



2024

Sustainability Report



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About this Report

This is the sustainability report issued by Tainan Enterprises Co., Ltd. (hereinafter referred to as "Tainan Enterprises" and "Tainan"). It discloses to the public and stakeholders the company's efforts in the three major environmental, social and governance aspects, the execution performance and future strategic goals. Tainan Enterprises hopes that the publication of this report will give stakeholders an understanding of our commitment to the continued pursuit of corporate sustainability and social responsibility.

✦ Editorial Principles

This report has been prepared in accordance with the GRI Universal Standards 2021 published by the Global Reporting Initiative (GRI).

✦ Reporting Period

The data and content disclosed here are mainly for the period between January 1 and December 31, 2024. Some of the data is from information prior to 2023 or more recent information in 2025, which will be further explained in the disclosure.

✦ Report Boundaries and Scope

The information outlined in the report encompass Tainan operating locations in Taiwan, China, Indonesia, Cambodia, and Vietnam. In 2024, there were no significant changes in the scale, structure, ownership, or supply chain of Tainan Enterprises. If the information of each topic in this report is renumbered, it will be noted in that paragraph.

✦ Basis of Information and Calculations

The information and statistics provided in this report come from internal statistics and investigations. Some of the financial data in the section on Business Performance cites financial statements certified by the CPA. All of the financial data in this report are expressed in New Taiwan Dollars (NTD). All of the data were collected, measured and calculated in accordance with regulatory requirements. International standards were followed if there were no specific applicable regulations. If there were no applicable international standards then industry standards or practices were used as a reference.

✦ Report publication

This is the fourth report of Tainan Enterprises Co., Ltd. It is published on the Company's website every year.

Current release: August 2025

Previous release: August 2024

Next release: August 2026

✦ Feedback

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Message From the Chairman

Dear Stakeholders,

2024 has been a year of building upon our past and forging ahead steadily on our sustainability journey for Tainan Enterprise. Facing a restructuring of global trade, our management team has leveraged our diverse sourcing advantage to not only actively pursue new types of clients in high-growth and high-value sectors but also achieve several key milestones in sustainability.

In **Environmental Sustainability (E)**, we are committed to low-carbon operations and resource management. All our factories have completed greenhouse gas inventories, and we aim for verification in the future, laying the groundwork for comprehensive carbon reduction. In terms of energy alternatives, the Tainan plant has installed solar power, and coal procurement has significantly decreased by 90% compared to 2018, demonstrating our resolve to phase out high-carbon energy sources. For water resource management, our integrated washing plants have achieved 100% wastewater recycling. Moving forward, we will continue to reduce water intensity per garment through process optimization.

In **Employee Care and Social Aspect (S)**, we regard our employees as our most valuable asset and actively contribute to society. In 2024, all factories joined international labor rights certifications (WRAP/Better Work) to ensure employee rights. Furthermore, our headquarters has launched an employee career development program to enhance our colleagues' ability to embrace challenges. In terms of community co-prosperity, the Tainan Enterprise Cultural and Arts Foundation continues to promote sustainable talent cultivation projects, responding to global sustainability trends through practical collaboration and deepening the transformative momentum of local industries. By connecting with local businesses, the foundation has created a local sustainability initiative that combines "industry setting challenges, university students solving them, and local youth jointly implementing solutions."

In **Corporate Governance (G)**, we continue to refine our sustainable governance structure and transparency. Sustainability risks have been integrated into our enterprise-wide risk management system and TCFD (Task Force on Climate-related Financial Disclosures) financial disclosure plan. Regarding product and process management, 75% of our factories have obtained certifications for the traceability of recycled fibers. Significant progress has also been made in the traceability certification for organic cotton, linen, and wood-based fibers.

Looking ahead, despite the continued global uncertainties, digitalization, intelligence, and sustainable governance are irreversible trends. Tainan Enterprise will continue to adjust its strategies, deepen its core sustainability operations, and uphold its corporate values of passion, innovation, and sustainability. We are committed to long-term development and creating greater value for all stakeholders.



Chairman of the Board *Yang Ching Hon*

Sustainability Performance Highlights

✦ Environmental

- Rooftop solar power plant completed at Tainan Headquarters
- Boilers at the Jakarta factory began using biomass fuel; all factories will gradually transition to clean energy
- No penalties for violation of local environmental laws and regulations in 2024

✦ Shared Prosperity with Society

- The Tainan Corporate Culture and Arts Foundation facilitated partnerships among **17** enterprises/schools, engaging **60** university students and **66** elementary school students to co-create **17** local sustainability actions for Tainan 400
- Tainan Re-Action — the Southerners' Sustainability Co-learning Action connected **45** enterprises and schools, challenging experimental actions on how to teach the SDGs.
- Total community service hours accumulated through public participation reached **3,379** hours, and total contributed service hours reached **2,043** hours

✦ Governance

- Participation in **7** major domestic and overseas associations
- **0** violations of business ethics
- Formulated the "Sustainable Products and Policies" to comprehensively promote recycling and organic cotton certification
- Jakarta and Solo factories in Indonesia obtained European Flax certification
- The Jin Su Wang factory in Cambodia joined the Organic Content Standard (OCS)

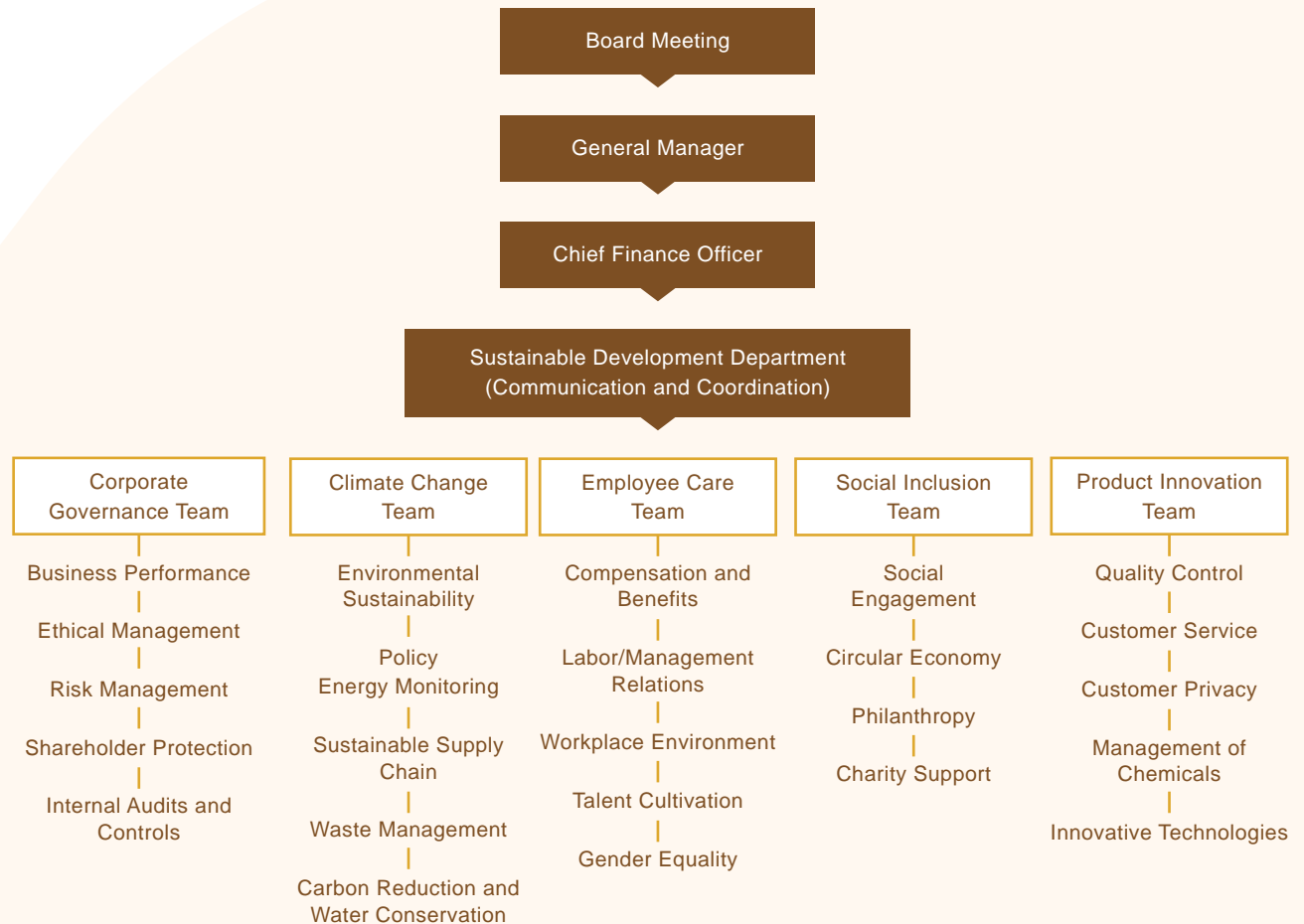
✦ Employees

- Passed **100%** of human rights audits with no use of child labor, forced labor, or discrimination.
- RISE education project implemented at factories in Cambodia, Vietnam, and Gaoqing, training reached **7,360** employee instances
- **46** hours of career training courses for Headquarters employees, with **268** total participants

Blueprint for Sustainable Development and Material Topics

✦ Corporate Value Chain and Sustainable Development Strategy

Tainan Enterprises is a member of the fashion supply chain. The textile/fashion industry is labor-intensive and has a high degree of environmental impact, making sustainable development for society and the environment an inescapable responsibility. Upholding the founding principles of “Truth,” “Goodness,” and “Beauty,” and in response to changing times and environments, the company has established relevant management mechanisms and goals, with four strategic pillars: “Technological Innovation and Supply Chain Management,” “Water Resource and Energy Substitution,” “A Diverse and Supportive Workplace,” and “Active Fulfillment of Social Responsibility.” We treat every employee with sincerity and care for every piece of land to build a sustainable enterprise.



E

Environment



✦ Foundation Period

2018-2022

Policy Guidelines

Achieve energy self-sufficiency and significant reduction in greenhouse gas emissions, moving toward environmentally friendly zero-carbon operations: The long-term goal is to maximize the use of renewable energy, achieve energy independence at factory sites, and attain Scope 2 carbon neutrality through multiple pathways, demonstrating the company's ultimate commitment to climate action.

Stage Goals

- **Energy Substitution Projects** 100% of factories to build solar power plants. Green electricity to reach 60% of total factory power. Achieve **Scope 1 and 2 carbon neutrality** via carbon credit trading and green power certificates.
- **Water Resource Management** 40% reduction in water use per garment.

✦ Growth Period

2023-2025

Policy Guidelines

Establish environmental management systems, initiate core resource inventories and preliminary reduction plans: Build standardized management frameworks via international certification; conduct greenhouse gas and water resource inventories, introduce process water recycling, and launch energy transition programs (e.g., adopt biomass fuel).

Stage Goals

- **Management System**
100% of factories obtain Higg FEM certification.
100% of factories complete self-inventory of greenhouse gas emissions (Scope 1 & 2).
- **Energy Substitution Project (GHG Reduction)**
Coal-fired boiler factories begin using biomass fuels to replace coal.
- **Water Resource Management Project**
100% of factories recycle process water.

✦ Target Achievement Period

2036-2050

Policy Guidelines

Actively promote energy transition and efficiency improvement to achieve verification of key environmental indicators: Accelerate the adoption of green electricity, construct self-owned renewable energy facilities, complete full greenhouse gas inventory verification, and fully phase out coal, the main source of emissions, to move toward low-carbon operations.

Stage Goals

- **Management System**
100% of factories complete greenhouse gas inventory verification
- **Energy Substitution Project (GHG Reduction)**
50% of factories build solar power plants (**25% completed**)
Green electricity reaches 30% of factory power
100% phase-out of coal-fired boilers (**coal procurement in 2024 reduced by 90%**)
- **Water Resource Management**
20% reduction in water use per garment through process optimization and equipment upgrades.

S

Society



✦ Foundation Period

2018-2022

Policy Guidelines

Realize comprehensive employee care, ongoing development, and deep community partnerships to build a people-oriented corporate culture that thrives with the community.

Stage Goals

- **Labor Care:**
100% of factories implement labor care and support programs.
Education programs reach all factory workers.
- **Headquarters:** Continues to promote employee career development plans.
- **Community Participation:** Complete fabric bank and used clothing recycling initiatives.
- **Community Talent Development:**
Develop prototype projects for the "Tainaner Sustainability Action" series, cultivating the first cohort of local sustainability education talent.

✦ Growth Period

2023-2025

Policy Guidelines

Establish a foundation for labor rights, employee care, and initial community engagement policies aligned with international standards.

Stage Goals

- **Labor Rights:** 75% of factories certified by WRAP or ILO's Better Work. Provide High-Quality Drinking Water for Factory Employees
- **Employee Care:** 50% of factories launch labor care programs.
- **Community Participation:** Promote industrial pilot zones and deepen sustainable project implementation and education in sectors such as apparel manufacturing
- **Community Talent Development:**
Continue the "Tainaner Sustainability Action" series, centered on replicable teaching modules to scale impact from local to national, creating a new model of "local education as a corporate responsibility field."

✦ Target Achievement Period

2036-2050

Policy Guidelines

Comprehensively enhance employee well-being programs, launch a talent development strategy at headquarters, and actively promote shared prosperity with the community.

Stage Goals

- **Labor Rights: 100% of factories certified by WRAP or Better Work.**
- **Labor Care:** 75% of factories launch labor care programs (including maternity care and education initiatives) **(50% achieved by 2024).**
- **Headquarters:** Launch employee career development plan
- **Community Participation:** Establish an "education-based ESG long chain" with the company and other group enterprises to create internal talent circulation.
- **Community Talent Development:**
Cultivate a resilient generation of youth with social innovation, industrial understanding, and environmental literacy.



G

Governance



✦ Foundation Period

2018-2022

Policy Guidelines

Achieve full certification and high usage of sustainable materials, and establish an integrated sustainability governance model to ensure resilience and leadership in corporate sustainability.

Stage Goals

- **Governance Framework:** Integrate sustainability goals into annual operating plans and budgets of all major departments. Establish an internal proposal system to encourage employee innovation with incentives. Incorporate ESG performance metrics into annual performance evaluations of all relevant departments.
- **Information Transparency:** Use digital tools (e.g., sustainability dashboards) for real-time ESG data disclosure. Establish regular and institutionalized deep dialogue mechanisms with key stakeholders such as investors, customers, NGOs, and local communities
- **Process Management:** 100% of factories certified for traceability of recycled fibers, cotton, flax, and forest fibers
- **Product Certification:** 80% of products are certified

✦ Growth Period

2023-2025

Policy Guidelines

Establish product sustainability and supply chain traceability mechanisms, and build a preliminary framework for sustainability governance.

Stage Goals

- **Governance Framework:** Establish a "Sustainability Governance Team" to review sustainability goals and policies at least quarterly. Incorporate sustainability goals into senior management's regular meeting agendas.
- **Information Transparency:** Prepare the first sustainability report in accordance with international standards (e.g., GRI Standards).
- **Process Management:** Factories begin implementing traceable production processes.
- **Product Certification:** Headquarters promotes factory certification for recycled fibers and cotton (Target: 50% of factories certified for recycled fibers; 20% for organic cotton)

✦ Target Achievement Period

2036-2050

Policy Guidelines



Expand sustainable material certifications and product application coverage, strengthen sustainability risk management and information transparency, and continue improving the sustainability governance framework.




Stage Goals




- **Governance Framework:** Integrate sustainability-related risks (e.g., TCFD climate risk, SASB standards, supply chain human rights risks) into enterprise-wide risk management and develop climate-related financial disclosure plans (TCFD). Establish an integrated ESG data platform to enable real-time tracking and analysis for decision support.
- **Information Transparency:** Achieve third-party assurance of the annual sustainability report to enhance credibility.
- **Process Management:** Expand certification coverage to include recycled, cotton, flax, and forest-based fibers. Plants: 75% of factories certified for traceability of recycled fibers, organic cotton, flax, and forest fibers (**2024 data: 75% recycled fibers, 37.5% cotton, 25% flax, 37.5% forest fibers**)
- **Product Certification:** Certified products account for 50% of total products (**2024: 30% achieved**)

✦ Stakeholder Engagement

Tainan Enterprises follows the international AA1000 SES Stakeholder Engagement Standard and refers to domestic and international sustainability issue trends and operational needs to define eight main categories of stakeholders: employees, shareholders/investors/banks, suppliers/contractors/OEMs, customers/brand vendors, government, community, non-governmental organizations, and media. Based on the concerns of each stakeholder group, and the level of impact each issue has on society, the environment, and the economy, Tainan Enterprises determines the materiality ranking of each issue. These results are incorporated into sustainability strategy planning to enhance the completeness of future operations and implementation.

Stakeholders	Relevance	Topic of Concern	Channel and Frequency of Engagement	Responses from Tainan Enterprises
 Employees	Employees are Tainan Enterprises' most important asset. We grow and create value together with our employees through the establishment of sound labor/ management relations and working environments.	<ul style="list-style-type: none"> - Management of Chemicals - Labor Rights and Welfare 	<ol style="list-style-type: none"> 1. At least 2 regular management-employee communication meetings per year 2. Quarterly labor-management dialogue 3. Annual education and training 4. Quarterly occupational safety meeting 5. Instant employee suggestion box 	<ol style="list-style-type: none"> 1. Tainan Enterprises respects the rights of every employee and the use of child labor is strictly prohibited. We also conduct annual third-party audits in accordance with International Labour Organization (ILO) standards to ensure our compliance on employee rights, recruitment, and separation. 2. The Human Resources Department provides education and training to employees upon their arrival, and informs them of their rights and benefits, Employee rights and benefits are also published and available for employee review at any time.
 Shareholders/ Investors/Banks	The support and supervision of our investors is fundamental to the continuity of Tainan Enterprises operations. Transparency of information and continuous communication and engagement with stakeholders ensure that all investors are heard.	<ul style="list-style-type: none"> - Energy and Greenhouse Gas Emissions - Product Sustainability and Innovation - Corporate Governance and Ethics 	<ol style="list-style-type: none"> 1. Annual general shareholders' meeting 2. Regular updates on the corporate website and Market Observation Post System 3. Responded to shareholders via telephone or correspondence on an ad hoc basis 	<ol style="list-style-type: none"> 1. Annual sustainability report published since 2020 2. The Company discloses annual performance results on environmental performance, labor rights, regulatory compliance, and local community engagement through the sustainability report and on the corporate website for public access and download.

Stakeholders	Relevance	Topic of Concern	Channel and Frequency of Engagement	Responses from Tainan Enterprises
 <p>Suppliers/Contractors/ OEMs</p>	<p>Suppliers/ Contractors/ OEM have a direct impact on production at Tainan Enterprises. Close collaboration and management are maintained to forge a sustainable supply chain.</p>	<ul style="list-style-type: none"> - Supply Chain Management and Transparency - Water Resource Management - Management of Chemicals - Product Sustainability and Innovation - Corporate Governance and Ethics 	<ol style="list-style-type: none"> 1. Immediate communication by phone or correspondence. 2. Quarterly contractor meetings 3. Project-based support and audits 4. Annual signing of Supplier Code of Conduct by vendors 5. Annual filling out of C-TPAT self-assessment questionnaire by suppliers 	<ol style="list-style-type: none"> 1. The Company Articles of Incorporation are disclosed on the Chinese version of our corporate website for public viewing and download. 2. The Tainan Enterprises "Employee Code of Conduct" and "Anti-Bribery and Enticement Policy" prohibit bribery and the acceptance of improper gain in any form. Please report any suspected incidents of corruption or improper gain to: Ms. Chu Chen-chi, Internal Audit Tel: (06)2307-911 #151 E-Mail: aifa@tai-nan.com 3. The status of supplier communication is disclosed annually in the sustainability report.
 <p>Customers/ Brand Vendors</p>	<p>Tainan Enterprises maintains strict quality controls through our expertise and technology to provide customers with the best products. We also develop new products and work with customers to open up new markets.</p>	<ul style="list-style-type: none"> - Supply Chain Management and Transparency - Water Resource Management - Energy and Greenhouse Gas Emissions - Waste Management and Circular Economy - Management of Chemicals - Labor Rights and Welfare - Product Sustainability and Innovation 	<ol style="list-style-type: none"> 1. Quarterly/ annual factory audit 2. Quarterly customer conference 3. Immediate communication by phone or correspondence. 	<ol style="list-style-type: none"> 1. The Higg Facility Management Module (FEM) is used by each factory to share environmental data with customers every year. The data encompassed water resource management, wastewater and waste management, energy management, state of compliance, and greenhouse gas emissions. 2. Customers' supplier codes of conduct are signed by Tainan Enterprises to promise that no forced or compulsory labor is used. We also conduct annual third-party audits in accordance with International Labour Organization (ILO) standards and share the audit results with our customers.
 <p>Government</p>	<p>Tainan Enterprises complies with the relevant laws and regulations issued by the government and competent agencies. We cooperate fully with the introduction and implementation of government regulations.</p>	<ul style="list-style-type: none"> - Water Resource Management - Energy and Greenhouse Gas Emissions - Waste Management and Circular Economy - Management of Chemicals - Labor Rights and Welfare - Corporate Governance and Ethics 	<ol style="list-style-type: none"> 1. Ad hoc participation in forums and symposiums 2. Immediate communication via official correspondence 3. Regular reporting of wastewater and waste discharge 	<ol style="list-style-type: none"> 1. Each factory applies for wastewater discharge and waste disposal in accordance with local laws. We also monitor regulatory developments and cooperate with the introduction and implementation of government regulations. 2. Tainan Enterprises conducts internal GHG inventory on a voluntary basis. GHG emissions of corporate entities and subsidiaries are now disclosed in accordance with the government's GHG inventory timetable. 3. Occupational injuries are reported by each Tainan Enterprises operating location in accordance with local regulations. Regular OHS meetings are also conducted to inspect and review factory safety.
























Stakeholders	Relevance	Topic of Concern	Channel and Frequency of Engagement	Responses from Tainan Enterprises
 <p>Community</p>	<p>In addition to business profits, supporting the local community is another key component of business. The support of local communities makes it possible for Tainan Enterprises to carve out a local niche and set sights on international markets.</p>	<ul style="list-style-type: none"> - Energy and Greenhouse Gas Emissions - Waste Management and Circular Economy - Management of Chemicals - Labor Rights and Welfare 	<ol style="list-style-type: none"> 1. Annual visits to neighboring communities and hosting of community events 2. Real-time phone and email communication 	<ol style="list-style-type: none"> 1. Our factories in Cambodia as well as Jakarta and Solo in Indonesia make donations in kind to their local children's home every year and visit the children to play with them. 2. Tainan Enterprises Arts & Culture Foundation is based in Tainan but its efforts have recently begun bearing fruit around Taiwan. The Foundation supports the local community and boosts the resilience of community development. 3. Tainan Enterprises conducts a GHG inventory of every plant each year. The In-EMS cloud energy management system is used to monitor data such as power consumption, temperature and humidity, detect the energy efficiency of equipment, devise a replacement plan, manage GHG emissions and lower the environmental impact on local communities.
 <p>Non-Government Organizations</p>	<p>Resources provided by non-government organizations (NGO) and industry associations held fuel the steady development of Tainan Enterprises. We are an active participant in all matters and work together to create industry value.</p>	<ul style="list-style-type: none"> - Waste Management and Circular Economy - Management of Chemicals - Labor Rights and Welfare - Product Sustainability and Innovation 	<ol style="list-style-type: none"> 1. Ad hoc communication by phone or correspondence. 2. Regular updates to the Company website 	<p>Tainan has continued to disclose our outcomes in environmental performance (including water resource management), labor rights, compliance, innovative technologies and local social support in it's annual corporate sustainability report. The reports can be viewed or downloaded from our corporate website.</p>
 <p>The Media</p>	<p>Media supervision and recommendations spur continued developments at Tainan Enterprises. We listen to the media with an open-mind and respond to requirements set by the local community.</p>	<ul style="list-style-type: none"> - Waste Management and Circular Economy - Labor Rights and Welfare - Corporate Governance and Ethics 	<ol style="list-style-type: none"> 1. Ad hoc communication by phone or correspondence. 2. Ad hoc publication of information on the company website 3. Ad hoc participation in awards and activities 	<ol style="list-style-type: none"> 1. The Articles of Incorporation are disclosed on the Chinese version of our corporate website for public viewing and download. 2. Sustainability reports disclose annual results on labor rights, regulatory compliance, technological innovation, and community involvement. 3. Tainan Enterprises enters CSR-related awards organized by the media at different times, and report the Company's outcomes on local community support to the media.

✦ Identifying and Responding to Material Topics

Tainan Enterprises is committed to integrating sustainable development into its operations. The process of identifying material sustainability topics begins with an initial screening of multiple issues through comprehensive consideration of various factors, followed by an assessment by internal management of the potential impact and likelihood of each issue. In response to the increasing volatility of the global supply chain—driven by trade conflicts, geopolitical uncertainties, and climate change-related natural disasters—the Company revised its material topics in 2024. The eight topics identified in the table serve as key references for future sustainable business operations.

Ranking	Material Topics	Major Measures and Key Focus Areas	Ranking	Material Topics	Major Measures and Key Focus Areas
1	Supply Chain Management and Transparency	Formulate the Supplier Code of Conduct; enhance supply chain information disclosure and product traceability.	2	Water Resource Management	Introduce water-saving equipment and technology; implement wastewater treatment and reuse; comply with ZDHC wastewater guidelines.
3	Energy and Greenhouse Gas Emissions	Implement energy-saving measures; gradually adopt renewable energy; conduct regular GHG inventories (Scopes 1, 2, and 3); set reduction targets.	4	Waste Management and Circular Economy	Comply with waste-related regulations; develop and use recycled materials; explore circular economy models.
5	Management of Chemicals	Follow international standards such as ZDHC; establish a comprehensive chemical management system (procurement, storage, use, and disposal); provide employee training on chemical safety.	6	Labor Rights and Welfare	Promote fair labor practices; ensure a safe and healthy work environment; support employee development and well-being (including benefits and counseling); implement employee care programs.
7	Product Sustainability and Innovation	Actively develop and use sustainable materials; promote circular design.	8	Corporate Governance and Ethics	Establish sound governance structures (Board of Directors, Audit Committee, Remuneration Committee); uphold highest standards of business ethics; implement robust risk management; comply with all relevant laws and regulations.

✦ Impact Boundaries and Management Approaches of Material Topics

	Topic	Indirect Impact	Direct Impact		Indirect Impact	GRI Index	SDG Index		
		Supply Chain	Factory	Headquarters	Customers				
 Environment	Energy and Greenhouse Gas Emissions	●	●	●	●	GRI 305			
	Water Resource Management		●			GRI 303 GRI 306			
	Management of Chemicals	●	●			●	GRI 403-10		
 Society	Labor Rights and Welfare	●	●	●	●	GRI 401			
						GRI 402			
						GRI 404			
						GRI 405			
						GRI 408			
						GRI 409			
 Governance	Supply Chain Management and Transparency	●	●	●	●	Self-defined Material Topics			
	Corporate Governance and Ethics	●	●	●	●	Self-defined Material Topics			
	Product Sustainability and Innovation		●	●		Self-defined Material Topics			



Environment

	Description of impacts	Management Approach	2024 Results	2035 Goals	2050 Goals
Energy and Greenhouse Gas Emissions	GHG emissions are linked to the impact of climate change. Downstream vendors also set requirements on GHG emissions as well so there is negative impact on both downstream vendors and production sites.	Tainan Enterprises' greenhouse gas reduction commitment: Based on 2018, reduce Scope 1 and 2 emissions intensity per unit of revenue by 30% by 2030. Energy replacement plan: Completely eliminate coal-fired boilers and build solar power plants to increase the proportion of green electricity.	Scope 1 and 2 emissions reduced by 27% compared to 2018 - Tainan Plant installed a solar power system - Cambodia Factory completed coal elimination	100% of factories completed GHG inventory verification Energy replacement project: - All factories eliminate coal use - Factory green energy share reaches 30% - 50% of factories install solar power plants	Energy replacement project: - Achieve Scope 1 and 2 carbon neutrality through carbon offsetting and green electricity certificates - 100% of factories install solar power systems - Green power usage in factories reaches 60%
Water Resource Management	Discharge of wastewater and waste have a negative impact on the environment near our sites.	Wastewater: Each factory regularly tests water quality and conducts annual ZDHC wastewater testing to ensure all discharged water complies with discharge standards. Process water recycling: Water recycling systems have been implemented in factories to reuse process water and reduce fresh water usage.	100% of water used in Tainan Enterprises' washing processes is recycled and reused in washing and public facilities (toilets, gardening, cleaning), accounting for approximately 60% of total water usage.		
Management of Chemicals	Garment washing uses chemicals, which impacts both workers and the environment surrounding the facility.	Inside the factory: Strictly comply with regulations, establish full procedures for chemical procurement, storage, use, and disposal, and provide regular training for operators to ensure worker rights and well-being. Outside the factory: Provide stakeholders with sufficient information, actively seek alternatives, procure certified green chemicals, and pursue higher safety and environmental standards.	In 2024, no incidents of violations of chemical regulations or policies occurred in any factory of Tainan Enterprises. Green chemicals account for 25%.	No violations of regulations or policies occurred. Green chemicals account for 30%	No violations of regulations or policies occurred. Green chemicals account for 50%




Society

	Description of impacts	Management Approach	2024 Results	2035 Goals	2050 Goals
Labor Rights and Welfare	Forced labor violates ILO standards, impacts the entire value chain, and poor labor relations negatively affect the Company.	In accordance with ILO standards, all forms of coercion or restriction on employee movement are prohibited. Third-party audits are conducted annually to ensure compliance with employee rights, recruitment, and termination. Human rights improvement projects are implemented to achieve community co-prosperity.	All factories are certified by WRAP or Better Work. 50% of factories launched labor care programs. Headquarters: Launched career development program.	Factories: At least 75% launched labor care programs. Headquarters: Continue employee career development program.	Factories: 100% implementation of labor care program to ensure education projects reach all workers. Headquarters: Continues to promote employee career development plans.



Governance

	Description of impacts	Management Approach	2024 Results	2035 Goals	2050 Goals
Supply Chain Management and Transparency	Non-compliance will have a negative impact on the overall value chain.	Establish product sustainability and traceability mechanisms, strengthen sustainability risk management and transparency, and ensure Tainan Enterprises' resilience.	Factories have implemented traceable process management and received certifications for: <ul style="list-style-type: none">- 75% recycled fibers- 37.5% cotton- 25% flax	Plants: 75% certified for recycled materials, cotton, flax, and forest-based fibers. Products: 50% of products certified.	Plants 100% certified for traceability of recycled, cotton, flax, and forest-based fibers.
Corporate Governance and Ethics	Corporate governance is the foundation of business operations. The soundness of the company affects the overall value chain.	Establish an integrated sustainable governance model to ensure sustainability leadership.	Through TCFD climate risk and SASB standards	Build an integrated ESG data platform for real-time tracking and analysis to support decision-making	Use digital tools to disclose ESG information and establish in-depth dialogue mechanisms with key stakeholders such as investors, customers, NGOs, and communities.
Product Sustainability and Innovation	Technical innovation can enhance productivity and lower costs. Failure to engage in technical innovation leads to corresponding risks for factories and headquarters.	Headquarters leads certification efforts for factories to produce sustainably certified products.	30% of products certified.	50% of products certified.	80% of products certified.



Chapter

01

✦ Corporate Governance

- 1.1 About Tainan Enterprises
- 1.2 Corporate Governance
- 1.3 Ethical Management
- 1.4 Risk Management
- 1.5 TCFD Climate Change Risks and Opportunities Management

1.1 About Tainan Enterprises

✦ 1.1.1 Company Profile

Tainan Enterprises was established in August 1961 as a professional contract apparel manufacturer, with main products including trousers, shirts, dresses, skirts, jackets, vests, and coats. In its early years, the Company primarily accepted low- to mid-priced apparel orders from hypermarkets such as K-mart in the U.S. Since 1985, by securing orders from Germany's Conex, it successfully transitioned into the mid-to-high-end apparel market. Currently, its major clients include mid-to-high-end brands such as Gap, Reitmans, Ann Taylor, Macy's, and Talbots in the United States.

To address the rising labor and land costs in Taiwan, Tainan Enterprises has actively expanded its overseas production bases, now covering Indonesia, China, Cambodia, and Vietnam. The Tainan plant serves as the new product design center and production base for high-value products, and is also responsible for transferring Taiwan's production processes and management know-how to its overseas factories. The China plant primarily handles domestic market and fast-response orders, and leverages its language advantage as a talent training hub. The plants in Indonesia, Cambodia, and Vietnam have become the Company's main production bases due to advantages in labor quality and cost. Through a global layout that integrates distributed manufacturing, personnel training, and design functions, Tainan Enterprises has established a unique competitive edge in the global apparel market.

Diversified Product Strategy

In recent years, Tainan Enterprises has actively promoted vertical integration by working closely with designer teams to accurately grasp market fashion trends. The Company not only continues to develop a wide variety of products but is also gradually expanding its apparel portfolio to include knitwear and sportswear. By leveraging its extensive experience in mid-to-high-end garment manufacturing, the Company can quickly respond to rapidly changing consumer market demands and meet customers' diversified one-stop procurement needs. Looking ahead, Tainan Enterprises will continue to optimize production capacity allocation and adopt an efficiency-oriented operating model to remain adaptive to the times.

Company Information



Company Name

Tainan Enterprises Co., Ltd.



Stock Code

1473



Date Established

August 1961



Chairman

Yang Ching-Hon



General Manager

Hsieh Yiu-Chin



Location of headquarters

No. 320, Sec. 3, Zhongshan Rd., Guiren Dist.,
Tainan City, Taiwan



Number of employees

10078 persons



Total Operating Revenue in 2024

7,446,440 (NTD thousand)

CSR in Practice

Tainan Enterprises has always been committed to fulfilling and embodying corporate social responsibility. Across its global operations, the Company places great importance on human rights, workplace safety, care for female employees, and environmental protection, while actively promoting various projects to foster happy work environments and healthy living. At both the Headquarters and overseas factories, environmental, social, and governance (ESG) projects are driven by the “Sustainable Development Department.” In Taiwan, the Company established the Tainan Corporate Culture and Art Foundation in 2001 and has since been actively involved in education, cultural, environmental, and social welfare initiatives. Tainan Enterprises firmly believes in and practices the values of “truth, goodness, and beauty,” staying true to its founding mission with unwavering dedication.



✦ 1.1.2 Business Performance

Profit in the past three years (Unit: NTD thousand)

Financial Performance	2022	2023	2024
Total Assets	5,176,890	5,434,361	5,880,297
Total liabilities	1,638,820	1,735,492	1,736,539
Shareholder equity	3,538,070	3,698,869	4,143,758
Operating revenue	7,529,845	6,508,300	7,446,360
Operating costs	(6,310,580)	(5,345,401)	(6,080,962)
Gross operating profit	1,219,265	1,162,899	1,365,398
Operating expenses	(983,539)	(876,542)	(993,797)
Non-operating revenue and expense	111,574	73,861	148,821
Net profit before tax	347,300	360,218	520,422
Income tax	(46,268)	(48,749)	(79,100)
Net profit after tax	301,032	311,469	441,322

Tainan Enterprises Operating Locations



✦ 1.1.3 Membership of domestic and foreign organizations

Country	Industry Associations
Taiwan	Taiwan Garment Industry Association Taiwan Textile Federation Taiwan Textile Research Institute Tainan Industry Association Better Cotton Initiative Textile Exchange Alliance for European Flax-Linen and Hemp
Cambodia	Garment Manufacturers Association in Cambodia (GMAC) Textile Exchange Forest Stewardship Council
Indonesia	Better Work (International Labor Organization) Textile Exchange Alliance for European Flax-Linen and Hemp Forest Stewardship Council
Vietnam	Vietnam Textile & Apparel Association (VITAS) Textile Exchange Forest Stewardship Council

1.2 Corporate Governance

Corporate governance has attracted the attention of corporate stakeholders in recent years. Sound corporate governance should include a robust Board of Directors, transparent finances, ethical corporate culture, and effective internal audits. Establishing a sound corporate governance system will generate long-term benefits for the company and shareholders through lower business risks and improved competitiveness.

✦ 1.2.1 Board of Directors

The Tainan Board of Directors consists of 11 directors (including 3 independent directors) appointed for a term of three years. There must be at least three independent directors and they must account for no less than one-fifth of all directorships. The candidates nomination system is adopted for electing all directors, and elected from the list of director candidates by shareholders. On June 21, 2023, Tainan Enterprises held a re-election of the Board of Directors, with the term lasting until June 20, 2026.

The average age of the Board members is 63.6 years, and there are 5 female directors, accounting for 45.5% of the Board. The background, professional knowledge and remuneration for each Board member can be found in the 2024 Annual Report. The Annual Report can be downloaded from the Market Observation Post System website, or from the Shareholders section of our corporate website.

The scope of the board performance evaluation includes of the Board Meeting, individual Board members and functional committees. The evaluation methods consist of internal self-evaluation, board member self-evaluation, and peer-evaluation. The 2024 performance evaluation results showed normal operations and good performance.

To prevent conflicts of interest in the top governance body, the Rules and Procedures of Shareholders Meetings stipulate that if a conflict of interest exists between an item on the agenda and a director or the legal person they represent, and that such conflict would harm Tainan interests, they may state their position and respond to any questions but may not take part in the discussion and voting. They should also recuse themselves during discussions and voting, and may exercise the proxy votes of other directors. In addition, the Board should be convened at least once per quarter to review

the Company's business performance, as well as discuss the Company's development strategy and major investments. The 22nd Board of Directors held 4 meetings in 2024, and the board attendance of all directors was 100%.

The Company's internal handling and disclosure of key material information is directly handled in accordance with the regulations of the competent authority. In 2024, a total of 24 material information was announced.

Board members undertake continuing education on corporate governance, corporate management, laws and regulations, and finance every year. The continuing education for the Board of Directors in 2024 was as follows:

Date	Continuing Education Topic	Trainees	Duration
2024.05.08	Talks on the three major principles of ethical corporate management, corporate governance, and corporate social responsibility, along with practical cases	Yang Ching-Hon, Wu Tao-Chang, Yang Yin-Ying, Yang Fu-Ching, Wang Po-Ya, Hsieh Yiu-Chin, Weng Hsiao-Wei, Tuan Mu-Cheng, Lee Li-Ying, Huang Ming-Yu	3
2024.04.12	Corporate Governance and Corporate Sustainability Workshop	Sher Jih-Hsin	3
2024.08.08	The Impact of the Economic Substance Act and Global Anti-Tax Avoidance on Corporate Governance from the Perspective of Directors and Supervisors	Yang Ching-Hon, Wu Tao-Chang, Yang Yin-Ying, Yang Fu-Ching, Wang Po-Ya, Hsieh Yiu-Chin, Weng Hsiao-Wei, Tuan Mu-Cheng, Lee Li-Ying, Huang Ming-Yu, Sher Jih-Hsin	3

✦ 1.2.2 Remuneration Committee

The Remuneration Committee uses its expertise to formulate and periodically review the performance evaluation of directors and managers, as well as the policy, system, standard and structure of remuneration. Director and management remuneration are then periodically evaluated and set based on the Company's business performance along with the social and environmental impacts of organizational operations in order to strengthen the corporate ethics and culture of Tainan in pursuit of sustainability. In 2024, the Remuneration Committee of Tainan Enterprises was re-elected along with the Board of Directors. The newly appointed Committee held two meetings, and the convener and members attended the meeting at 100% attendance rate.

✦ 1.2.3 Audit Committee

The Audit Committee was established on September 22, 2017, in accordance with the Regulations Governing the Exercise of Powers by Audit Committees of Public Companies. The mission of the Audit Committee is to assist the Board with carrying out its supervisory duties, as well as other missions assigned by the Company Act, Securities and Exchange, and other relevant laws. The committee shall be assembled by all three independent directors and meetings are to be convened at least once a quarter. The Company held four Audit Committee meetings after re-election in 2024, and the attendance rate of the members of the Audit Committee was 100%.



✦ 1.2.4 Sustainability Implementation Unit

The Board of Directors serves as the highest sustainability governance body for Tainan Enterprises, responsible for overseeing and guiding related policy issues. In 2014, the Company established a dedicated corporate social responsibility unit, the "Sustainability and Quality Assurance Department," responsible for promoting and implementing sustainability-related issues such as environmental protection, energy conservation and carbon reduction, human rights, and workplace health and safety. In 2024, to further enhance specialization, the Sustainability and Quality Assurance Department was split into the "Sustainability Department" and the "Quality Assurance Department."

The Sustainability Department is responsible for formulating sustainability-related policies and management guidelines for Tainan Enterprises, managing the environmental and social compliance and responsibility performance of overseas subsidiaries, and reporting annually to the directors on the implementation status of sustainability-related actions.

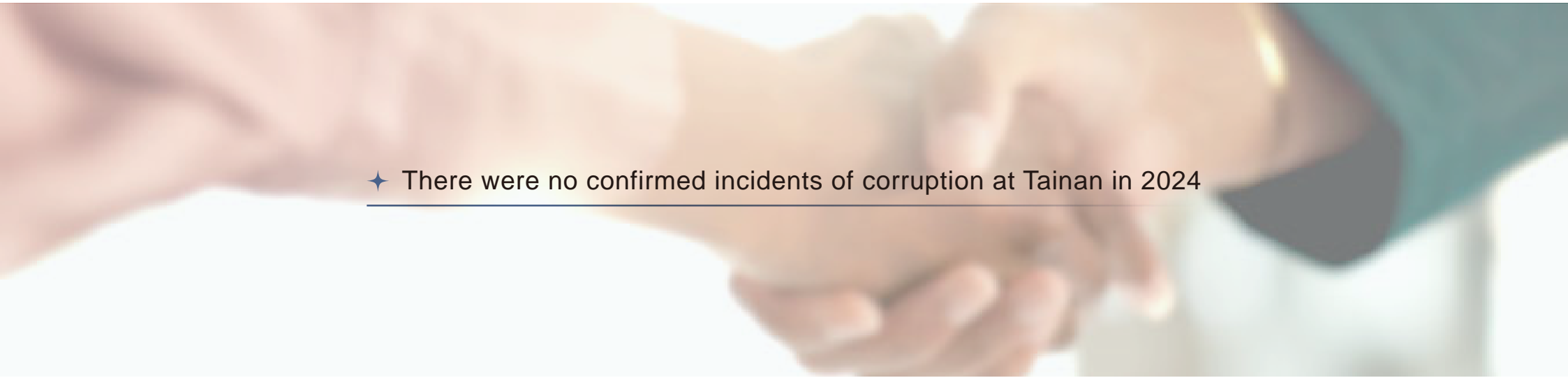
1.3 Ethical Management

Tainan has always considered ethics to be the most basic principle in business. In addition to complying with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, we also formulated the Ethical Management Principles, Employee Code of Conduct and other rules. The compensation system, internal control system, delegation system, and division of labor as well as internal audits and associated punishment/reward regulations. The establishment of an effective corporate governance structure as well as related ethical standards and practices have served to enforce ethical management throughout all company departments. The Anti-Bribery and Enticement Policy was also formulated by Tainan to raise employee awareness by explicitly stating our responsibility and position on anti-bribery and corruption. We also provide all workers with information and guidance on how to identify and deal with bribery/corruption issues.

In addition to strict internal requirements, Tainan Enterprises also requires suppliers and outsourced vendors to sign the "Supplier Code of Conduct" or the "Supplier Social Responsibility Commitment", making commitments on aspects such as labor rights, counter-terrorism, and security, and disclosing detailed supplier management information. Please refer to 2.2 Sustainable Partnerships.

Compliance

Compliance with local regulatory requirements is the most fundamental component of the management approach at Tainan. Each factory shall periodically audit the validity of their regulatory permits, identify local laws and regulations that they need to comply with, and develop a plan to track new developments on a regular basis to ensure compliance with the latest regulatory requirements. **In 2024, Tainan Enterprises did not incur any major economic or environmental penalties from competent authorities.**





✦ There were no confirmed incidents of corruption at Tainan in 2024

1.4 Risk Management

To ensure the Company's stable operations and sustainable development, the risk management policies, procedures and measures were approved in November 2022 to strengthen the control of overall operations. The Board of Directors, Audit Committee, General Manager, and the Audit Office jointly participate in the implementation of the above.

According to the Risk Management Policies and Procedures, Tainan Enterprises should identify the types of risks, including:

Risk Category	Risk Description	Possible Impact	Corresponding Management Measures and Expected Benefits
 <p>Market risk</p>	Changes in customer demand, market fluctuations, and intensified competition lead to changes in customer demand, resulting in decreased orders or uncollectible accounts receivable.	Medium-high: Decreased revenue, loss of market share, damage to brand reputation, deviation of product development from market demand, thereby affecting corporate profitability.	<p>Market trend analysis and rapid response: Continuously monitor consumer trends and technological developments in the textile and apparel industry, and quickly adjust product strategies and production schedules to respond to changing demand for new materials such as high-stretch fabrics.</p> <p>Sound credit risk management: Establish a comprehensive customer credit evaluation mechanism, regularly review the financial status and payment records of major customers, and reduce the risk of bad debts from accounts receivable.</p> <p>Diversified customer structure and market development: Actively develop new customers and markets, reduce reliance on a single or a few major customers, diversify operational risks, and expand new growth opportunities.</p> <p>Customer satisfaction tracking and feedback: Regularly collect customer opinions and feedback and incorporate them into product R&D and service optimization processes to ensure products meet market demand and improve customer satisfaction.</p> <p>Establish long-term partnerships: Strive to build stable and mutually trusting long-term partnerships with customers, rather than limiting to one-time transactions.</p>
 <p>Financial risk</p>	Changes in the macro environment adversely affect the Company's revenue, costs, and profitability.	Medium-high: Sharp decline in market demand, supply chain disruptions, investment losses, and rising financing costs, affecting corporate profitability and cash flow.	<p>Responding to market changes: In the event of plummeting textile and apparel demand due to global economic downturn or heightened trade barriers in major export markets, the Company adjusts strategies flexibly and gradually resumes normal operations as international trade stabilizes or demand emerges in new markets.</p> <p>Optimizing the investment portfolio: In response to intensified volatility in global equity and bond markets or economic downturns in specific regions that lead to investment losses, the Company will more prudently assess investment targets and adopt a diversified allocation strategy to mitigate risks.</p> <p>Assessment of major capital expenditures: Conduct feasibility assessments for major capital expenditures, such as the new plant in Indonesia, to enhance implementation potential.</p> <p>Adjustment of financing strategy: In the context of high U.S. dollar interest rates, formulate response strategies to avoid negative impacts from interest rates and ensure funding costs remain controllable.</p>

Risk Category	Risk Description	Possible Impact	Corresponding Management Measures and Expected Benefits
 <p>Supply chain risk</p>	<p>Global trade policy changes (e.g., tariff wars), geopolitical instability, raw material supply shortages or price fluctuations, logistics disruptions, supplier management issues, and increased demand for product traceability affect the timely supply and costs of raw materials, semi-finished products, or finished goods.</p>	<p>High: Production delays, cost increases, failure to deliver orders on time, decline in customer satisfaction, compliance risks, damage to brand reputation, and even loss of market competitiveness.</p>	<p>Diversified supplier strategy: Actively develop and maintain multiple qualified suppliers to reduce reliance on a single supplier, enabling responses to emergencies or geopolitical risks.</p> <p>Local procurement: Give priority to building cooperative relationships with geographically closer or domestic suppliers to reduce the risks of long-distance transportation, shorten delivery times, and respond more flexibly to changes in international trade policies or emergencies, thereby reducing supply chain disruption risks.</p> <p>Strengthen logistics and transportation management: Cooperate with multiple international logistics partners to assess the risks of various transportation routes and modes and develop contingency plans for logistics disruptions such as port closures or shipping delays.</p> <p>Enhance product traceability: Introduce digital management systems to ensure transparency and traceability of information across all supply chain stages, from raw material procurement to final product delivery, complying with international regulations and customer requirements (e.g., environmental protection, labor rights).</p> <p>Collaboration on quality and compliance standards: Establish close partnerships with suppliers to jointly ensure that all supply chain stages comply with Tainan Enterprises' quality standards and relevant international trade and environmental protection regulations.</p>
 <p>Talent risk</p>	<p>The internal talent structure and development fail to meet the Company's strategic goals and market competition needs, or the loss of key talent leads to operational stagnation.</p>	<p>Medium: Impacts innovation capacity, project execution efficiency, and corporate competitiveness.</p>	<p>Employee career development and cultivation: Promote co-design of personal growth plans between supervisors and employees through design thinking workshops to enhance employees' sense of belonging and commitment to the Company.</p> <p>Establish a talent pipeline: Develop internal talent cultivation mechanisms to ensure succession planning for key positions and mitigate the impact of talent loss.</p> <p>Incentive and retention mechanisms: Establish competitive compensation and benefits systems and performance-based incentive mechanisms to attract and retain outstanding talent.</p>
 <p>Climate change risk</p>	<p>Physical and transition risks that climate change may pose to business locations, supply chains, raw material acquisition, regulatory compliance, and market demand.</p>	<p>High: Increased operating costs, supply chain disruptions, compliance risks, and damage to brand image.</p>	<p>Tainan Enterprises has incorporated climate change risk into the Company's overall risk management framework. For detailed risk identification, assessment, and management strategies, please refer to the "1.5 TCFD Climate Change Risk and Opportunity Management" report.</p>
 <p>Information Security</p>	<p>The information system is subject to unauthorized access, use, disclosure, destruction, modification, or interruption, resulting in data leakage, system failure, or operational disruption.</p>	<p>Extremely high: Results in data loss, customer privacy breaches, financial loss, legal liability, and severe damage to brand reputation.</p>	<p>Establishment of the Information Security Committee: In 2022, Tainan Enterprises established the Information Security Committee to coordinate the formulation, implementation, risk management, and compliance auditing of information security and protection policies.</p> <p>Executive oversight: The highest-ranking officer of the corporate information security organization reports semi-annually to the Board's Audit Committee on the effectiveness of information security management, related issues, and strategic directions. The Audit Committee is responsible for overseeing corporate information security governance and includes members with information security backgrounds to supervise and evaluate the security management mechanism.</p> <p>Preventive measures: Conduct annual business continuity drills at the Taipei and Tainan backup data centers. Perform daily and weekly off-site backups, storage, and testing of critical system data.</p> <p>Commission annual vulnerability scans, which are incorporated into routine information security operations.</p> <p>Enhancing information security awareness: Conduct quarterly training and awareness programs for employees based on real-world security incidents, with random sampling checks.</p> <p>Professional skills development: Regularly arrange for system management staff to attend external information security courses and obtain certifications to ensure professional competency keeps pace with current developments.</p>

1.5 TCFD Climate Change Risks and Opportunities Management

In light of Tainan Enterprises identifying climate change as a significant corporate risk, the Company follows the Task Force on Climate-related Financial Disclosures (TCFD) framework to manage climate-related risks and opportunities. The strategy incorporates the Company's sustainability management blueprint, aiming to reduce operational impact, enhance corporate resilience, and capture transition opportunities.

✦ I. Governance:

Tainan Enterprises has established a sound climate change governance framework to ensure climate-related issues are integrated into corporate strategies and decision-making.

- The Sustainable Development Department under the General Manager's Office serves as the integration unit for TCFD climate change risk and opportunity management, responsible for coordinating, planning, and implementing related matters.
- The Sustainable Development Department regularly reports climate-related issues to the General Manager.
- It also compiles the climate risk identification results from all departments annually and reports to the Board of Directors regularly to ensure top management is informed and can guide the response to potential climate-related risks and opportunities.

✦ II. Strategy:

Tainan Enterprises has integrated climate-related factors into its strategic planning and decision-making processes to address the potential impacts of climate change on its operations. Through climate change assessment and scenario analysis, the Company has inventoried its resources and planned risk management policies aimed at enhancing resilience and adaptability, while seizing the transitional opportunities brought by climate change.

✦ III. Risk Management:

To proactively address various climate-related risks and potential opportunities within its business processes, Tainan Enterprises has established a systematic risk management mechanism:

- **The Company regularly identifies climate change-related risks and opportunities each year and re-evaluates their potential impacts.**
- **Strategies and response actions are systematically incorporated into the annual implementation plan.**

✦ IV. Metrics and Targets:

Tainan Enterprises has set specific climate-related metrics and targets to assess and monitor the impacts of climate change and the effectiveness of management:

- Greenhouse Gas Emissions

Short- to medium-term goal: Reduce Scope 1 and Scope 2 GHG emission intensity per NT\$1 million in economic output by 30% by 2030, using 2018 as the base year.
Long-term goal: Achieve carbon neutrality for Scope 1 and 2 emissions.

- Product Sustainability and Certification

Medium-term goal: Reach 50% of products with green certifications (GOTS, OCS, RCS, European Flax, FSC) by 2035.

Long-term goal: Reach 80% of products with green certifications (GOTS, OCS, RCS, European Flax, FSC) by 2050.

- Supply Chain Resilience:

Develop indicators related to local procurement and product traceability.

✦ Scenario Analysis

Low-carbon transition scenario: aligned with 1.5°C

Scenario assumptions: Countries worldwide actively promote stricter carbon reduction policies, carbon taxes/fees increase significantly, renewable energy and low-carbon technologies develop rapidly, and consumer demand and willingness to pay for sustainable products rise markedly.

Potential Risks

Transformation cost pressure

To comply with increasingly strict regulations and market expectations, the Company must invest more resources in adopting low-carbon production technologies, energy replacement, acquiring green product certifications (e.g., GOTS, OCS, GRS, RCS, FSC, European Flax), and managing Scope 3 emissions (including carbon footprint requirements for raw material suppliers), resulting in higher short-term operating costs.

Carbon tax/border adjustment mechanism impact

Stricter carbon border adjustment mechanisms in major export markets such as the EU and U.S. may increase export costs and reduce product price competitiveness.

Supply chain compliance risk

If supply chain partners fail to meet carbon reduction requirements or obtain relevant environmental certifications in time, this may destabilize the supply chain or compel the Company to bear additional supplier transition costs.

Potential Opportunities

Expansion of diversified apparel market

With rising consumer health awareness and lifestyle changes, demand for smaller, more diversified apparel orders is increasing, supporting the growth of the Company's diversified order portfolio.

Green product premiums and competitive advantage

Proactively developing and promoting sustainable product lines using recycled materials and eco-friendly dyeing processes, along with obtaining international certifications, will help attract international brands focused on sustainability, increasing market share and product premium potential.

Revenue growth potential

By meeting and exceeding the sustainability procurement standards of major customers—especially European and American brands pursuing green supply chains—the Company anticipates securing more orders and driving revenue growth.

Operating cost optimization

Heavy investment in energy efficiency improvements (e.g., energy replacement) and increasing the share of green energy is expected to significantly reduce energy consumption and long-term operating costs, thereby improving overall operational efficiency.

High-temperature / Climate out-of-control scenario: High-emission / 4°C warming

Scenario assumptions: Global carbon reduction progress is slow, leading to worsening climate change. The frequency and intensity of extreme weather events (e.g., heatwaves, floods, droughts, severe typhoons) increase significantly.

Potential Risks

Impact on core product orders

Rising autumn and winter temperatures in Europe and the U.S. will significantly reduce demand for apparel, severely affecting the Company's revenue.

Worsening physical asset damage

Frequent extreme events like flooding and torrential rain may cause factory shutdowns due to inundation and spoilage of raw materials and products, substantially increasing repair and replacement costs.

Increased risk of supply chain disruption

Extreme weather may impact the harvest of key raw materials (e.g., cotton, wool), reducing output and pushing up prices, or cause transportation disruptions, further destabilizing the supply chain.

Unstable energy and water supply

Rising temperatures increase electricity demand and the risk of power shortages; prolonged droughts may destabilize water supply, directly disrupting production processes.

Labor efficiency and occupational safety risk

High temperatures may negatively affect factory working conditions, reducing worker productivity and increasing safety risks, thereby impairing overall output.

Potential Opportunities

Rising demand for diversified apparel

While autumn and winter orders decline, demand will rise sharply for innovative functional apparel suited for summer or warm winters—such as lightweight, breathable, moisture-wicking, and cooling garments. Tainan Enterprises can leverage its diverse production capabilities and R&D strengths to capture this market shift by adjusting its product portfolio to align with new consumer trends.

Value of resilience and recovery solutions highlighted

The Company's early development of multi-location production bases, diversified transport plans, and strengthened supply chain resilience measures will prove critical when extreme weather disrupts supply chains—ensuring continuity of operations and enhancing customer trust.



Chapter

02

✦ Value Chain and Circular Economy

- 2.1 Tainan Enterprises' Value Chain
- 2.2 Policies for Sustainable Products
- 2.3 Sustainability Partnerships
- 2.4 Product Safety

2.1. Tainan Enterprises' Value Chain

✦ Primary Activities

Procurement and Management of Raw Materials

The Company primarily purchases main fabrics and accessories (such as buttons, zippers, sewing threads, labels, etc.) and delivers them to its factories.

Warehousing and Material Handling

The factories receive, categorize, store, and manage various fabrics and accessories from suppliers in different regions to ensure smooth production operations.

✦ Procurement Process

✦ Production and Operation

✦ Marketing and Management

Customer Relationship Management

Establish long-term and stable partnerships with major customers.

Order Fulfillment

Provide a wide variety of product choices based on customer needs — from pants and shirts to dresses and outerwear — and accept various OEM garment orders.

Customer Support

Provide support and coordination for product issues, repair needs, or order adjustments that may arise from customers.



Design and R&D

The design team closely tracks global market trends to develop new products aligned with fashion trends and expand into knitwear and sportswear.

Sample Production and Production Scheduling

Develop samples based on customer needs and accurately plan production schedules to ensure timely and cost-effective production of high-quality garments.

Garment Manufacturing and Assembly

Production processes such as cutting, sewing, and assembly are carried out at global manufacturing bases in Taiwan, Indonesia, China, Cambodia, and Vietnam.

Quality Inspection and Control

Strict quality control is implemented from raw materials to semi-finished products and final products to ensure they meet the high standards required by customers.

Sustainable Production

Sustainable raw materials are actively applied to develop a green operating model that meets the demands of the green consumer market.

✦ Shipping Process

Finished Product Warehousing and Inventory Management

Packaging, warehousing, and inventory management are carried out for finished garment products.

Global Transportation and Distribution

Finished products are delivered to major customer markets such as the United States, Canada, and Japan, involving international logistics.

✦ Support Activities



2.2 Sustainable Products and Policies

Tainan Enterprises' core policy on sustainable products aims to promote the adoption of rigorous international sustainability certifications and increase the proportion of sustainable materials used, to ensure products meet high standards in environmental responsibility, social responsibility, and chemical management. The goal is to gradually achieve full sustainability from raw material sourcing to finished products. The specific implementation and results are as follows:

✦ Recycled materials: Gradually replacing the Recycled Claim Standard (RCS) with the Global Recycled Standard (GRS)

Certification Name/ Conditions	Global Recycled Standard (GRS)	Recycled Claim Standard (RCS)
Minimum material content	20%	5%
Environmental requirements	O	X
Social responsibility requirements	O	X
Chemical requirements	O	X

✦ Organic cotton: Full adoption of the Global Organic Textile Standard (GOTS) and the Organic Content Standard (OCS)

Certification Name/ Conditions	Global Organic Textile Standard (GOTS)	Organic Content Standard (OCS)
Minimum material content	70%	5%
Environmental requirements	O	X
Social responsibility requirements	O	X
Chemical requirements	O	X

Our sustainable development policy encourages recycled products to gradually meet the GRS standard, which requires traceable recycled content of at least 20%, and mandates annual third-party audits to ensure factories comply with standards in labor safety, environmental protection, chemical management, and process management. To achieve this goal, we actively arrange training at headquarters and factories, encouraging the development department to engage in GRS-style product development. Since 2022, GRS has gradually replaced RCS, and by May 2025, the export volume had reached 83,529 units.

RCS transaction volume from 2022 to May 2025 (units)

2022	2023	2024	May 2025	
21,384 units	17,070 units	2,430 units	0 units	RCS has been gradually replaced by GRS

GRS transaction volume from 2024 to May 2025 (units)

2024 and earlier total	May 2025
144,186 units	83,529 units

✦ Overcoming pain points: Simplifying the Transaction Certificate (TC) application process to achieve supply chain transparency

From past application experience, we found that the process of applying for transaction certificates was extremely complex, which hindered the traceability of fibers. Therefore, the Sustainable Development Department has focused on improving internal procedures for applying for GOTS, GRS, OCS, and RCS transaction certificates, and will establish a new SOP in 2025 to simplify and increase transparency in the application process.

As a result of this reform, by May 2025, the company had already achieved 61,842 certified OCS and GOTS organic cotton transactions within just six months—far surpassing the cumulative total of previous years. Moving forward, we will fully implement AI assistance to automate the application process.

OCS and GOTS organic cotton transaction volume (units)

2024 and earlier total	May 2025
2,400 units	61,842 units

✦ Tainan Enterprises garment factory certification status in 2024



GRS



RCS



GOTS



OCS



EUROPEAN
FLAX



FSC

	GRS	RCS	GOTS	OCS	EUROPEAN FLAX	FSC
Gaoqing, China		✓				
Cambodia	✓	✓		✓		✓
Gin-Sovann	✓			✓		
Jakarta		✓	✓		✓	✓
Solo		✓			✓	
Vietnam		✓				✓

2.3 Sustainability Partnerships

Tainan provides customers with good-quality products and services. We choose legal suppliers that adhere to humanitarian and ethical standards as our partners. Our Supplier Code of Conduct serves as the basis for transparent, ethical, and responsible sourcing. To protect human rights and prevent incidents of forced or compulsory labor, we regularly update the "Supplier Social Responsibility Commitment" and require suppliers to sign it every year, which is based on the 12 principles of the WRAP International Social Responsibility Accreditation, and incorporates human rights, environmental, and shipping safety-related regulations, and pledge to comply with the Supplier Anti-Terrorism Code, which was developed in accordance with the C-TPAT U.S. Customs Business Coalition Against Terrorism's Factory and Shipping Safety Management Guidelines. At the same time, they must also fill out the "Supplier Anti-Terrorism Security Self-Assessment Questionnaire", as well as provide C-TPAT, AEO and other related certifications to assess the risk level of suppliers and to increase transparency and trust.

Potential suppliers who submit the abovementioned Letter of Commitment, Code of Conduct, and Self-Evaluation Form are eligible to enter the supplier selection stage. Tainan Enterprises will evaluate their production quality, level of cooperation, and payment terms, and they will be classified into Level A, B, C, and D. If the score is a D, the supplier will be disqualified from supplying the product. The impact of suppliers on the environment and society is also taken into consideration to effectively select suppliers that meet the corporate sustainability philosophy of Tainan Enterprises.

Tainan Enterprises' business partners are required to strictly comply with the Company's "Supplier Code of Conduct", including reasonable working hours, wages, and employment of employees, and Tainan Enterprises strictly prohibits the use of products with forced labor risks. If any forced/compulsory labor incident is found in the supply chain or upstream vendors, or any violation of the "Supplier Code of Conduct" or "Supplier Social Responsibility Commitment", Tainan Enterprises will inform the offending vendor and brand customers and ask the vendor to take improvement measures.

To mitigate the environmental impact from production activities, in addition to the development of green, sustainable fabrics, Tainan also encouraged suppliers to obtain green certification such as RCS, OEKO-TEX and BLUESIGN, increase the use of recycled materials, obtain chemicals that comply with OEKO-TEX and BLUESIGN guidelines, assess the impact on the environment, society and worker performance through the product life cycle, and work with customers to promote sustainability and lay down the foundations of a green economy.

Content of supplier evaluation

Environment	Compliance with local environmental regulations, possess the necessary wastewater, waste and discharge permits, and conduct an annual follow-up environmental evaluation each year monitor the environmental quality and build a sound, working environment.
Society	Comply with local labor laws or International Labor Organisation (ILO) guidelines, comply with social rules and guidelines, and provide employees with protection on right to work.

Supplier Commitment

Society	Ban on use of child and forced labor
	Ban on discrimination and any form of degrading conduct
	Provide reasonable compensation that satisfies a worker's basic needs and the minimum wage at the very least
Environment	Compliance with local environmental regulations
Anti-terrorism and security	Establish a security inspection process to ensure the safety of incoming and outgoing goods
	Security system and process established for access control. A reporting process for reporting unauthorized entry by suspicious persons was also put into place.
	Deployed information security system to protect Company information against misuse of software/hardware.
	Established safety process to prevent human trafficking and smuggling

2.2.1 Supplier Mentoring

Tainan values our cooperation with suppliers and their growth. We mentor suppliers every year on how to pass brand audits and become an approved supplier to international brands. Such mentoring covers quality, human rights, environmental safety and hygiene. We hope by mentoring suppliers we can expand our markets together, enhance our international skills and support mutual growth.

Year	Supplier Type	Mentoring Outcome
2020	Green Fashion Washing Factory in Indonesia	Passed the Disney FAMA factory audit. Gap Inc Water Quality Programme
2021	Vietnam Tatsu Garment Joint Stock Company	2021 Vietnam Tatsu Garment Joint Stock Company Became JC Penney supplier
2023	Arunima/DMC Garment Factory in Bangladesh	Became a Macy's supplier
2024	Cambodia washing factory	Became AEO supplier



2.4 Product Safety

At the end of 2022, the Vietnam, Cambodia, and Kaohsiung factories plan to conduct Oeko-Tex Standard 100 (and RSL) product safety clothing testing starting from FA23, requiring the main and auxiliary materials supply chain to hold certification and clothing terminal shipment certification.



✦ 2.3.1 Oeko-Tex Standard 100 Garment Test (28 items in total):

Item No.	Test item	Content
1	pH value	According to ISO 3071 (KCl solution)
2	Formaldehyde	Qualitative: Chromotrope acid reaction Quantitative: Free & partially releasable — JIS L 1041 -2011
3	Heavy Metals	
3.1	Extraction with Artificial acid sweat solution	(artificial acid sweat solution – ISO 105-04)
3.2	Total Digestion of the Samples	Acid digestion (ICP-OES, ICP-MS or AAS)
3.3	Chromium(VI)	Artificial acid sweat (artificial acid sweat solution – ISO 105-04; UV/VIS spectroscopy or IC.)
4	Pesticides	Extraction cleanup (GC-MS & LC-MS)

Item No.	Test item	Content
5	Chlorinated Phenols & Ortho-Phenylphenol	Alkaline aqueous solution (DIN 50009), extraction of free phenols & hydrolysed phenolesters, acetylated (GC-MS)
6	Plasticizers (phthalates)/siloxanes	Extracted with tetrahydrofuran, precipitation of polymer with n-hexane (GC-MS) (tetrahydrofuran; precipitation of polymers with n-hexane; GC-MS)
7	Organic Tin Compounds	Ethanol/ acetic acid solution & tropholone; derivatisation with sodium tetraethylborate (GC-MS)
8	Short & Medium Chained Chlorinated Paraffins (SCCP & MCCP)	Short & medium chained chlorinated paraffine on extraction with dichloro-methane/ n-hexane; GC-MS; EI mode SCCP & MCCP congeners
9	Per- and Polyfluorinated Compounds/ Per- and Polyfluoroalkyl Substances	Methanol; LC-MS & GC-MS


Item No.	Test item	Content
10	Dimethylfumarate (DMFu)	Acetone; preconcentration; GC-MS
11	Humanecological Critical Colorants	
11.1	Cleavable Arylamines and Aniline	Azo dyes; ISO 14362-1 & 14362-3 Cleavable & residual in free manner
11.2	Dyestuff & Pigments with Human Ecologically Critical Properties (Allergenic, Carcinogenic)	chlorobenzene extraction; LD-DAD or LC-MS)
12	Chlorinated Benzenes and Toluenes	Ultrasonic bath extraction with dichloromethane; GC-MS
13	Polycyclic Aromatic Hydrocarbons	Extraction with toluene; GC-MS
14	Solvent Residues	Extraction with methanol; GC-MS
15	UV Stabilisers	Extraction with tetrahydrofuran; LC-DAD, LC-MS, GC-MS
16	Banned Flame Retardants	Extraction with toluene; GC-MS

Item No.	Test item	Content
17	Volatile Organic Compounds, Glycols Cresols and Chlorinated Solvents	Thermodesorption; Trapping material; GC-MS
18	Quinoline	Hot extraction; LC-MS or GC-MS
19	N-nitrosamines and N-nitrosatable Substances	Migrate to saliva solution Acidification to N-nitrosamines; LC-MS
20	Surfactants and Wetting Agent Residues (Alkyphenols, Alkyphenol Ethoxylates)	Extraction with methanol; LC-MS, GC-MS
21	Azodicarboxamide (ADCA)	Extraction with ethylacetate/ DMSO; LC-DAD
22	Genetically Modified Organisms	Optimize probability of unknown genetically modified cotton events
23	Emission	Emission chamber; ISO 16000-3, 16000-6, 16000-9

Item No.	Test item	Content
24	Phenol	Extraction with methanol; HPCL-FLD
25	Bisphenols	Extraction with THF, precipitation; HPLC-MS
26	Colour Fastness	Basic (ISO 105-A01, ISO 105-A03); Color fastness to water (ISO 105-E01); Color fastness to perspiration test, acid and alkaline (ISO 105-E04) Color fastness to rubbing (ISO 105-X12) Color fastness to artificial saliva and perspiration (64 LFGB), BVL B 82.92-3 (DIN 53160-1), B 82.02-13 (DIN 53160-2)
27	Odour	Desicator of set humidity
28	Asbestos Fibres	Polarizing microscope, at least 250-fold magnification



✦ 2.3.2 Basic Product Testing

Test Type	Item
 <p>Durability</p>	Shrinkage, Warpage, Appearance after Washing
 <p>Color Fastness</p>	Color fastness for water washing, color fastness for dry cleaning, color fastness to friction, color fastness to light, color fastness to sweat, color fastness to water stain, color fastness to chlorine bleaching, color fastness to non-chlorine bleaching, color fastness to hot pressing
 <p>Physical Properties</p>	Yarn count, density, gram-weight, tensile strength, tearing strength, seam slippage, seam strength, bursting strength, fabric twist rate, abrasion resistance, resistance to pilling
 <p>Safety (Toxin-free)</p>	Formaldehyde testing, pH testing, hydrophobicity testing, oil repellency testing, stain resistance testing, flame retardance testing, fiber composition analysis, banned azo dye testing





Chapter

03

✦ Environmental Sustainability

- 3.1 Operating Environment Management
- 3.2 Climate Action and Greenhouse Gas Reduction Strategy
- 3.3 Water Resource Management
- 3.4 Wastewater and Waste Management
- 3.5 Management of Chemicals

3.1 Operating Environment Management

Tainan Enterprise has been deeply rooted in the apparel industry for sixty years, always upholding the core values of “truth, kindness, and beauty,” and is dedicated to environmental protection and the sustainable development of the industry. As a vital member of the garment supply chain, we fully recognize that traditional processes—such as the use of chemicals and high-energy fuels—pose significant environmental challenges. Thus, we actively promote green management and regard it as a key business goal.

✦ Core Green Management Strategy

To reduce energy consumption, exhaust emissions, and waste in production, Tainan Enterprise has taken the following proactive measures:




- **Energy Management System:** We manage factory energy usage through a systematic approach, regularly tracking energy consumption across our Cambodia, Vietnam, and Indonesia sites to monitor energy performance and provide data support for energy conservation and emission reduction.
- **Chemical Management Optimization:** Since the washing process involves chemical use, we strictly enforce chemical controls—screening from the source, tracking usage, and seeking environmentally friendly alternatives—to minimize environmental impact.
- **Wastewater Recycling and Reuse:** In-house washing facilities are equipped with wastewater recycling systems, greatly reducing process water consumption and easing pressure on water resources.
- **Environmental Policy and Employee Training:** Tainan Enterprise has established rigorous **environmental management guidelines** and regularly conducts staff **training and awareness campaigns** on energy saving, continually improving each plant’s environmental system and promoting employee engagement.

Thanks to these efforts, Tainan Enterprise has achieved notable results in environmental protection. In 2024, none of our factories violated local environmental regulations, nor were any fined—clearly demonstrating our commitment and execution capabilities in environmental management.



✦ Environmental Project Management Approach

Tainan Enterprise is committed to comprehensive environmental management and actively supports global sustainability initiatives. Through the following strategies, we ensure that our business operations align with sustainable development principles. All factories comply with the Higg Index Facility Environmental Module (FEM) standards and pursue continuous improvement:

Environmental Project	Management Approach	Higg FEM Link
 <p>Energy Management</p>	Establish a cloud-based energy management system to monitor electricity usage across all factory sites in real time, promptly detect and address abnormal energy consumption points, and effectively improve energy efficiency.	Energy Use & GHG Emissions: Higg FEM requires companies to accurately track, monitor, and optimize energy performance in order to reduce carbon emissions.
 <p>Water Resourceement</p>	Promote water-saving messages, actively introduce water-efficient equipment, and build comprehensive wastewater recycling systems to significantly reduce water consumption during production processes.	Water Use: Higg FEM emphasizes the amount of water consumed by companies and encourages the adoption of water-saving measures and water recycling.
 <p>Wastewater Control</p>	Strictly implement maintenance of the wastewater treatment system and regularly test internal and external wastewater discharges to ensure that discharge quality meets environmental protection standards.	Wastewater: Higg FEM evaluates companies' wastewater management measures, including treatment, discharge quality monitoring, and compliance with regulations.

Environmental Project	Management Approach	Higg FEM Link
 <p>Waste Management</p>	Promote waste sorting and recycling, regularly record the volume of waste disposed, and strictly inspect the cleanliness and classification of storage areas to minimize waste and promote resource reuse.	Waste: Higg FEM guides companies to reduce, classify, recycle, and safely handle waste, promoting a circular economy.
 <p>Emissions Management</p>	Regularly maintain relevant equipment and systems, and conduct periodic inspections of emissions from external stationary pollution sources to ensure air quality.	Air Emissions: Higg FEM focuses on the monitoring, management, and control of air pollutant emissions to meet emission standards.
 <p>Management of Chemicals</p>	Implement strict chemical control, regularly check whether the use of chemicals complies with customer and legal requirements, and establish a comprehensive management system for chemical storage areas to ensure safety and environmental protection.	Chemical Management: Higg FEM assesses all aspects of chemical procurement, storage, usage, and disposal to reduce chemical-related risks.
 <p>Safety of the Operating Environment</p>	Place great importance on employee safety in the work environment. Conduct regular environmental safety training and drills, and carry out internal inspections covering building safety and occupational health and safety to protect employee well-being.	Worker Health & Safety: Although this area is more directly related to the Higg FSLM (Facility Social & Labor Module), a safe working environment is fundamental to sustainable operations and an essential part of the Higg Index framework.

3.2 Climate Action and Greenhouse Gas Reduction Strategy

In the face of the growing global challenge of climate change, Tainan Enterprise upholds the spirit of responsible corporate citizenship and regards climate action as one of its core strategies for sustainable development. We are acutely aware of the environmental impact of industrial activities. Therefore, we are committed to actively reducing greenhouse gas emissions through lean energy management and innovation, contributing to the sustainable development of the planet.

I. Tainan Enterprise's Greenhouse Gas Reduction Commitment

Tainan Enterprise is firmly committed to sustainable development and has incorporated greenhouse gas reduction into its key operational performance indicators. Through a comprehensive internal inventory, we identified that the main source of greenhouse gas emissions at our plants comes from the boilers used for steam production in the finishing processes, especially coal-fired boilers.

To address this, we have set a clear reduction target:

- **Emission Intensity Target:** Using 2018 as the base year, reduce Scope 1 and Scope 2 greenhouse gas emission intensity per million operating revenue by 30% by 2030.
- **Progress to Date:** As of 2024, we have achieved a notable 25.7% reduction in total greenhouse gas emissions.

This commitment guides every step we take, ensuring that while the Company continues to grow, its environmental impact is effectively reduced.



II. Action Approach: Diverse and Concurrent Reduction Pathways

To achieve the above targets, Tainan Enterprise has adopted a multi-faceted and proactive greenhouse gas reduction strategy, focusing on energy structure transformation and efficiency improvements:

Gradual Phase-Out of Coal-Fired Boilers and Transition to Clean Energy

1. Since 2018, we have launched a plan to phase out coal-fired boilers. Factories in Jakarta and Cambodia have gradually reduced coal usage and are actively introducing cleaner fuels such as **biomass and electric boilers**.

- This strategy has achieved breakthrough progress: **The Cambodia Factory fully stopped purchasing and using coal in 2022**. By the end of 2024, coal procurement at the Jakarta plant had also been reduced by 90%.
- This move has significantly reduced Scope 1 greenhouse gas emissions and demonstrated our firm commitment to energy transition.

2. Active Deployment of Renewable Energy and Increased Green Power Usage

- We continue to seek and invest in alternative energy solutions, aiming to enhance green energy self-sufficiency at our plants.
- **Tainan Plant Solar Installation**: A solar power system with a capacity of 68.97 kWp is expected to be commissioned in 2025, projected to replace about 10% of the plant's electricity usage and reduce 9% of its greenhouse gas emissions.

- **Cambodia Factory Solar Plan**: The solar installation project at the Cambodia site was launched in 2026 and will continue to expand the application of renewable energy in the future.
- Through self-deployment of renewable energy, we are steadily advancing toward a high proportion of green electricity usage, laying a solid foundation for achieving Scope 2 carbon neutrality.

3. Lean Energy Management and Process Efficiency Optimization

- We continue to enhance our energy management capabilities by regularly collecting energy data from all plant sites and precisely identifying and managing high-energy-consuming equipment and process stages.
- Through ongoing process improvement, equipment upgrades, and energy efficiency optimization, we have not only improved production efficiency but also effectively reduced energy consumption and overall greenhouse gas emissions.

III. Performance Verification: Tangible Progress Toward Sustainability

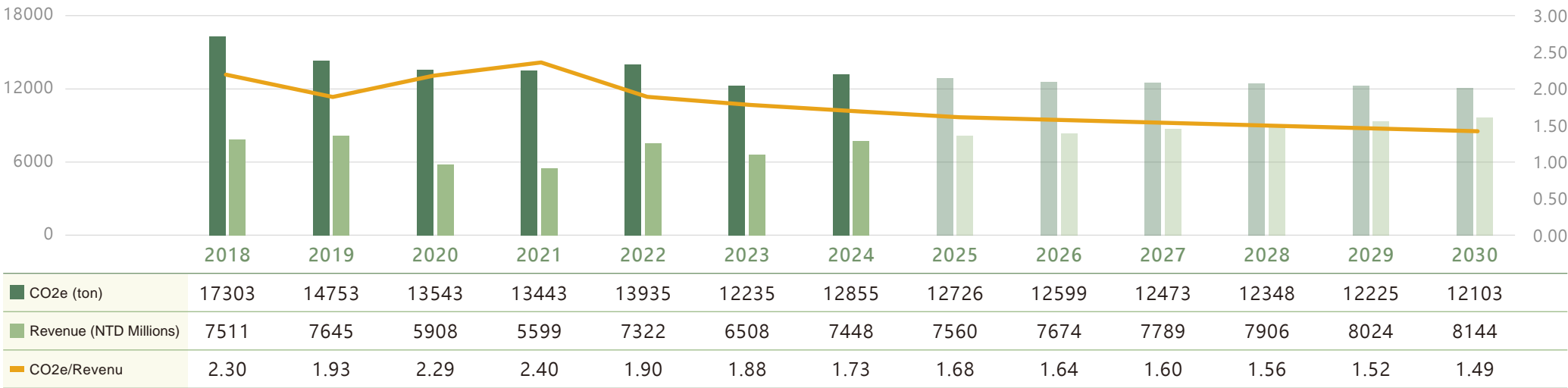
Internal GHG inventory was conducted by Tainan for the Scope 1 and Scope 2 GHG emissions disclosure of each factory. In 2024, total Scope 1 greenhouse gas emissions were 4,097 tonnes CO₂e, and Scope 2 emissions were 8,759 tonnes CO₂e, with total energy consumption reaching 175,399 terajoules.

Our efforts have resulted in tangible environmental benefits:

- **Coal Procurement Volume**: Since the base year 2018, total coal procurement has been successfully reduced by **90%**.
- **Greenhouse Gas Emissions Reduction**: To date, Tainan Enterprise has cumulatively reduced total greenhouse gas emissions by **25.7%**.

These milestones are the strongest testament to our ongoing climate action. Looking ahead, we will continue investing resources to deepen our carbon reduction strategies and actively explore more innovative technologies, with the goal of achieving net-zero emissions by 2050 and contributing even more to a cleaner and more sustainable planet.

✦ Historical GHG Emissions and Emission Intensity Forecast by Tainan Enterprise



✦ Historical GHG Emissions by Tainan Enterprises (Unit: CO2e)

	Tainan Factory			Jakarta Factory(Indonesia)			Solo Factory (Indonesia)			Cambodia Factory			Gin-Sovann Factory			Gaoqing Factory (China)			Vietnam Factory			Total		
Year	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Scope 1	33	94	75	5488	4042	2678	1593	153	172	341	466	462	119	151	196	20	708	341	8	169	174	7602	5677	4097
Scope 2	518	386	305	1044	1810	2104	1033	1330	1490	2107	2914	2885	411	604	782	489	535	258	771	910	935	6373	8489	8759
Total	551	480	380	6492	5834	4781	2626	1484	1662	2488	3380	3347	530	755	977	509	1243	599	779	1079	1108	13975	14255	12855

* Only counted energy usage by production processes

* Conversion based the GHG Emission Factor Table (6.0.4) issued by the Environmental Protection Administration, Executive Yuan

* Conversion of externally purchased electricity by Tainan Factory based on the 2025 electricity emission coefficient issued by the Energy Bureau, Ministry of Economic Affairs.

*The emission coefficient of externally purchased electricity of each factory area is from the local electricity provider.

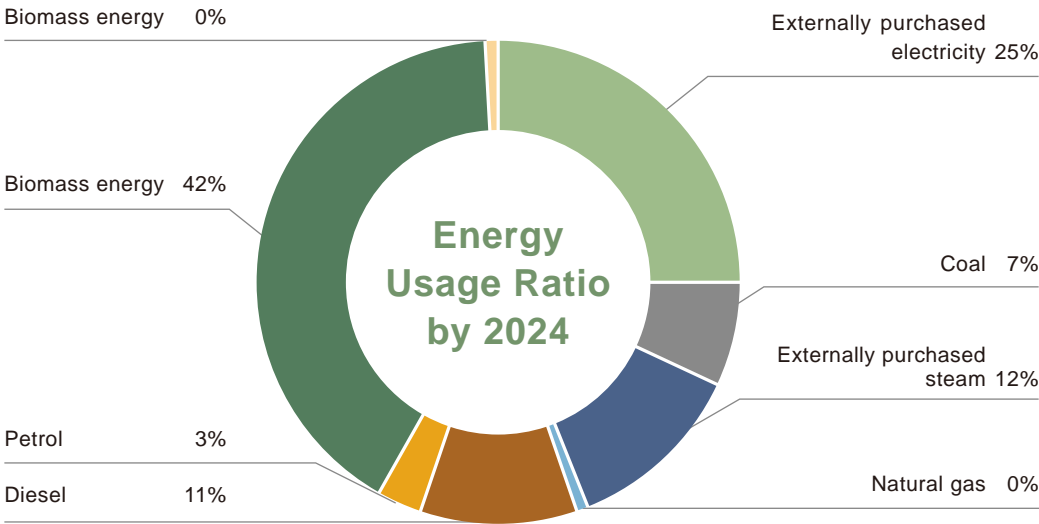
* Steam at Gaoqing Factory was calculated using formula 17 from the Greenhouse Gas Emissions Accounting Methods and Reporting Guidelines for Other Industries (Trial)

* Heat capacity of steam at Gaoqing Factory was based on the Steam Enthalpy Reference Table published by the U.S. National Institute of Standards and Technology

✦ Historical Energy Consumption by Tainan Enterprises (Unit: GJ)

Factory	Tainan Factory			Jakarta Factory (Indonesia)			Solo Factory (Indonesia)			Cambodia Factory			Gin-Sovann Factory			Gaoqing Factory (China)			Vietnam Factory		
Year	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Externally purchased electricity	2811	2804	2425	7153	7485	9309	7083	4787	7627	14441	13502	12863	2814	2797	3239	2670	2820	2727	5286	4838	5168
Coal				43340	35769	12089				1815											
Externally purchased steam																3622	3922	21439			
Natural gas	1834	1021	710												67						
Diesel	125	200	142	2331	853	854	19622	12595	16492	432	382	226	1165	1270	1614				104	70	81
Petrol	321	341	371	501	589	718	902	865	1215	1216	227	606	383	314	1570	277	333	351			
Wood block										19522			1864						4890		18720
Sawdust				1195	1154	572				10158	42658	49061	3535	2968	5106						
Rice bran																			5026	5594	
Solar power																			29	29	37
Total GJ	5091	4366	3648	54520	45805	23542	27607	18274	25334	47584	56797	62756	9761	7349	11596	6569	7076	24517	15335	10502	24006

	2022	2023	2024
Externally purchased electricity	42257	39034	43358
Coal	45155	35769	12089
Externally purchased steam	3623	3922	21439
Natural gas	1834	0	777
Diesel	23780	1021	19408
Petrol	3599	15371	4832
Biomass energy	46190	5637	73459
Solar power	29	-	37
Total GJ	166467	150188	175399



Only counted energy usage by production processes
* Conversion based on heating value in the GHG Emission Factor Table (6.0.4) issued by the Environmental Protection Administration, Executive Yuan
* Bio-fuel conversion based on EUBIA

3.3 Water Resource Management

The sustainability of global water resources is challenged by water scarcity and pollution. Tainan Enterprise understands that effective water resource management is not only a corporate responsibility but also a key foundation for maintaining sustainable competitiveness.

Water resource management is a key focus of our sustainability efforts. In active response to the United Nations 2030 Sustainable Development Goals (SDGs), Tainan Enterprise has introduced wastewater recycling technology at its washing facility in Cambodia, while also reducing process water consumption through improved washing procedures. These specific actions have yielded remarkable results: In 2024, the total water consumption of Tainan Enterprise was 299.08 million liters, a 25% reduction from the previous year.

✦ Historical Water Consumption by Tainan Enterprises (Unit: Million liters)

	Tainan Factory	Jakarta Factory (Indonesia)	Solo Factory (Indonesia)	Cambodia Factory	Gin-Sovann Factory	Gaoqing Factory (China)	Vietnam Factory	Total
2022	13.69	58.96	40.99	64.87	14.08	23.38	70.00	285.97
2023	16.99	40.27	29.78	221.85	7.94	15.68	64.23	396.74
2024	25.34	44.97	39.76	93.78	20.87	13.37	60.63	299.08





✦ Water Sources of Tainan Enterprise (Unit: Million Liters)

	Tainan Factory		Jakarta Factory (Indonesia)		Solo Factory (Indonesia)		Cambodia Factory		Gin-Sovann Factory		Gaoqing Factory (China)		Vietnam Factory	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Tap Water	16.987	25.34	40.272	44.97	25.546	39.76	0.312	0.70	7.94	20.87	15.876	13.73	NA	NA
Ground water	NA	NA	NA	NA	4.238	NA	NA	NA	NA	NA	NA	NA	64.23	60.63
Surface water	NA	NA	NA	NA	NA	NA	221.54	93.08	NA	NA	NA	NA	NA	NA

3.4 Wastewater and Waste Management

✦ Water Risk Assessment for Cambodia Factory

As the Cambodia Factory involves washing processes, it is one of the sites with higher water consumption. According to the global water risk assessment tool WRI Aqueduct, the Cambodia Factory is identified as a High Risk area, facing challenges such as water scarcity, wastewater discharge, drinking water quality, and flooding. Given the high water usage of its internal washing plant, the factory has set water-saving KPIs and regularly monitors its performance. Annual targets are also revised based on water usage and risk assessments to strengthen the plant’s resilience to potential water shortages or restrictions. A detailed analysis of water risks is provided in the table below.

Item	Content	Risk Level
 Water Shortage	The global water risk assessment tool WRI placed the Cambodia factory in a city at high risk of water shortages. To improve the Cambodia factory's ability to respond to water shortages due to its higher water usage, the water recovery equipment was upgraded in 2021 to achieve 100% recycling of process and domestic wastewater. The reclaimed water is divided by quality for production and domestic use.	Low Risk
 Wastewater Discharge	The Cambodia factory already carries out annual ZDHC wastewater testing and tracking of wastewater quality. It already exceeds local regulatory requirements and has achieved zero direct discharge of wastewater. There have been no incidents of water pollution over the past few years.	Low Risk
 Drinking Water Quality	Drinking water in the Cambodia factory are treated with filtration equipment and undergoes periodic statutory testing to ensure the safety of its water quality.	Low Risk
 Flooding	WRI analysis placed the Cambodia factory in a high flood risk region. Tainan has emergency response procedures in place for managing natural disasters. The site has suffered no damage due to flooding in recent years.	Low Risk



✦ Wastewater Management and Supervision


Washing is the most water-consuming part of apparel's manufacturing processes. Tainan has established a comprehensive wastewater procedure with regular water quality testing every day to ensure that all water discharged complies with local wastewater discharge standards in order to reduce environmental damage from wastewater discharge. Tainan not only complies with local regulatory requirements but is also expected to achieve local wastewater discharge standards. Zero Discharge of Hazardous Chemicals (ZDHC) inspections are organized for washing factories each year to track the water quality of the wastewater. All chemicals added during the production process are also monitored as well. The goal is to realize sustainability of chemicals in order to improve the health of all human race.

✦ Zero Effluents Washing Factory

Washing is the most water-consuming part of apparel's manufacturing processes. Tainan has established a comprehensive wastewater procedure with regular water quality testing every day to ensure that all water discharged complies with local wastewater discharge standards in order to reduce environmental damage from wastewater discharge. Tainan not only complies with local regulatory requirements but is also expected to achieve local wastewater discharge standards. Zero Discharge of Hazardous Chemicals (ZDHC) inspections are organized for washing factories each year to track the water quality of the wastewater. All chemicals added during the production process are also monitored as well. The goal is to realize sustainability of chemicals in order to improve the health of all human race.

Cambodia Factory (incl. washing)	Water Supply	2021	2022	2023	2024
	Tap Water	9.478	2.137	221.524	0.07
	Surface Water (incl. recycled water)	91.759	62.732	117.146	204.365
	Total Water Consumption	101.237	64.869	338.358	204.43541
	Wastewater Discharge	100% recycled water used for laundry purposes			

Unit: Million liters



✦ In 2024, there were no sanctions to any Tainan factories by the government authorities for violation of water discharge regulations.

✦ Waste Management

A waste management mechanism has been established by Tainan to realize the goal of safety, health, hazard removal, and recycling. Regular employee awareness and poster campaigns are also run to encourage employees to sort waste for recycling by qualified contractors. All waste is disposed of through waste contractors in accordance with local regulations.

Waste is sorted into general industrial waste and hazardous industrial waste. The former consists mainly of food, cartons and plastics, while the latter includes wastewater, sludge, chemical containers, and boiler fly ash. Measures have been put into place by Tainan to ensure that waste is isolated, stored and disposed of legally. In addition to ensuring the safety of employees at work, the natural environment is also protected against pollution to provide the general public with a safe social environment.

Waste Generated by each Tainan Factory

	2021	2022	2023	2024
General business waste	1,019.37	1149.15	831.48	1112.656
Hazardous business waste	651.27	685.53	248.78	467.33

Unit: tons

✦ In 2024, there have been no sanctions against Tainan for violations of waste disposal laws by the government authorities.

3.5 Management of Chemicals

Tainan Enterprise places great importance on chemical management and the safety of chemical use. Compliance with relevant chemical management regulations is strictly required. Before any chemical is introduced, its conformity with international chemical standards, the ZDHC Manufacturing Restricted Substances List (MRSL), and brand clients' Restricted Substances Lists (RSL) must be assessed. A chemical products registry was set up with periodic tracking of chemical usage. The BVE3 platform is used to share monthly usage data with customers. Employee training is also regularly held on Material Safety Data Sheet (MSDS), chemical hazard symbols, and use of personal protective equipment to ensure that employees possess the corresponding safety knowledge when using chemicals. Production process wastewater is also regularly tested against ZDHC MRSL parameters to check for restricted substances. Source management and follow-up tracking are used to reduce the ecological damage from discharge of chemical substances. The management structure and chemical management are being gradually refined. Capacity and system building in accordance with the chemical management strategy is being progressively implemented over multiple years. It is the national policy of Taiwan to fulfill our responsibility as global citizens through the implementation of UN international action plans. Proactive action is now being taken on SAICM indicators to improve our chemical management system and promote eco-friendly products.



1. Devise Chemical Management Approach

A set of comprehensive chemical management policies were formulated by each factory for enhanced management of chemicals. Workers in contact with chemicals must understand their responsibilities, know what chemicals are used in the production process, as well as the procedures for their safe handling, use and storage to prevent environmental pollution or direct human exposure.



2. Chemical Inventory Management

A record of chemical inventory is maintained to ensure that each factory properly tracks the chemicals they use. All types of chemicals in the inventory are therefore periodically audited including chemicals used during the production process (chemicals for production, site cleaning, and waste disposal), all chemicals used by the equipment, and chemicals used for factory operations and maintenance.

The inventory list details the identifying information for chemicals including chemical name, type, supplier name and type, MSDS, function, uses, hazard type, storage conditions and location, quantities and dosage. The chemical list is regularly audited.



3. Training on Safe Use of Chemicals

Employee education and training is regularly conducted on topics such as chemical hazards and identification, MSDS/SDS, labeling, compatibility, risks, appropriate storage, handling, and use of personal protective equipment (PPE). Employees are taught on how to respond in an emergency, accident or spill, access restrictions to chemical storage areas, the potential environmental impacts of chemicals in storage containers and their use. Employees responsible for supervision of storage and transportation are provided with proper protective measures. We also ensure that all employees responsible for operations involving handling of chemicals undergo training.

Before introduction of chemical

After introduction of chemical

Final discharge

- | | | |
|---|--|---|
| <ul style="list-style-type: none"> - Confirm compliance with ZDHC MRSL and brand RSL | <ul style="list-style-type: none"> - Devise Chemical Management Approach
Chemical inventory management is practice with BVE3 platform used to share monthly data on chemical usage with brand customers. INCHECK reports are also provided to show how MRSL is applied to factory chemicals to reduce their environmental impact. - Training on safe use of chemicals (Introduction to MSDS, Use of personal protection equipment (PPE)) | <ul style="list-style-type: none"> - Wastewater: Wastewater from the washing factory is regularly tested in accordance with ZDHC Wastewater Guidelines and the data uploaded to ZDHC Gateway - Products: Periodic testing of RSL compliance |
|---|--|---|



Chapter

04

✦ Employee Care

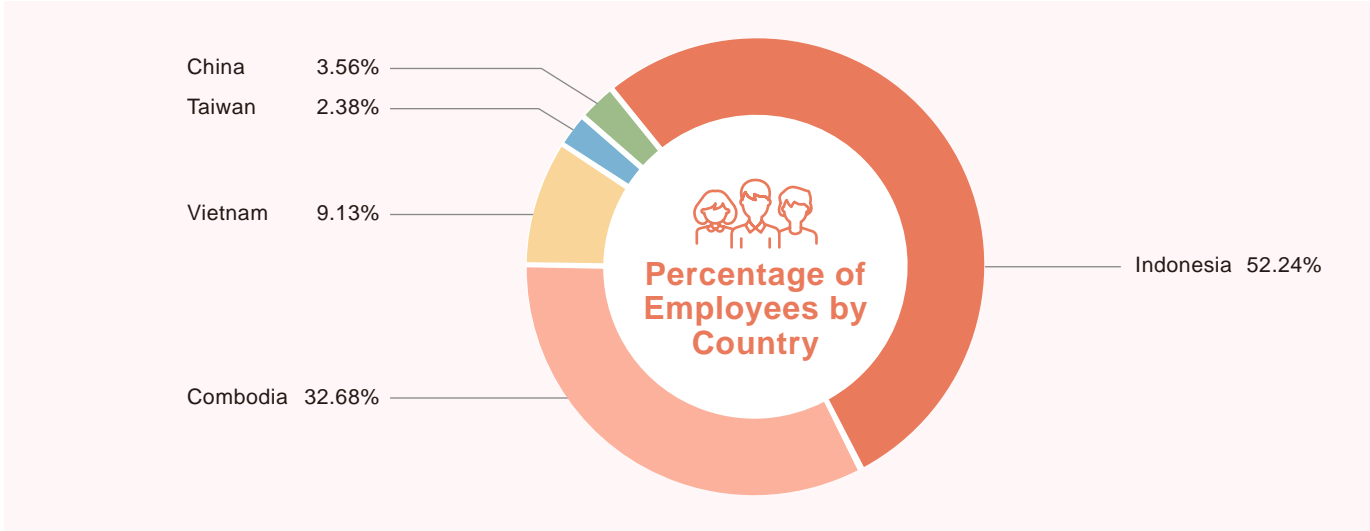
- 4.1 Employee Profile
- 4.2 Employee Compensation and Benefits
- 4.3 Promotion of Employee Rights
- 4.4 Occupational Health and Safety
- 4.5 Career Management and Learning

Tainan strives to cultivate a working environment with “family” as its core value. We hope that every member of Tainan can receive all the care and support they need to put their talents to good use. We also extend our support to employees’ families to raise the overall feeling of happiness.

4.1 Employee Profile

✦ Age Distribution and Gender Ratio of Current Employees in 2024

Age Group		Taipei Office	Tainan Factory	Gaoqing Factory (China)	Jakarta Factory (Indonesia)	Solo Factory (Indonesia)	Vietnam Factory	Cambodia Factory	Gin-Sovann Factory	Total
Male	30 years and under	3	0	4	38	320	138	312	175	990
	31 ~ 50 years	16	4	8	164	141	70	351	176	930
	51 years and above	14	5	23	11	3	11	131	2	200
Female	30 years and under	18	7	6	700	1478	358	951	225	3743
	31 ~ 50 years	100	31	234	1493	1226	393	582	374	4433
	51 years and above	37	22	109	41	19	15	217	28	488
Total number of employees in each factory		188	69	384	2447	3187	985	2544	980	
2024 Total number of employees at Tainan Enterprises		10784								
Ratio of Men		18%	13%	9%	9%	16%	24%	31%	36%	19.44%
Ratio of Women		82%	87%	91%	91%	84%	76%	69%	64%	80.34%



✦ Number of New Hires, Turnovers, and Gender Ratio

New Hires

		Taipei Office		Tainan Factory		Gaoqing Factory (China)		Jakarta Factory (Indonesia)		Solo Factory (Indonesia)		Vietnam Factory		Cambodia Factory		Gin-Sovann Factory	
Age Group	Gender	People	%	People	%	People	%	People	%	People	%	People	%	People	%	People	%
30 years and under	Male	3	6%	0	0%	0		32	2%	150	17%	80	21%	110	14%	93	39%
	Female	10	20%	0	0%	0		608	38%	23	3%	149	39%	112	14%	97	41%
31 ~ 50 years	Male	7	14%	0	0%	0		69	4%	0	0%	25	7%	98	12%	16	7%
	Female	16	32%	5	100%	1	33%	885	55%	470	55%	121	32%	315	39%	27	11%
51 years and above	Male	3	6%	0	0%	0		2	0%	213	25%	5	1%	59	7%	0	0%
	Female	11	22%	0	0%	2	67%	1	0%	7	1%	4	1%	113	14%	6	3%
Total		50		5		3		1597		862		384		807		239	

Employee Turnover

		Taipei Office		Tainan Factory		Gaoqing Factory (China)		Jakarta Factory (Indonesia)		Solo Factory (Indonesia)		Vietnam Factory		Cambodia Factory		Gin-Sovann Factory	
Age Group	Gender	People	%	People	%	People	%	People	%	People	%	People	%	People	%	People	%
30 years and under	Male	3	9%	0	0%	1	1%	35	2%	144	11%	55	19%	189	20%	186	28%
	Female	8	23%	2	25%	4	3%	748	45%	49	4%	107	36%	212	22%	186	28%
31 ~ 50 years	Male	3	9%	0	0%	3	2%	26	2%	0	0%	17	6%	75	8%	96	15%
	Female	14	40%	4	50%	68	44%	848	51%	760	60%	113	38%	315	33%	180	27%
51 years and above	Male	2	6%	0	0%	4	3%	1	0%	313	25%	0	0%	68	7%	1	0%
	Female	5	14%	2	25%	73	47%	8	0%	1	0%	2	1%	98	10%	7	1%
Total		35		8		153		1666		1266		294		957		656	

✦ Management Ratios

	Tainan Factory	Gaoqing Factory (China)	Jakarta Factory (Indonesia)	Solo Factory (Indonesia)	Vietnam Factory	Cambodia Factory	Gin-Sovann Factory
Local Supervisor	9	57	34	87	46	190	9
Foreign Supervisor	0	3	6	10	14	32	20
Ratio of Locals	100%	95%	85%	90%	77%	86%	31%
Ratio of Foreign Nationals	0%	5%	15%	10%	23%	14%	69%
Male	1	12	13	22	25	80	19
Female	8	48	21	75	35	110	10
Gender Ratio	1:8	1:1.36	1:1.5	1:3.4	1:1.4	1:1.38	1:0.56

✦ Employee Diversity

Tainan pays close attention to equal opportunity in employment for the disadvantaged and other related groups. We provide suitable job opportunities for disabled persons in accordance with the People with Disabilities Rights Protection Act and Indigenous Peoples Employment Rights Protection Act to promote inclusive and sustainable economic growth. Disabled employees are treated equally in terms of compensation and benefits. Most Tainan employees are Taiwanese nationals and preference is given to local hires at our main production locations. In addition to creating local employment opportunities and stimulating the local economy, this also leads to lower employee turnover. Foreign nationals are introduced on a small minority of production lines where Taiwanese nationals could not be recruited.



4.2 Employee Compensation and Benefits

✦ 4.2.1 Compensation System

The starting salary of new hires far exceed the statutory minimum wage. We also offer a competitive standard of compensation. Salary survey data (based on research by DGBAS, peers in the same or other industries, or external consulting firms) indicated that compensation offered by Tainan was above the industry average.

Incentivizing Employees to Share in Business Success

A certain proportion of our annual profits are set aside each year by Tainan based on our overall business performance. The money is distributed as profit-sharing bonuses to employees to boost their morale, recognize their hard work and contributions, and show employees that we appreciate their importance. A high-value trust subsidy is provided to encourage employees to participate in stock ownership trusts, so that they can accumulate personal wealth through long-term investment to protect their future livelihood after retirement or separation from the company.

✦ 4.2.2 Benefits and Retirement

Tainan strives to cultivate working environment where employees can put their talents to full use. We also comply with the relevant laws and formulate employee policies to ensure that all employees receive proper care and support. Diverse benefits are used to look after employees' lives, improve their quality of life, enhance physical and mental well-being, and build bonds between employees. The "Employee Welfare Committee of Tainan Enterprises Co., Ltd." was established by the Taiwan Office in accordance with the Employee Welfare Fund Act. The Committee meets regularly to review and plan company benefit, and continues to develop diverse benefits based on employee ends.



Pension System

The Employee Retirement Implementation Regulations were formulated by Tainan to protect the lifestyles of employees once they retire in accordance with the Labor Standards Act, and Labor Pension Act. The Regulations set out the conditions for retirement and contributions are made to employee pensions in accordance with the relevant laws. For all employees with years of service under the old system, a set percentage of their salary is deposited each month into a dedicated bank account under the name of the Pension Fund Committee. For employees covered by the new system 6% of their salary is paid as pension contributions into their personal pension account with the Bureau of Labor Insurance.

The Group's overseas subsidiaries make monthly provisions of 5% to 22% of local employees' salaries to the pension reserve and endowment insurance system on a voluntary basis in accordance with local government regulations.

Health Checkups

The physical health of employees has always been of utmost importance to Tainan and is fundamental to our sound development. Tainan has not only provided subsidies for employee health checkups, but the professional medical staffs are also employed at each factory to provide employees with health advice, check their workload and physical condition, and work together to look after employee health.



Country	Pension System
Taiwan	<p>For employees that meet the conditions for retirement, pension payments are based on their length of service and their average salary in the 6 months before retirement. The Company appropriates 7.5% of the total monthly salary for the pension fund, which is deposited in the name of the Supervisory Committee of Labor Retirement Reserve to a dedicated account at the Bank of Taiwan.</p> <p>The Company and its domestic subsidiaries make monthly contributions of 6% of salaries to employees' personal accounts at the Bureau of Labor Insurance for employees who choose to be subject to the labor pension scheme under the Labor Pension Act of the R.O.C. Employees' pensions are paid in the form of monthly pensions or lump-sum pensions, depending on the amount of the employees' individual pension accounts and accumulated earnings.</p>
Indonesia	<p>Employees that reach retirement age can apply for retirement with the Company's approval. Applications are processed in accordance with Indonesia's Labor Law No. 13 of 2003.</p>
Vietnam	<p>Local laws in Vietnam provide for retirement pensions. The Vietnamese Law on Social Insurance states that to qualify for a pension, an employee must have made social insurance contributions for at least 20 years. The retirement age is then 60 for men and 55 for women. Those who engaged in at least 15 years of high-risk work also qualify for a pension once they reach 55 ~ 60 years of age for men, and 50 ~ 55 years of age for women. If an employee is only 50 ~ 55 years of age but has made social insurance contributions for at least 20 years, then they may qualify for a pension under two special circumstances.</p> <p>Those who stopped working after making at least 20 years of social insurance contributions are eligible to collect a pension upon reaching the age of 55 for men, and 50 for women. Those who engaged in at least 15 years of high-risk work also qualify for a pension once they reach 55 ~ 60 years of age for men, and 50 ~ 55 years of age for women.</p>
China	<p>Under national law, once an employee reaches retirement age and has completed the necessary applications then the government's social insurance department will deposit their monthly pension in their personal social insurance card.</p>

4.3 Promotion of Employee Rights

We want to provide good working conditions and take proper care of employees' physical and well-being so they can enjoy and concentrate on their work. We are therefore committed to treating all employees with respect and upholding their human rights in accordance with the relevant laws. Tainan recruits talented people from different backgrounds. We also respect workers' rights and enforce equal treatment including:

- (1) The rights and duties of both the employer and employee are explicitly stated in employer-employee agreements as well as employee code of conduct or ethics.
- (2) Formulated the Work Rules and human resources management regulations in accordance with the Labor Standards Act.
- (3) Formulated the Rules for Prevention and Punishment of Sexual Harassment and set up complaints mailbox and hotline to provide employees with a channel for communication when their legal rights are violated. Protected employees against sexual harassment by upholding gender equality in the workplace and human dignity.

Minimum Notice Period for Material Operational Changes by Country

Country	Minimum noticed period for material operational changes
Taiwan	We comply with the minimum notice period based on the age of employees in accordance with the Labor Standards Act.
Cambodia	Cambodia's Labor Law stipulated that the minimum notice period for permanent employees was based on their minimum labor time. For regular contract workers it was 15 days.
Vietnam	The Vietnam Labor Code requires the Company to give at least 45 days notice to temporary employees. Permanent employees provided the minimum warning period set out the Code. For regular contract workers it was 15 days.
Indonesia	Employers must give a minimum of 14 days' notice before ending an employment relationship, as stipulated by Indonesian Labor Law.

✦ 4.3.1 Employee Employee Benefits and Care

Employees are our most important asset. The Company strives to build a friendly, safe and healthy, and dignified environment that is safe, friendly, healthy, respects human rights, and free of from discrimination and harassment. To truly understand employee needs, multiple channels for bi-directional communications were established the head office for employee feedback. An e-mail address (hrservices@Tainan.com) is also used to listen and respond to employee feedback in order to enhance our management performance.

Factory employees can file a complaint with the Complaints Handling Committee. The investigation and review processes are kept confidential and a written record compiled of the case. Employees may not be punished by the Company for filing a complaint either. The grievance categories are as follows:

A Class	Significant issues concerning violations of corporate behavior (e.g., violations of ESG human rights, such as discrimination, forced labor, child labor, harassment, or abuse) that should be reported immediately to the headquarters' HR and CSR. The headquarters will file the case and report the latest progress at any time.
B Class	Rules and systems of subsidiaries (such as suggestions made by individuals and labor unions related to improving employee welfare, safety and health, etc.) are decided and handled by the subsidiary's human resources in meetings.
C Class	Any opinions or suggestions related to each departmental unit of the subsidiary shall be filed by the local human resources department and shall be handed over to the top supervisor of the relevant department for handling.
D Class	Complaints and reported matters are verified to be true and can be handled immediately; the HR contractor of a subsidiary puts it on file and coordinates for handling.

✦ 4.3.2 Human Rights Assessment

Human Rights Education and Training

Region	Course Name	Duration	Trainees Number
Taiwan	New Employee Training	1 hours	4
	Sexual Harassment Prevention	0.25 hours	69
	Fire Drill	1 hours	138
	Anti-Terrorism Education and Training	0.5 hours	69
	Chemical and Personal Protection Equipment	1 hours	4
	Information Security Training'	1 hours	19
Gaoqing Factory (China)	New Employee Training	0.5 hours	1
	Sexual Harassment Prevention	1 hours	366
	Employee Code of Conduct	0.5 hours	1
	Employee Complaint Mechanism	1 hours	366
	Anti-Discrimination	1 hours	366
Solo Factory (Indonesia) Solo1	New Employee Training	0,5 hours	561
	Job Training	0,5 hours	561
	Sexual Harassment Prevention	0,5 hours	873
	Employee Code of Conduct	0,5 hours	561
	Anti-Discrimination	0,5 hours	20
	HIV Prevention	0,5 hours	32
Solo Factory (Indonesia) Solo2	New Employee Training	0,5 hours	301
	Job Training	0,5 hours	301
	Sexual Harassment Prevention	0,5 hours	859
	Employee Code of Conduct	0,5 hours	301
	Anti-Discrimination	0,5 hours	17
	HIV Prevention	0,5 hours	38

Region	Course Name	Duration	Trainees Number
Jakarta Factory (Indonesia)	New Employee Training	1 hours	230
	Sexual Harassment Prevention	0,5 hours	134
	Employee Code of Conduct	0,5 hours	230
	Employee Complaint Mechanism	0,5 hours	179
	Anti-Discrimination	0,5 hours	198
	HIV Prevention	0,5 hours	144
Cambodia Factory	New Employee Training	1 hours	328
	Job Training	1 hours	150
	Sexual Harassment Prevention	2 hours	350
	Employee Code of Conduct	1 hours	269
	Employee Complaint Mechanism	1 hours	120
	Anti-Discrimination	1 hours	80
	HIV Prevention	1 hours	120
	Supervisor Training	1 hours	22
Vietnam Factory	Other:Human Rights Training	1 hours	369
	New Employee Training	1 hours	328
	Sexual Harassment Prevention	2 hours	350
	Employee Code of Conduct	1 hours	269
	Employee Complaint Mechanism	1 hours	120
	Anti-Discrimination	1 hours	80
	Supervisor Training	1 hours	22
Gin-Sovann Factory	New Employee Training	1 hours	328
	Job Training	1 hours	150
	Sexual Harassment Prevention	2 hours	350
	Employee Code of Conduct	1 hours	269
	Employee Complaint Mechanism	1 hours	120
	Anti-Discrimination	1 hours	80
	HIV Prevention	1 hours	120
	Supervisor Training	1 hours	22

Human Rights Audit

Worldwide Responsible Accredited Production (WRAP)

Tainan Enterprises Co., Ltd. has been deeply engaged in the textile and apparel manufacturing industry for over sixty years, and has always regarded corporate social responsibility as an indispensable obligation. We place strong emphasis on the fundamental human rights, occupational safety and health, and the rights of female employees at our production sites, both domestically and internationally. Furthermore, we are committed to promoting initiatives that enhance employee care and welfare.

To fulfill our commitments to labor rights and a responsible production environment, a total of five factories under Tainan Enterprises have joined and been certified by Worldwide Responsible Accredited Production (WRAP), each receiving the highest-level Gold Certificate. These five factories include:

1

Tainan Enterprises Co., Ltd.

Head Office & Tainan Factory, joined in 2022

2

Yixing Gaoqing Garment Co., Ltd.

Jiangsu, China plant, joined in 2022

3

PT. Tainan Enterprises Indonesia

Jakarta, Indonesia Plant, joined in 2019

4

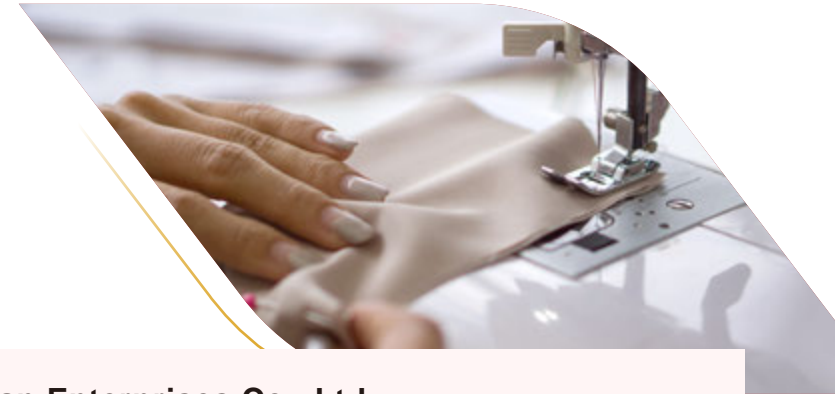
Tainan Enterprise (Cambodia) Co., Ltd.

Cambodia Plant, joined in 2019

5

Jin-Sovann Fashions (Cambodia) Ltd.

Cambodia Plant, joined in 2018



WRAP is an internationally recognized social responsibility certification body based on 12 Principles of Corporate Social Responsibility, which impose rigorous requirements on manufacturers in areas such as labor rights, health and safety, environmental management, legal compliance, and customs security.

Tainan Enterprises fulfills its social responsibility commitments by adhering to the following 12 WRAP principles:

No.	Principle Name	Summary
1	Compliance with Laws and Workplace Regulations	Comply with the legal requirements of the country of operation and relevant international laws and regulations.
2	Prohibition of Forced Labor	Strictly uphold the principle of voluntary labor and prohibit any form of forced labor.
3	Prohibition of Child Labor	Strictly comply with minimum age regulations and do not employ child labor.
4	Prohibition of Harassment or Abuse	Provide a workplace free from any form of harassment, abuse, or corporal punishment.
5	Compliance with Compensation and Benefits Regulations	Ensure employees receive wages and benefits that meet or exceed the statutory standards in the location of employment.
6	Compliance with Working Hours Regulations	Ensure working hours and workdays do not exceed legal limits, and that employees are given appropriate rest.
7	Prohibition of Discrimination	Base employment decisions on job performance, without differential treatment based on personal characteristics.
8	Compliance with Health and Safety Standards	Provide a safe and healthy working environment. Where dormitory accommodations are offered, ensure they are safe and sanitary.
9	Protection of Freedom of Association and Collective Bargaining Rights	Respect employees' rights to freely associate and engage in collective bargaining.
10	Compliance with Environmental Regulations	Follow applicable environmental laws and guidelines, and actively work to protect the environment.
11	Compliance with Customs Regulations	Abide by applicable customs laws and implement procedures to prevent unlawful transshipment.
12	Compliance with Security Requirements	Maintain security policies and procedures to prevent the unauthorized export of goods.

In addition, to demonstrate its commitment to the well-being of workers across all production sites, Tainan Enterprises has ensured that its other factories not yet certified under WRAP have joined the “Better Work” program — a joint initiative established by the International Labour Organization (ILO) and the International Finance Corporation (IFC), a member of the World Bank Group. Better Work is dedicated to improving working conditions and promoting respect for labor rights in the global textile and apparel industry. Through its comprehensive assessments, advisory services, and training programs, the initiative helps factories enhance both their labor compliance and business competitiveness.

	Tainan Factory	Gaoqing	Cambodia	Gin-Sovann	Vietnam	Jakarta	Solo Factory 1	Solo Factory 2
WRAP	✓	✓	✓	✓		✓		
Better Work				✓	✓	✓	✓	✓

Through its participation in international responsibility standards such as WRAP and Better Work, Tainan Enterprises demonstrates a strong commitment to protecting the rights and well-being of workers at all its production sites, striving to build a responsible and sustainable business.



4.4 Occupational Health and Safety

Employees are important company assets and we value the mental and physical well-being of all employees. Tainan provides employees with comprehensive care including regular health checkups each year with more items than required by law to actively protect employee health. Tiered management is provided by nursing personnel to track and support employees with potential health risks. The Management Procedure for Prevention of Ergonomic Injuries and Management Procedure for Workplace Violence Prevention and Complaints were also formulated to protect employees against excessive strain and workloads in order to establish a safe working environment.

Workplace Health Promotion

We believe that employee health is the most important element in the sustainability of a business. Workplace health promotion is being progressively rolled out by the Company to improve the physical and mental well-being of employees, and enhance the quality of their working environment. A variety of health management and promotion activities are used to build a happy, healthy workplace where employees enjoy their work and enjoy working for Tainan.

The “Occupational Safety and Health Committee” at each factory is responsible for the development, supervision, implementation and tracking of relevant policies and actions in each factory. The committee meets regularly and is composed of member representatives and employee representatives to ensure the operation of the management system and to continuously track the improvement results of problems and conduct reviews and confirmations.



Regional Health and Safety Committees

Country	Factory	Number of Employee Representatives	Size of Committee	Meeting Frequency
Taiwan	Tainan Factory	7	12	Quarterly
Indonesia	Jakarta Factory	6	6	Monthly
	Solo Factory	22	37	Monthly
Cambodia	Cambodia Factory	5	20	Quarterly
	Gin-Sovann Factory	1	11	Monthly
China	Gaoqing Factory	13	18	Monthly
Vietnam	Vietnam Factory	4	30	Every two months

Work-related Injury Ratios

2024	Tainan Factory	Jakarta Factory	Solo Factory 1	Solo Factory 2	Cambodia Factory	Gin-Sovann Factory	Vietnam Factory	Gaoqing Factory
Total working hours	10129320	3148800	3262944	3070232	1036800	2265920	2184859	823500
Work related Accidents (Number of Cases)	5	18	21	7	6	11	0	3
Lost working hours	101	205	0	726.5	32	224	0	16
Absentee Rate (Male)	0	3	0	1	0	0	0	0
Absentee Rate (Female)	4.54	23	0	6	0	0	0	0
Work Related Fatalities	0	0	0	0	0	0	0	0

Work-related Injury Rate (IR) = Occupational injury (cases) X 1,000,000 / Total work hours
Lost Days Rate (LDR) = Total days lost (days) X 1,000,000 / Total work hours
4.31=1000000x/5919360



Most work-related injuries were minor ones caused by needles. Factories have stepped up their education on proper use of sewing machines and finger guards. For more severe work-related injuries, action is immediately taken by factory managers and nursing personnel. Better operator safety training, regular inspection and maintenance of machinery, as well as the replacement of old/worn and improperly maintained equipment are employed to reduce the chance of further work-related injuries.

Annual occupational health and safety training is conducted by Tainan for employees to improve operational safety at our factories. In addition to basic safety training for new employees in applicable positions, we also continue to track changes in government regulations and customer requirements/guidelines then update our safety rules and training for employees accordingly. Topics covered by training include Safe machine operation, use of personal protective equipment, safe handling of chemicals, operational safety, first-aid, and health education.

Occupational Safety Training

Region	Course Name	Duration	Trainees Number
Taiwan	Anti-Terrorism Training	0.5 hour	69
	Fire Safety and Evacuation Drills	1 hour	138
	Chemical and Personal Protective Equipment	1 hour	4
	Information Security	1 hour	19
Gaoqing Factory (China)	First Aid Training	0.75 hour	366
	Fire Safety and Evacuation Drills	0.75 hour	366
	Machinery Operation Safety	0.5 hour	16
	Safety Qualification Training	16 hour	6
	Anti-Terrorism Training	0.75 hour	366
	Quality Inspector On-the-Job Training	1 hour	237
	Chemical and Personal Protective Equipment	0.5 hour	2
	Information Security	0.75 hour	366
Solo Factory (Indonesia) Solo1	First Aid Training	1 hour	20
	Fire Safety and Evacuation Drills	2 hour	1513
	Machinery Operation Safety	0.5 hour	40
	Anti-Terrorism Training	0.5 hour	809
	Chemical and Personal Protective Equipment	0.5 hour	3
	Information Security	1 hour	708
	MSDS Training	0.5 hour	9
	Waste Management Training	0.5 hour	12
	Occupational Safety - Basic	1 hour	21

Region	Course Name	Duration	Trainees Number
Solo Factory (Indonesia) Solo2	First Aid Training	1 hour	18
	Fire Safety and Evacuation Drills	2 hour	1140
	Machinery Operation Safety	0.5 hour	21
	Anti-Terrorism Training	0.5 hour	1087
	Chemical and Personal Protective Equipment	0.5 hour	5
	Information Security	1 hour	992
	MSDS Training	0.5 hour	10
	Waste Management Training	0.5 hour	7
	Occupational Safety - Basic	1 hour	16
Jakarta Factory (Indonesia)	First Aid Training	1 hour	45
	Fire Safety and Evacuation Drills	0.5 hour	2,713
	Machinery Operation Safety	0.5 hour	30
	Anti-Terrorism Training	0.5 hour	2,713
	Chemical and Personal Protective Equipment	0.5 hour	20
	Information Security	1 hour	30
	Waste Management Training	0.5 hour	30
	Occupational Safety - Basic	1 hour	30
	Occupational Safety - Advanced	1 hour	20

Region	Course Name	Duration	Trainees Number
Cambodia Factory	First Aid Training	1 hour	2523
	Fire Safety and Evacuation Drills	1 hour	2523
	Machinery Operation Safety	1 hour	36
	Safety Qualification Training	1 hour	45
	Anti-Terrorism Training	1 hour	80
	Quality Inspector On-the-Job Training	1 hour	34
	Chemical and Personal Protective Equipment	1 hour	31
	Information Security	1 hour	54
	MSDS Training	1 hour	31
	Waste Management Training	1 hour	153
	Occupational Safety - Basic	1 hour	19
	Occupational Safety - Advanced	1 hour	10
	Other:Occupational safety Training	1 hour	16
Vietnam Factory	First Aid Training	1 hour	878
	Fire Safety and Evacuation Drills	1 hour	900
	Machinery Operation Safety	1 hour	17
	Safety Qualification Training	1 hour	42
	Anti-Terrorism Training	0.5 hour	878
	Quality Inspector On-the-Job Training	1 hour	31
	Chemical and Personal Protective Equipment	1 hour	42
	Information Security	1 hour	5
	MSDS Training	1 hour	22
	Waste Management Training	1 hour	2
	Occupational Safety - Basic	0.5 hour	859
	Occupational Safety - Advanced	1 hour	30

Region	Course Name	Duration	Trainees Number
Gin-Sovann Factory	First Aid Training	2 hour	25
	Fire Safety and Evacuation Drills	1 hour	980
	Machinery Operation Safety	1 hour	1036
	Anti-Terrorism Training	2 hour	980
	Quality Inspector On-the-Job Training	1 hour	69
	Chemical and Personal Protective Equipment	1 hour	7
	Information Security	2 hour	41
	MSDS Training	1 hour	7
	Waste Management Training	1 hour	980
	Occupational Safety - Basic	1 hour	980



4.5 Career Management and Learning

Employees are a company's most important asset. As a garment manufacturer whose workforce is predominantly female, Tainan Enterprises is committed to creating supportive and inclusive workplaces at every site.

Because most overseas employees are young women, the Company, through its "Diverse and Friendly Workplace Companion Programme," provides timely healthcare and support for pregnant workers; it also runs the HerProject and P.A.C.E. programmes for female employees in its overseas factories. The initiative has since been upgraded to the RISE re-education programme, which now covers all workers and offers skills-building and development opportunities at the plants in Cambodia, China, Vietnam and Indonesia. Several Indonesian plants have additionally obtained Fair Trade certification, underscoring the Company's commitment to fair labour practices and its respect and care for every employee. Through the "Diverse and Friendly Workplace Companion Programme," the Company aims to build a workplace where everyone can work with confidence and grow together.



1. Pregnant-Employee Care Programme

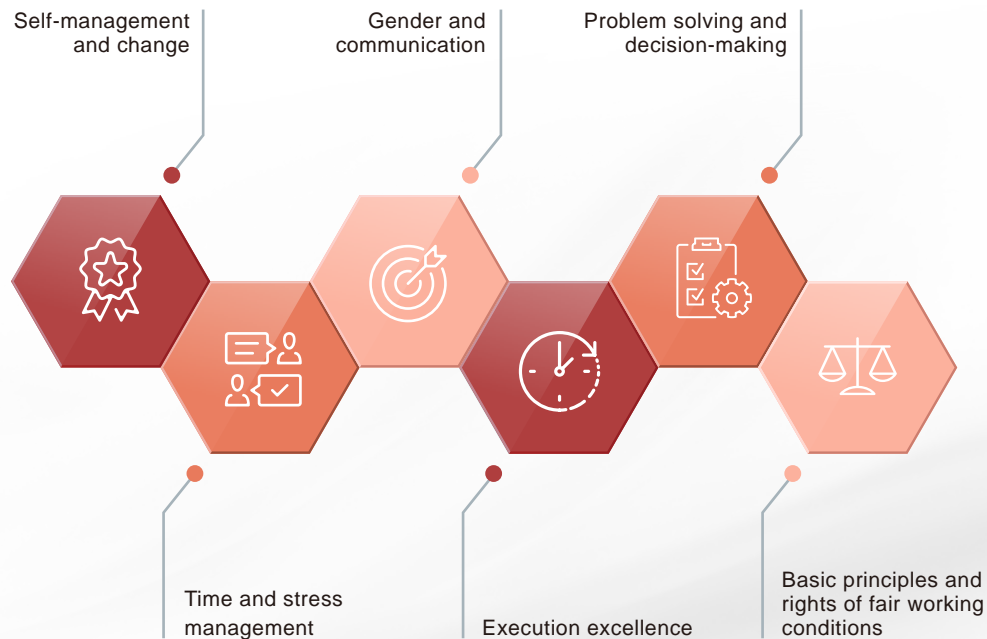
- Start date: December 2024
- Location: Tainan Enterprises Jakarta plant (PT. Tainan Enterprises Indonesia)
- Content:
 - (1) Clinic for pregnant employees: A dedicated clinic is established in the factory, staffed by professional nurses to provide care for pregnant employees.
 - (2) Job reassignment policy for pregnant employees: To prevent pregnant workers from engaging in high-risk tasks such as ironing, the factory has a clear policy prohibiting such assignments. Workers previously in high-risk positions are reassigned to low-risk departments. Additional rest time is provided for pregnant and breastfeeding employees, and they are exempt from overtime work.
 - (3) Hotline and HR support: Once a pregnancy is reported, the factory provides a dedicated hotline and WhatsApp account so employees can contact HR and nurses promptly.

2. Employee Empowerment Education Program

Starting in 2024, the RISE re-education program was launched in the Gaoqing Factory (China), Cambodia Factory, and Vietnam Factory, offering courses in personal well-being such as self-management, financial literacy, and communication skills.

Category: Basic project

Core modules



Supplementary modules: Basic health



Gaoqing Factory (China): 39 sessions / 2,880 participants | Cambodia Factory: 26 sessions (twice per month) / 3,360 participants | Vietnam Factory: 16 sessions (twice per week) / 1,120 participants

3. Headquarters Employee Career Development Program

At Tainan Enterprise's headquarters in Taiwan, the companion initiative is implemented through the “Employee Career Development Program,” which provides each colleague with a clear and promising career roadmap. Through a wide range of training courses, internal promotion opportunities, and personalized development consultations, we are committed to helping our employees enhance professional skills, expand their career outlook, and achieve both personal growth and corporate goals. In 2024, 46 hours of advanced training courses were provided:

Course Name	Date	Number of participants
AI Practice and Innovation: From Data Insights to Enterprise Value	2024/11/08	33
Cloud and Cybersecurity Applications — Cloud Computing and Generative AI	2024/11/15	25
Cloud and Cybersecurity Applications — Cloud Computing and Digital Transformation	2024/11/08	24
Low-Carbon Transition and Carbon Footprint Management in the Textile Industry — Part II	2024/11/09	18
Low-Carbon Transition and Carbon Footprint Management in the Textile Industry — Part I	2024/11/06	18
Innovation Lab Operation and Fabric Testing — Recall Cases in North America	2024/11/13	22
Innovation Lab Operation and Fabric Testing — Ingredient Labeling and Washing Labels in North America	2024/11/13	30

Course Name	Date	Number of participants
Innovation Lab Operation and Fabric Testing — Clarifying Six Common Textile Testing Issues	2024/11/11	34
Executive Innovation Leadership Training — Coaching Questions and Innovation Skills	2024/11/04	3
Junior Supervisor Innovation Training — Logical Thinking and Presentation Skills	2024/09/27	3
Executive Innovation Leadership Training — Coaching Questions and Innovation Skills	2024/10/21	5
Executive Innovation Leadership Training — Growth and Strategy Presentation: Showcase Your Learning Outcomes	2024/09/20	53

✦ 4.5.2 Performance Evaluation

A sound career system was established by Tainan quite early. A dual-track promotion system that combines professional competency and management positions give employees every possible opportunity to put their expertise, ability and knowledge to good use. Talented personnel that show potential are promoted into management roles by the Company to give them more challenging jobs. Rejuvenation of the management has become an increasingly important management issue in recent years. Outstanding specialists also receive special promotions at various times to boost employee morale. Annual performance evaluations are conducted by Tainan. All employees with more than one year of service (including those returning to work) must undergo a performance evaluation. The individual performance of each employee as well as the business results for that year are then used to determine what incentive rewards are appropriate. There is no difference or inequality due to gender.





Chapter

05

✦ Social Inclusion

5.1 Sustainable Design

5.2 Sustainable Education

Land appreciation and cultural heritage are the most valuable forms of sustainable investment.

Tainan 400 allows us to join hands with a group of southerners to commit to real, lasting change in sustainability education for Taiwan. This marks the first step toward meaningful social transformation.

----Wu Tao-Chang, Chairman of Tainan Enterprise Arts & Culture Foundation

Tainan Enterprise consistently donates NT\$3.5 million annually to serve as operating funds for the foundation. In 2024, five major projects were launched to comprehensively promote sustainability education and empowerment.

In 2024, Tainan celebrates its 400th anniversary. As a local corporate citizen, we've reflected on how we can meaningfully contribute to this historically significant year. How can we create an impact that is both sustainable and deeply felt? We care about how love for Tainan can be mobilized, how civic pride can be rekindled, and how one initiative can spark imagination for Tainan's traditions, present, and future. So we began searching for a shared purpose that could unite our passion.

In 2019, we launched "Back Home to Tell the Truth about Xinhua", rallying under the call: "Come home! Tainaners designing for Tainan." We invited 40 designers with deep roots in Tainan to return and design for their hometown. Through this, we deeply felt that love for Tainan—put into action—is the most powerful way to awaken pride in the city. In 2020, we launched the "Tainan ReDesign Circular 1+X Southerners Project" in the Confucius Temple Cultural Park, establishing the first base for promoting sustainability education: Tainan Circular Economy School (Tainan C.E. School). This initiative brought together Tainan-based designers, business districts, and communities to form a dedicated group of Southerners working toward circular innovation. Building on the experience and shared efforts of the past two years, we refocused on sustainability education and launched a three-year program: "Tainan Re-Action — Southerners Sustainability Co-Learning Initiative." From the "Southerners' Market" to "Southerners' Shared Table," we seek the right partners to do good things together. We act as a bridge between industry and education, gradually building a strong coalition for sustainability. By bringing together diverse forces, we hope to break boundaries and foster a broad, inclusive perspective.

5.1 Sustainable Design

I. Origin of Sustainable Design

In corporate development, the ability to innovate and adapt has become key to surviving market competition. Traditional business models focus on meeting market demand, while sustainable operations aim to solve social and environmental issues, thereby creating new business opportunities. Tainan Enterprises has chosen "circular regeneration and resource sustainability" as its core philosophy, striving to provide commercially viable solutions that lead the practice of circular consumption and sustainable living, turning zero waste from a slogan into concrete action.

Initial Intention for Engaging in Sustainable Design: Full-Cycle Zero Waste
Circular Regeneration × Resource Sustainability × Value Maximization

II. Sustainable Cross-Sector Collaboration — Douceur Network



With sustainable design as the core, Tainan Enterprises continues to assist the Douceur Network in developing innovative fish education teaching aids to help the public easily distinguish between three commonly confused cephalopods: squid, Japanese flying squid, and cuttlefish. The teaching aid uses a transformation-based display to clearly show the differences among the three. Additionally, for two other commonly confused types — ear squid and cuttlefish — precise templates are used to represent their physical characteristics and improve identification accuracy.

This project collaborated with professional pattern makers at the Tainan factory to assist in the pattern design and prototyping of the teaching aids, turning difficult-to-distinguish cephalopod traits into practical and vivid teaching tools, further promoting fish education and the concept of sustainability.



1. Cephalopod teaching aid transforms into squid, Japanese flying squid, and cuttlefish



2. Cephalopod teaching aid transforms into cuttlefish and ear squid

III. Sustainable Design × China Airlines × DotDesign

With design support from DotDesign and leveraging the expertise of Tainan Enterprises, retired inflight life vests were repurposed into everyday bags. With large capacity and clever layered structure, these eye-catching bags combine practical waterproof functionality and a fashionable aesthetic, while also embodying the concept of sustainable circulation.



(I) Sustainable Design Development Features:

1. The life vest, already a product, had to be disassembled into flat material. Components like buckles, drawstrings, and air tubes were first removed to allow fabric-like cutting.
2. The vest's existing shape was reconfigured into bag patterns, preserving original pieces and making the most of the material with no waste.
3. Taking into account cost and mass production limitations, the plan is designed for ongoing implementation.



(II) Results of Life Vest Upcycling:

Retired inflight life vests were repurposed into functional daily-use bags. Each bag's pattern is unique depending on the cutting location, featuring detailed stitching, vivid and iconic visuals, large capacity, durability, and waterproof function—suitable for all seasons and rainproof. This initiative aims to promote the concept of circular sustainability in daily life.

A total of 300 eco-friendly bags were produced in this project, reusing 500 discarded life vests. Through innovative design and remanufacturing, waste life vests originally slated for incineration were transformed into functional and sustainable products. This project achieves both resource reuse and waste reduction, with carbon reduction impact: compared to incineration, reuse can reduce over 99% of carbon emissions. Although the total quantity is not large, it holds significant meaning for promoting a circular model.

IV. Green Procurement × KGI Financial Holding Gift Collaboration

This project utilized surplus fabric in collaboration with KGI Financial Holding, producing over 9,000 eco-friendly bags as Mid-Autumn Festival gifts for employees. Production will continue using surplus materials to support KGI's anti-fraud awareness efforts, reducing environmental impact while promoting the spread of accurate information.

At the same time, the Company partnered with women over age 50 from the Do+T - Do plus think, providing them with participation opportunities, training, and skills development, enhancing their livelihoods and contributing to community development and women's empowerment.

Sustainable bag design is not merely about creating "objects" or "products" but about designing "service systems" or "business models" that use sustainable materials, reduce waste, and add value to resources. In general textile and apparel factories, surplus fabrics are mostly buffer stock for orders. Though of reliable quality, their limited quantities make them difficult to reorder.



(I) Results of Repurposing Stock Fabrics and Fabric Scraps:

This project produced **9,000 eco-friendly bags**, using **3,000 yards of fabric**. Raw materials came from the Company's existing **inventory and fabric edge trims**. Through design and processing, they were turned into high-performance reusable products. This effort achieved three sustainability goals:

1. Reduced waste generation (avoided direct disposal or incineration)
2. Reduced use of new materials (saved new fabric needed for bags)
3. Real carbon reduction benefits (based on carbon emission estimation models)

If this model is continually promoted, companies can repurpose more surplus and scrap fabrics, effectively **reducing large volumes of textile waste** and building an internal circular economy system. Specific Benefits:

- ✓ Reusing 3.6 metric tons of inventory fabric annually can reduce an equivalent volume of waste
- ✓ Prevent over 1 metric ton of CO₂e emissions
- ✓ Reduce costs related to new fabric procurement and waste disposal



5.2 Sustainable Education

I. Tainan 400 Good South Project

(I) Origin of the 17 Sustainability Action Plans | A Commitment to a Sustainable Future — Act Together for Tainan

In 2024, with “Tainan 400” underway, Tainan finds itself at a pivotal crossroads driven by the most pressing global issue—climate change. From last year through this year, numerous sustainability and net-zero carbon reduction policies have been launched in Taiwan, including the imposition of carbon fees and the implementation of carbon trading mechanisms. The Financial Supervisory Commission (FSC) has also pushed for companies to adopt sustainability standards and improve information disclosure, while international sustainability policies continue to accelerate. In addition to the EU’s trial implementation of the Carbon Border Adjustment Mechanism (CBAM) in October last year and the upcoming announcement of the Global Plastics Treaty, Taiwan’s industries are facing increasingly complex and rapidly changing “global governance” challenges. Thus, “Tainan 400” is not only a reaffirmation of Tainan’s history, culture, trade, and religion, but also an opportunity to strengthen sustainability education and foster cultural revitalization in the face of the sustainability era. Especially the advancement, reflection, and interpretation of sustainability education.

Designing the Sustainability Education Innovation Model for the Next 100 Years

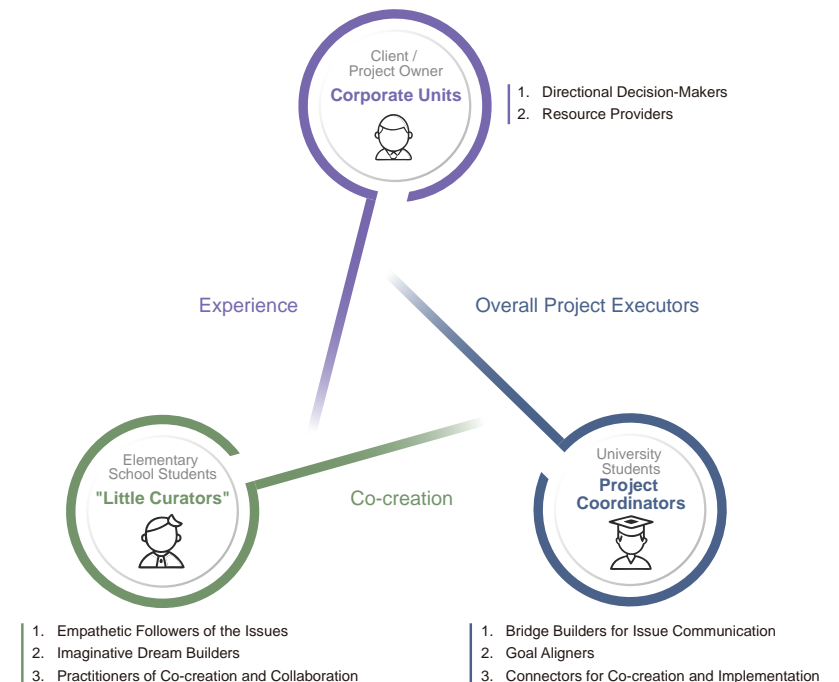
The “flywheel effect” described in Level 5 Leadership of From A to A+ illustrates that it takes ongoing and strenuous effort to start turning a stationary flywheel—rotation after rotation. But each rotation builds momentum, and once it reaches a tipping point, the flywheel continues spinning on its own, gaining speed and generating steady power. This is the effect we hope to achieve through co-creation.

The “Tainan Re-Action — Little Southerners’ Sustainable Co-learning Initiative” has been in motion for three years. From the “Southerners Market” and “Southerners at the Table” to this year’s ambitious “Tainan 400 Good South Project,” we hope to connect people through a co-creative event and work together for a sustainable future in Tainan.

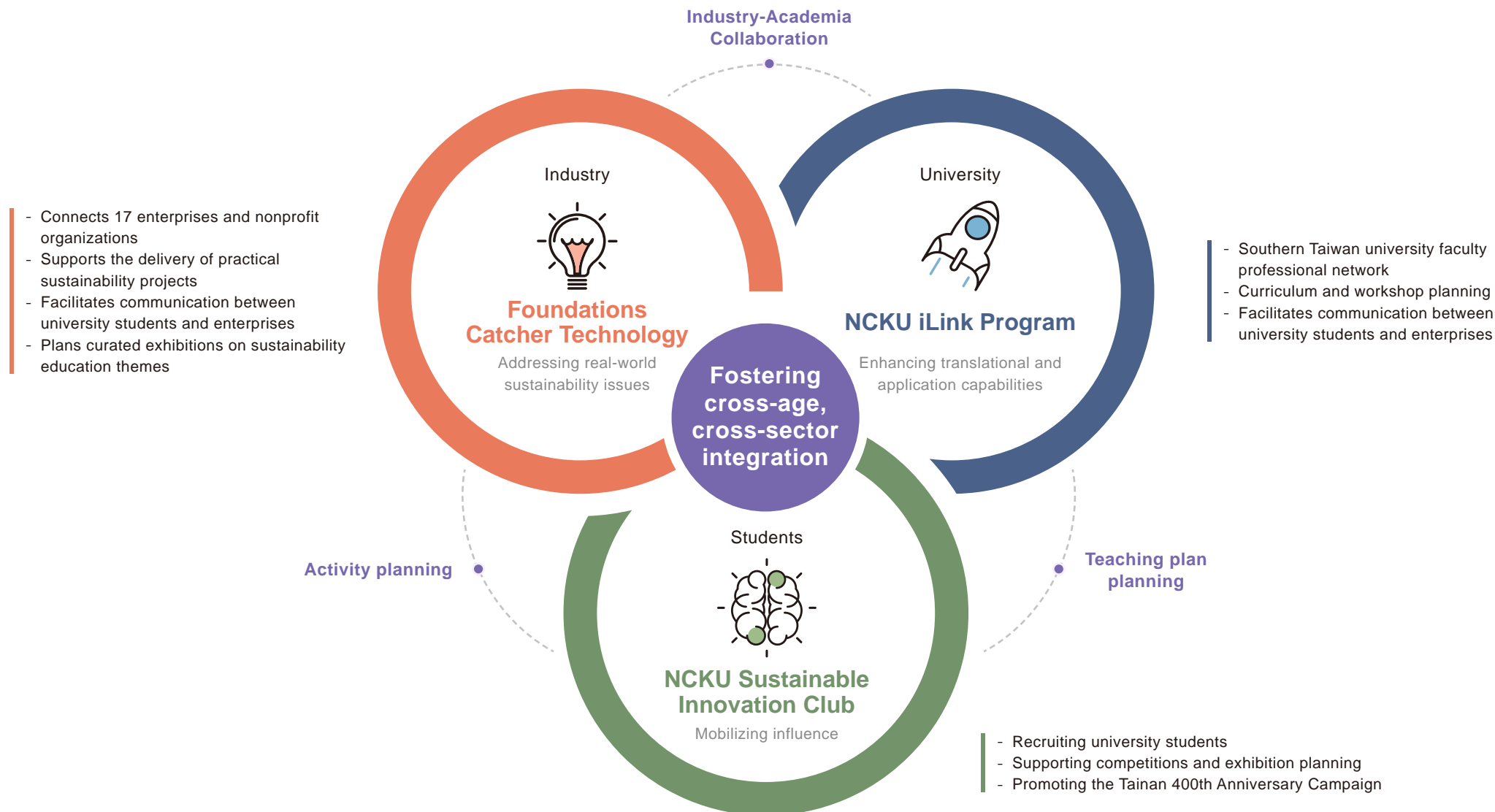
We hope this initiative will generate a sim-sik (心 適) experience—an inner sense of ease—spark transformation and action, and showcase the innovative results and momentum of Tainan’s sustainability education. Together, we will witness 17 inspiring sustainability actions that will energize Tainan’s sustainable future.

(II) Cooperation Model Among Industry, Government, Academia, and Research

Identifying Key Stakeholders from All Sectors



Tainan 400 Good South Project Collaboration Model



(III) Description of the Action Implementation

Stage 1: Empowering College Project Managers in Sustainability

Shaping future interdisciplinary talent and expanding employment diversity and potential for students in the humanities and social sciences. This initiative complements the iLink program by jointly establishing a social innovation learning and practice platform that fosters collaboration between enterprises and youth across sectors. Five professional workshops were developed to empower both university students and children through learning and hands-on experience.

1. Project Manager Workshop: January 15 - 20, 2024
2. DFC (Design for Change) Teaching Empowerment Camp: March 8 - 9, 2024
3. Curatorial Design Workshop: April 27, 2024
4. Video Design Workshop: April 28, 2024
5. Oral Presentation Workshop: June 26, 2024
 - Venues: NCKU IHQ Startup Accelerator, Chang Jung Senior High School
 - Partners: NCKU IHQ Startup Accelerator, NCKU Sustainable Innovation Club, Taiwan Youth Creative Action Administration. University students participated in a series of sustainability-focused project management training sessions.



Stage 2: Good South Project — Launch of Social Innovation Action Tasks (Eight Practicum Sessions)

Seventeen project topics and field practices were created to address social and environmental challenges. University groups collaborated with professionals and social innovation facilitators to initiate design thinking and innovation. Students stepped out of their comfort zones and entered enterprises and real-world fields to learn through doing. This helped them gain experience in identifying key issues, while also being stimulated by the creativity and diverse perspectives of peers across schools and disciplines. Through this, students were guided through the four stages of design innovation methodology—Discover, Define, Develop, Deliver—enabling them to break away from past limitations and attempt things previously unimagined, applying their learning to achieve maximum potential within time constraints. This experience produced outcomes different from regular academic learning and helped cultivate students into grounded, cross-disciplinary talent in sustainable social design.



Stage 3: Preparation for the Sustainable Education Innovation Exhibition — Empowering Little Curators, Enhancing University Students

University students' curatorial process:

After reviewing the content of the eight practicum sessions, project managers of each group guided the Little Curators to organize their project narratives chronologically, incorporating their reflections and personal experiences to develop uniquely styled presentation scripts. The project managers also refined the results of the sustainable innovation projects and visualized the impact of implementation through images and objects to be presented in the sustainable education exhibition.

Empowering children: Children demonstrated their problem-solving journeys through the four steps of feeling, imagining, practicing, and sharing. This process helped them explore their strengths and abilities and enhanced their learning confidence.

Empowering university students: Three key abilities were developed in university student sustainability managers.

1. Contextualization: systematically explaining the project to generate anticipation in the audience.
2. Field command: managing the flow of the exhibition and observing audience reactions.
3. Facilitation: guiding the focus of the outcomes and sparking the audience's interest.

Stage 4: Hosting the Tainan 400 Sustainable Education Innovation Exhibition

Exhibition design concept:

To showcase sustainable exhibition practices through real action, the team rented 4,500 beer crates from Taiwan Tobacco and Liquor Corporation and used 52 ocean-recycled boards manufactured by Yi-Chun Environmental Technology as the core materials of the exhibition space.

This approach replaced commonly used disposable wood structures and effectively reduced resource waste while solving large-scale storage challenges. The overall exhibition was designed under the concept of turning the entire city into a sustainable school. Wu Garden and the Guild Hall were divided into six themed zones: the Main Exhibition Area — Sustainability Classroom, the Issue-based Participation and Service Counter — Counseling Room, the Sustainability Education Zone — School History Gallery, the Interactive Experience Area — Extracurricular Room, the Enterprise Action Zone — Mobile Library, and the Mobile Stage Area — Playground. This exhibition served as a demonstration of the most sustainable curation approach.



(IV) 2024 Key Performance Indicators

1. The Tainan Corporate Culture and Art Foundation matched 17 enterprises/school units, recruiting a total of 60 university students from different universities and 66 elementary school students (grades 3 to 6) from schools across Tainan. Together, they co-created 17 local sustainability initiatives for Tainan 400.
2. TainanRe-Action — the Southerners' Sustainability Co-learning Action connected 45 enterprises and schools, challenging experimental actions on how to teach the SDGs.
3. Community residents contributed a total of 3,379 hours of service; enterprises contributed a total of 2,043 hours.
4. University student empowerment courses included 5 workshops, totaling 65 hours.
5. The Southerners' Sustainability Internship Program accumulated a total of 146 class sessions.
6. One sustainability action press conference was held, with 62 attendees.
7. One sustainability exhibition was held, lasting 22 days, with a total of 5,848 participants.
8. A total of 16 short films for the exhibition were produced; online views reached 20,279.
9. Media coverage included 13 instances (print, online, radio, TV, blogs, etc.), and 2 self-media operations (such as social media or channel management).



(V) Future Investment and Development Plans

Sustainability empowerment is a long-term path that requires time and the integration of diverse resources. Since 2022, the Foundation has aimed to build an innovation support platform for sustainable education. Through SDG-themed co-learning experiences, it connects parents, children, teachers, university students, enterprises, and sustainability professionals to jointly explore innovative practices in education and sustainability. We value the voices of frontline educators and promote effective alignment between industry and education to ensure that sustainable education has real impact.

Looking ahead, Tainan Enterprise and the Tainan Corporate Culture and Art Foundation will jointly address the United Nations' 17 Sustainable Development Goals (SDGs), focusing on textile and garment industry collaboration, educational practice, sustainable exhibitions, and cross-disciplinary promotion. By integrating cross-sector resources and innovative projects, the concept of sustainability will be deeply embedded in education, culture, and daily life, achieving tangible and feasible social sustainability.

II. Tainan Food and Agriculture Education Innovation Program

(I) Origin of the Program

Food is a mirror of societal change. Food and agriculture are among the most accessible and relatable educational carriers and elements in daily life. Food reflects not only local culture, environment, and culinary traditions, but also the diverse and vibrant lifestyles of different communities. The food on our tables also embodies emotional connections between people and the land, and highlights new relationships formed through globalization in agriculture and food supply chains. However, in the course of developing sustainable education, challenges such as the lack of suitable teaching plans, the shortage of socially relevant materials, and how to meet teachers' needs for sustainability teaching resources have emerged. Over the past three years, we have actively connected with partners concerned about sustainable education through the Southerners project, hoping to find warm and practical solutions for sustainable education.

(II) Seed Teacher Empowerment Workshop | Guiding Children to Become Better Adults

16 passionate teachers participated together to co-create issue-based game lesson plans.

We held two seed teacher empowerment workshops and invited facilitator Wu Shu-Yu, founder of “PaLiPaLi Taiwan Ice Cream,” and Dr. Yang Chen-Fu, founder of “5% DesignAction,” to join. Starting from the school issues teachers care about, we explored how to move from point A to a better point B. Through continuous divergent and convergent thinking, the teachers identified expectations and challenges they face in classrooms.

Through discussion and dialogue, three core Tainan-related issues gradually emerged: ocean pollution, deforestation, and leftover food from school lunches. These topics are closely tied to environmental ecology (such as biodiversity) and societal issues. Teachers also considered how to promote food and agriculture education and share local Tainan stories in fun and relatable ways.

The project also collaborated with “Pley School” to design an issue-based board game that addresses the issue of leftover school lunches—a key concern for frontline teachers—transforming real-world issues into tools for discussion and critical thinking. Following the game development process, we clarified the game's key elements and problem-guidance strategies to enhance lesson plan feasibility.

Through diverse discussions and detailed adjustments, we gradually built a sustainable teacher support network that integrates social and environmental topics into scenario-based game teaching. While designing, teachers considered how to inspire students' enthusiasm for learning, including teamwork, communication, negotiation, deep thinking, and exploration. Combined with reflection exercises and action plans, this embeds sustainable education into everyday life, guiding children to “learn through play” and “act through learning.”



Appendix I. GRI Standards Disclosure Item Reference Table

Statement of Use	Tainan Enterprises Co., Ltd. has reported the content for the period from January 1 to December 31, 2024 in accordance with the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Industry Standards	None

GRI 2: General Disclosure 2021

Corresponding GRI and disclosure items	Related Chapters	Page	Description omitted
Organization and Reporting Practices			
2-1 Detailed Information of the Organization	1.1 About Tainan Enterprises	17	
2-2 Entities Included in the Organization's Sustainability Reports	About this Report	02	
2-3 Reporting Period, Frequency, and Contacts	About this Report	02	
2-4 Restatements of information	About this Report	02	
2-5 External Guarantee/Assurance			No external guarantee
Events and Workers			
2-6 Activities, value chain and other business relationships	1.1 About Tainan Enterprises	17	
2-7 Employees	4.1 Employee Profile	51	
2-8 Workers who are not employees	4.1 Employee Profile	51	

Corresponding GRI and disclosure items	Related Chapters	Page	Description omitted
Governance			
2-9 Governance Structure and Composition	1.2 Corporate Governance	20	
2-10 Nomination and Selection of the Highest Governance Body	1.2 Corporate Governance	20	
2-11 Chairperson of the Highest Governance Body	1.2 Corporate Governance	20	
2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	1.2 Corporate Governance	20	
2-13 Person in Charge of Impact Management	1.2 Corporate Governance	20	
2-14 Role of the Highest Governance Body in Sustainability Reporting	1.2 Corporate Governance	20	
2-15 Conflicts of Interests 1.2 Corporate Governance	1.2 Corporate Governance	20	
2-16 Communication of Key Significant Events	1.2 Corporate Governance	20	
2-17 Group Intelligence of the Highest Governance Body	1.2 Corporate Governance	20	
2-18 Performance Evaluation of the Highest Governance Body	1.2 Corporate Governance	20	
2-19 Remuneration Policy	1.2 Corporate Governance	20	
2-20 Remuneration Determination Process	1.2 Corporate Governance	20	
2-21 Ratio of total compensation	1.2 Corporate Governance	20	
Strategies, policies and practices			
2-22 Statement on Sustainable Development Strategy	Message From the Chairman	03	
2-23 Policy Commitments	1.3 Ethical Management	22	
	2.2 Sustainability Partnerships	32	
	4.3 Promotion of Employee Rights	56	

Corresponding GRI and disclosure items	Related Chapters	Page	Description omitted
2-24 Incorporation of Policy Commitments	1.3 Ethical Management	22	
	2.2 Sustainability Partnerships	32	
	4.3 Promotion of Employee Rights	56	
	4.4 Occupational safety and health	60	
2-25 Procedures for Remediating Negative Impacts	4.3 Promotion of Employee Rights	56	
2-26 Mechanisms for seeking advice and raising concerns	4.3 Promotion of Employee Rights	56	
2-27 Legal Compliance	1.3 Ethical Management	22	
2-28 Membership of associations	1.1 About Tainan Enterprises	17	
Stakeholder Engagement			
2-29 Stakeholder Engagement Policy	Sustainability Development Blueprint	05	
2-30 Collective bargaining agreements	4.3 Promotion of Employee Rights	56	
GRI 3: Material Topics 2021			
3-1 Process for determining major topics	Sustainable Development Blueprint	05	
3-2 List of material topics	Sustainable Development Blueprint	05	

Material Topic GRI Comparison

Self-defined Material Topics			
Material Topics	Chapter Topic	Page	Description omitted
Corporate Governance and Ethics	1.2 Corporate Governance	20	
Product Sustainability and Innovation	2.2 Sustainable Products and Policies	30	
Supply Chain Management and Transparency	2.3 Sustainability Partnerships	32	
Management of Chemicals	3.5 Management of Chemicals	49	

Material Topic: Energy and Greenhouse Gas Emissions

	Corresponding GRI and disclosure content	Related Chapters	Page	Description omitted
305 Emissions	305-1 Direct (Scope 1) GHG emissions	3.2 Climate Action and Greenhouse Gas Reduction Strategy	40	
	305-2 Energy indirect (Scope 2) GHG emissions	3.2 Climate Action and Greenhouse Gas Reduction Strategy	40	
	305-3 Other indirect (Scope 3) greenhouse gas emissions			Scope 3 statistics has not yet been compiled.
	305-4 Greenhouse Gas Emission Intensity	3.2 Climate Action and Greenhouse Gas Reduction Strategy	40	
	305-5 Greenhouse gas emission reduction	3.2 Climate Action and Greenhouse Gas Reduction Strategy	40	

Material Topic: Water Resource Management

	Corresponding GRI and disclosure content	Related Chapters	Page	Description omitted
303 Water and Effluents 2018	303-3 Water withdrawal	3.3 Water resource management	45	
	303-4 Water discharge	3.3 Water resource management	45	
	303-5 Water Consumption	3.3 Water resource management	45	

Material Topic: Waste Management and Circular Economy

	Corresponding GRI and disclosure content	Related Chapters	Page	Description omitted
306 Waste 2020	306-1 Waste Generation and Significant Impacts Related to Waste	3.1.2 Wastewater and Waste Management	45	
	306-2 Management of Waste-Related Significant Impacts	3.1.2 Wastewater and Waste Management	45	
	306-3 Waste generated	3.1.2 Wastewater and Waste Management	45	

Material Topic: Labor Rights and Welfare

	Corresponding GRI and disclosure content	Related Chapters	Page	Description omitted
401 Employment	401-1 New employee hires and employee turnover	4.1 Employee Profile	51	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.3 Promotion of Employee Rights	56	
	401-3 Parental leave	4.3 Promotion of Employee Rights	56	
402 Labor/ Management Relations	402-1 Minimum notice periods regarding operational changes	4.3 Promotion of Employee Rights	56	
404 Training and education	404-1 Average hours of training per year per employee	4.5 Career management and learning	64	
	404-2 Programs for upgrading employee skills and transition assistance programs	4.5 Career management and learning	64	
	404-3 Percentage of employees receiving regular performance and career development reviews	4.5 Career management and learning	64	
405 Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	4.1 Employee Profile	51	
	405-2 Ratio of basic salary and remuneration of women to men	4.2 Employee Compensation and Benefits	54	
408 Child labor	408-1 Operations and suppliers at significant risk for incidents of child labor	4.3 Promotion of Employee Rights	56	
409 Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.3 Promotion of Employee Rights	56	

Appendix II:

Sustainability Accounting Standards Board (SASB) Reference Table

Metric	Metric Description	SASB Code	Reference
NA	Number of Tier 1 suppliers and suppliers beyond Tier 1	CG-AA-000.A	Number of Tier 1 suppliers: 4 Number of suppliers beyond Tier 1: 27
Management of Chemicals in Products	Description of processes to maintain compliance with restricted substances regulations	CG-AA-250a.1	Environmental Sustainability - Management of Chemicals
	Chemical Substance Risk Assessment and Management	CG-AA-250a.2	Environmental Sustainability - Management of Chemicals
Environmental Impacts in the Supply Chain	Percentage of Tier 1 suppliers in compliance with wastewater discharge permits and/or contractual agreement	CG-AA-430a.1	100% of all Tier 1 suppliers hold wastewater discharge permits and were in compliance with local wastewater discharge regulations. The water quality of their wastewater discharge is also periodically tracked by Tainan through third-party verification products.
	Percentage of Tier 1 suppliers that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) or an equivalent environmental data assessment	CG-AA-430a.2	100% of all Tier 1 suppliers have completed the Higg FEM and their environmental management performances are periodically tracked by Tainan.
Labor Impacts in the Supply Chain	(1) Percentage of Tier 1 suppliers that have been audited to a labor code of conduct (2) Percentage of suppliers beyond Tier 1 that have been audited to a labor code of conduct (3) Percentage of total audits conducted by a third-party auditor	CG-AA-430b.1	(1) 100% of all washing factories that Tainan collaborates with have passed international labor audits (2) Not applicable, all raw material suppliers such as fabric and auxiliary material factories met the requirements of our customers' supplier code of conduct. Tainan also requires raw material suppliers to sign the Supplier Social Responsibility Commitment every year. (3) 100% of washing factories that collaborate with Tainan have passed third-party audits.
	Compliance by Tier 1 suppliers Percentage of non-compliance	CG-AA-430b.2	Percentage of non-compliance: 0% Non-compliant suppliers are required to submit corrective action reports. We review the contents of the report and continue to track the progress of corrective actions.
	Description of greatest labor and environmental, health, and safety risks in the suppliers	CG-AA-430b.3	Value Chain Reform - Sustainability Partnerships
Raw Materials Sourcing	Description of environmental and social risks associated with sourcing priority raw materials	CG-AA-440a.1	Value Chain Reform - Sustainability Advocacy
	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard	CG-AA-440a.2	RCS, GRS, European Flax certification/20%

Note: Tier 1 Supplier: Suppliers in this category are defined as "Washing Factories" based on the nature of the Company's business. Suppliers beyond Tier 1 were raw material suppliers such as fabric factories and auxiliaries factories.



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