occupational safety and health digital learning platform at <https://isafee.osha.gov.tw/mooc/index.php>, we assist the training of employees to gain a better understanding on the work safety. We have provided various operation hazardous notifications and publications in Chinese, English, and Thai, and organized 3-hour education and training for operators according to the laws, along with the preparation of 18 copies of teaching materials and promotional documents. In addition, the Company will continue to prepare various operation-related promotional materials for different nationalities.

(3) **Routine works:** For daily labor regulations and living information regarding foreign workers' labor rights, publications or videos are released irregularly on the website of <https://fw.wda.gov.tw/wda-employer/home/file>, and also uploaded to LINE groups for employees of different nationalities. Foreign workers are invited to join LINE@Migrant_Workers to obtain more information.

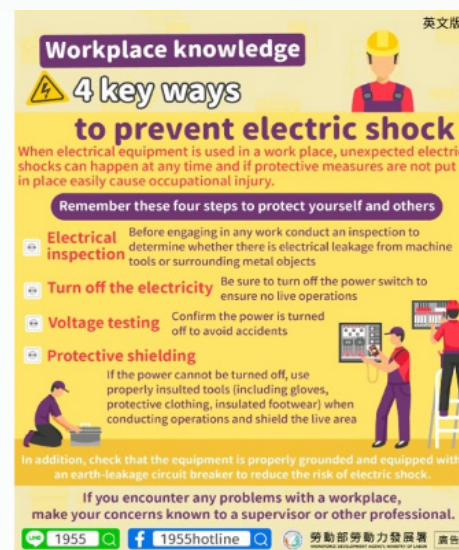
(4) **Festivals:** To celebrate major holidays of our foreign colleagues from different nationalities, we organize events according to Taiwanese festivals, including Lunar Chinese New Year, Dragon Boat Festival, Mid-Autumn Festival, Christmas, and Songkran (Water Festival). These events include banquets and the provision of extra meal allowances.

6.01.4 Employee Rights and Benefits

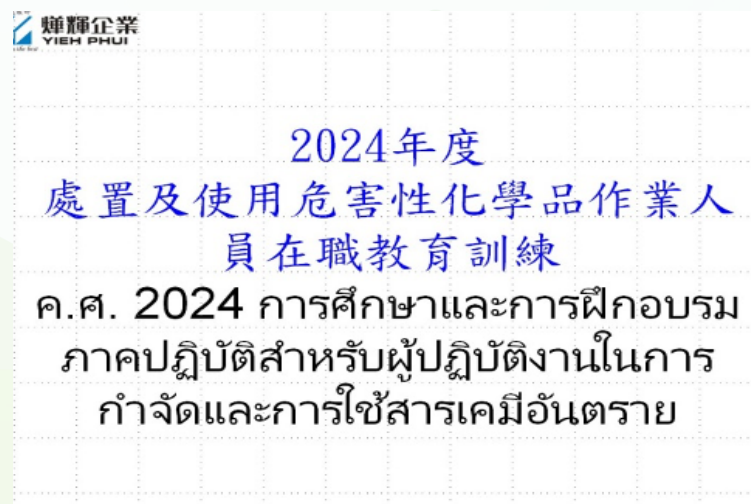
(1) Group insurance

In addition to continuously improvement of workplace safety, we provide comprehensive and adequate protection to ensure that our employees are able to work with security.

| Coverage | Sum insured |
|---|--|
| Fixed-term life insurance | NT\$3.5 million |
| Accident insurance (including disability benefits) | NT\$4.7 million |
| Accidents (outpatient or hospitalization) | Payment based on actual cost with receipt copy for amount less than NT\$10,000 |
| Hospitalization daily insurance allowance | NT\$2,600/day |
| Major disease insurance | NT\$500,000 |
| Hospitalization insurance benefit for cancer | NT\$3,000/day |
| Cancer surgery fee | NT\$80,000/time |
| Hospitalization convalescence allowance for cancer | NT\$1,700/day |
| Daily outpatient benefit/radiation treatment benefit for cancer | NT\$2,000/time |
| Insurance benefit for first diagnosis of cancer | NT\$80,000/time |
| Cancer life insurance death benefit | NT\$800,000 |



Various operation promotion documents are produced based on nationality.



(2) Parental leave

The Company provides the parental leave without pay system in accordance with the Labor Standards Act, in order to encourage employees to raise their children securely during the family member growth stage. Please refer to the table below for details on the application, reinstatement, and retention of parental leave without pay.

| 2024 | Male | Female | Total |
|---|------|--------|-------|
| Number of employees eligible for applying parental leave without pay in the current year | 61 | 10 | 71 |
| Number of employees applying for leave without pay in the current year | 2 | 3 | 5 |
| Number of employees required to be reinstated after parental leave without pay (A) | 2 | 2 | 4 |
| Number of employees required to be reinstated after parental leave without pay and actually reinstated (B) | 1 | 2 | 3 |
| Reinstatement rate (B/A) | 50% | 100% | 75% |
| Number of employees required to be reinstated after parental leave without pay in the previous year (C) | 1 | 1 | 2 |
| Number of employees who have worked for more than 12 months after reinstatement from parental leave without pay (D) | 1 | 1 | 2 |
| Retention rate (D/C) | 100% | 100% | 100% |

(3) Employee shareholding

In order to motivate employees, retain talents and promote team cohesion, the Company has established an "Employee Shareholding Association" consisting of employees as members of the association. Employees may join the association voluntarily and contribute a fixed amount from their monthly salary individually. The Company also allocates incentives to participating members. These incentives are delivered to a trust account via the committee and then invested in the Company's shares on a regular basis, which are also managed and utilized according to the agreed purpose of use.

(4) Professional legal consultation services provided to employees (number of people)

In June 2023, we consulted with professional lawyers and provided legal consultation services to 46 people in 2024.

6.01.5 Remuneration policies

| Non-managers | 2023 | 2024 | Difference |
|-------------------------------|--------------|--------------|------------|
| Number of full-time employees | 1321 persons | 1381 persons | 60 persons |
| Average salary | NTD 866,000 | NTD 873,250 | NTD 7,250 |
| Median salary | NTD 844,000 | NTD 852,393 | NTD 8,393 |

This table is reported in accordance with relevant regulations of the "Operation Instructions for Declaration of Full-Time Employee Salary Information of Non-Supervisor Positions" announced by the Taiwan Stock Exchange Corporation (TWSE).

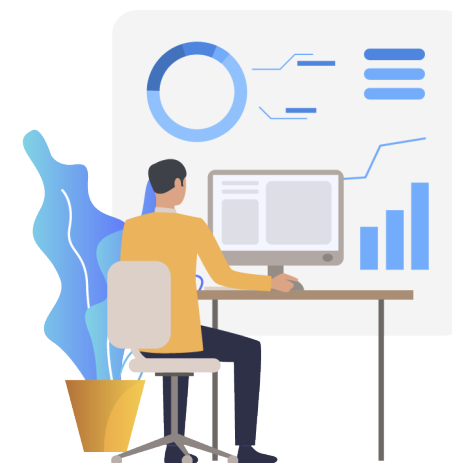
| Gender | Male | Female |
|--------------------|-------------|-------------|
| Number of employee | 1181 people | 141 people |
| Average salary | NTD 898,014 | NTD 760,543 |
| Median salary | NTD 877,791 | NTD 724,901 |

Calculated based on the number of employees in service for the whole year of 2024.

In 2024, the Company has a total of 65 managers, including one female manager, accounting for 1.54% of the total number of managers.

Statistics of Average Annual Salary Difference of Male and Female Employees of Each Job Rank According to Gender

| 2024 | Annual remuneration (female : male) | Basic salary (female : male) |
|--------------|-------------------------------------|------------------------------|
| Managers | 0.91 : 1 | 1.03 : 1 |
| Non-managers | 0.87 : 1 | 0.98 : 1 |



6.01.6 Talent Cultivation and Development

1. Performance evaluation

Performance evaluation is not only an important basis for management to adjust employees' salaries, but also a key tool for the Company to establish an outstanding career development environment and to support employees in achieving their personal goals. The Company provides promotion opportunities to employees with outstanding performance, encouraging them to not only demonstrate their abilities but also to take on the responsibility of leading the team to improve performance, thereby exerting greater influence to others.

According to the Company's internal "Regulations for Evaluation," the Company conducts the performance evaluation once annually. During each evaluation, the Company engages in in-depth discussions with employees on the goal implementation status, and also review and improves employee behaviors with specific action examples, in order to ensure alignment with the Company's expectation and vision. The coverage rate of the 2024 performance evaluation reached 100%.

2. Education and training

(1) Training system and annual training plan





Yieh Phui expects that talents joining the Company are able to learn, grow, and exploit their expertise in the organization while contributing to the improvement and development of the Company's soft power at the same time. Accordingly, the Company actively develops a functional education and training system.

According to the implementation of the Company's 2024 education and training plan, we aim to strengthen leadership, to improve professional capabilities and to focus on self-learning.

Education and training system

| Training type | Description |
|--|---|
| New employee training/ orientation | Successful job assumption and cultural inclusion. |
| Management competence training | Skills based on level and performance gaps. |
| Professional competence training | Professional education to achieve the company's goals. |
| Environmental safety and health training | Periodic training for compliance with safety regulations. |
| General education and talent training | Core value and career planning education. |
| Net zero sustainability training | Carbon reduction and continuity related education. |



| Management competence | Professional competence | Core competence | General functions / online courses |
|--|---|--|--|
|  |  |  |  |
| <p>1. The average training hours for supervisors reached 49.9 hours, higher than the average training hours of 28.19 hours for non-supervisors.</p> <p>2. Focus on problem-solving and logical thinking capabilities, and strengthen leadership and statistical analysis capabilities in 2025.</p> | <p>1. Maintenance machine certification rate of 82% and instrument certification rate of 39%.</p> <p>2. Project management seed trainees will be assigned for training to obtain PMP project management certificates.</p> | <p>1. Continue to organize ESG courses and place training materials on EIP for general education curriculum.</p> | <p>1. Average autonomous training hours is 1.65 hours; continue to activate the use of the learning platform.</p> <p>2. Excel is extended to VBA, in order to assist the production line to perform data analysis.</p> |

The Company provides trainings necessary for career growth to employees. In 2024, the average training hours for supervisor level was 51.4 hours per person, and the average training hours for non-supervisors was 30.3 hours per person. The Company expects supervisors to establish a work environment encouraging learning and improvement, and also encourage their teams to participate in training and education, in order to enhance the overall learning atmosphere and improvement jointly.

Unit: hours

| 2024 | Managers | Non-managers | Total |
|--------|----------|--------------|---------|
| Male | 8043.9 | 29599.3 | 37643.2 |
| Female | 492.8 | 4156 | 4648.8 |
| Total | 8536.7 | 33755.3 | 42292 |

(2) Training and innovation investment

In 2024, the Company's training expenses exceeded NTD 4.3 million (including internal and external education and training expenses only). To improve the quality and effectiveness of training, Yieh Phui Enterprise not only develops its own online video-based teaching platform and courses, but also introduces external online learning resources - Leader Campus, Readmoo reading e-books, and the Acer Walking Library electronic magazine, in order to encourage employees to utilize online resources for self-learning.



(3) Recognition for talent cultivation

The Company has been recognized by the Ministry of Labor for its efforts in enhancing its education and training system. In 2018, we received the gold medal certification in the Talent Quality Management System (TTQS) for the first time, and subsequently in 2021, we were also presented with the "National Talent Development Award - Outstanding Project Award", the foremost honor in Taiwan's human resources field, and we were also the first enterprise in the domestic steel industry to receive such prestigious award. Furthermore, we were also commended by the Ministry of Labor's Silver Hair Talent Resource Center for the senior-friendly workplace.

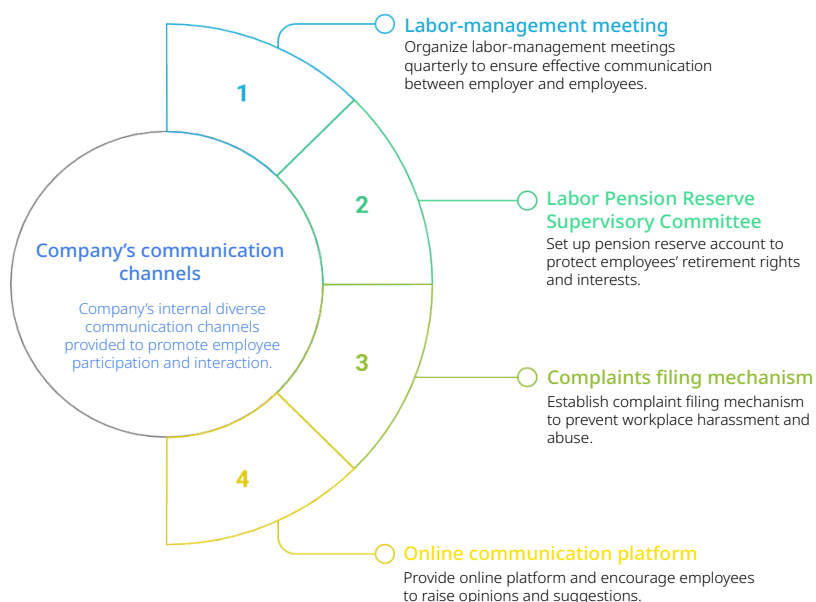


| Year | Award-winning items |
|------|---|
| 2018 | Gold medal certification of the TTQS Talent Development Quality Management System |
| 2020 | Gold medal extension of the TTQS Talent Development Quality Management System |
| 2021 | National Talent Development Award - Outstanding Project Award |
| 2021 | Ministry of Labor Silver Talent Resource Center - Silver-Friendly Workplace |
| 2022 | Gold medal certification of the TTQS Talent Development Quality Management System |
| 2024 | Gold Medal Certification of the TTQS Talent Development Quality Management System (evaluation exempted) |

6.01.7 Diverse Communication Channels for Employees

The Company values harmonious labor-management relations significantly and provides diverse channels for employees to express their opinions, and we also respect the rights of employee organizations and clubs. Currently, employee union is not yet established.

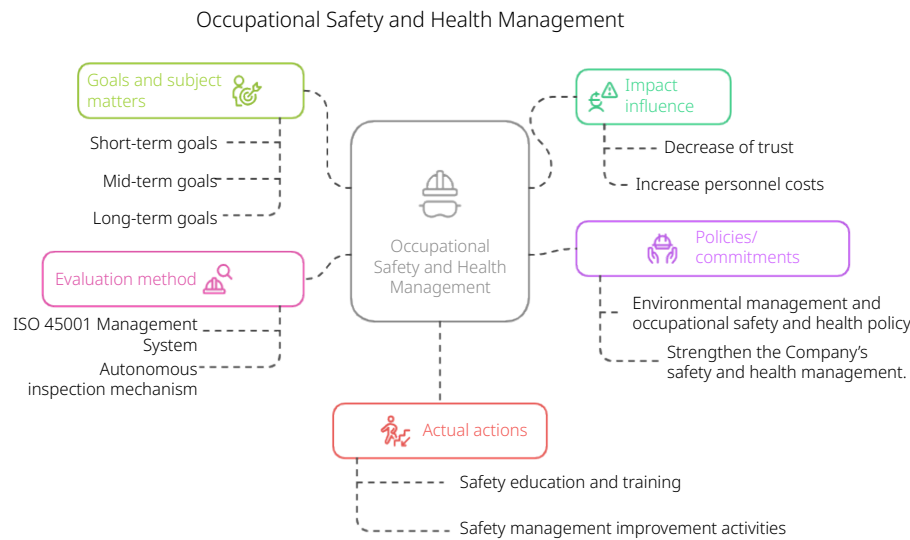
Since 2020, the Company has fully implemented an electronic voting system for all employee representative elections, including labor-management meetings, employee welfare committee meetings, and labor retirement reserve fund supervisory committee meetings, in order to significantly increase employee participation and to facilitate the sound development of labor relations.



| | |
|---|---|
| <p>Labor-management meeting</p> | <ol style="list-style-type: none"> 1. Convene labor-management meetings at least once quarterly. 2. The ratio of employee participation in the labor-management agreement organization includes 7 employee representatives and 7 employer representatives. 3. In 2024, the labor-management meeting report included 12 items, 1 discussion item, and 4 suggestions, with all topics covering 100% of employees and reaching the response rate of 100%. |
| <p>Labor Pension Reserve Supervisory Committee</p> | <ol style="list-style-type: none"> 1. At least one meeting is held quarterly, with 6 labor representatives and 3 management representatives. In 2024, the Labor Retirement Reserve Fund Supervisory Committee held 4 meetings and completed its re-election in September 2024. 2. The monthly pension contribution rate for 2024 remained at 10%. |
| <p>Complaint Filing Mechanism</p> | <ol style="list-style-type: none"> 1. Stipulate the "Plan for Preventing Illegal Infringement During Execution of Job Duties" and "Regulations for Prevention and Handling of Sexual Harassment", and establish the "Sexual Harassment Prevention Committee". 2. In 2024, the Company amended the "Guidelines for Prevention and Handling of Sexual Harassment" in accordance with the revised "Act of Gender Equality in Employment". |
| <p>Online communication platform</p> | <p>The "Employees Speak Out" section on the internal website of "Cohesion Network" is a platform for communication and feedback between employees and the Company.</p> |

6.02 Occupational Safety and Health

6.02.1 Occupational Safety and Health Management



| | |
|---------------------|--|
| Short-term goals | Conduct hazard risk assessment (including health) identification, continue to strengthen the safety of machinery and equipment use, implement employee safety and health education and training, arrange annual health examination, establish and analyze health examination data, plan health management and promotion activities, and optimize the contractor system platform to facilitate the establishment of qualified personnel list. |
| Mid-term goals | <ol style="list-style-type: none"> 1. Eliminate unsafe spots and lower the risk level. 2. Promote health management and promotional activities using the PDCA method, review the results as the basis for future activity design, and improve health indicators. 3. Introduce multiple smart modules to enhance personnel safety awareness on operational safety. |
| Long-term goals | Establish a safety culture system, and commit to 100% employee health with zero occupational injuries. |
| 2024 Actual actions | <ol style="list-style-type: none"> 1. Complied with the requirements of the management system, promoted safety and health improvement measures, and qualified external verification. 2. Introduced the virtual reality (VR) education and training module for operational safety. 3. Enhanced various safety management activities. 4. Promoted smart manufacturing improvement system. |

The Company has established and implemented an occupational health and safety management system in accordance with the Occupational Safety and Health Act, in order to provide a safe and healthy working environment, to comply with occupational safety and health laws and regulations as well as relevant requirements, to eliminate hazards and reduce occupational safety and health risks, and to promote employee occupational safety and health consultation and participation. Occupational health and safety personnel at each operating location comply with the ISO 45001 Occupational Health and Safety Management System, and the workers covered by the system include employees, long-term contractors and non-employee workers (please refer to 6.01.2 Manpower Composition for relevant information).

Before the annual external audit, each production site conducts an internal audit to review the effectiveness of the environmental safety and health implementation outcome. Through the management cycle, various work plans are implemented to achieve continuous improvement and to reduce occupational accidents. On November 24, 2020, ISO 45001 certification (valid until November 23, 2026) was obtained. The scope of the certification includes Kaohsiung Plant 1, Pingtung Plant, Cold-rolled Steel Plant, Machinery Plant, Luzhu Plant and Yanchoa Plant.



1. Hazard identification, risk assessment, and incident investigation

The Company has established the hazardous risk identification procedure in accordance with the ISO 45001 management system, and 71 units conduct routine risk assessments annually. Through the PDCA cycle, the on-site operating environment is continuously improved. The "Occupational Safety and Health Committee" convenes meetings quarterly to review the safety and health management performance of each unit, following which control measures are planned according to the hazard risk identification procedure, and goals are also set along with the establishment of safety and health management plans, in order to reduce hazardous risks. We also continue to track assessments to improve safety and health management performance, thereby achieving the goal of sustainable management.

During the training for new employees, the Company emphasizes the employees' safety and health obligations and the importance of self-protection. The Company complies with relevant laws and regulations on occupational health and safety, and informs all employees that in case of discovery of any immediate danger during the working period, they shall report such issue immediately and may also retreat to a safe location individually. In 2024, the Company had no record of disciplinary actions imposed on employees due to report of safety concerns or retreat on your own to a safe place for safety concerns.

2. Worker participation, consultation and communication on occupational health and safety

The Company has established an Occupational Safety and Health Management Committee in accordance with the Occupational Safety and Health Management Regulations. The committee consists of 23 members, including occupational safety and health personnel, relevant department heads and labor representatives, among which the number of labor representatives is 8 people.

The Company convenes 4 meetings of the Occupational Safety and Health Committee annually. In addition to reviewing matters such as occupational health and safety education and training, health management and occupational disease prevention, the committee also proposes improvement measures and discusses occupational health and safety issues raised by all business units and workers, including the establishment of goals and purposes, and resolution of issues related to the strategy, operation, and specific technical groups. The results of the meetings are also reported to the entire company.

3. Promote smart security management projects

· Virtual reality (VR) education and training module

Enhance operational safety awareness of steel coil hoisting, forklift transportation, and roll cleaning and wiping.

· Forklift truck entrance/exit warning system

There is a likelihood of hazard at the place where forklifts enter and exit and intersect with pedestrian walkways. Accordingly, dual optoelectronic and UWB (ultra-wideband) warning devices are installed at intersection points of forklifts and pedestrians, in order to alert drivers and pedestrians for caution.

· Pioneer Dashboard

The in-house pioneer dashboard allows each construction unit to record high-risk work items within the factory, in order to understand these high-risk work items and to ensure comprehensive safety guidance.

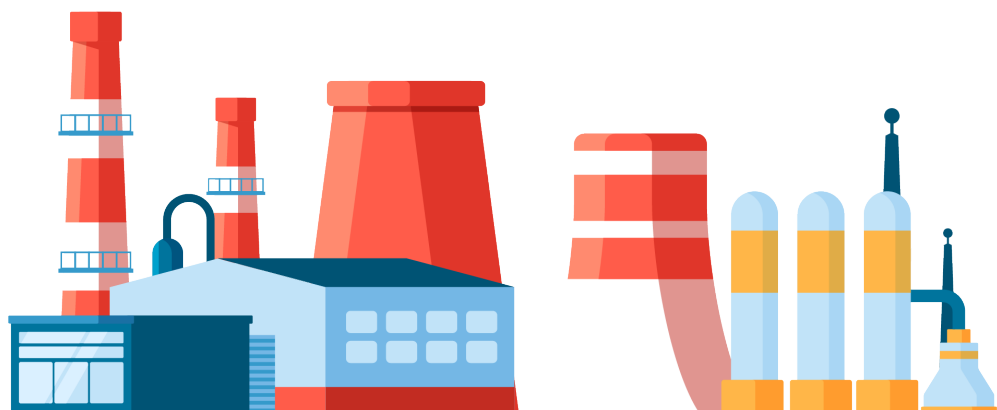
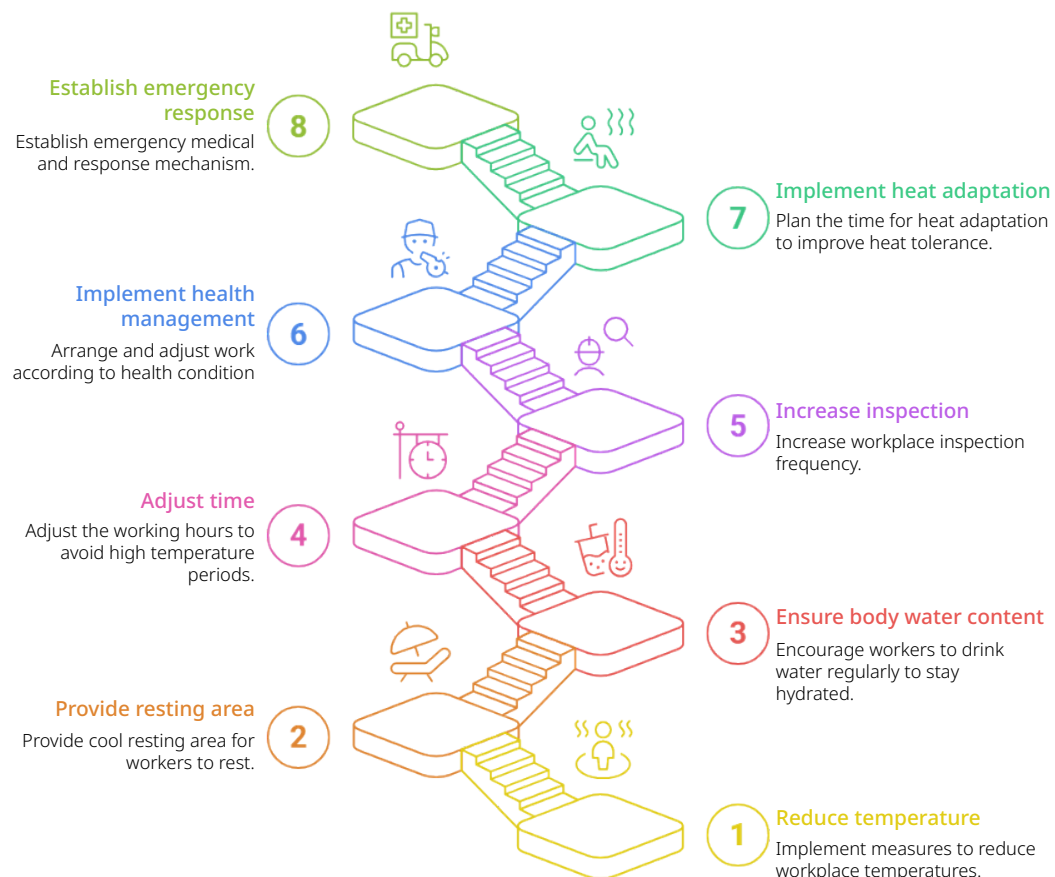


4. Protection of employees from high-temperature operation

Operating environment: Investigate high-temperature areas within the factory (including basement) to plan for improvements. Enhance the working environment temperature using a natural energy system, and improve ventilation through engineering improvement.

Implementation of labor operation management: Establish operational regulations for high-temperature heat hazard prevention plans for outdoor or indoor operations.

Ensure work safety under high temperature environment

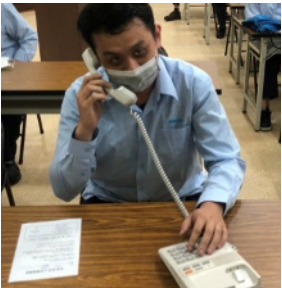






5. Occupational health and safety education and training

According to the regulatory requirements, to ensure that each worker is familiar with occupational safety and health-related laws and regulations and the Company's safety and health management mechanism, the Company regularly provides occupational health and safety-related education and training to introduce the Company's safety and health culture and concepts. In 2024, a total of 1,081 people participated in the training, the number training hours was least 3 hours per person, and the total number of training hours of all workers was 3,660 hours. The Company values fire safety and has particularly strengthened the communication of related knowledge during the annual emergency response drill.

| Course name | Number of sessions | Number of trainees | Training hours |
|---|--------------------|--------------------|----------------|
| General safety and health education and training (3hr) | 40 | 180 | 540 |
| On-the-job education and training for supervisors of specific chemical substance operation (6hr) | 4 | 74 | 222 |
| On-the-job education and training for supervisors of oxygen deficiency operation (6hr) | 2 | 55 | 165 |
| On-the-job education and training for supervisors of organic solvent operation (6hr) | 4 | 60 | 360 |
| On-the-job education and training for supervisors of dusty operation (6hr) | 4 | 41 | 123 |
| On-the-job education and training for boiler operators (3hr) | 2 | 34 | 102 |
| On-the-job education and training for operators of confined/oxygen-deficient spaces (3hr) | 4 | 322 | 966 |
| On-the-job education and training for oxyacetylene welding operators (3hr) | 2 | 78 | 234 |
| Radiated substance or ionizing radiation equipment operators (safety certificate) / radiation operator training (4hr) | 4 | 177 | 708 |
| Fire drill (4hr) | 2 | 60 | 240 |

Self-defense firefighting team training

| | | | | |
|---|---|--|---|---|
|  |  |  |  |  |
| Reporting | Early-stage fire extinguishing | Evacuation guidance | Emergency care | Convention of review meetings |

6. Employee safety and health management performance



Note: The frequency of disabled injuries and severe ratio shown in above figure excludes traffic accidents during commuting.

Note:

1. Death rate due to occupational injury = (Number of death due to occupational injury / Total number of working hours) * 1,000,000
2. Rate of severe occupational injuries = (Number of severe occupational injuries / Total number of working hours) * 1,000,000, excluding traffic outside the plant.
3. Ratio of recordable occupational injuries = (Number of recordable occupational injuries / Total working hours) * 1,000,000, excluding commuting to and from work.
4. The total working hours in 2022 were 2,244,800 hours, the total working hours in 2023 were 2,854,773 hours, and the total working hours in 2024 were 2,773,096 hours.
5. Severe occupational injury: Refers to personnel injury and unable to return to work the next working day (excluding death events).
6. Recordable occupational injury: Refers to personnel injury and requiring medical treatment, and personnel being able to return to work the next workday (excluding incidents involving first aid only or false alarms).

| Year | 2022 | | 2023 | | 2024 | |
|--|------|--------|------|--------|------|--------|
| | Male | Female | Male | Female | Male | Female |
| Number of disabled injury cases (internal) | 2 | 0 | 1 | 0 | 0 | 0 |
| Number of medical cases (internal) | 0 | 0 | 2 | 0 | 1 | 0 |
| Death rate due to occupational injuries | 0 | 0 | 0 | 0 | 0 | 0 |
| Ratio of severe occupational injuries | 0.89 | 0 | 0.35 | 0 | 0 | 0 |
| Ratio of recordable occupational injuries | 0 | 0 | 0.70 | 0 | 0.36 | 0 |
| Number of disabled injury cases (external traffic) | 5 | 0 | 8 | 0 | 9 | 1 |

In 2024, there were 10 off-site traffic accidents resulting in injury. To promote defensive driving awareness, the Company has organizing traffic safety promotion activities, in order to reduce the incidence of traffic accidents occurring outside the plant, and details are as follows:

| Analysis of traffic accident hotspots | Online education and training on traffic safety | Zero-accident incentive bonus | Traffic safety reminders |
|---|--|---|---|
|  |  |  |  |

7. Non-employee (contractor) safety and health management performance

Contractor safety and health management performance statistics

| Year | 2022 | | 2023 | | 2024 | |
|---|------|--------|------|--------|------|--------|
| | Male | Female | Male | Female | Male | Female |
| Number of disabled injury cases | 0 | 0 | 1 | 0 | 0 | 0 |
| Number of deaths due to occupational injuries | 0 | 0 | 0 | 0 | 0 | 0 |
| Death rate due to occupational injuries | 0 | 0 | 0 | 0 | 0 | 0 |

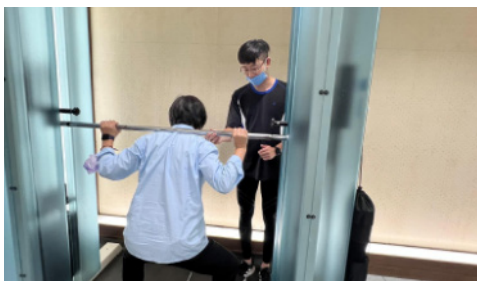
6.02.2 Employee Health

1. Annual health examination

Yieh Phui Enterprise and the health examination center of and E-Da Medical Center, both under E United Group, provide health care to employees. In addition, superior than the regulatory requirements, we provide health examination for employees under 40 years old once every two years, and for colleagues over 40 years old annually. Annual general labor and occupational health checks are arranged, and occupational physicians also conduct on-site visits of special operation areas and occupational injury cases. We request employees to wear protective equipment and to implement safety protection, and recommend improvements to reduce the occurrence of occupational diseases and injuries. For those whose results of special operation inspection reports fall into the second, third or fourth levels, individual arrangements are made: second-level managers receive personal health guidance from occupational medicine and occupational health personnel; for third or fourth-level managers, they are re-assigned to the occupational medicine department for re-examination. Subsequent assessments will be conducted to adjust their job duties and to change their job responsibilities. In 2024, a total of 1,291 people received health examinations, and a total of 271 received special health examination. Among them, 2 people at the fourth level received special examination for noise exposure, and occupational physicians conducted on-site visits and interviews to provide health guidance to employees.

2. Occupational health services and health promotion

- Employee health risk assessment: Analyze employees' health risk items from the past three years. For high-risk cases, the human resource department schedules quarterly interviews with physicians, and unit supervisors also perform job assignment and work suitability adjustments.
- Mental health assessment questionnaire: A mental health assessment questionnaire is used annually to identify employee mental stress and plan mental health promotion activities based on the questionnaire results. External experts are also invited to provide professional advices on employee stress management related topics.
- The health information access platform is able to increase employees' awareness on health hazards, and seminars are also organized to strengthen the prevention and health management of chronic diseases for employees.



Yu-Kai Chen, a fitness coach at E-Da Hospital, provided guidance to employees in muscle endurance training.



Tai-He Location Hospital assigned personnel to proceed to the Company to administer flu and COVID-19 vaccines.



Organized the "Prevention of Bacterial, Viral Diseases and Cancer" seminar.
Director of Gangshan Chen Kuo-Chun Clinic

The Company had no occurrence of occupational disease events in 2024.

6.03 Community Participation

1. Social Participation Focus

Yieh Phui has long invested resources in supporting local construction and social services. By providing substantial funding and equipment, we aim to create a development environment benefiting both our company and the local communities.

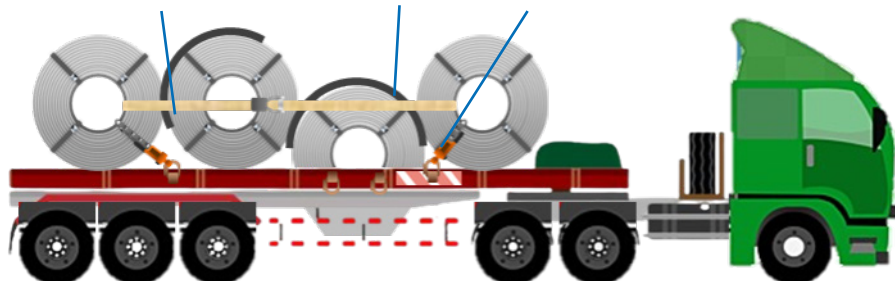


2. Mutual benefits for community residents

The Company assesses the risks, opportunities, or social cooperation related to its impact on the community, and implements the following corresponding measures or equipment sponsorship

(1) Actively establish large-scale vehicle transportation specifications: To minimize the impact on local residents, Yieh Phui has established fixed routes and a speed limit of 40 km/h for large vehicles from suppliers in the Qiaotou and Zihguan districts. We also stipulate that raw steel coils must be transported on V-type platforms and must comply with relevant transportation regulations. If there is any violation, we will deduct payment or suspend transportation services of the violator, in order to maintain resident safety and community traffic order.

Canvas + ratchet straps Rubber padding Ratchet straps



2024 Social Participation

Unit: Thousand NTD

| Category | Number of cases |
|--|-----------------|
| Community feedback and care for disadvantaged groups | 112 |
| Social assistance and medical development | 20 |
| Sports sponsorship | 6 |
| Sponsorship for arts and cultural activities | 3 |
| Academic research | 1 |
| Total number of sponsorships | 142 |
| Total sponsorship amount | \$ 1,791 |

(2) We actively assist residents at the neighborhood of the plant to seek the constructions of government public facilities from and to collaborate with Kaohsiung City councilors in the improvement of local infrastructure. Accordingly, we have successfully promoted the installation of streetlights at multiple intersections, the setback of stop lines on both sides of the road, the addition of crosswalk markings, and the repair of the drainage ditch, thereby improving the convenience and safety for local residents.

| | | |
|---|--|--|
|  |  |  |
| Seek the approval for moving the crosswalk stop line back by 1 meter | Seek the approval for drawing grid line to enhance road safety | Actively report and request repairs of the drainage ditch at the neighborhood of the plant |

(3) Production air quality control mechanism

(a) Information management system for monitoring air emissions: Establish an integrated management system for monitoring wind direction, temperature, humidity and production parameters, in order to strengthen control over emission quality. In addition, AutoMail alert system and Auto-LINE reporting mechanism are also installed.



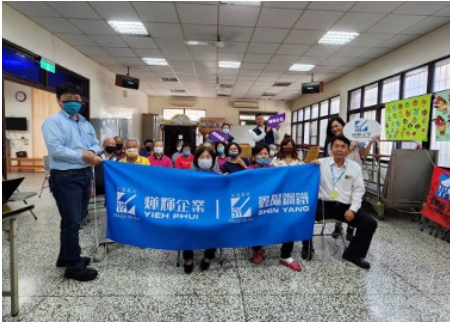
(b) Odor reporting and response procedures: Establish odor alert and reporting processes to ensure that abnormalities discovered are handled promptly and impacts on surrounding communities are minimized.

(4) Participation in "Cross-departmental GHG Emission Reduction"

Participation in the cross-departmental GHG reduction: To facilitate the mitigation of climate change and to improve air quality, we have continuously participated in the "Cross-departmental GHG Reduction" project promoted by the Kaohsiung City Government since 2017. In 2024, we donated a batch of energy-saving equipment to Qiaotou Elementary School and Zihguan Elementary School respectively, in order to assist their replacement of energy-saving equipment and the maintenance of adopted air purification zones.

(5) Regularly set topics of concern for residents and organize promotional events at communities in neighborhood of the plant

Visited various communities and care giving locations in Qiaotou and Zihguan Districts to organize activities such as "Health Knowledge Sharing Seminars" and "Anti-Fraud Prevention Publicity Events", in order to promote the health and living knowledge of residents.

| | | |
|---|---|---|
|  |  |  |
| <p>Visited the Zihxin community at Zihguan District to share health knowledge with senior citizens.</p> | <p>Visited communities in the neighborhood of the plant to lead seniors to participate in health exercises.</p> | <p>Visited neighborhood communities to promote anti-fraud prevention knowledge.</p> |

(6) Sponsorship for university and college student scholarships

We provide scholarships to university and college students in the Zihguan District of Kaohsiung City annually, in order to encourage local students to excel in their studies and to contribute to the society after graduation.

(7) Organization of multiple donation events for disadvantaged groups jointly with private food banks

We cooperate with the private food banks to organize goods donation and distribution events at Qiaotou and Zihguan districts, in order to directly support the daily needs of local disadvantaged families.

3. Public welfare participation

(1) Sponsor police equipment to support the need for maintaining social order

We sponsored the installation and maintenance costs of the surveillance system for the jurisdiction of Zihguan district of Gangshan Police Station, in order to support local security and social order maintenance.

(2) Respect for filial piety

We have long supported and participated in community events for Mother's Day, Father's Day, and the Double Ninth Festival through sponsorship and involvement, in order to strengthen the local cultural identity and connection.

(3) Sponsored the 2024 Rotary Cup Parent-Child Charity Run

In 2024, we sponsored project-based donations and send representatives to participate in the "Love and Speak" parent-children charity run, in order to promote positive energy and social engagement.

(4) Assigned personnel to participate in the promotion of blood donation for leukemia and stem cell blood test for file matching promotional event
We participated in the stem cell blood test file matching promotional event to bring hope to patients and to engage in social contribution actively.

(5) Enthusiastically participate in the "National Cleaning Week Promotion Program" and dengue fever prevention activities

In response to the "National Cleaning Week Promotion Program" organized by the Environmental Protection Bureau of the Kaohsiung City Government and the Qiaotou District Office, we annually collaborate with local residents and volunteers to maintain the cleanliness of the Qiaotou District, and provide resources such as garbage bags and cleaning equipment to support the community to implement dengue fever prevention and control measures and public area cleaning operations, thereby safeguarding community hygiene and residents' health.

| | | | |
|---|---|---|---|
|  |  |  |  |
| Organize goods donations and distribution events | Participate in the Role Models for Mother's Day event in Qiaotou and Zihguan Districts. | Promote leukemia stem cell blood test events | Sponsor and participate in charity road run events |

7 Appendix

7.01 Appendix 1. GRI Content Index

7.02 Appendix 2. TCFD-related Information

7.03 Appendix 3. Climate-related Information

7.04 Appendix 4. Steel Industry Sustainability Indicator Information

7.05 Appendix 5. Sustainability Accounting Standards Board (SASB)

Content Index

7.06 Appendix 6. Opinion Letter of Assurance Institution



7.01 Appendix 1. GRI Content Index

| | |
|----------------------------------|--|
| Statement of Use | Yieh Phui prepares the report according to the GRI Standards, and the scope of data and information covers January 1 to December 31, 2024. |
| GRI 1 Version of Use | GRI 1: Foundation 2021 |
| GRI Sector Standards Application | - |

General Disclosure

| GRI Standards | Disclosure Item | Corresponding Report Chapter/ Section | Page No. | Remarks/Reasons for Omission | |
|---------------------------------------|---|--|--|------------------------------|--|
| GRI 2: General Disclosures 2021 | Organization and Reporting | | | | |
| | 2-1 | Organizational details | 1.02 About Yieh Phui Enterprise | p.4 | |
| | 2-2 | Entities included in the organization's sustainability reporting | 1.03 About the Report | p.6 | |
| | 2-3 | Reporting period, frequency and contact point | 1.03 About the Report | p.6-7 | |
| | 2-4 | Restatements of information | 1.03 About the Report | p.7 | |
| | 2-5 | External assurance | 1.03 About the Report | p.7 p.107-108 | |
| | Activities and workers | | | | |
| | 2-6 | Activities, value chain and other business relationships | 4.08.1 Supply Chain | p.40 | |
| | 2-7 | Employees | 6.01.2.1 Employees Structure | p.69 | |
| | 2-8 | Workers who are not employees | 6.01.2.2 Non-employee Structure | p.71 | |
| | Governance | | | | |
| | 2-9 | Governance structure and composition | 2.03.2 Structure and Operation of the Board of Directors | p.13 | |
| 2-10 | Nomination and selection of the highest governance body | 2.03.2 Structure and Operation of the Board of Directors | p.14 | | |

| GRI Standards | Disclosure Item | | Corresponding Report Chapter/Section | Page No. | Remarks/Reasons for Omission |
|---------------------------------------|--|---|---|--------------------------------------|------------------------------|
| GRI 2: General Disclosures 2021 | Governance | | | | |
| | 2-11 | Chair of the highest governance body | 2.03.1 Roles and Results of the Board of Directors for Sustainable Governance | p.12 | |
| | 2-12 | Role of the highest governance body in overseeing the management of impacts | 2.03.1 Roles and Results of the Board of Directors for Sustainable Governance | p.12 | |
| | 2-13 | Delegation of responsibility for managing impacts | 2.03.1 Roles and Results of the Board of Directors for Sustainable Governance 2.03.3 Functional Committee Structure and Operations | p.12 p.15 | |
| | 2-14 | Role of the highest governance body in sustainability reporting | 2.03.1 Roles and Results of the Board of Directors for Sustainable Governance | p.12 | |
| | 2-15 | Conflicts of interest | 2.03.2.4 Avoidance of Conflicts of Interest | p.14 | |
| | 2-16 | Communication of critical concerns | 3.01 Stakeholder Engagement | p.17 | |
| | 2-17 | Collective knowledge of the highest governance body | 2.03.1.3 Continuing Education on Sustainable Development | p.13 | |
| | 2-18 | Evaluation of the performance of the highest governance body | 2.03.1.2 Performance Evaluation on Supervision of Sustainable Management | p.12 | |
| | 2-19 | Remuneration policies | 2.03.2.5 Remuneration Policies | p.14 | |
| | 2-20 | Process to determine remuneration | 2.03.2.5 Remuneration Policies | p.14 | |
| | 2-21 | Annual total compensation ratio | 2.03.2.5 Remuneration Policies | p.15 | |
| | Strategy, policies and practices | | | | |
| | 2-22 | Statement on sustainable development strategy | 6.01.1 Human Rights Policy and Commitment | p.67 | |
| | 2-23 | Policy commitments | 2.01 Sustainable Development Strategy | p.9-10 | |
| | 2-24 | Embedding policy commitments | 4.01 Economic Performance 4.07.1 Customer Health and Safety 4.07.3 Customer Relationship Management 5.06 Waste Management 6.02 Occupational Safety and Health | p.23 p.32 p.35 p.61 p.80 | |
| 2-25 | Processes to remediate negative impacts | 3.04 Management of Material Topics | p.21 | | |
| 2-26 | Mechanisms for seeking advice and raising concerns | 4.03 Communication Channel and Complaint Filing Mechanism | p.28 | | |

| GRI Standards | Disclosure Item | | Corresponding Report Chapter/ Section | Page No. | Remarks/Reasons for Omission |
|---------------------------------|-----------------|--------------------------------------|---|----------|------------------------------|
| GRI 2: General Disclosures 2021 | 2-27 | Compliance with laws and regulations | 4.04.2 Compliance with laws and regulations | p.29 | |
| | 2-28 | Membership associations | 4.06 Participation in Various Organizations | p.31 | |
| | 2-29 | Approach to stakeholder engagement | 3.01 Stakeholder Engagement | p.17 | |
| | 2-30 | Collective bargaining agreements | The Company has no labor union organization. 6.01.6 Diverse Communication Channels for Employees | p.79 | |

Material Topic

| GRI Standards | Disclosure Item | | Corresponding Report Chapter/ Section | Page No. | Remarks/Reasons for Omission |
|--|-----------------|--|---|--------------------|------------------------------|
| GRI3: Disclosures on material topics 2021 | 3-1 | Process to determine material topics | 3.02 Process to Determine Material Topics | p.18-19 | |
| | 3-2 | List of material topics | 3.03 List of Material Topics 3.04 Management of Material Topics | p.19-20 p.20-21 | |
| Operational and financial performance | | | | | |
| GRI3: Disclosures on material topics 2021 | 3-3 | Management of material topics | 4.01 Economic Performance | p.23 | |
| GRI 201: Economic Performance 2016 | 201-1 | Direct economic value generated and distributed | 4.01.1 Revenue Performance | p.24 | |
| | 201-2 | Financial implications and other risks and opportunities due to climate change | 5.01.3 Climate-related Risk Identification, Assessment and Management | p.47-51 | |
| | 201-3 | Defined benefit plan obligations and other retirement plans | 4.01.2 Defined Benefit Plan Obligations and Other Retirement Plans | p.25 | |
| | 201-4 | Financial assistance received from government | 4.01.3 Financial Assistance Received From Government | p.25 | |

| GRI Standards | Disclosure Item | | Corresponding Report Chapter/ Section | Page No. | Remarks/Reasons for Omission |
|---|-----------------|---|---|----------|------------------------------|
| Product Quality and Hazardous Substance Management | | | | | |
| GRI3: Disclosures on material topics 2021 | 3-3 | Management of material topics | 4.07 Product and Service Management | p.32 | |
| GRI 416: Customer Health and Safety 2016 | 416-1 | Assessment of the health and safety impacts of product and service categories | 4.07.1 Customer Health and Safety | p.33 | |
| | 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | 4.07.1 Customer Health and Safety | p.34 | |
| GRI 417: Marketing and Labeling 2016 | 417-1 | Requirements for product and service information and labeling | 4.07.2 Marketing and Labeling | p.34 | |
| | 417-2 | Incidents of non-compliance concerning product and service information and labeling | 4.07.2 Marketing and Labeling | p.34 | |
| | 417-3 | Incidents of non-compliance concerning marketing communications | 4.07.2 Marketing and Labeling | p.34 | |
| Customer Relationship Management | | | | | |
| GRI3: Disclosures on material topics 2021 | 3-3 | Management of material topics | 4.07.3 Customer Relationship Management | p.35 | |
| GRI 418: Customer Privacy 2016 | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | 4.07.3 Customer Relationship Management | p.36 | |
| Self-specified Indicator | | Customer Purchase Rate | 4.07.3 Customer Relationship Management | p.39 | |
| Waste and hazardous substance management | | | | | |
| GRI3: Disclosures on material topics 2021 | 3-3 | Management of material topics | 5.06 Waste Management | p.61 | |
| GRI 306: Waste 2020 | 306-1 | Waste generation and significant waste-related impacts | 5.06.1 Waste Management or Reduction Goal | p.61 | |
| | 306-2 | Management of significant waste-related impacts | 5.06.1 Waste Management or Reduction Goal | p.61 | |
| | 306-3 | Waste generated | 5.06.2 Waste Generation Status | p.62-65 | |
| | 306-4 | Waste diverted from disposal | 5.06.2 Waste Generation Status | p.62-65 | |
| | 306-5 | Waste directed to disposal | 5.06.2 Waste Generation Status | p.62-65 | |

| GRI Standards | Disclosure Item | | Corresponding Report Chapter/ Section | Page No. | Remarks/Reasons for Omission |
|---|-----------------|---|--|-------------------------|------------------------------|
| Occupational health and safety | | | | | |
| GRI3: Disclosures on material topics 2021 | 3-3 | Management of material topics | 6.02 Occupational Safety and Health | p.80 | |
| GRI 403: Occupational Safety and Health 2018 | 403-1 | Occupational health and safety management system | 6.02.1 Occupational Safety and Health Management | p.81 | |
| | 403-2 | Hazard identification, risk assessment, and incident investigation | 6.02.1 Occupational Safety and Health Management | p.81 | |
| | 403-3 | Occupational health services | 6.02.2 Employee Health | p.87 | |
| | 403-4 | Worker participation, consultation, and communication on occupational health and safety | 6.02.1 Occupational Safety and Health Management | p.82 | |
| | 403-5 | Worker training on occupational health and safety | 6.02.1 Occupational Safety and Health Management | p.84-85 | |
| | 403-6 | Promotion of worker health | 6.02.2 Employee Health | p.87 | |
| | 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 4.08.3 Contractors 6.02.1 Occupational Safety and Health Management 6.02.2 Employee Health | p.43 p.82-83 p.87 | |
| | 403-8 | Workers covered by an occupational health and safety management system | 6.02.1 Occupational Safety and Health Management | p.81 | |
| | 403-9 | Work-related injuries | 6.02.1 Occupational Safety and Health Management | p.85-86 | |
| | 403-10 | Work-related ill health | 6.02.2 Employee Health | p.87 | |

Non-material Topic

| GRI Standards | Disclosure Item | | Corresponding Report Chapter/ Section | Page No. | Remarks/Reasons for Omission |
|---|-----------------|---|---|----------|------------------------------|
| GRI 203: Indirect Economic Impacts 2016 | 203-1 | Infrastructure investments and services supported | 6.03 Community Participation | p.88-90 | |
| GRI 204: Procurement Practices 2016 | 204-1 | Proportion of spending on local suppliers | 4.08.1 Supply Chain | p.40 | |
| GRI 302: Energy 2016 | 302-1 | Energy consumption within the organization | 5.03.2 Energy Consumption Status | p.54-55 | |
| | 302-3 | Energy intensity | 5.03.2 Energy Consumption Status | p.55 | |
| | 302-4 | Reduction of energy consumption | 5.03.3 Reduced Energy Consumption and Carbon Emission Reduction | p.56 | |
| GRI 303: Water and Effluents 2018 | 303-1 | Interactions with water as a shared resource | 5.05.1 Water Resource Management | p.59 | |
| | 303-2 | Management of water discharge-related impacts | 5.05.3 Sewage Discharge | p.60 | |
| | 303-3 | Water withdrawal | 5.05.2 Total Water Withdrawal and Total Water Consumption | p.60 | |
| | 303-4 | Water discharge | 5.05.4 Effluent Recovery and Reuse | p.60 | |
| | 303-5 | Water consumption | 5.05.2 Total Water Withdrawal and Total Water Consumption | p.60 | |
| GRI 305: Emissions 2016 | 305-1 | Direct (Scope 1) GHG emissions | 5.02.2 Greenhouse Gas Emissions | p.53 | |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | 5.02.2 Greenhouse Gas Emissions | p.53 | |
| | 305-4 | GHG emission intensity | 5.02.2 Greenhouse Gas Emissions | p.53 | |
| | 305-5 | Reduction of GHG emissions | 5.02.3 Greenhouse Gas Emissions Goal Achievement Status | p.54 | |
| | 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | 5.04.1 Air Pollutant Emissions Trend | p.58 | |

| GRI Standards | Disclosure Item | | Corresponding Report Chapter/Section | Page No. | Remarks/Reasons for Omission |
|--|-----------------|--|---|-----------------|--|
| GRI 401: Employment 2016 | 401-1 | New employee hires and employee turnover | 6.01.2.1 Employees Structure | p.70 | |
| | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 6.01.4 Employee Rights and Benefits | p.73-74 | |
| | 401-3 | Parental leave | 6.01.4 Employee Rights and Benefits | p.74 | |
| GRI 404: Training and Education 2016 | 404-1 | Average hours of training per year per employee | 6.01.6 Talent Cultivation and Development | p.76-77 | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 | Diversity of governance bodies and employees | 2.03.2.1 Members and Diversity 6.01.3 Employee Diversity, Inclusion and Equality | p.13 p.71-73 | |
| | 405-2 | Ratio of basic salary and remuneration of women to men | 6.01.5 Remuneration Policies | p.75 | |
| GRI 406: Non-discrimination 2016 | 406-1 | Incidents of discrimination and corrective actions taken | 6.01.6 Diverse Communication Channels for Employees | p.79 | |
| GRI 411: Rights of Indigenous Peoples 2016 | 411-1 | Incidents of violations involving rights of indigenous peoples | 6.01.3 Employee Diversity, Inclusion and Equality | p.71 | No identified incidents involving the rights of indigenous peoples occurred in 2024. |
| GRI 413: Local Communities 2016 | 413-1 | Operations with local community engagement, impact assessments, and development programs | 6.03 Community Participation | p.90-91 | |

7.02 Appendix 2. TCFD-related Information

| Structural aspect | Recommendations for disclosure | Corresponding page number |
|---------------------|---|---------------------------|
| Governance | 1. Describe the board's oversight of climate-related risks and opportunities | p.46 |
| | 2. Describe management's role in assessing and managing climate-related risks and opportunities | p.46 |
| Strategy | 1. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term | p.47 |
| | 2. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning | p.47-51 |
| | 3. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario | p.49-51 |
| Risk management | 1. Describe the organization's processes for identifying and assessing climate-related risks | p.47-49 |
| | 2. Describe the organization's processes for managing climate-related risks | p.47-49 |
| | 3. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management | p.47-49 |
| Metrics and Targets | 1. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process | p.49-51 |
| | 2. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks | p.49-51 |
| | 3. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets | p.49-51 |

7.03 Appendix 3. Climate-related Information

1. Execution of climate-related information

| No. | Item | Corresponding page number |
|-----|--|--|
| 1 | Description of the supervision and governance of climate-related risks and opportunities by the board of directors and management. | p.46 |
| 2 | Description of how identified climate risks and opportunities affect the Company ' s business, strategies, and finances (short term, medium term, long term). | p.47-51 |
| 3 | Description of the financial impact of extreme weather events and transformation actions. | p.47-51 |
| 4 | Description of how the process of identifying, assessing, and managing climate risks is integrated into the overall risk management system. | p.28-29 p.47-51 |
| 5 | If resilience to climate change risks is assessed using scenario analysis, explain the scenarios, parameters, assumptions, analysis factors, and major financial impacts used. | p.47-51 |
| 6 | If there is a transformation plan to manage climate-related risks, explain the content of the plan, as well as the indicators and objectives used to identify and manage physical risks and transition risks. | p.47-51 |
| 7 | If internal carbon pricing is used as a planning tool, explain the pricing basis. | Our company has not yet implemented internal carbon pricing. |
| 8 | If climate-related goals are set, explain the activities covered, greenhouse gas emission scopes, planning schedules, annual progress, etc. If carbon offsetting or Renewable Energy Certificates (RECs) are used to achieve the goals, explain the source and quantity of the carbon credits exchanged or the quantity of RECs. | p.46-51 |

1-1. Greenhouse gas inventory and verification status of the Company in recent 2 years

1-1-1 Greenhouse gas inventory information

Describe the emissions (metric tons CO₂e), intensity (metric tons CO₂e/million yuan), and data coverage range for greenhouse gases in the past two years.

According to the Sustainability Development Roadmap for TWSE/TPEX Listed Companies, Yieh Phui Enterprise Co., Ltd. completed the greenhouse gas inventory starting from 2023, and the consolidated subsidiaries of the Company will complete the greenhouse gas inventory starting from 2025.

The Company's consolidated company has established a greenhouse gas inventory mechanism based on the Greenhouse Gas Protocol agreed upon by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI). Since 2024, the Company has conducted annual greenhouse gas emissions inventories for both the parent company and subsidiaries in the Consolidated Financial Report to comprehensively track greenhouse gas usage and emissions. The greenhouse gas inventory data for the past two years is compiled based on the operational control approach, encompassing emissions from the Company and all subsidiaries in the Consolidated Financial Report. Details are as follows:

| Year | | 2023 | | 2024 | |
|---|----------|--|--|--|--|
| Item (Unit) | | Emission Volume (Tons of CO ₂ e) | Density (Tons of CO ₂ e/NT\$ million in revenue) | Emission Volume (Tons of CO ₂ e) | Density (Tons of CO ₂ e/NT\$ million in revenue) |
| The Company | Scope I | 64,285 | 6.18 | 71,413 | 7.02 |
| | Scope II | 88,067 | | 87,174 | |
| | Subtotal | 152,352 | | 158,587 | |
| All Subsidiaries in the Consolidated Financial Report | Scope I | | | 127,658 | |
| | Scope II | | | 233,289 | |
| | Subtotal | | | 360,947 | |
| Total | | | | 519,534 | |

Note: Yieh Phui's Consolidated Financial Statements include 26 subsidiaries, of which 12 are paper companies without physical operations.

1-1-2 Greenhouse Gas Assurance Information

Description of the assurance situation for the most recent two fiscal years up to the printing date of the annual report, including the scope of assurance, the assurance provider, the assurance criteria, and the assurance opinion.

In accordance with the Sustainable Development Roadmap for TWSE/TPEX Listed Companies, Yieh Phui Enterprise Co., Ltd. will complete greenhouse gas verification starting from 2024, while its consolidated subsidiaries will start from the fiscal year 2027.

For the fiscal year 2023, Yieh Phui Enterprise entrusted the independent and credible Crowe (TH) CPAS to conduct limited assurance in accordance with the Assurance Standard 3410 issued by the Accounting Research and Development Foundation of the Republic of China. And for the fiscal year 2024, Yieh Phui Enterprise entrusted the independent and credible DNV GL Business Assurance Co., Ltd. to conduct a reasonable assurance verification of Scope 1 and Scope 2 greenhouse gas emissions in accordance with ISO 14064-3 Standard. Among the consolidated subsidiaries, only Yieh Hsing Enterprise has undergone limited assurance for Scope 1 and Scope 2 greenhouse gas emissions for fiscal years 2023 and 2024. The assurance was conducted by the independent and credible Crowe (TH) CPAS in accordance with the Assurance Standard 3410 issued by the Accounting Research and Development Foundation of the Republic of China.

1-2. Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

Description the greenhouse gas reduction baseline year and its data, reduction targets, strategies, specific action plans, and the status of achieving reduction targets.

Yieh Phui's Carbon Reduction Targets:

| | |
|------------------------------|--|
| Short-Term Targets | The Ministry of Environment mandates that designated factory sites achieve target annual emissions by 2030. Kaohsiung Plant 1: 128,265.304 metric tons CO ₂ e Pingtung Plant: 26,536.269 metric tons CO ₂ e |
| Medium-term Target | Comply with environmental regulations and the Sustainable Development Roadmap for TWSE/TPEX Listed Companies. |
| Long-term Target | Comply with national carbon reduction goals to achieve net-zero emissions by 2050. |
| 2024 Specific Actions | <ol style="list-style-type: none"> 1. The Company has developed a plan for inventorying and verifying greenhouse gas emissions and will report the progress of its implementation to the board of directors every quarter. 2. Continue to Promote Energy Conservation and Carbon Reduction Measures. 3. In response to the implementation of Taiwan's carbon tax, the European Union's Carbon Border Adjustment Mechanism (CBAM), and other international carbon taxes, the group established an ESG Sustainable Development Promotion Team to integrate the promotion of product carbon footprint inventory activities across the group. |

The Ministry of Environment mandates that designated factory sites achieve target annual emissions by 2030.

Baseline Year: Kaohsiung Plant 1 (2018–2022 five-year average), Pingtung Plant (2022)

Reduction Targets: 4.2% & 2.7%

Emission Targets: Kaohsiung Plant 1: 128,265.304 metric tons CO₂e; Pingtung Plant: 26,536.269 metric tons CO₂e. Greenhouse gas emissions are calculated using AR5 GWP values per Ministry of Environment regulations. In 2024, Kaohsiung Plant 1 emissions reached 122,665.745 metric tons CO₂e, achieving the short-term target. Pingtung Plant emissions were 27,118.336 metric tons CO₂e, missing the short-term target due to production-related emissions exceeding reduction benefits. The Company will continue to implement energy-saving and carbon-reduction measures to meet 2030 targets.

Specific Action Plans:

| Item | Specific Actions |
|---------------------------------|---|
| Process Improvement | Rolling Mills 1 and 3: Produce plates ≥ 0.7 mm, reduce exhaust fan motor speed to 70%/Investment: NT\$0 thousand/ Energy Savings: 306,130 kWh/year |
| Energy Conversion | <ol style="list-style-type: none"> Public area cooling water and wastewater motor frequency control/Investment amount: NT\$1.511 million/year/ Energy Savings: 375,000 kWh/year Replacing general motors with high-efficiency motors/investment: NT\$549,700, saving electricity: 86,122 kWh/year |
| Developing a Low-Carbon Economy | <ol style="list-style-type: none"> Expand electric furnace raw material applications. In June 2024, passed verification for RC60/RC85/RC90 recycled material content products, utilizing recycled scrap steel to reduce product carbon emissions while scaling up low-carbon manufacturing. Promote environmentally friendly and low-carbon green energy products: Develop and expand low-carbon steel products, including green and low-carbon steel materials, deepen the solar photovoltaic market, strengthen the development and application of green energy new products, and develop green product supply chains. Integrate upstream suppliers and downstream customers to jointly develop a low-carbon economy. |

Note: Prepared and disclosed in accordance with Schedule 2 of the "Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies".

7.04 Appendix 4. Steel Industry Sustainability Indicator Information

| No. | Indicator | Indicator Type | 2024 Disclosure Status | Unit | Remarks |
|-----|---|----------------|---|--|---|
| 1 | Total energy consumption, percentage of externally purchased electricity, renewable energy utilization ratio, and total self-generated energy for own use | Quantitative | Total energy consumption of 1,965,299 GJ | Gigajoule (GJ), percentage (%) | For details, please see: 5.03 Energy Management |
| | | | Externally purchased electricity percentage of 33.04% | | |
| | | | Renewable energy and self-generated energy for own use, with renewable energy of 8,756 GJ | | |
| 2 | Total fuel consumption, percentage of coal, percentage of natural gas, and percentage of renewable fuel | Quantitative | Total fuel consumption (natural gas, diesel, gasoline, liquefied petroleum gas) of 1,307,292 GJ | Gigajoule (GJ), percentage (%) | For details, please see: 5.03 Energy Management |
| | | | Natural gas percentage of 66.03% | | |
| | | | The Company does not use coal or renewable fuels | | |
| 3 | Total water withdrawal and total water consumption | Quantitative | Total water withdrawal of 371.35 thousand cubic meters/year | Thousand cubic meters (1000 m ³) | For details, please see: 5.05 Water Resource Management |
| | | | Total water consumption of 279.10 thousand cubic meters/year | | |
| 4 | Weight of waste generated, percentage of hazardous waste, and percentage of waste recycled | Quantitative | Weight of wastes of 44,352.85 tons/year | Tons (t), percentage (%) | For details, please see: 5.06 Waste Management |
| | | | Hazardous waste percentage of 0.41% | | |
| | | | Non-hazardous waste recycled percentage of 20.01% | | |
| 5 | Description of the number and percentage of people of occupational accidents | Quantitative | Number of employees suffering from occupational accidents: 0 people for disabled injury cases (in-plant), 10 people for disabled injury cases (off-site traffic) | Quantity, percentage (%) | For details, please see: 6.02.1 Occupational Safety and Health Management |
| | | | Ratio of severe occupational injuries of 0% | | |
| | | | Ratio of recordable occupational injuries of 0.36% | | |
| 6 | Main product production volume according to product type | Quantitative | 507,108 tons of galvanized steel coils, 229,538 tons of painted steel coils, 8.86 crane projects, 15,893 tons of steel structure work, and 87,367 tons of others (including rolled steel coils, steel trading, and OEM) | Vary according to product types | For details, please see: 4.01.4 Products and Sales |

7.05 Appendix 5. Sustainability Accounting Standards Board (SASB) Content Index

Sustainability Accounting Standards Board (SASB) – Steel Industry Metrics
Industry-Specific Metric

| ASPECT | TOPIC | METRIC | | Corresponding Sustainability Report Chapter of Yieh Phui | Page No. | Remarks |
|-------------------------------|---------------------------|--------------|--|---|----------|---------|
| Environment | Greenhouse Gas Emissions | EM-IS-110a.1 | Gross global Scope 1 emissions, percentage covered under emissionslimiting regulations | 5.02.2 Greenhouse Gas Emissions | p.53 | |
| | | EM-IS-110a.2 | Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets | 5.02.3 Greenhouse Gas Emissions Goal Achievement Status | p.54 | |
| | Air Quality | EM-IS-120a.1 | Air emissions of the following pollutants: CO, NOx (excluding N2O), SOx, volatile organic compounds (VOCs), particulate matter (PM10) | 5.04 Air Pollutant Management | p.58 | |
| | Energy Management | EM-IS-130a.1 | (1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable | 5.03.2 Energy Consumption Status | p.54 | |
| | | EM-IS-130a.2 | (1) Total fuel consumed, (2) percentage coal, (3) percentage natural gas and (4) percentage renewable | 5.03.2 Energy Consumption Status | p.54 | |
| | Water Management | EM-IS-140a.1 | (1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress | 5.05.2 Total Water Withdrawal and Total Water Consumption | p.60 | |
| | Waste Management | EM-IS-150a.1 | (1) Amount of waste generated, (2) percentage hazardous, (3) percentage recycled | 5.06.2 Waste Generation Status | p.62-65 | |
| Human Capital | Workforce Health & Safety | EM-IS-320a.1 | (1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees | 6.02.1 Occupational Safety and Health Management | p.85-86 | |
| Business Model and Innovation | Supply Chain Management | EM-IS-430a.1 | Discussion of the process for managing iron ore or coking coal sourcing risks arising from environmental and social issues | Not applicable | | |

Greenhouse Gas Emissions Verification Opinion Letter

DNV
Independent Verification Opinion
 Verification Opinion No.: CH4712-2024-AG-TW-DNV
 Issued Date and Date: Taipei, 09 May 2025
 Page 1 of 2

This is to verify the reporting of Greenhouse Gas Emission Management Report (2024) of **YIEH PHUI ENTERPRISE CO., LTD**

Scope of Verification
 DNV Business Assurance (DNV) has been commissioned by YIEH PHUI ENTERPRISE CO., LTD. (hereafter "the Organization") to perform a verification of the greenhouse gas statements of Greenhouse Gas Emission Management Report (2024) (hereafter the "Inventory Report") in Taiwan, R.O.C. with respect to the sites listed as below:

YIEH PHUI ENTERPRISE CO., LTD includes the following sites:

| Site | Address |
|--------------------|--|
| Kaohsiung Works 1 | No. 105, Yulou Road, Qianzu District, Kaohsiung City 82504, Taiwan (R.O.C.) |
| Cold Rolling Plant | No. 297-1, Yulou Road, Qianzu District, Kaohsiung City 82504, Taiwan (R.O.C.) |
| Mechanical Plant | No. 297-2, No. 297-3, No. 297-4, No. 297-5, Yulou Road, Qianzu District, Kaohsiung City 82504, Taiwan (R.O.C.) |
| Laminating Plant | No. 96, Pingtung Road, Luchuan District, Kaohsiung City 81001, Taiwan (R.O.C.) |
| Yachuan Plant | No. 605, Zhongqian Road, Yachuan District, Kaohsiung City 82406, Taiwan (R.O.C.) |
| Pingtung Works | No. 6, Guangji 6th Road, Pingtung City 90001, Taiwan (R.O.C.) |

The Reporting Boundary for the verification including direct GHG emissions and removals, indirect GHG emissions from imported energy. The further descriptions for the Reporting Boundary listed in Appendix A.

Verification Criteria and GHG Programme
 The verification was performed on the basis of ISO 14064:1:2018, GHG 45004:1:2023 (GHG Protocol) as well as criteria given to provide for consistent GHG emission identification, calculation, monitoring and reporting. The verification was conducted in accordance with ISO 14066:2023, ISO 14065:2020, ISO 14064-3:2019.

Verification Opinion
 It is DNV's opinion that the Inventory Report (2024), which was published on April 15, 2025 (Version 2), is free from material discrepancies in accordance with the verification criteria identified as stated above. The opinion is decided based on the following approaches:
 For the Direct (Category/Scope 1) GHG emissions and Indirect GHG emissions from imported energy (Category/Scope 2), the reliability of the information within the Inventory Report (2024) was verified with reasonable level of assurance.

DNV Verifier: Chien Yu Lin
 For the issuing office: DNV Business Assurance Co., Ltd.
 Management Representative: Chien Yu Lin

DNV
 Verification Opinion No.: CH4712-2024-AG-TW-DNV
 Issued Date and Date: Taipei, 09 May 2025
 Page 2 of 2

Supplement to Verification Opinion

Process and Methodology
 The reviews of the Inventory Report and relevant documents, and the subsequent follow-up interviews have provided DNV with sufficient evidence to determine the fulfillment of stated criteria.

Quantification of Greenhouse Gas Emission
 The Inventory Report covering the period 1st January, 2024 to 31st December, 2024, it is DNV's opinion that GHG emissions and removals identified within the Reporting Boundary has been included in the Inventory Report as claimed in accordance with the verification criteria identified as stated above, and results in quantification of GHG emissions that are real, transparent and measurable.

Organizational Boundary of Verification
 Financial Management Control, Operational Management Control, Equity Share

GHGs Verified
 CO₂, CH₄, N₂O, HFCs, PFCs, C₂F₆, C₃F₈

Quantification of Emissions (in tonnes CO₂e)
 The Global Warming Potential (GWP) defined in IPCC AR6(2021) has been chosen and correctly referred by the Organization.

| Category | Manufacturing | CO ₂ Emission | Mechanical Plant | Laminating Plant | Yachuan Plant | Pingtung Works | Total |
|--|---------------|--------------------------|------------------|------------------|---------------|----------------|------------|
| 1. Direct emissions | 41,789.32 | 8,362.8 | 216,787 | 27,768 | 107,476.92 | 17,412.34 | 210,374.14 |
| 2. Indirect GHG emissions from purchased electricity | 69,886.22 | 6,702.52 | 18,203 | 1,881.11 | 215,048 | 13,545.21 | 205,174.14 |
| 3. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 4. Indirect GHG emissions from purchased heat | - | - | - | - | - | - | - |
| 5. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 6. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 7. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 8. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 9. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 10. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 11. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 12. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 13. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 14. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 15. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 16. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 17. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 18. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 19. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 20. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 21. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 22. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 23. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 24. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 25. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 26. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 27. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 28. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 29. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 30. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 31. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 32. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 33. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 34. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 35. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 36. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 37. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 38. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 39. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 40. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 41. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 42. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 43. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 44. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 45. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 46. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 47. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 48. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 49. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 50. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 51. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 52. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 53. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 54. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 55. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 56. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 57. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 58. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 59. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 60. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 61. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 62. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 63. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 64. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 65. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 66. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 67. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 68. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 69. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 70. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 71. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 72. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 73. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 74. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 75. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 76. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 77. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 78. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 79. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 80. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 81. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 82. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 83. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 84. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 85. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 86. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 87. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 88. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 89. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 90. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 91. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 92. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 93. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 94. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 95. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 96. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 97. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 98. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 99. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 100. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |

The Reported Energy-Related Emissions was calculated based on 2024 electricity emission factor of 0.474 kg CO₂e/kWh, which was announced by Energy Administration, Ministry of Economic Affairs.

Quantification of Emissions (in tonnes CO₂e)
 The Global Warming Potential (GWP) defined in IPCC AR6(2021) has been chosen and correctly referred by the Organization.

| Scope | Manufacturing | CO ₂ Emission | Mechanical Plant | Laminating Plant | Yachuan Plant | Pingtung Works | Total |
|--|---------------|--------------------------|------------------|------------------|---------------|----------------|------------|
| 1. Direct emissions | 41,789.32 | 8,362.8 | 216,787 | 27,768 | 107,476.92 | 17,412.34 | 210,374.14 |
| 2. Indirect GHG emissions from purchased electricity | 69,886.22 | 6,702.52 | 18,203 | 1,881.11 | 215,048 | 13,545.21 | 205,174.14 |
| 3. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 4. Indirect GHG emissions from purchased heat | - | - | - | - | - | - | - |
| 5. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 6. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 7. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 8. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 9. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 10. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 11. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 12. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 13. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 14. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 15. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 16. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 17. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 18. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 19. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 20. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 21. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 22. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 23. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 24. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 25. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 26. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 27. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 28. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 29. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 30. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 31. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 32. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 33. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 34. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 35. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 36. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 37. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 38. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 39. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 40. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 41. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 42. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 43. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 44. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 45. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 46. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 47. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 48. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 49. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| 50. Indirect GHG emissions from purchased steam | - | - | - | - | - | - | - |
| 51. Indirect GHG emissions from purchased cold water | - | - | - | - | - | - | - |
| | | | | | | | |

Responsibility | Innovation | Growth | Sustainability



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