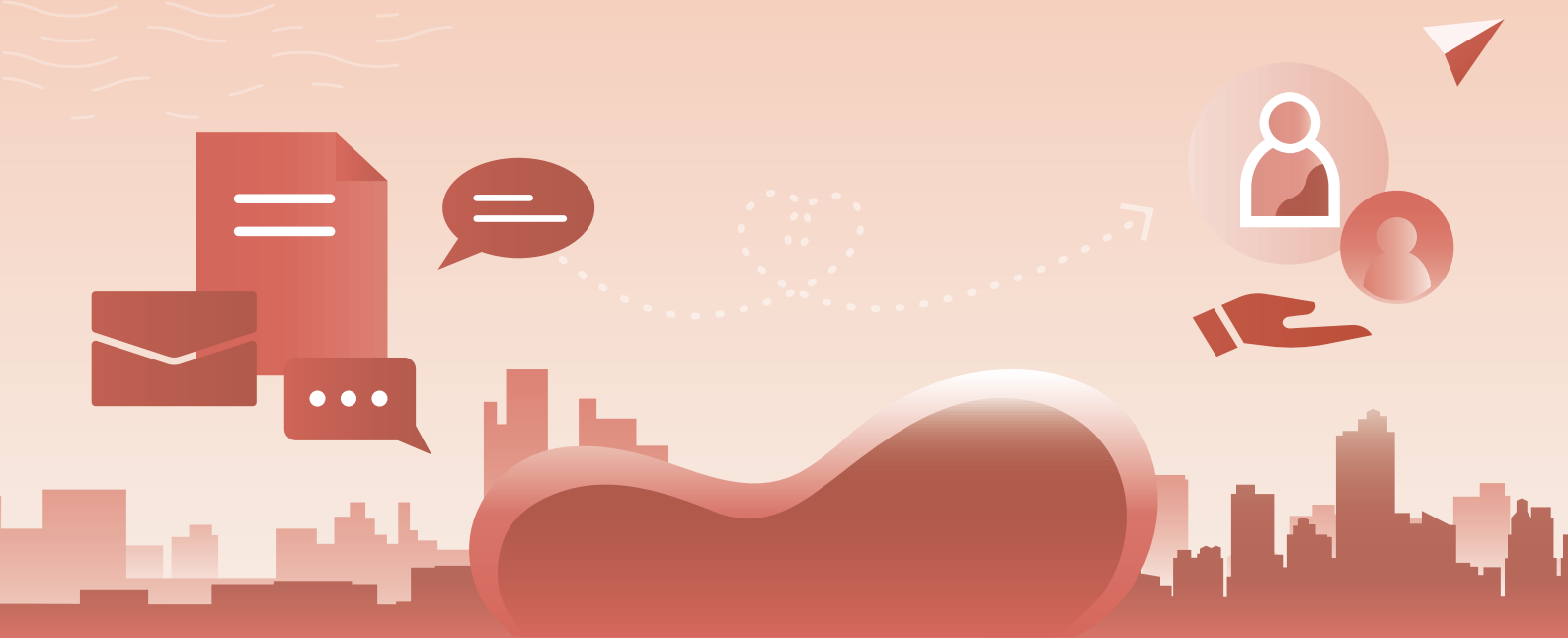


2024 ESG Report

Appendices

Sustainability Information Disclosure
Friendly Interactive Information



Friendly Interactive Information

Detailed information is provided in the “ESG Report” on the TIPC Sustainability website..

Staff Distribution

2024 Employee Hiring Statistics				
Number of employees				
Region/Type		Female	Male	Total
Taiwan	Number of staff	895	1191	2086
	Number of full-time employees	860	1174	2034
	Number of temporary employees	35	17	52
Note: 1.This table is calculated using the number of staff/full-time equivalent method. 2.Full-time employees are on indefinite contracts. 3.Temporary staff include: work-study students, interns and casual employees.				

Region	Contract type		Female	Male	Total
Taiwan	Number of Employees (A)		895	1191	2,086
	Classification by contract type	Fixed-term contract employees (B)	35	17	52
		Indefinite contract employees(C)	860	1174	2,034
	Classification by work hour guarantee	Employees with guaranteed working hours (D)	895	1191	2,086
		Employees without guaranteed working hours (E)	0	0	0
	Classification by working hours	Full-time employees (F)	891	1186	2,077
		Part-time employees (G)	4	5	9

Notes:

1. Employees: Individuals who, under national law or applicable requirements, are in an employment relationship with the organization (in Taiwan, this refers to individuals enrolled in labor insurance).
2. Indefinite term contract employees: Refers to permanently employed staff.
3. Full-time employees: Employees whose weekly, monthly, or yearly working hours are defined according to national laws and practices. In Taiwan, the Labor Standards Act stipulates that working hours shall not exceed 8 hours per day and 40 hours per week.
4. Part-time employees: Employees whose weekly, monthly, or yearly working hours are fewer than those of full-time employees.
5. Employees without guaranteed working hours: Employees who are not guaranteed a minimum or fixed number of working hours per day, week, or month, but may be required to remain available for work on demand.
6. Calculation method for this table: Number of employees = Value as of the reporting end date.
7. Number of employed persons (A) = Fixed-term contract employees (B) + Non-fixed-term contract employees (C) = Employees with guaranteed working hours (D) + Employees without guaranteed working hours (E) = Full-time employees (F) + Part-time employees (G)

Information of Non-Employee Workers		
Type	Contractual relationship with the company	Number of people
Cleaning personnel	Outsourcing	233
Security personnel	Outsourcing	116
Company car driver	Outsourcing	20
Hardware/Network locator	Contractual	20
System operators	Contractual	10
Total		389
Note: 1. The above statistics include the headquarter and four branches (including subsidiary ports) 2. The total number of resident officers is 30, representing an increase of 1 person as compared with the previous year. The main reasons for the increase are as follows: (1) The project requires the provision of resident site services. (2) As the scale of the project has increased, the existing resources can no longer cope with the daily operation and additional resident site officers are required to enhance work efficiency and minimize processing time. 3. There are two types of tasks for the resident officers: (1) Hardware/Network: Maintenance, troubleshooting and installation of computer hardware and network, totaling 20 people. (2) System: Assist in system configuration and maintenance, totaling 10 people.		

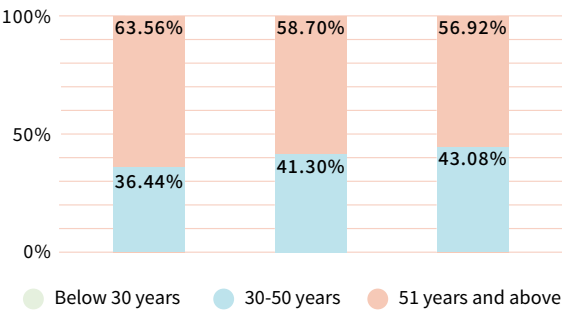
Employee Diversity

Staff distribution in the past three years					
Year			2022	2023	2024
Project/Gender		Age	Number of persons	Number of persons	Number of persons
Senior Executive	Male	Below 30 years	0	0	0
		30-50 years	59	69	72
		51 years and above	111	105	104
	Female	Below 30 years	0	0	0
		30-50 years	31	33	37
		51 years and above	46	40	40
Total senior executives			247	247	253

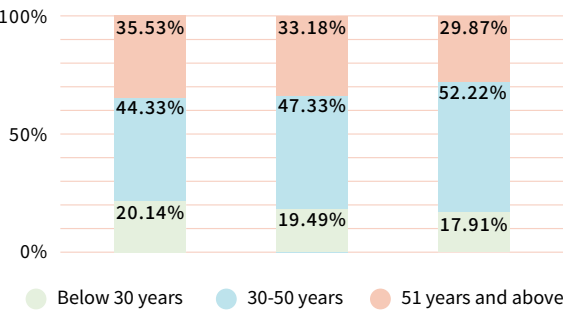
Staff distribution in the past three years					
Year			2022	2023	2024
Project/Gender		Age	Number of persons	Number of persons	Number of persons
Non-supervisory Staff	Male	Below 30 years	132	121	105
		30-50 years	474	463	487
		51 years and above	497	451	406
	Female	Below 30 years	241	229	214
		30-50 years	347	387	443
		51 years and above	161	145	126
Total supervisory staff			1,852	1,796	1,781
Total full-time employees			2,099	2,043	2,034

Note: Managerial level and above are defined as senior executives.

Age ratio of senior executives above managerial level in the past three years



Age ratio of senior executives above managerial level in the past three years



Distribution of Access to Indigenous and Disabled People in 2024				
Category		Physical and mental disabilities	Indigenous	Subtotal
Male	Below 30 years	2	1	3
	30-50 years	11	2	13
	Above 50 years	21	3	24
Female	Below 30 years	0	3	3
	30-50 years	7	2	9
	Above 50 years	12	0	12
Total		53	11	64

Note: The company employs a total of 53 people with physical and mental disabilities, including 41 with mild to moderate disabilities and 12 with severe disabilities (including 10 full-time and 2 part-time). However, in accordance with Article 38, Paragraphs 4 and 6 of the 'People with Disabilities Rights Protection Act', it is stipulated that 'each person with severe disability shall be counted as two persons; for part-time work, two persons are counted as one', which means a total of 63 persons (41 persons with moderate disabilities + 10 full-time severely-disabled workers × two counts + 2 part-time severely-disabled workers × two counts/2).

Staff Mobility

New Recruitment Rate				
Year	Year 2022			
Age Category	No. of males	New recruitment rate of males	No. of females	New recruitment rate of females
Below 30 years	33	1.56%	36	1.70%
30-50 years	20	0.95%	11	0.52%
51 years and above	2	0.09%	0	0%
Total new recruits	102			
Total employees	2,116			
Total new recruitment rate (%)	4.82%			

Note:

1. Number of new recruits excluding mid-job resignees.

2. New recruitment rate of male (female) employees of that age group = the number of new male (female) employees of that age group for the year / the total number of employees of the operating site at the end of the year.

Turnover Rate				
Year	Year 2022			
Age/Gender	No. of males	Male turnover rate	No. of females	Female turnover rate
Below 30 years	21	0.99%	15	0.71%
30-50 years	14	0.66%	8	0.38%
51 years and above	102	4.82%	22	1.04%
Total number of turnovers	182			
Total number of employees	2,116			
Total turnover rate (%)	8.60%			
Voluntary turnover rate	86%		14%	
Involuntary turnover rate				

Note:

1. Turnover rate for each category (%) = number of turnovers in that category of the year / total number of employees at the end of the year.

2. Total turnover rate (%) = total number of turnover of the year / total number of employees at the end of the year.

3. The number of turnovers includes both voluntary and involuntary turnovers.

4. Voluntary turnover includes resignation and retirement, while involuntary turnover includes death on duty, dismissal, layoff and discontinuation of contract.

Year 2023				Year 2024			
No. of males	Male turnover rate	No. of females	Female turnover rate	No. of males	Male turnover rate	No. of females	Female turnover rate
17	0.82%	39	1.88%	27	1.29%	57	2.73%
23	1.11%	27	1.30%	52	2.49%	34	1.63%
3	0.14%	2	0.10%	6	0.29%	3	0.14%
111				179			
2,071				2086			
5.36%				8.58%			

New Recruitment Rate							
Year 2023				Year 2024			
No. of males	Male turnover rate	No. of females	Female turnover rate	No. of males	Male turnover rate	No. of females	Female turnover rate
13	0.63%	13	0.63%	10	0.48%	19	0.91%
15	0.72%	10	0.48%	23	1.10%	14	0.67%
76	3.67%	29	1.40%	76	3.64%	22	1.05%
156				164			
2,071				2,086			
7.53%				7.86%			
93%		7%		89%		11%	

Parental Leave

List of staff's parental leave in the past three years									
Year	2022			2023			2024		
Gender/Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of eligible applicants for parental leave A	86	86	172	108	102	210	103	113	216
Actual number of employees applied for maternity leave in the current year B	8	23	31	5	29	34	7	31	38
Number of employees who should be reinstated in the current year C	5	22	27	7	27	34	5	26	31
Actual number of reinstatement in the current year D	5	22	27	7	27	34	5	26	31
Actual number of reinstatement in the previous year E	1	13	14	5	22	27	7	27	34
Continuing employment after reinstatement from the previous year's parental leave F	1	13	14	5	22	27	4	27	31
Reinstatement rate after parental leave in the current year %(D/C)	100%	100%	100%	100%	100%	100%	100%	100%	100%
Retention rate after parental leave in the current year %(F/E)	100%	100%	100%	100%	100%	100%	57%	100%	91%

Note:

- 1.Number of eligible applicants for parental leave = total number of applicants for maternity and paternity leave from 2021 to 2024.
- 2.Number of employees who should be reinstated = Estimation of number of employees who should be reinstated in the year.
- 3.Number of employees retained in 2024 = Number of actual reinstatements in 2023 and still active on 31 Disember 2024.
- 4.Reinstatement rate after parental leave in the current year = Actual number of reinstatement in the current year/Number of employees who should be reinstated in the current year C (D/C).
- 5.Retention rate after parental leave in the current year %= Continuing employment after reinstatement from the previous year's parental leave / Actual number of reinstatement in the previous year (F/E).

Annual Total Remuneration Ratio

Remuneration Ratio		
Country/Region	Ratio of the annual total remuneration of the highest paid individual of the company to the median of the annual total remuneration of the employees (excluding the highest paid individual)	Ratio of increase in the annual total remuneration of the highest paid individual of the company to the annual total remuneration of the employees (excluding the highest paid individual)
Taiwan	3.190	0.15

Note:

1. The Chairman of the Board of Directors is not considered to be the highest paid individual, unless he/she is also the President / Chief Executive Officer.
2. Calculation formula for the median annual salary ratio: annual salary of the individual with the highest annual salary for the year/annual salary of the individual with median annual salary for the year.
3. Calculation formula for annual salary increment ratio: Percentage of annual salary increment for the individual with the highest annual salary for the year / Percentage of annual salary increment for the individual with median annual salary for the year.

Salary for Entry-level Employees

Ratio of standard pay to statutory minimum basic pay for TIPC entry-level employees in 2024			
Ratio of standard pay to basic pay for male entry-level employees		Ratio of standard pay to basic pay for female entry-level employees	
Junior level	Senior level	Junior level	Senior level
1.39	1.98	1.39	1.98
Note: The basic salary approved by the Executive Yuan in 2024 is used to calculate the pay scale for new and experienced employees of the company.			

Gender Pay Ratio

Pay ratio by job category	Number of people		Total annual salary (NT\$)		Pay ratio	
	Female	Male	Female	Male	Female	Male
Management	77	176	103,065,884	250,709,468	1.0	2.43
Non-management	818	1,015	723,479,720	1,112,214,059	1.0	1.54

Average training hours

Training hours for each staff category

Item/Category		Management		Non-management		Total
Unit/Gender		Male	Female	Male	Female	
Total number of people	pax	176	77	1,015	818	2,086
Total training hours	hour	9,378.00	5,560.00	36,391.00	41,916.00	93,245.00
Average training hours	Hour/pax	53.28	72.21	35.85	51.24	44.70
Training fee	NT\$	2,332,901	1,020,644	13,453,945	10,842,687	27,650,177

1. Civil Service Ethics Department assigned staff to participate in the Agency Against Corruption (AAC)'s integrity officer training program for a period of 2 months. The participants were all female, resulting in a significant difference in the average training hours for females as compared to males.
2. In order to provide second-level supervisors with proposals or preventive measures for existing problems during operation, the company has planned and conducted "online seminars for supervisors" in each quarter of 2024, resulting in a significant increase in the average number of hours of training for managerial personnel.
3. The number of employees, including temporary employees, was based on 2023.

Occupational Safety and Health Training

Occupational Safety and Health Training Statistics		
Training program	Number of trainees	Training fee (NT\$)
General safety and health education training (New/working employees, supervisors, OSHC members, work-study/interns)	639	141,000
Safety and health promotion for loading and unloading operators and contractors	531	69,000
On-the-job education and training for dangerous machine operators and hangers	60	12,000
On-the-job education and training for forklift operators	50	18,000
Occupational safety and health construction risk assessment and risk management	56	18,000
CPR+AED training	574	82,100
Health promotion programs (weight loss, chronic diseases prevention, emerging infectious diseases, middle-aged and elderly health promotion, stress management)	692	125,000
Employee health protection (human factors, workplace stress, vulnerability, maternity, and middle-aged) program training	554	101,000

Occupational Injury Statistics

Employee Occupational Injuries Statistics in 2024		
Total working hours	Total female working hours	1,748,130
	Total male working hours	2,415,936
	Total working hours	4,164,067
Number of recordable occupational injuries (including fatalities and serious occupational injuries)	Total occupational injuries (times) for females	0
	Total occupational injuries (times) for males	0
	Total occupational injuries (times)	0
Death rate from occupational injuries (%)		0
Rate of severe occupational injuries (%)		0
Recordable occupational injury rate (%)		0.00

Employee Occupational Injuries Statistics in 2024

Notes.

1. Death rate from occupational injuries = (number of deaths due to occupational injuries/total working hours)*1,000,000.
2. Rate of severe occupational injuries = [Number of severe occupational injuries (excluding fatalities)/Total working hours]*1,000,000.
3. Recordable occupational injury rate = [Number of recordable occupational injuries (including fatalities and serious occupational injuries)/Total working hours]*1,000,000.
4. Serious occupational injuries refer to occupational injuries that cannot be restored to a healthy state within 6 months.
5. Recordable occupational injuries do not include occupational injuries caused by commuting to and from work.

Occupational injuries to non-employees statistics in 2024

Total working hours	Total female working hours	498,000
	Total male working hours	896,400
	Total working hours	1,394,400
Number of deaths caused by occupational injuries	Number of female deaths (times)	0
	Number of male deaths (times)	0
	Total deaths (times)*	0
Number of severe occupational injuries (excluding fatalities)	Total number of female serious occupational injuries (times)	0
	Total number of male serious occupational injuries (times)	0
	Total number of serious occupational injuries (times)	0
Number of recordable occupational injuries (including fatalities and serious occupational injuries)	Total female occupational injuries (times)	0
	Total male occupational injuries (times)	0
	Total occupational injuries (times)	0
Death rate from occupational injuries (%)		0.00
Rate of severe occupational injuries (%)		0.00
Recordable occupational injury rate (%)		0.00

Notes.

1. Death rate from occupational injuries = (Number of deaths due to occupational injuries/total working hours)*1,000,000.
2. Rate of severe occupational injuries = [Number of severe occupational injuries (excluding fatalities)/Total working hours]*1,000,000.
3. Recordable occupational injury rate = [Number of recordable occupational injuries (including fatalities and serious occupational injuries)/Total working hours]*1,000,000.
4. Serious occupational injuries refer to occupational injuries that cannot be restored to a healthy state within 6 months.
5. Recordable occupational injuries do not include occupational injuries caused by commuting to and from work.

Employee Health Screening

Summary table of number and cost of employee health screening	
General health screening	
Screening item	Advanced checkups for gastrointestinal/cardiovascular/cancer in addition to mandatory checkups
Number of people screened	1,031
Screening fee (thousand NT\$)	4,761.5
Special health screening	
Screening item	1. Noise: 23 2. Dust: 24 people 3. Abnormal air pressure: 3 people 4. Long night shift: 73 people
Number of people screened	123
Screening fee (thousand NT\$)	120.2

