

2021

SCIENCE PARK LOGISTICS

ESG
SUSTAINABILITY
REPORT



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INTRODUCTION

ABOUT THE REPORT



0.1 About The Report

Editing principle

The content structure of this report is written according to the Core Option of GRI Sustainability Reporting Standards (GRI Standards) and Sustainability Accounting Standards Board (SASB, see Appendix III for details) issued by the Global Sustainability Reporting Standards Committee, also with reference to the content and quality principles of GRI Sustainability Reporting Standards and the four principles of Materiality, Inclusivity, Responsiveness and Impact of AA 1000 Accountability Principles, so as to cover the stakeholders' concerns to major issues as much as possible and show the sustainable operation of enterprises. Although the contents of this report have not received external guarantee, they are still published after being edited and reviewed by members of ESG related units. Please refer to Appendix I for the index of GRI Standards in this report.

Scope and source

The scope of this report covers the 2021 achievements related to corporate social responsibility of Science Park Logistics, and presents the theme of sustainable development that stakeholders are most concerned about. The report is divided into three aspects: Economy, Society and Environment. (See 2.2 Introduction to Science Park Logistics for details of the whole bases in Taiwan)

Major operational changes

There was no significant change in the company's operation in the past year, and since this report is issued for the first time, there is no data recompilation or report change.

Issue time

Last Release Version: First Release

Current release version: released in November 2022

It is expected that the sustainability report will be issued every year in the future, and the next one is expected to be issued in September 2023.

Contact information

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0.2 A Word from the Chairman

Dear stakeholders of Science Park Logistics Co., Ltd. (hereinafter referred to as Science Park Logistics, our company or we), welcome to read our sustainability report. Every year, through the process of issuing reports, the company re-examines the company's three sustainable development practices in environment, society, corporate governance and economy, and requests the company to make continuous progress. The company constantly pursues the strategy of improving service quality, preventing and controlling environmental pollution and implementing the safety of hub areas as the sustainable operation of the enterprise. In addition, it has invested long-term efforts in three areas: corporate governance, environmental protection and social care. In order to implement the management policies of the report, Science Park Logistics provides more quantitative information, which is embodied in the committed efforts, so that readers can have a clearer understanding of every step of the company to achieve its goals.



Chairman Heddy Chen

After 30 years of development, Taiwan's industry has undoubtedly played a pivotal role in the global economy, from OEM manufacturing, R&D and design to brand management. However, as a result of global competition, enterprises are urged to face the issue of competitiveness with brand-new thinking, and the performance of supply chain and the ability of global operations have leapt to become the sharp weapon for enterprises to win. Based on this thinking, Science Park Logistics plans an all-round operation system, and focuses on the core values of "quality first, safety first and service innovation". Through collaborative planning, Science Park Logistics continues to provide complete logistics solutions with innovative operation mode, and strives to solve all the logistics needs of customers while taking good service quality into account, and insists on being the most trusted partner for customers.

"Providing high-quality logistics services and pursuing excellent service quality", "Implementing occupational safety and health management system and AEO (Authorized Economic Operator) Certificate", "Improving supply chain performance by innovative and effective methods", "Aiming to be the best professional integrated logistics service provider and establishing a long-term and stable partnership with customers, and taking into account employee welfare and shareholders' rights and interests" are our business philosophy, and corporate social responsibility is the cornerstone of sustainable operation. Looking forward to the future, we will continue to actively fulfill the core values of our company, strengthen good interaction with all stakeholders, and link partners to do our part for the society. We hope to be an excellent enterprise that not only pursues the company's performance, but also undertakes social and environmental responsibilities.



0.3 2021 ESG Sustainability Report Performance

E

ENVIRONMENTAL ASPECT

2021

- In 2021, the company **did not violate the relevant environmental protection laws and regulations**, and there was no fine.
- In 2021, **Excellent Air Quality Maintenance Unit** in Tainan City.

S

SOCIAL ASPECT

2021

- In 2021, **Non-discrimination cases**.
- In 2021, There were **no forced labor violations**.
- In 2021, there were **no cases of occupational diseases, major occupational disasters and deaths**.
- In 2021, the company was **certified as a healthy workplace**.
- In 2021, Covid-19 epidemic prevention measures were strengthened, **with zero diagnosis of employees and uninterrupted operation**.

G

GOVERNANCE SURFACE

2021

- In 2021, the Company did **not have any major fines or compensations for violating laws and regulations**.
- According to the code of good faith management and the code of conduct of employees, a specific reporting system has been formulated. Since its implementation, employees have **not filed any reporting cases**.
- In 2021, the company had **no complaints about invasion of customer privacy or loss of customer information**.
- In 2021, 140 education and training classes were actually opened, with **an implementation rate of 139%**, which was **6% higher** than that of the previous year.
- In 2021, Compared with 2020, the company's **net profit after tax was 34.48%**.
- In 2021, the average customer satisfaction score of the whole company was **93.8**.
- In 2021, the personal data protection management measures were formulated, and **zero abnormal events** occurred.

We won the outstanding achievement of air quality maintenance in Tainan City in 2021



Health workplace certification



0.4 Science Park Logistics epidemic prevention program

I. Purpose

In response to the expanding trend of severe special infectious pneumonia epidemic, there have been many cases of overseas migration and domestic infection in Taiwan. To reduce the threat of the epidemic to the health of the company staff in the hub and the impact on the operation, the relevant epidemic prevention measures in the hub are provided for reference. The company takes "employee protection, stable service, and epidemic prevention outside the hub" as the epidemic prevention strategy, and carries out epidemic prevention work in the hub area in an all-round way, with the participation of all employees, to achieve the overall epidemic prevention goals of "preventing occurrence, avoiding infection" and "reducing impact and quickly recovering".

II. Focus of epidemic prevention in each hub area

1. The establishment of the epidemic prevention response team

In response to the epidemic prevention needs of severe special infectious pneumonia, the company set up an epidemic prevention response team to deal with the organizational response and business of the whole hub area, and cooperated with the relevant epidemic prevention measures of the competent government authorities to formulate epidemic prevention measures, evaluate and respond to epidemic impact, purchase protective equipment, supervise and audit the implementation results, carry out education, training and propaganda, plan and implement emergency response drills, lead the recovery work, keep abreast of the latest epidemic prevention information and review epidemic prevention countermeasures, so that the company can continue to operate and recover quickly. Members of the group also have deputies.



0.4 Science Park Logistics epidemic prevention program

Responsible units and task lists of each operation group in epidemic prevention organization	
Members	Job responsibility
Deputy General Manager	Provide relevant necessary epidemic prevention resources, direct the epidemic prevention work in the hub and supervise the current epidemic prevention work.
General Manager Office	Publish information about epidemic prevention work to investors, local health units and stakeholders, and serve as the news media release window when the epidemic occurs.
Safety and Health Room	Review the health statement and external documents (such as customers, suppliers, contractors, etc.).
Human Resources Department	Formulate the differential attendance management during the epidemic prevention period (including independent health management and notification of high-risk personnel, travel management, salary recognition principle for leave (epidemic prevention care leave, epidemic prevention leave), labor compensation and punishment measures, etc.)
Administration Department	<ol style="list-style-type: none"> 1. Cooperate with epidemic prevention needs at all levels, and plan contingency planning and management measures such as employees' divisional meals. 2. Plan the control mechanism for epidemic prevention groups to work in different areas with office workers and for people moving lines to be diverted. 3. Purchase and control the distribution of epidemic prevention resources. 4. Formulate and implement epidemic prevention and disinfection and emergency disinfection procedures at all levels in the plant area. 5. Security personnel assist guests, visitors, drivers and contractors to handle the entry control matters.
Safety and Health Room (including hub care)	<ol style="list-style-type: none"> 1. Personal hygiene and self-protection, including proper use of masks, case notification, etc., and providing appropriate education, training and epidemic prevention propaganda. 2. Plan and continuously update the required epidemic prevention materials, review the specifications of epidemic prevention materials, and coordinate the procurement and material management to reserve a full amount of various materials according to the resolution of the epidemic prevention organization. 3. To meet the epidemic prevention needs at all levels, formulate and implement the principles of health declaration propaganda and management for guests, visitors, drivers and contractors during the epidemic period, to serve as the management basis for guests, visitors, drivers and contractors to enter the hub. 4. Plan relevant medical resources and supporting measures for evacuation of infected cases, formulate and implement case notification and medical treatment process, so as to monitor the body temperature entering the hub, report abnormal body temperature and follow up the health management of employees. 5. Implement epidemic prevention training and drills to meet the possible case handling needs. 6. Assess the risk of operational impact caused by the epidemic situation, and plan relevant contingency management measures for each responsible unit. 7. Regularly release epidemic prevention information and announce infection high-risk areas internally. 8. Design Google Health Report, track the health status of employees daily, and master the vaccination situation.
Information Department	Set up software and hardware equipment and information security level, as supporting measures for working in different regions, working from home and video conference.

0.4 Science Park Logistics epidemic prevention program

2. Personnel access control measures

The objects of personnel access control include employees of the company, tenant employees, guests, visitors, drivers, contractors and suppliers, etc. When entering the site, their temperature should be measured, masks should be worn all the time and vaccination management measures should be followed.

NOTE 1

1. Forehead temperature:
Normal($<37.5^{\circ}\text{C}$)
Abnormal($\geq 37.5^{\circ}\text{C}$)
2. The guards should provide disinfection for the hands of people entering and leaving, and the platform for exchanging identification cards should be disinfected at least once a day.

NOTE 2

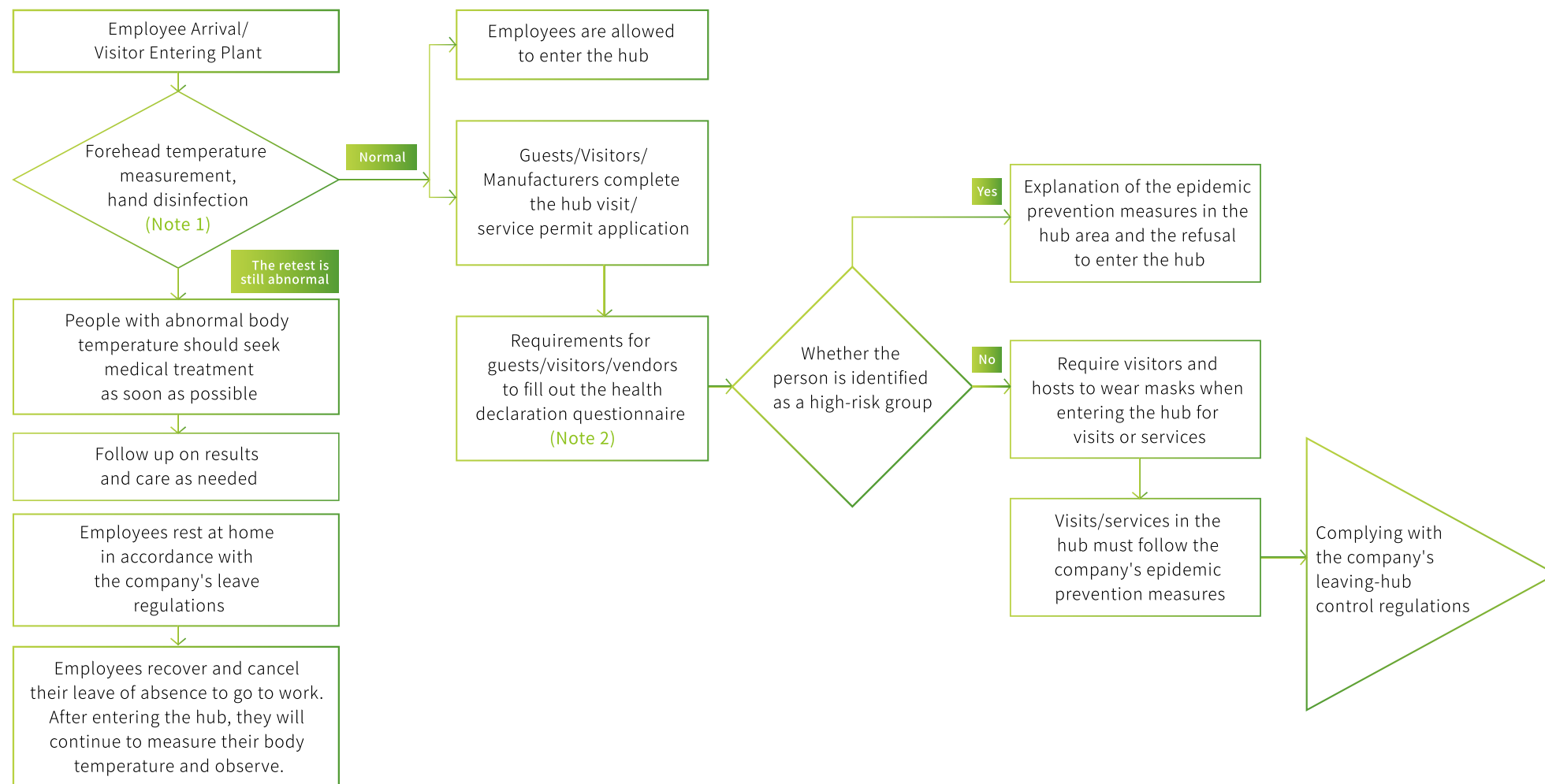
1. Questionnaire of epidemic prevention and health statement of new coronavirus COVID-19

NOTE 3

1. The new coronavirus COVID-19 epidemic prevention and health statement questionnaire, and the identification standard of high-risk ethnic groups. If there are any travel history, contact history and health problems in the checklist, the security guards immediately inform the nursing staff in the hub to confirm and identify whether they are high-risk ethnic groups, take epidemic prevention measures in the hub, and refuse to enter the hub.
2. According to the domestic epidemic situation command center, visitors are refused to enter the hub if they are in the period of home isolation or self-quarantine.



Control process of personnel access



0.4 Science Park Logistics epidemic prevention program

3. Preparation and management of epidemic prevention materials

The management department regularly controls and continuously updates the epidemic prevention emergency materials, reviews the specifications of epidemic prevention emergency materials, and coordinates the procurement and reserve of all materials in full quantity according to the resolutions of the epidemic prevention organization.

4. Work in different areas

In order to avoid cross-infection among employees and reduce the risk of operation, we plan to work in separate areas and actually implement epidemic prevention measures. When necessary, arrange employees to work from home to reduce the impact on the operation.

5. Dining control

Cancel group meals, and serve meals in the form of personal lunch instead.

6. Control of meetings, visitors and staff training

- (1) Video or telephone conference is adopted instead, and face-to-face meeting is prohibited.
- (2) Use the education and training platform for training courses.
- (3) Visitors should be approached outdoors or outside the office and wear masks during the whole process.

7. Cleaning and disinfection planning of hub area and personnel

- (1) Set alcohol disinfectant at the entrance of each office, public area of each floor or elevator exit of each floor.
- (2) Disinfect the whole company once a week, and strengthen disinfection in key areas.
- (3) Instruct colleagues to do well in their own health management, and use alcohol or diluted bleach to wipe the common articles and appliances belonging to offices and personnel of each unit to reduce the source of infection.
- (4) When using alcohol, you must pay attention to ventilation, do not use it in a closed place, avoid open flames and heat sources, and do not mix acid detergent or other hydrochloric acid without permission.
- (5) During the epidemic prevention period, please strengthen self-hygiene management, wash hands frequently, reduce access to public places, and maintain a healthy lifestyle. If you have symptoms of fever, cough or shortness of breath, please see a doctor immediately and do not enter the company.

8. Epidemic control and colleagues' health control

- (1) All colleagues must fill in the Google Health Report before going to work every day to know the daily health status and vaccination progress of employees, so as to provide timely assistance and follow up regularly.
- (2) Track the vaccination schedule of colleagues every week, and encourage employees to vaccinate.
- (3) The "SPL Epidemic Reporting Group" was set up by the occupational nurse in LINE App, which reports the latest epidemic situation and related regulations in time every day, and the heads of departments report the relevant epidemic information of their colleagues in this group.
- (4) When there is a confirmed case, report it to the local government health bureau and enter the notification system of the administration or urgently report it to the environmental safety group of STSP 06-505-1069/ HSP 03-577-3311 ext. 2320.

CHAPTER 1

SUSTAINABLE MANAGEMENT



1.1 Sustainable strategy

Science Park Logistics implemented ESG related issues in 2021 according to the organizational division of labor, and this year's sustainable development report was submitted to the chairman for approval before it was issued. According to ESG issues and their status, stakeholders can negotiate and communicate with authorized units through internal or external channels, respectively, so as to implement corporate social responsibility and achieve the goal of sustainable business.

1.2 Identification and communication of stakeholders

Science Park Logistics is based on AA1000 Stakeholder Engagement Standards: Dependency, Responsibility, Influence, Diverse perspectives and Tension, through internal discussions and feedback with department heads and colleagues, and by referring to the stakeholder groups identified in the peer sustainability report, it is identified that employees, suppliers/contractors, shareholders/investors/financial institutions, customers and government authorities are the main stakeholders of the company.

The company has diversified interaction and communication mechanisms with stakeholders, including "supplier questionnaire survey", "customer satisfaction survey" and "shareholders' meeting". By communicating with stakeholders through various channels, the company can understand the needs of stakeholders, expectations of the company, and projects that are concerned about sustainable development issues. Besides immediate response, the company also takes it as a reference to promote the sustainable development plan of corporate social responsibility. Communication channels and frequencies of various stakeholders are shown in the following table:

Stakeholders	Concerned theme	Communication channel	Frequency
Staff	<ul style="list-style-type: none"> Occupational safety and health Information security Training and education Customer privacy Labor relations 	<ul style="list-style-type: none"> Meeting Educational training platform 	Weekly
Customers	<ul style="list-style-type: none"> Customer service management Information security Customer privacy Health and safety of customers Marketing and marketing 	<ul style="list-style-type: none"> Business visits, meetings Telephone, e-mail Customer satisfaction survey 	Irregular Irregular Every year
Suppliers/ contractors	<ul style="list-style-type: none"> Integrity management Risk management Procurement practice Customer service management Economic performance 	<ul style="list-style-type: none"> Visit, stay in hub, conference Telephone, email, fax 	Irregular
Government authorities	<ul style="list-style-type: none"> Integrity management Marketing and marketing Security practice Customer privacy Compliance with social and economic laws and regulations 	<ul style="list-style-type: none"> Meeting Telephone, e-mail Questionnaire 	Irregular
Shareholders/ investors/financial institutions	<ul style="list-style-type: none"> Customer privacy Corporate governance Anti-Corruption Risk management Compliance with social and economic laws and regulations 	<ul style="list-style-type: none"> Board of directors Board of shareholders Open information observatory 	Quarter Every year Quarter

1.3 Identification of major themes

Our company listens to and responds to the issues concerned by stakeholders, hoping to identify the sustainable issues concerned by stakeholders through a systematic analysis model, which will serve as the reference basis for information disclosure in this report, so as to facilitate effective communication among stakeholders. The analysis of major themes in this report is divided into the following five steps:

I. Identification of stakeholders

Through internal discussions and feedback with department heads and colleagues, and referring to the stakeholder groups identified in the peer sustainability report, it is identified that employees, suppliers/contractors, shareholders/investors/financial institutions, customers and government authorities are the main stakeholders of the company.

II. Collecting sustainable issues and summarizing themes

The collection of topics mainly includes external and internal sources. The external source includes GRI Standards, which is based on the 34 topics of GRI Standards, and then incorporated into the international concerned topics and standards. It is compiled into a list of concerned topics, which is screened by a representative group of stakeholders into a preliminary list of concerns. The internal source is the feedback from the sustainable management organization through discussion.

III. Understanding the issues of concern

Through questionnaires, we can find out the concerns of various stakeholders on issues, and a total of 237 questionnaires has been collected. Meanwhile, we also conducted a questionnaire survey on senior executives of our company to evaluate the impact of various issues on the company's operations, and collected a total of 5 impact questionnaires.

IV. Identification of major themes

After analyzing the concern degree of stakeholders and the scores from senior executives on the impact of sustainable management and thematic ranking, the major themes of this report are determined after internal discussions with senior executives.

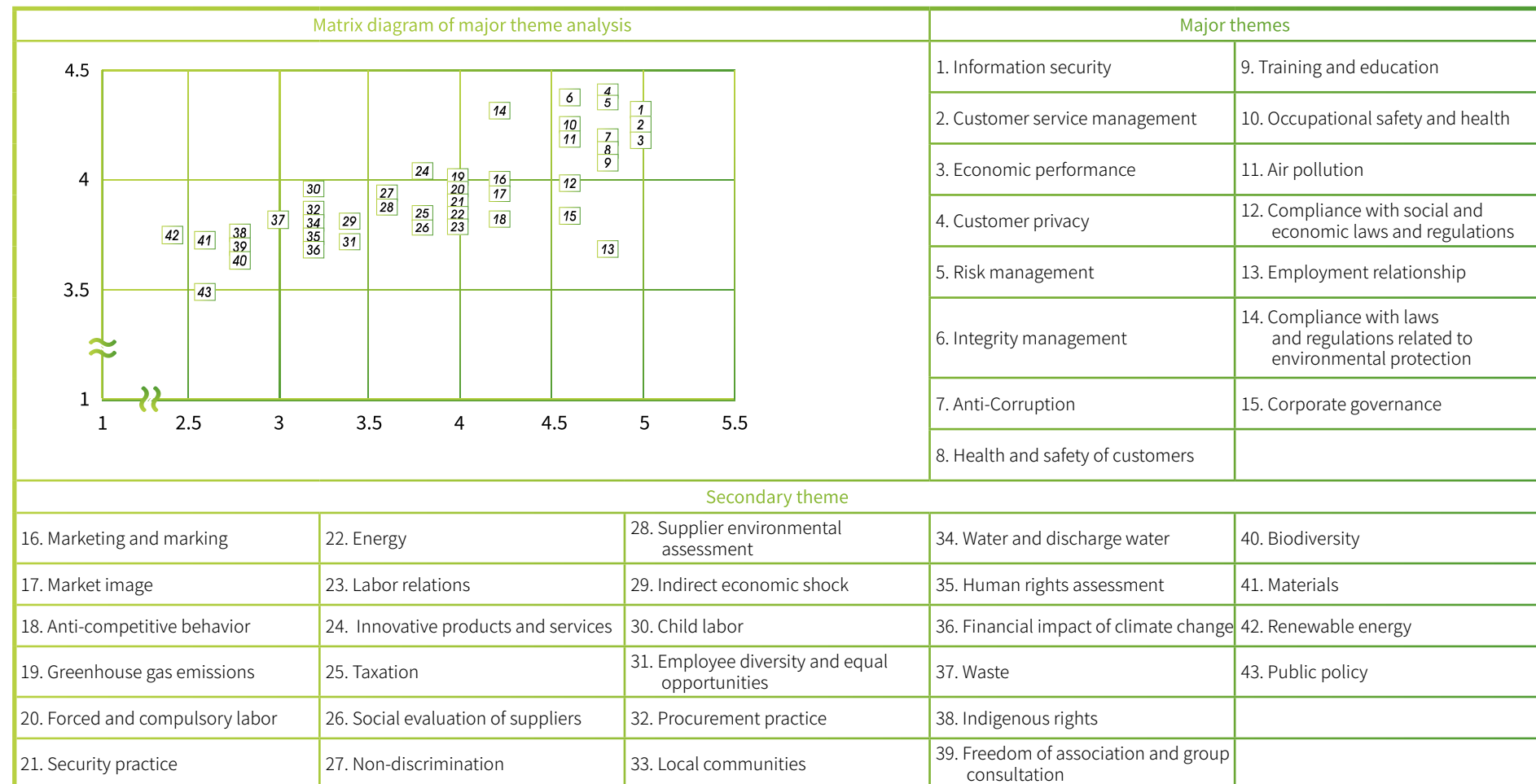
V . Reviewing and discussing

According to the major themes identified this year, the management policy will be disclosed. In the future, the management will be continuously strengthened and relevant information will be disclosed in the sustainable report.




1.3.1 Major theme analysis and value chain impact boundary

A Science Park Logistics introduced significance analysis in the process of compiling the sustainable report, and through systematic analysis mode, identified the economic, environmental and social topics that stakeholders are concerned about and have a significant impact on the company's sustainable operation, as the reference basis for the information disclosure of the report. The major themes and importance of identification are listed as follows:



After analysis, the major topics of this report are summarized into four aspects: sustainable management and operation, sustainable value chain, sustainable environmental management and a happy workplace. With the value chain as the boundary analysis element, the report regularly discusses the major issues of economy, society and environment, formulates the achievement of each unit's goals and future directions, and collects the relevant results and data, the results of discussions with stakeholders and suggestions for sustainable discussion, and reports to the board of directors every year. Each unit continuously strengthens management and disclose relevant information in the enterprise sustainable development report.

 Direct impact

 Impact of business behavior

 Contributing impact

Major themes	Corresponding GRI Standards/ custom themes	Management policy disclosure chapter	Value chain impact boundary			
			Within the organization	Outside the organization		
			Science Park Logistics	Suppliers/ contractors	Customers/ distributors	Communities
Information security	Custom themes	3. Sustainable Value Chain				
Customer service management	Custom themes	3. Sustainable Value Chain				
Economic performance	GRI 201	2. Sustainable Governance and Management				
Customer privacy	GRI 418	3. Sustainable Value Chain				
Risk management	Custom themes	2. Sustainable Governance and Management				
Integrity management	Custom themes	2. Sustainable Governance and Management				
Anti-Corruption	GRI 205	2. Sustainable Governance and Management				
Health and safety of customers	GRI 416	3. Sustainable Value Chain				
Training and education	GRI 404	5. Happy Workplace				
Occupational safety and health	GRI 403	5. Happy Workplace				
Air pollution	Custom themes	4. Sustainable Environmental Management				
Compliance with social and economic laws and regulations	GRI 419	2. Sustainable Governance and Management				
Employment relationship	GRI 401	5. Happy Workplace				
Compliance with laws and regulations related to environmental protection	GRI 307	2. Sustainable Governance and Management				
Corporate governance	Custom themes	2. Sustainable Governance and Management				

CHAPTER 2

SUSTAINABLE GOVERNANCE AND MANAGEMENT



2.1 Management policy

Major theme: integrity management and corporate governance	
Reporting requirements	Sustainable management policy
Major reasons for this theme	The sustainable development of enterprises has become the mainstream of the market, focusing on the corporate culture of integrity management and perfect corporate governance mechanism, and abiding by laws and norms to establish a solid foundation for the sustainable development of enterprises, so as to facilitate the stable development of the company.
Management purpose of this theme	To ensure that all operations of corporate governance strictly comply with the requirements of laws and regulations, and establish a corporate culture of integrity management and sound development, and that important information of the company is disclosed immediately and transparently according to the requirements of laws and regulations, so that the board of directors and internal control of the company can be effectively implemented.
i. Policy	Based on the clean, transparent and responsible business philosophy, the Company has formulated policies founded on integrity and established a sound corporate governance and risk control mechanism to create a sustainable business environment.
ii. Commitment	With the board of directors as the highest governance unit, the company follows various laws and regulations, the articles of association and other internal regulations, ensures the company's business philosophy, and has an internal control system, so that all businesses of the company's governance can be handled according to the regulations, and the stakeholders can know the important information of the company immediately.
iii. Goals and targets	On the principle that the board of directors should hold at least one meeting every quarter, the target attendance rate is 100%.
iv. Responsibility	The company's integrity management and corporate governance issues are the responsibility of the board of directors.
v. Complaint mechanism	Complaints can be filed with the audit room or supervisors at all levels, or through the following channels: Special e-mail address for complaints: personnel@spl.com.tw. Complaint hotline: (06) 511-3511
vi. Specific actions	The Code of Integrity Management has been formulated and approved by the board of directors for implementation.
Management evaluation mechanism	1. In the annual report, the Company disclosed the corporate governance and operation of integrity management. 2. Evaluating by the actual attendance rate of directors and supervisors.
Performance and adjustment	1. A specific reporting system has been formulated according to the code of integrity management and the code of conduct of employees. Since its implementation, employees have not filed any reporting cases. 2. During regular or irregular meetings or education and training courses we will appeal to colleagues for the importance of integrity, and publicize relevant cases and principles of anti-corruption and bribery to employees.

Major theme: Economic performance	
Reporting requirements	Sustainable management policy
Major reasons for this theme	The company's operation focuses on maintaining the stable cost, depending on the market changes, supplemented by flexible allocation of supply and demand, in order to maximize shareholders' rights and interests. In terms of finance, it focuses on stability, and does not conduct financial operations unrelated to the industry to maintain the company's stability.
Management purpose of this theme	Creating performance for the company, stabilizing operation, and achieving sustainable operation.
i. Policy	Implementing the sustainable business promise of "creating profits, caring for employees and giving back to the society".
ii. Commitment	Ensuring the stable operation of the company, the stable implementation of the company's dividend policy and the stable remuneration of shareholders' investment.
iii. Goals and targets	The dividend yield rate is stable and better than the general financial market interest rate, and the target cash yield rate is 15%.
vi. Specific actions	Our company has introduced ISO 9001 and other international management systems for effective operational performance management.
Management evaluation mechanism	According to the company's management regulations, ISO, internal regulations or control practices, the company conducts PDCA effectiveness evaluation for operation management every year.
Performance and adjustment	Compared with 2020, the company's operating growth of 34.48% in 2021 is in line with the company's goal of stable growth, and will continue to increase its operating capacity in the future.



Major theme: Risk management		
Reporting requirements	Sustainable management policy	
Major reasons for this theme	In order to achieve the goal of sustainable development and effectively reduce the risk of enterprise operation, risk management is a part of daily operation and an important basis for company operation.	
Management purpose of this theme	Risk management shall be carried out against the uncertain factors that may threaten the company's business operation, so as to ensure the stable operation and sustainable development of the company.	
i. Policy	1. Establishing and maintaining an effective risk management framework, ensuring the completeness of risk management operation and implementing a check-and-balance mechanism to enhance the risk management function. 2. Establishing the perfect mechanism of risk identification, measurement, supervision and control, so that the risk can be controlled within the acceptable range of the company, the goal of rationalizing risks and opportunities can be achieved, and the enterprise value can be enhanced.	3. Establishing communication channels to communicate and negotiate risks with internal and external stakeholders smoothly to ensure the continuous application and operation of risk management. 4. Enhancing awareness of risk management and fully implementing risk management.
ii. Commitment	1. Strengthening risk management, so that enterprises, organizations and members can operate and develop continuously. 2. Ensuring the normal operation of various activities of the company through risk management.	3. Implementing risk prevention in advance to realize the company's stable income. 4. Continuing risk management, reducing operational worries and fears, and providing security. 5. Maximizing the organizational value of the company by minimizing the risk cost.
iii. Goals and targets	Short-term goals: 1. Organize education and training on risk management once a year, and gather the consensus of employees in various departments on risk management. Class attendance rate is 100%. 2. Suggestions for improvement of operational risk hazards. The completion rate of proposals approved for implementation is 100%.	Medium and long-term goals: 1. Operation mode combined with climate change issues, according to ISO 14064-1 to check the company's direct greenhouse gas and indirect greenhouse gas emissions of input energy, and to establish greenhouse gas inventory. 2. Relevant operation activities are in line with the changes of laws and regulations, such as gradually establishing a low-carbon automobile fleet to serve customers and fully using low-carbon vehicles.
iv. Responsibility	In view of emission issues, our company has set up a greenhouse gas inventory promotion team to check the greenhouse gas emissions.	
v. Resources	The Company has set up an ESG promotion group, and each department will formulate management policies for major issues of risk management to ensure that all internal control mechanisms can be effectively implemented. For ESG, our company has invested in and passed the following related verifications: ISO 45001, ISO 9001, AEO, ISO 27001 (expected to be passed in September 2022) and healthy workplace certification.	
vi. Complaint mechanism	1. Establishing internal personnel risk notification mechanism through laws and regulations compliance system and notification, internal audit system and accident notification of Science Park Logistics.	2. Setting up equal and convenient complaint channels such as "Complaint Mailbox" and "Complaint Hotline" and properly handling responses.
vii. Specific actions	Our company has set up an ESG promotion group. 1. For information security, it is estimated that it will pass ISO 27001 certificate in 2022 to conduct security risk management. 2. ISO 45001 certificate for occupational safety and health and customer health and safety. 3. ISO 9001 certificate for quality requirements.	4. AEO certificate for supply chain management. 5. In view of environmental protection management, legal waste cleaning companies are entrusted to clean up waste in waste management, and reusable waste is additionally entrusted to qualified recycling processors for recycling through waste classification.
Management evaluation mechanism	For ISO 27001, ISO 45001, ISO 9001, AEO, and Healthy Workplace Certification, the third-party verification company is appointed by ISO every year to verify the effectiveness, and PDCA's effectiveness is continuously evaluated.	
Performance and adjustment	1. In 2021, the company was certified as a healthy workplace. 2. In the future, the verification of environmental protection, energy saving and carbon reduction will be gradually strengthened to continuously manage ESG risks.	

Major theme: Compliance with social and economic laws, and regulations on environmental protection	
Reporting requirements	Sustainable management policy
Major reasons for this theme	Compliance with laws and regulations is the basic norm of enterprise operation. In case of any violation of laws and regulations, our company may face penalties in relevant laws and regulations and damage of reputation.
Management purpose of this theme	Effectively managing all the company's operating activities in compliance with laws and regulations.
i. Policy	<ol style="list-style-type: none"> 1. ISO 9001: Law-abiding. Our company meets the requirements of relevant laws and regulations. 2. ISO 45001: Our company abides by occupational safety and health regulations and other requirements, and develops relevant standard operating procedures and methods. 3. AEO: Our company abides by safety regulations and requirements, and all safety regulations and other requirements suitable for our company, and strives to meet international safety standards.
ii. Commitment	Our company complies with relevant laws and regulations.
iii. Goals and targets	<ol style="list-style-type: none"> 1. Zero illegal cases occurred. 2. All related operations of the Company shall comply with the laws and regulations.
iv. Responsibility	Audit room
v. Resources	Employing perennial legal counsel to consult domestic and foreign legal affairs.
vi. Complaint mechanism	<p>Complaints can be lodged with the audit room or supervisors at all levels; They can also pass through the following pipes: Special e-mail address for complaints: personnel@spl.com.tw. Complaint hotline: (06) 511-3511</p>
Management evaluation mechanism	<ol style="list-style-type: none"> 1. Safety and health laws and regulations: BH-02 safety and health laws and regulations identification and management procedures are available. 2. Internal control and audit: legal compliance is listed in the annual audit plan.
Performance and adjustment	<ol style="list-style-type: none"> 1. In 2021, there was no illegal incident in our company. 2. In regular or irregular meetings or educational training courses, the company continuously advocates the importance of colleagues' compliance with the law.

2.2 Introduction of Science Park Logistics

Our company is a private storage and transportation company located in Tainan and Hsinchu Science Park. It is also the first warehouse and international logistics center that is engaged in warehousing (including warehouses and international logistics centers), office and parking rental, warehouse management, goods sorting, customs declaration, automobile freight (including bonded trucks and non-bonded trucks) and other multi-functional businesses. It can provide logistics needs such as customs clearance, storage and office space for equipment and raw material suppliers of logistics-related companies and park manufacturers, as well as services for delivery centers and business agents of foreign manufacturers without branches in Taiwan.

Pursuing the continuous growth of revenue and profit, while improving the operational efficiency, adhering to the business philosophy of excellent quality and occupational safety priority, continuously expanding revenue and implementing corporate governance, actively innovating logistics services, constantly improving operational performance and service quality, and creating maximum benefits for shareholders and employees, and consistently introducing information digitalization and action. And automation of equipment to improve operation efficiency, continuous evaluation and planning of cold chain and chemical storage and distribution services, and continuous promotion of replacement of vehicles to comply with the latest environmental protection laws and regulations, and to reduce air pollution and greenhouse gas emissions have always been the company's business philosophy, and we are committed to making progress towards a circular economy and green environmental protection enterprise, with the goal of becoming the most trusted partner of high-tech logistics.



Company profile	
Company Name	Science Park Logistics Co., Ltd.
Founded	1998-09-09
Stock market category	Unlisted
Stock symbol	8343
Main products	Distribution/transportation logistics industry
Chairman	Heddy Chen
Number of employees	335
Capital	NT\$ 716,666.67 thousand
Number of employees	NT\$ 1,234,050 thousand
Headquarters address	No.8, Daye 1st Rd., Southern Taiwan Science Park, Tainan City 744, Taiwan R.O.C.
Other operating bases	1. No.6, Gongye E.6th Rd., Hsinchu Science Park, Hsinchu City 300, Taiwan R.O.C. 2. 2F, No.12, Hangqin North Road, Dayuan District, Taoyuan City 3. 3F, No.1, Zhongshan 4th Road, Xiaogang District, Kaohsiung City
Head office appearance	

2.2.1 Core business

The company's products mainly cover customs declaration, transportation and warehousing. In order to uphold high-grade service and quality, we will continue to innovate and break through, create value for semiconductor, photoelectric and solar enterprises, and take an active, positive and cordial attitude, so that customers can get instant, rapid and satisfactory service.

Main service items		
Service Items	Sales areas	Sales (thousands NTD)
Warehousing	Taiwan	695,539
Transportation	Taiwan	434,951
Customs declaration	Taiwan	54,710
Rental	Taiwan	18,568
Others	Taiwan	30,282

2.2.2 Association and society

For the sustainable development of industry and environment and the improvement of service quality, our company actively participates in many public (industrial) associations and societies in related industries. The names and membership status of participating public associations and societies are as follows:

Association and Society	
Names	Status
The Allied Association for Science Parks Industries	Member
Taiwan Association of Logistics Management	Member
Customs Association of the R.O.C.	Member
Taipei Customs Declaration Business Association	Member
Kaohsiung Customs Declaration Business Association	Member
Kaohsiung Airfreight Forwarder's Association	Member
Tainan Municipality Automotive Business Association	Member

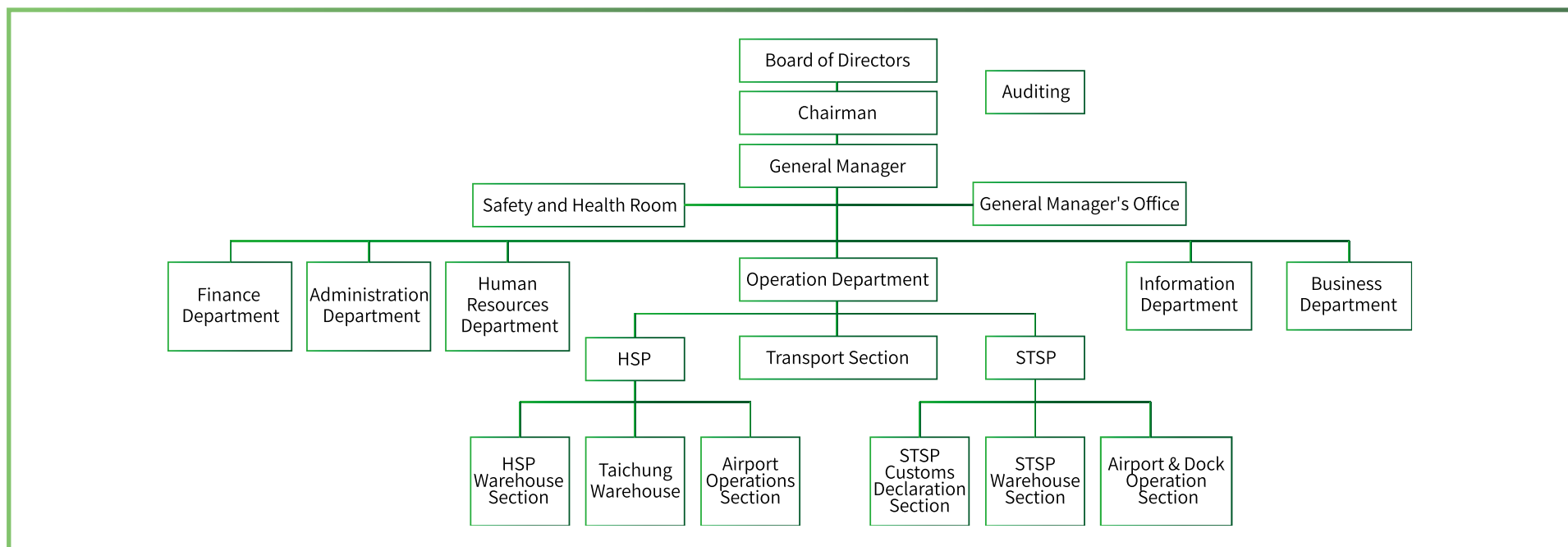
2.2.3 Shareholding structure

Major shareholders of Science Park Logistics and their related data are shown in the following table:

Shareholding structure table						
Shareholder structure Quantity	Government organization	Financial institution	Other legal persons	Individual	Foreign institutions and foreigners	Total
Number of people (persons)	-	-	8	2,454	-	2,462
Number of shares held (shares)	-	-	63,377,216	8,289,451	-	71,666,667
Shareholding ratio (%)	-	-	88.43	11.57	-	100

2.3 Governance strategy

The board of directors is the highest governance unit of the company and the center of major business decisions. Its responsibilities include appointing and supervising the company's management, operating performance, preventing conflicts of interest, ensuring that the company exercises its functions and powers in accordance with various laws, articles of company or resolutions of shareholders' meeting, and making efforts to maximize shareholders' rights and interests. The organizational chart of the Company is as follows:



2.3.1 Composition of the board of directors

The election of directors and supervisors of the Company adopts a single-name cumulative voting system. The board of directors, led by Chairman Heddy Chen, carries out and supervises the company's various businesses, and formulates various business plans and coordination and integration among departments according to the market situation and competition situation. The company stipulates that directors must have professional qualifications and other conditions, such as diversity, independence, ESG professional knowledge and experience, etc., so that the selection of board members can better meet the industry characteristics and future development needs of the company.

Board of Directors					
Title	Name	Gender	Term	Main education (experience)	Currently holding positions in the company and other companies
Chairman	Heddy Chen	Female	3 years	<ul style="list-style-type: none"> • Director of Kerry TJ Logistics Co., Ltd. • Chairman of Kerry Express • Chairman of Kerry Logistics Network Limited • General Manager of Jardine Matheson • Director and Supervisor of Container Storage and Transportation Association of the Republic of China • Master of Management Institute, National Taiwan University of Science and Technology • Bachelor of Business Administration, Tamkang University 	<ul style="list-style-type: none"> • President of the Company • Chairman of T. JOIN TRANSPORTATION
Director	Shen Zonggui	Male	3 years	<ul style="list-style-type: none"> • Founding Chairman of Hong Kong Business Association in Taiwan, HKBA • Chairman of GLOBAL UNITED TRANSPORTATION TAIWAN CO., LTD. • Manager of UNITED STATES LINES, INC. • Bachelor of Marine Navigation Management Department, Ocean University • Carnegie training course in San Francisco, USA. • Ashridge College 「General Management Program」 • First class of shipping management research class of Chinese Shipping Society 	<ul style="list-style-type: none"> • Chairman of Kerry TJ Logistics Co., Ltd., and Director of their subsidiaries and reinvestment companies
Director	Tang shaoming	Female	3 years	<ul style="list-style-type: none"> • Investment Manager of KERRY HOLDINGS LIMITED • Director of Yihai Kerry Arawana Holdings Co, Ltd. • Investment Director of Wilmar International Limited • Executive Director of UBS Group AG Equity Capital Market Department • Bachelor of Laws, Oxford University, UK 	<ul style="list-style-type: none"> • Director of Kerry TJ Logistics Co., Ltd., and Director of their subsidiaries and reinvestment companies • Investment Director of KERRY HOLDINGS LIMITED
Director	Li yuqi	Female	3 years	<ul style="list-style-type: none"> • University of Hong Kong • Master of Laws Bachelor in Business Administration 	<ul style="list-style-type: none"> • Director of Kerry Express • Director of Rongxing Investment Co., Ltd.
Director	Ruan Huiwen	Female	3 years	<ul style="list-style-type: none"> • Director of Finance Department of Kerry TJ Logistics Co., Ltd. • Manager of Finance Department of Kerry TJ Logistics Co., Ltd. • Taipei Branch of JARDINE, MATHESON & CO., LTD. • Master of Management Institute, National Taiwan University of Science and Technology • Bachelor of Accounting, Soochow University 	<ul style="list-style-type: none"> • General Manager of Finance and Administration Department of Kerry TJ Logistics Co., Ltd. and its subsidiaries, directors and supervisors of reinvestment companies
Director	Zeng Jianzhan	Male	3 years	<ul style="list-style-type: none"> • Master of Institute of Labor Studies, Cultural University 	<ul style="list-style-type: none"> • Manager of Kaohsiung Branch, Taiwan Sugar Corp.
Director	Zong Anping	Male	3 years	<ul style="list-style-type: none"> • Master of Agricultural Economics Institute of National Taiwan University 	<ul style="list-style-type: none"> • Deputy Director of Planning Department of Taiwan Sugar Corp.

There is a clear system for the avoidance of directors' interests in the company. Apart from the matters that must be avoided according to relevant laws and regulations, there are also matters that directors should voluntarily avoid. In addition, the company and its subsidiaries' relevant regulations on transactions with stakeholders are implemented, the company's interests are given priority, the principle of fair trade is ensured, and opportunities for self-interest are avoided.

The interest avoidance mechanism of the Company is as follows:

The Company has formulated policies to prevent conflicts of interest, and provided

appropriate channels for directors and managers to voluntarily explain whether there is any potential conflict of interest with the Company. The directors of the Company shall uphold a high degree of self-discipline. If any proposal listed by the board of directors has an interest in the directors themselves or the legal person they represent, which may be harmful to the interests of the company, they may state their opinions and answer questions, and shall not participate in the discussion and voting, and shall abstain from the discussion and voting, and shall not exercise their voting rights on behalf of other directors. Directors should also be self-disciplined and should not improperly support each other. The directors and managers of the company shall not use their positions in the company to gain improper benefits for themselves, their spouses, parents, children or anyone else.

2.4 Operating results and performance

In 2021, the company gained the license of Tainan Branch Logistics Center to increase 5,000 square meters of warehouses, and its net operating income was NT\$ 1,234,050,000, an increase of NT\$ 186,674,000 compared with NT\$ 1,047,376,000 in 2020, an increase of 18%. The net profit after tax in 2021 was NT\$ 222,803,000, an increase of NT\$ 57,378,000 compared with NT\$ 166,425,000 in 2020, an increase of 34%. The Company has not formulated tax management measures, and there is no tax avoidance plan for paying taxes according to law.

Financial information			
Item/year	2019	2020	2021
Operating income (thousand NTD)	946,783	1,047,376	1,234,050
Operating gross profit (thousand NTD)	365,046	401,894	486,140
Operating profit and loss (thousand NTD)	185,366	227,192	296,829
Out-of-business income and expenditure (thousand NTD)	-19,479	-19,980	-17,879
Net profit before tax (thousand NTD)	165,887	207,212	278,951
Current after-tax net profit (thousand NTD)	132,911	166,425	223,803
Total comprehensive profit and loss of the current period (thousand NTD)	122,532	164,721	222,104
Total liabilities (thousand NTD)	1,803,321	1,628,343	1,833,408
Total equity (thousand NTD)	1,024,745	1,074,799	1,153,570
Earnings per share (thousand NTD)	1.85	2.32	3.12
Dividend (thousand NTD)	114,667	143,333	200,667
Employee salary (including employee benefits) (thousand NTD)	303,690	311,469	334,937
Payment to the government (thousand NTD)	32,976	40,787	55,147
Community investment (thousand NTD)	3,500	3,500	3,500

2.5 Compliance with regulations

Science Park Logistics has formulated the code of integrity management and working rules, adhered to the principle of integrity and pragmatism, and abided by the Company Law, the Securities Exchange Law, the Commercial Accounting Law, the Political Contribution Law, the Corruption Crime Ordinance, the Government Procurement Law, the avoidance law of public officials' conflicts of interest, or other laws and regulations related to business practices, as the basic premise of implementing integrity management, and committed to following the government's environmental protection policy. Moreover, the company's bases are not close to environmental protection areas or ecological areas with abundant species. During the reporting period, there was no violation of relevant social laws and regulations, product (or service) laws and environmental laws and regulations in the hub areas of our company.

Through the internal control audit of the company, all departments and factories need to conduct self-inspection on their operation items, including compliance with laws and regulations, timely adjustment of the design and implementation of internal control system, and implementation of self-monitoring mechanism. During the reporting period, the company did not have any legal proceedings such as competition, trust and monopoly.

2.5.1 Anti-corruption system

To prohibit any corruption, Science Park Logistics requires employees to pay attention to their conduct, be careful with their words and deeds, and not engage in graft by taking advantage of their positions. The company has planned and conducted corruption risk assessment and relevant anti-corruption education and training courses in all operating sites to establish employees' correct moral concepts, and stipulates that those who engage in graft, steal or misappropriate public funds, accept bribes, commissions or intentionally damage the company's property, if verified, will be dismissed from their positions and terminated their employment according to the circumstances, so as to put an end to corruption. During the reporting period, there was no corruption (embezzlement) incident in the company, and there was no political donation.

Our company provides proper reporting channels, and keeps confidential the identity and content of the whistleblower. The company will punish the violator of the rules of integrity management by immediately disclosing the information of the violator's job title, name, date of violation, content of violation and handling situation on the company's internal website.

Reporting channels	
Reporting units	Heads of Human Resources Department and other Departments
Reporting address	No.8, Daye 1st Road, Southern Taiwan Science Park, Tainan City, 744 No.6, Gongye Dongliu Road, Hsinchu Science Park, Hsinchu city, 300 2F, No.12 Hangqin North Road, Dayuan District, Taoyuan City, 337 3F, No.1 Zhongshan 4th Road, Xiaogang District, Kaohsiung City, 812
Reporting telephone	(06) 511-3511
Reporting mailbox	personnel @ spl.com.tw



2.6 Risk management and strategy

In order to promote and revise the internal control system, the Company effectively controls various risks in operation, and ensures the design and effective and continuous implementation of the internal control system.

Risk assessment items and countermeasures	
Items	Countermeasures
The influence of interest rate, exchange rate change and inflation on the company's profit and loss	At present, the company's business scope is concentrated in domestic areas, and there is no exchange risk. The main business items are warehousing, customs declaration, automobile freight, etc. There is no inflation risk of inventory hoarding. Only the interest expenses related to borrowing long-term loans will be affected by interest rate fluctuations.
Impact and risk of massive transfer or replacement of shares of directors, supervisors or major shareholders holding more than 10%	As of the date of publication of the annual report, there was no significant transfer of equity among the directors, supervisors or major shareholders holding more than 10% of the shares of the Company.
Aloft Work requires education and training according to law	In accordance with the relevant laws and regulations of the Occupational Safety and Health Law, our company has continuously tracked the course schedule of aloft work education and training. If there is any information about the course, we will send personnel to be trained to meet the requirements of laws and regulations.

2.6.1 Climate change risk management strategy

Due to the extreme climate caused by global warming and the rising awareness of environmental protection, energy conservation, safety and hygiene and conservation in recent years, our company needs to make full use of its corporate social responsibility in order to have a foothold in the industry. In order to cope with the impact of climate change, the company held irregular meetings internally to discuss how to deal with the risk and opportunity assessment of climate change, and implemented it according to the assessment results, hoping to reduce energy consumption and carbon emissions, improve carbon reduction management performance, and implement the goal of sustainable development of the company.

Climate change risk	
Risk category	Natural disasters such as typhoons, floods and storms
Governance unit	Transportation group
Tactics	1. Every year, old cars are replaced with new cars, and new cars must have environmental protection stamps to comply with environmental protection laws and regulations. 2. Regular maintenance of vehicles according to rules. 3. Establishing greenhouse gas inventory as the basis for future carbon emission management.
Risk management	1. Drivers and vehicles are prohibited from driving out to avoid danger and ensure the safety of customers' goods. 2. Strengthening the safety protection of the parking lot to avoid vehicle damage.
Financial impact	1. Strengthening education and training and replacing old vehicles with new ones will increase operating costs. 2. Transportation disruption caused by abnormal climate will reduce revenue.
Indicators and targets	1. Vehicles will be replaced year by year, and environmental protection labels will be obtained. 2. Holding driver education and training every year, and hiring professionals from supervision stations and maintenance factories as lecturers. Strengthening drivers' driving behavior and reducing fuel consumption to achieve energy saving and carbon reduction. 3. Year by year to reduce carbon emissions.

CHAPTER 3

SUSTAINABLE VALUE CHAIN



3.1 Management policy

Major theme: Customer privacy	
Reporting requirements	Sustainable management policy
Major reasons for this theme	Our company is responsible for customs declaration, transportation and warehousing. The customers are mainly high-tech manufacturers, and the information received is confidential. Therefore, if the information is not properly protected, it may lead to the leakage of customers' secrets, which may not only lead to the loss of customers, but also cause to huge compensation and even damage to the company's image. Therefore, proper management of customer information can reduce the company's operational risks and enhance its competitiveness.
Management purpose of this theme	In order to effectively manage customer information, so as not to invade customer privacy or lose customer information.
i. Policy	<p>The Company's personal data protection management policy</p> <ol style="list-style-type: none"> 1. Obeying the law 2. Based on the company system specification 3. Informing the rights and interests of the parties and obtaining written consent when collecting and processing personal data. 4. Personal data will be used according to the purpose of collection and will not exceed the scope of use. 5. Establishing personal data maintenance and updating measures to ensure correctness. 6. Security measures to prevent improper access, loss, destruction, tampering and leakage. 7. Internal education and training of the company to promote the awareness of personal data protection. 8. Restrictions provided by third parties 9. The Company discloses or changes personal data within reasonable and necessary scope. 10. Commitment to continuously improve personal data security and maintenance measures.
ii. Commitment	Our company abides by the Personal Data Protection Law and customer NDA standards for customers' privacy.
iii. Goals and targets	Maintaining no complaints about invasion of customer privacy or loss of customer information.
iv. Responsibility	The privacy of customers is protected by the window and personnel in charge of file management in each unit of our company.
v. Resources	Our company has set up an ISO 27001 ad hoc group, which is expected to invest NT\$ 1 million here.
vi. Complaint mechanism	The company has set up a customer service unit, through which customers can make complaints or write complaint letters (www.spl.com.tw/contact.php) on the company website.
vii. Specific actions	<ol style="list-style-type: none"> 1. New employees must sign the Non-Disclosure Agreement. 2. Employees leaving the company shall fill in the Confidentiality Consent Form of the Employee leaving the company. 3. New employees will receive basic information security-related training upon arrival, and they will be educated and trained on information security knowledge such as e-mail sending and receiving. 4. For customers, our company signs a "NON-DISCLOSURE AGREEMENT", which details the confidentiality target, restrictions on use and confidentiality measures, contract effectiveness and penalties for breach of contract. 5. Except for setting the file confidentiality level, the documents of related projects are managed with access rights. 6. Send emails with confidentiality and personal warnings. 7. In 2021, the personal data protection management measures were formulated.
Management evaluation mechanism	According to ISO 9001 document and data management procedures, internal audit management procedures and management review procedures, the company conducts PDCA effectiveness evaluation on documents and data every year.
Performance and adjustment	In 2021, the company had no complaints about invasion of customers' privacy or loss of customers' information, which was in line with the goals set by the company and will continue to be maintained in the future.

Major theme: Information security	
Reporting requirements	Sustainable management policy
Major reasons for this theme	The quality policy of Science Park Logistics is "law-abiding, safety, innovation and customer satisfaction". In order to ensure the normal, safe and stable operation of information system services, the overall operation of the company's information security management system is standardized to comply with laws and regulations, the requirements of competent authorities and contracts, and international information security management standards. It has passed and obtained many external information security audit certifications such as ISO 9001, AEO supply chain security certification and customer and accountant information audit, and is expected to pass ISO 27001 certificate in 2022.
Management purpose of this theme	Through the implementation of relevant safety standards and management measures, information security and service quality will be strengthened to achieve the goal of sustainable management.
ii. Commitment	Our company complies with ISO 27001 information security standard.
iii. Goals and targets	Short-term goal: to import ISO 27001 system certificate, and meet the information security procedure specification. Medium-and long-term goals: the system has passed the ISO 27001 certificate, and the planning related logistics operation process has also passed the ISO 27001 certificate, so as to improve the information security management system and establish the security guarantee of "solid, secure and sustainable logistics service".
iv. Responsibility	The chairman of the information safety management organization is the chairman, the management representative is the head of the information department, and the implementation members are the heads of other departments. Representatives are appointed as the implementation members to jointly set up the information security organization committee.
v. Resources	The company has set up an ISO 27001 promotion team and invested NT\$ 5 million in management and control equipment and measures.
vi. Complaint mechanism	The company has set up a customer service unit, through which customers can make complaints or write complaint letters (www.spl.com.tw/contact.php) on the company website.
vii. Specific actions	In order to effectively manage the information security theme, the company has successively introduced ISO 9001 and AEO, and formulated the personal data protection management measures in 2021. It is expected that it will be introduced into ISO 27001 international management system in 2022.
Management evaluation mechanism	According to ISO 9001, AEO and ISO 27001 internal management review procedures, the company conducts PDCA effectiveness evaluation for information security every year.
Performance and adjustment	In 2021, the company had zero information security incidents, which was in line with the goals set by the company. It will continue in the future and effectively manage information security issues.



Major theme: Customer service management	
Reporting requirements	Sustainable management policy
Major reasons for this theme	If customer service management is not carried out, customer satisfaction will not be maintained or even decreased, which will lead to the decrease of customer loyalty, thus affecting the sustainable operation of the company.
Management purpose of this theme	The company will improve and maintain customer satisfaction, and establish a far-reaching cooperative relationship with customers.
i. Policy	Focusing on core values, through collaborative planning, we will continue to provide complete solutions with innovative operation mode, and solve all the problems in the supply chain for our customers.
ii. Commitment	The company follows the customs clearance method and implementation rules of the logistics center, the independent management manual of the logistics center and the bonded management method of the science park, and all operations carried out by the company follow laws and regulations.
iii. Goals and targets	Short-term goal: The average customer satisfaction is 95 points. Medium-and long-term goal: To establish a CRM system to analyze customer service in detail, find out customer dissatisfaction and effectively improve it, so as to enhance customer satisfaction and create more income.
iv. Responsibility	Our business department is responsible for customer service management.
v. Resources	Establish a rapid distribution and transportation media platform system, with an investment of NT\$ 3 million; e-Hub customer warehousing inquiry system. Setting up CRM system in the future to improve service quality.
vi. Complaint mechanism	In terms of service management, in addition to providing immediate feedback and face-to-face communication with customers by business and customer service staff, the company has also established a consulting service platform (www.spl.com.tw/contact.php) in official website, hoping to maintain a flexible and good communication channel with customers.
vii. Specific actions	Data acquisition, computer system operation and access management are all in line with international standards, and it is expected to pass ISO 27001 information security management verification in 2022.
Management evaluation mechanism	The company conducts internal audit every year and holds management review meetings regularly according to the internal management review procedures of ISO 9001 quality management system.
Performance and adjustment	<ul style="list-style-type: none"> Listening to customers' opinions through customer satisfaction questionnaire every year, and proposing improvement, review and analysis according to the shortcomings raised by customers. In 2021, the average customer satisfaction score of the whole company was 93.8, and the average score of satisfaction survey in the past five years was increasing year by year.

Major theme: Health and safety of customers	
Reporting requirements	Sustainable management policy
Major reasons for this theme	If we don't pay attention to customers' health and safety, our company may face the punishment of relevant laws and regulations in the future, and responsibly managing customers' health and safety can reduce the cost risk of our company and improve the competitiveness of our services on sustainable issues.
Management purpose of this theme	In order to effectively manage the risks of laws and regulations related to the health and safety of our company and customers.
i. Policy	<ol style="list-style-type: none"> 1. Compliance with occupational safety and health regulations and other requirements, and development of relevant standard operating procedures and methods. 2. All employees participate in the promotion of safety and health management systems and implement various safety and health operation standards. 3. Conducting continuous hazard identification, risk assessment and control, and operating according to PDCA to eliminate hazards. 4. Establishing internal and external consultation and communication channels, and conveying our safety and health policies to stakeholders. 5. Implementing education and training, enhancing the awareness of safety and hygiene of all staff, and preventing accidents and disasters. 6. Implementing and continuously improving the occupational safety and health management system and occupational safety and health performance, and moving towards sustainable development.
ii. Commitment	For the health and safety of customers, our company follows the occupational safety and health laws and regulations.
iii. Goals and targets	<ol style="list-style-type: none"> 1. The recovery rate of public facilities repair is 100%, and there is no disaster in the hub area. 2. 100% transparency of chemical safety information in the hub area. 3. The completion rate of the contractor's construction application reaches 100%. 4. Customer audit health and safety improvement rate is 100%. 5. Continuously obtaining the certification of enterprise health promotion logo.
vi. Complaint mechanism	The company's head office and its operating bases have established procedures, complaint channels and special lines for the issues regulated by the Gender Equality Law and the Occupational Safety and Health Law in accordance with the relevant norms. Through setting up complaint channels and special lines, through equal and convenient complaint channels and properly handling responses. Example: complaint channels for sexual harassment in the workplace and illegal violation in the workplace.
vii. Specific actions	In order to effectively manage the health and safety of customers, our company has successively introduced international management systems such as ISO 9001, ISO 45001 and AEO.
Management evaluation mechanism	In accordance with ISO 9001, ISO 45001 and AEO internal management review procedures, the company verifies the effectiveness of ISO through a third-party verification company every year, and evaluates the effectiveness of PDCA for customer health and safety management.
Performance and adjustment	In view of the health and safety performance and target achievement of our customers, we will continue to ensure the verification of occupational safety and health in the future to continuously manage occupational safety and health issues.



3.2 Service quality policy

If a customer wants to store chemicals in our warehouse, before we receive the goods, our company will ask the customer for a "Safety Data Sheet " in Chinese for hazard identification by the safety and health room. The safety and health room will determine appropriate protective gear according to the hazard degree of the safety data sheet, and when the chemicals leak, they will be used by the on-site operators for emergency response. If the chemicals are public dangerous goods, they will apply to the competent authority for approval documents and then be stored in our public dangerous goods warehouse. In order to effectively reduce the operation risk of the on-site personnel and maintain the safety and health of the operators, our company has also specially installed high-priced equipment such as gas detectors and Diphoterine. In terms of transportation, before carrying dangerous goods, we will apply to the supervision authority for the right of way of dangerous goods. When delivering dangerous goods, the driver will carry the license of road dangerous goods carrier, and the vehicle will place dangerous signs according to regulations. Therefore, in 2021, the Company did not have any penalty violation of the health and safety related laws and regulations of products and services. In order to fulfill its social responsibility, the company has also obtained ISO 9001:2015 and ISO 45001:2018 certificates through third-party verification. The relevant information is as follows:

Statistics of safety certificate items for products or services		
Names of product or service item	Safety specification certification	Proportion of products or services that have been evaluated by customers
Transportation/storage	ISO 9001	100%
Transportation/storage	ISO 45001	100%
Transportation/storage	AEO	100%

Note: Percentage= (total amount of products or services evaluated by customers/total amount of products or services provided to customers) *100%

• ISO 9001



• ISO 45001



• STSP AEO



• HSP AEO



3.2.1 Innovative services

Global competition urges enterprises to face this issue with brand-new thinking, and the performance of supply chain and the ability of global operations have become the sharp weapon for enterprises to win. Based on this thinking, Science Park Logistics plans an all-round operation system. We focus on the core values, through collaborative planning, and aim at process improvement, introduction of advanced equipment and operation informatization. With the business model of continuous innovation and service, Science Park Logistics offers complete solutions which provide customers with more service items, increase customer loyalty and company revenue, and enhance the competitiveness of the company.

Therefore, our company has successively introduced the rapid distribution and transportation media platform, as well as the revision of service systems such as education and training platform and warehouse management system. In order to ensure the confidentiality, completeness and availability of the company's operating services and improve the service quality, international management systems such as ISO 9001, ISO 45001 and AEO were introduced, and ISO 27001 is expected to be introduced in 2022.

3.2.2 Logistics safety management

In order to improve the supply chain security and global operational capability, the company provides complete customer service with innovative operation mode, thus enhancing the overall value of the enterprise. Therefore, through the operation of safety management, the Company ensures the safety of logistics, considers trade facilitation, and establishes the safety protection of the logistics supply chain with business partners. In 2021, the Company did not have any penalty for violating the product and service safety information labeling and marketing laws and regulations, nor did it have any penalty for violating the relevant laws and regulations of marketing communication (including advertising, promotion and sponsorship). Science Park Logistics will abide by the following four commitments:

1. Compliance with safety regulations and required items: Comply with applicable safety regulations and other requirements items of our company and strive to meet international safety standards.
2. Implementation of risk assessment and safety management: Through the process of security threat identification, risk assessment and management, appropriate countermeasures and control methods are adopted to improve the safety management of the supply chain.
3. Enhancement of education, training and safety awareness: Implement safety education and publicity, improve all employees' safety awareness and adaptability, and promote all employees to participate in the implementation of safety management systems.
4. Continuous management review and performance improvement: Review the safety management system and make continuous improvement to ensure the applicability and effectiveness of the system.

3.3 Customer relationship and service

3.3.1 Protecting customer privacy

In order to ensure the safe maintenance and management of personal data, the Company has formulated a plan for the safe maintenance of personal data files in accordance with the Personal Data Protection Law promulgated by the Executive Yuan, the Operational Guidelines for Implementing Personal Data Protection by the Executive Yuan and its subordinate organs, and other laws and regulations related to personal data protection, and also set up a Personal Data Protection Executive Team to carry out related matters to protect the privacy and data security of customers. In 2021, the Company did not violate or lose customer information.

Actions to protect customers' privacy and information

If a customer or manufacturer of our company applies for the account password of the application system due to business needs, they must fill in the "Application Form for Information Enquiry Service", and the customer shall properly store and keep the issued account password confidential.

When the customer data file is transmitted through FTP or a third-party platform, the customer IP will apply for binding operation.

If customers forget their passwords, they can apply through the website and re-issue them through mailbox authentication. If customers need assistance, they must inform the business unit. The company's maintenance and operation systems are placed on the company intranet and protected by firewalls. The company provides customers with inquiry websites, and the information is sent from Science Park to external databases, so as to avoid opening a system-side entrance accessible from the outside to the inside.

The customer account number of the web service shall be checked every six months, and the number of inactive accounts shall be counted. If there is no login activity, it will be regarded as inactive. If necessary, the business unit will fill in the "Information Service Form" to apply for unfreezing.

Our company holds regular education and training on information security every year.

3.3.2 Customer satisfaction

Listening to customers' opinions through customer satisfaction questionnaires every year, and proposing improvement, review and analysis for the deficiencies raised by customers. In 2021, the average score of customer satisfaction of STSP Head Office was 95, and the average score of satisfaction survey in the past five years was increasing year by year. In terms of service management, in addition to providing customers with instant feedback and face-to-face communication by business and customer service staff, the company has also established a consulting service platform in its official website, hoping to maintain a flexible communication channel with customers.

3.4 Supply chain management strategy

3.4.1 Purchase proportion

The company's main procurement items are computer software and hardware and its peripheral equipment, business vehicles/storage equipment/air conditioning equipment, large trucks, forklifts, racks and bonded containers, and during the reporting period, it has procurement transaction records with 212 suppliers. In order to support the cooperation of local suppliers in Taiwan's industrial chain, the procurement targets are mainly domestic suppliers.

Supplier procurement ratio							
Type of contract	Purchasing area	2019		2020		2021	
		Number of manufacturers	Proportion of the purchase amount to the total purchase amount	Number of manufacturers	Proportion of the purchase amount to the total purchase amount	Number of manufacturers	Proportion of the purchase amount to the total purchase amount
Labor (contract and service)	Domestic	86	60%	87	63%	82	69%
	Overseas	0	-	0	-	0	-
Engineering (buildings and equipment)	Domestic	19	12%	21	13%	21	10%
	Overseas	0	-	0	-	0	-
Others (requisition purchase acceptance sheet)	Domestic	104	27%	104	23%	94	20%
	Overseas	0	-	0	-	0	-
Others (equipment, general affairs)	Domestic	13	1%	14	1%	15	1%
	Overseas	0	-	0	-	0	-
Total		105	100	226	100	212	100



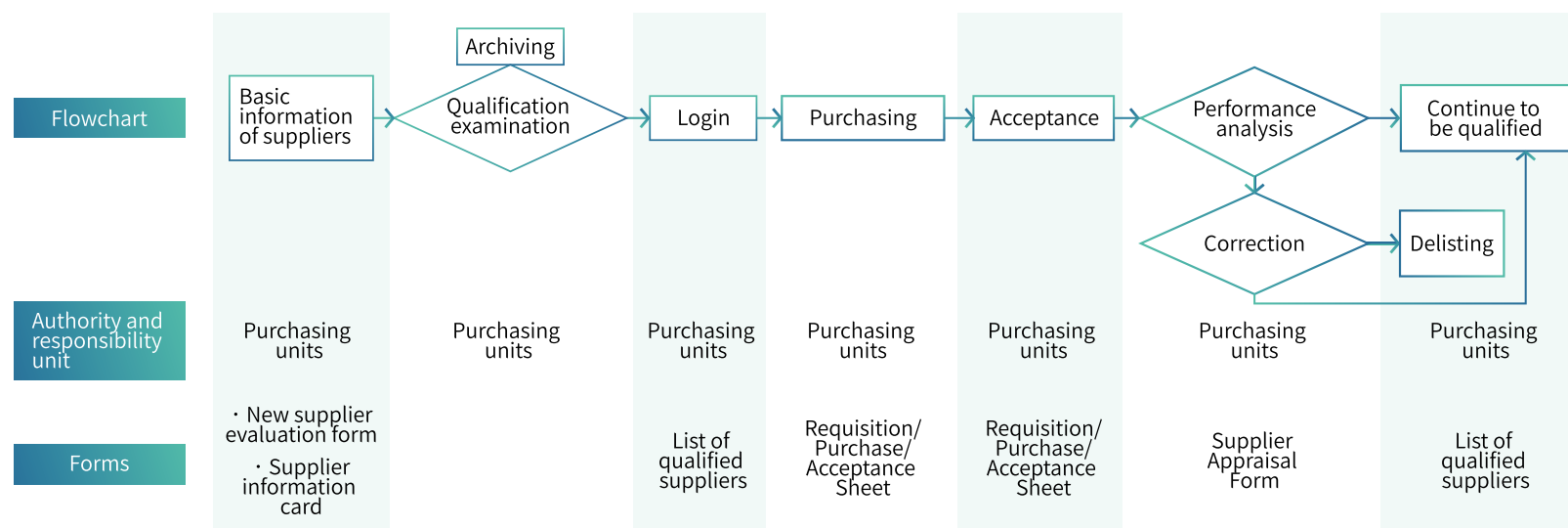
3.4.2 Supplier evaluation

In order to select qualified suppliers, implement occupational safety and health laws and regulations, and safeguard the safety of staff, equipment and property of our company and manufacturers, our company has formulated "Supplier Management Procedure" and "Manufacturer Safety and Health Management Procedure" to meet the company's needs, stabilize service quality and provide customers with the best service.

The purchasing unit looks for suppliers of various businesses according to the market conditions, records the relevant information of suppliers in the "Supplier Information Card", and then conducts qualification examination. The manufacturers of engineering contracting shall meet the relevant regulations and qualifications in ISO 45001 "Safety and Health Management

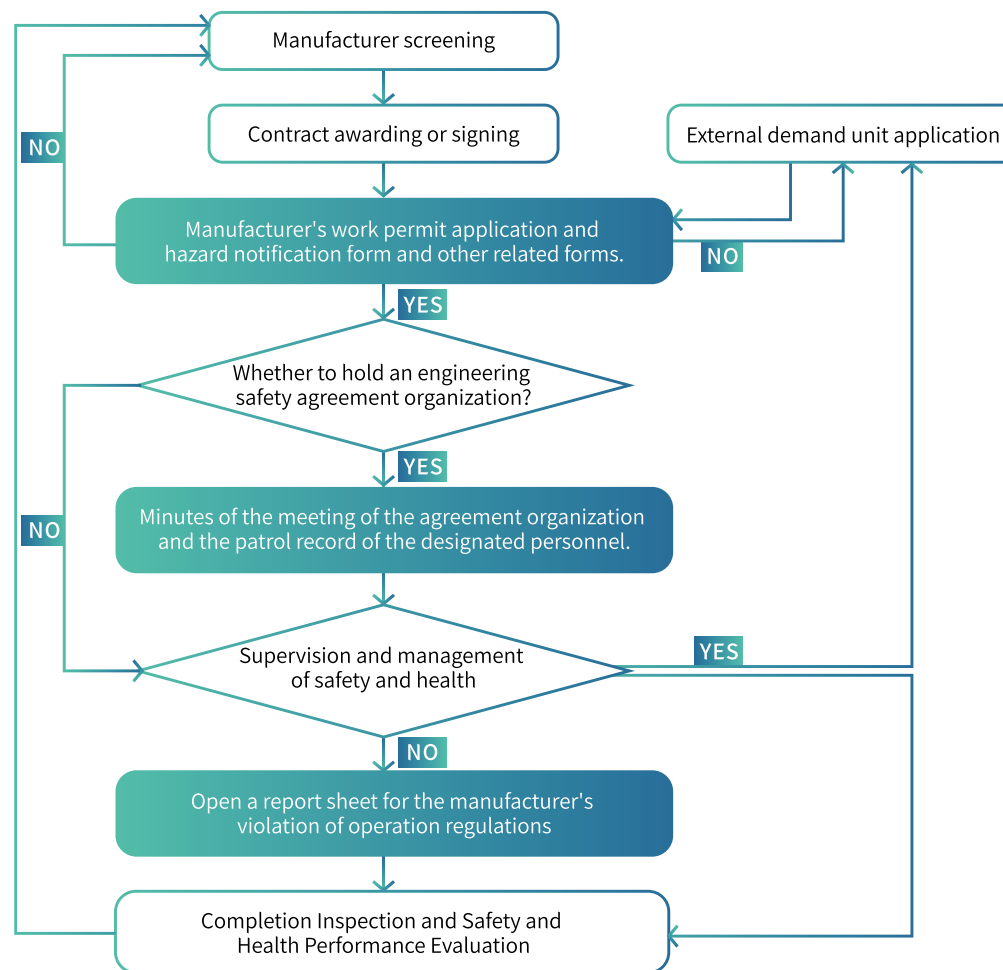
Procedure for Manufacturers". The new supplier is registered as a qualified supplier after being evaluated by the New Supplier Evaluation Form. The registration operation can be replaced by electronic file storage (including "supplier data card", "qualified supplier list" and supplier transaction record table, etc.). After passing the qualification examination conditions, the basic information will be classified by category and registered on the List of Qualified Suppliers. After the purchase demand put forward by the operation unit is approved, the purchaser selects suitable suppliers for quotation, price comparison and negotiation (the registered qualified suppliers have the priority to inquire and negotiate), and records the transaction data in the supplier transaction record table one by one. In addition, if the purchase transaction acceptance is abnormal, the current abnormal situation will be recorded in the supplier transaction record table.

• Supplier management flow chart



The purchasing unit of the Company conducts supplier assessment once a year and records it in the Supplier Assessment Form. If the number of abnormal transactions occurs more than three times (inclusive) within one year, the transaction shall be suspended for six months (exclusive manufacturers and customers' designated manufacturers are not included), and the time limit for stopping the transaction shall be indicated in the remarks column of the supplier transaction record form, and the transaction shall not be resumed until the time limit is reached. If the number of transactions stopped for more than three times (inclusive) within three years, it will be removed from the List of Qualified Suppliers. Suppliers below the evaluation standard will be given a month to improve, and then re-evaluated. If they cannot improve within this period, the cooperation of this supplier will be stopped. However, if the unqualified supplier is monopolized or oligopolized in the market, and it is not easy to find a replacement manufacturer within one year, the purchasing unit may submit it to the general manager for approval and cooperate with it in a special case.

• Manufacturer's safety and health management operation flow chart



CHAPTER 4

SUSTAINABLE ENVIRONMENTAL MANAGEMENT



4.1 Management policy

Major theme: Air pollution	
Reporting requirements	Sustainable management policy
Major reasons for this theme	Our company is engaged in customs declaration, transportation and warehousing business, and our customers are mainly high-tech manufacturers, and the places of entry and exit are mainly within the scope of the Science Park, which is committed to environmental protection. Therefore, if the air pollution problem is not solved, customers may not be able to enter the hub, resulting in customer loss.
Management purpose of this theme	In order to effectively manage the company's vehicle exhaust and environmental regulations risks.
i. Policy	Operating vehicles meet the standards of environmental protection laws and regulations.
ii. Commitment	Our company follows the air pollution prevention law.
iii. Goals and targets	The company's air pollution takes 2021 as the base year. Short-term goal: Replacing vehicles to achieve 20% of vehicles are the sixth phase of environmentally friendly vehicles. Mid-term goal: Replacing vehicles to achieve 60% of the vehicles are the latest eco-friendly vehicles. Long-term goal: Fully using of electric vehicles.
iv. Responsibility	The air pollution issues of our company shall be handled by the personnel of the transportation team.
v. Resources	Our company is expected to invest NT\$ 15 million a year in the field of air pollution.
vi. Complaint mechanism	Anyone can appeal to the transportation group or the supervisors at all levels; Complaint telephone number: STSP: 06-5051655 HSP: 03-5783200.
vii. Specific actions	1. Every year, 3 vehicles are replaced by new ones (replaced by phase 6 environmentally-friendly vehicles). 2. Every year, all vehicles have obtained the environmental protection label for smoke detection. 3. All vehicles are returned to the original hub for maintenance. 4. All vehicles use CPC oil in an all-round way. 5. Using the GPS system, all vehicles are monitored for overspeed and idle speed.
Management evaluation mechanism	1. The company carries out a regular vehicle maintenance plan according to the maintenance contract signed with the original factory. 2. Smoke detection of all vehicles: once per year. 3. Monitoring driving behavior and fuel consumption analysis through GPS.
Performance and adjustment	Our company was awarded the excellent unit of air quality maintenance in Tainan City in 2021, which meets the company's goals and will continue to be maintained in the future.

4.2 Water resources

The company's main source of water resources is tap water, and uses the "Water Resources Risk Assessment Tool" of the World Resources Institute to find out that the water resources risk in the operation location is medium-low risk. The annual water intake in 2021 is higher than that in 2020. The reason is that two new buildings, Building C and Building D, are added, which increases the water consumption for irrigation and people's livelihood. The following is the water consumption of the Company:

Water consumption			
Year	2019	2020	2021
Water intake (million liters)	34,454	16,323	22,107
Water displacement (million liters)	27,563	13,058	17,686
Water consumption (million liters)	6,891	3,265	4,421
Note: 1. Water consumption = water intake-water displacement 2. Water recycling rate = circulating water consumption in the hub/(water intake+circulating water consumption in the hub) *100%			

4.2.1 Drainage pipe control

During the reporting period, the total amount of wastewater discharged by our company was 17,686 cubic meters, and the relevant drainage test data are shown in the following table:

Water pollution detection		
Water pollution detection project	Science Park Acceptance Standard (ppm)	Annual average monitoring value
SS	250	<2.5mg/L
COD	450	19.16mg/L
Electrical conductivity	-	580.39μmho/cm
NH ₃ -N	250	2.98mg/L



4.3 Energy saving and carbon reduction

The energy consumption of the Company during the reporting period is shown in the following table. The energy consumption is different from last year, mainly due to the increase of diesel oil in response to the adjustment of business capacity and the increase of electricity in response to the demand of air-conditioned warehouses. In the future, the Company will continue to implement various energy-saving measures to achieve the goal of sustainable energy use.

Energy consumption				
Quantitative index	Unit	2019	2020	2021
Electricity consumption	Degree/year	6,187,689	6,713,758	7,584,776
	GJ	22,275.68	24,169.53	27,305.19
Gasoline consumption	L / year	6,599.38	6,389	5,380
	GJ	214.07	208.51	175.58
Diesel oil consumption	L / year	761,908.3	758,116	732,958
	GJ	26,777.72	26,644.44	25,760.25
Organization specific metric	NT\$ thousand revenue	946,783	1,047,376	1,234,050
Total energy consumption	GJ	49,268.78	51,022.48	53,241.02
Energy intensity	GJ/ NT\$ thousand revenue	0.052	0.0487	0.0431

Note: The conversion coefficient is derived from the fuel calorific value calculated by the management table 6.0.4 of the Environmental Protection Agency, and the gasoline is 7,800 kcal/L; Diesel oil 8,400 kcal/l; 1 kcal=4.184 KJ.

4.3.1 Energy saving performance

At present, the international community attaches importance to energy conservation, carbon reduction and environmental protection, and our company has designed to reduce energy consumption:

Practical actions of energy saving and carbon reduction	
Administrative improvement	1. Disposable spoons and chopsticks are not provided for meals.
	2. Use sensor lamps in stairs of public space.
	3. It is recommended to turn off the lamps during the break from 12: 00 to 13: 00 noon.
	4. Encourage carpooling when going to education and training outside the company.
Service improvement	5. Providing the LTL(Less-than-Truck-Load) service at the customer's designated place can reduce the energy consumption generated by the customer's individual dispatch.
	6. Dispatch vehicles to the nearest pick-up place designated by customers to save fuel consumption.
	7. Specify the best driving route to avoid the risk of detours and fuel consumption by drivers.
Engineering improvement	8. All patio lights in the old building were replaced with LED lights.
	9. Purchase a new ice water main engine to replace the old ice water main engine that has been used for 20 years and consumes electricity.
	10. The company's trucks and trailers gradually phased out vehicles below EURO4, and gradually updated them to meet EURO5 and EURO6 regulations and standards, in order to reduce the generation of carbon emissions, and obtained the environmental protection label issued by the Environmental Protection Bureau for smoke detection.
	11. Regular maintenance of vehicles and refrigerators (freezers).
	12. Before driving, check whether it is normal through the tire pressure detector, and replace the tires with tread depth less than 2mm immediately.
	13. GPS monitoring to avoid speeding of drivers and idling of vehicles.

Energy-saving measures and estimated savings			
Energy-saving measures	Specific actions	Estimated savings (kWh/ year)	Estimated savings (MJ/ year)
Replacement of lighting equipment	All patio lights in the old building were replaced with LED lights.	24,000	86,400
Replacement of ice water equipment	Buying a new ice water main engine to replace the old ice water main engine that has been used for 20 years and consumes electricity.	24,000	86,400

Note: Per kilowatt hour =1kWh=3.6 million joules (MJ)

Monitoring facilities

- GPS monitoring to avoid speeding of drivers and idling of vehicles.

Keep track of the driver's delivery location, real-time information monitoring, refrigeration temperature monitoring and driving safety alcohol testing.

The screenshot displays a web-based GPS monitoring system for Science Park Logistics. It shows a list of vehicles with columns for vehicle ID, license plate, driver, status, location, and time. The interface includes a search bar, filters, and a detailed view of vehicle data.

Monitoring facilities

- Tire pressure detection

Extend the service life of tires, reduce fuel consumption, avoid abnormal wear and tear of vehicle parts, notify in real time in the online cloud and ensure driving safety

The screenshot shows a TPMS interface with a table of tire pressure data. The table includes columns for time, left front, right front, left rear, and right rear tire pressures. The data is updated in real-time, showing the current status of the vehicle's tires.



Monitoring facilities

• Driving vision assistance system

Real-time movies can reduce the dead angle of turning vision of large vehicles, save key movies before and after the incident, master driving behavior and improve driving safety.



4.4 Greenhouse gases

Greenhouse gas emissions are the main cause of global warming. In order to cope with this issue and fulfill the responsibility of corporate citizenship, although the company has not yet introduced greenhouse gas inventory, the company will continue to promote the greenhouse gas reduction planning of enterprises and supply chains in order to fulfill the responsibility of corporate citizenship.

Item	2019	2020	2021
Category 1: Direct Greenhouse Gas Emissions (kgCO ₂ e)	2,007,908.44	1,997,495.57	1,929,328.98
Category 2: Indirect Greenhouse Gas Emissions (kgCO ₂ e)	3,149,533.70	3,370,306.52	3,807,557.55
Total emissions = Category 1+ Category 2(kgCO ₂ e)	5,157,442.14	5,367,802.09	5,736,886.53
Greenhouse gas emission intensity (kgCO ₂ e/ NT\$ thousand revenue)	5.4473	5.1250	4.6488

Note:

1. Category 1 refers to the emission sources directly owned or controlled by our company, including fixed burning sources, process emissions, mobile burning sources for transportation and fugitive emission sources. The emission coefficient is calculated according to the latest release data of the Energy Bureau of the Ministry of Economic Affairs, Version 6.0.4 (IPCC Sixth Assessment Report).
2. Greenhouse gas emission types: carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O).
3. The power emission coefficient announced by the Energy Bureau of the Ministry of Economic Affairs is quoted for the purchased power. In 2019, the power emission coefficient = 0.509kgCO₂e; Power emission coefficient in 2021 and 2020 = 0.502kgCO₂e.



4.5 Prevention and control of environmental pollution

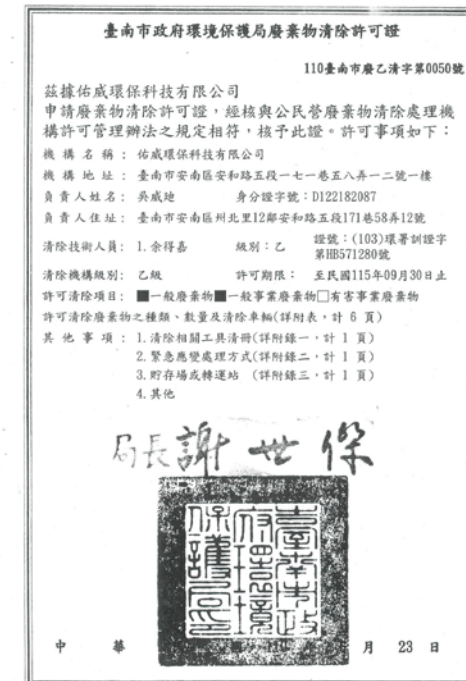
4.5.1 Waste management

The wastes produced by our company are mainly packing materials and abandoned pallets, and no harmful wastes are produced. The total cost of removal in 2021 is NT\$771,730. The management method is to store the wastes at fixed points in our company, and then remove them from the site after being quantified.

Our company attaches great importance to sustainable management and ecological protection, and in order to comply with government laws and regulations, prevent air pollution, and maintain the living environment and people's health, all factories entrust legal manufacturers to deal with recyclable waste, so as to reduce the impact on the polluted environment and achieve the effect of recycling. Domestic waste is uniformly removed by garbage trucks of STSP Administration, while non-recyclable waste is entrusted to qualified removal operators.

Non-hazardous waste				
Composition of waste	Site		Off site	
Item	Generation of waste (ton)	Processing mode	Generation of waste (ton)	Processing mode
Waste wood	0	-	200	Incineration (including energy recovery)
Waste Paper	0	-	40	Recycling
Waste plastic film	0	-	36	Recycling
Household garbage	0	-	60	Incineration (excluding energy recovery)
Other packaging materials	0	-	9	Incineration (excluding energy recovery)

• Waste removal permit



CHAPTER 5

HAPPY WORKPLACE



5.1 Management policy

Major theme: Training and education	
Reporting requirements	Sustainable management policy
Major reasons for this theme	Science Park Logistics focuses on professional high-tech industrial logistics services. In order to maintain its advantages in the international logistics competition, talent training is the basis for the development and promotion of Science Park. In addition to attaching importance to the quality of training, it is also committed to building a sustainable education and training mechanism, making plans, designing, implementing, checking and evaluating the results of training, so as to provide colleagues with the functions needed for promotion or career development and strengthen their competitiveness. If the training plan is not implemented, the personnel will lose the opportunity to update their professional knowledge and improve their skills, and the possibility of being replaced will also increase.
Management purpose of this theme	The company has attached great importance to the learning and development of every employee. In addition to building a safe and friendly working environment, we have built a perfect training system to enhance employees' skills and strengthen the competitiveness of enterprises, and advocated a pluralistic and independent learning culture, so that employees' quality of life and work skills can be improved.
i. Policy	Strengthening employees' knowledge and skills, cultivating the company's talent development, improving work efficiency, and continuously retaining professionals to meet the development needs of the business and market.
ii. Commitment	The company follows the labor laws and occupational safety and health laws to conduct training programs and establishes a working environment for learning and growth.
iii. Goals and targets	The actual implementation of the class opening rate increased by 5%.
iv. Responsibility	The head of each department is the person in charge of this theme.
v. Resources	In 2021, NT\$793,212 was spent on education and training, and 140 courses were held, with a total duration of 722 hours and a total of 2,321 trainees (including the annual maintenance cost of education and training websites).
vi. Complaint mechanism	Multi-channel appeal, if employees' rights and interests are damaged or treated unfairly. They can complain to the 1. Human resources department 2. Supervisors at all levels 3. They can also file a complaint through the complaint hotline and the special e-mail box for complaints: "Complaint hotline: (06) 511-3511" "Special e-mail address for complaints: personnel@spl.com.tw"
vii. Specific actions	<ul style="list-style-type: none"> In order to cultivate outstanding talents and enhance the company's competitiveness, talent training is planned according to the annual key objectives and the training needs of various departments. Prepare and implement the budget according to ISO 9001 human resources procedure and ISO 45001 education and training management procedure. The company's training system is based on functional development, which is divided into overall training (management, core functions) and vocational training (specialties), to stimulate employees' self-learning and reserve their required abilities in the future, and to regularly review their performance and development.
Management evaluation mechanism	The Company conducts the effectiveness evaluation of PDCA according to the ISO 9001 human resources procedure and the ISO 45001 education and training management procedure.
Performance and adjustment	In 2021, 101 classes were expected to start, and 140 classes are actually started, with an implementation rate of 139%, which is 6% higher than the previous year.

Major theme: Occupational safety and health	
Reporting requirements	Sustainable management policy
Major reasons for this theme	If occupational safety and health management is not carried out, the company may face penalties in relevant laws and regulations in the future, and conscientious occupational safety and health management can reduce the cost risk of the company and improve the competitiveness of products on sustainable issues.
Management purpose of this theme	In order to effectively managing the company's occupational safety and health regulatory risks.
i. Policy	<ol style="list-style-type: none"> 1. Abiding by occupational safety and health regulations and other requirements, and developing relevant standard operating procedures and methods. 2. All employees participate in the implementation of the safety and health management system and implement various safety and health operation standards. 3. Continuously carrying out hazard identification, risk assessment and control, and operating according to P-D-C-A to eliminate hazards. 4. Establishing internal and external consultation and communication channels and conveying our safety and health policies to stakeholders. 5. Implement education and training to enhance the awareness of safety and health of all staff and prevent accidents and disasters. 6. Continuously improving the occupational safety and health management system and occupational safety and health performance to achieve sustainable development.
ii. Commitment	The company's occupational safety and health complies with the occupational safety and health regulations of Taiwan.
iii. Goals and targets	<ol style="list-style-type: none"> 1. There is no chemical leakage accident throughout the year. 2. There is no major accident throughout the year. 3. The frequency and severity of disability injury are 0.
iv. Responsibility	The company's head office and all operating bases have members of occupational safety and health committees on occupational safety and health issues, and the conveners are management representatives, general managers, vice presidents and department heads.
v. Resources	The Company has set up an Occupational Safety and Health Committee, which is responsible for formulating management policies for major issues of occupational safety and health management, so as to ensure that all occupational safety and health management norms can be effectively implemented. For ESG, our company has invested in and passed the following related verifications: ISO 9001, ISO 45001, AEO.
vi. Complaint mechanism	The company's head office and its operating bases have established procedures, complaint channels and special lines in accordance with the relevant norms for the issues of gender equality, work equality law and occupational safety and health law, and properly handled the response through the establishment of equal and convenient complaint channels. Example: complaint channels for sexual harassment in the workplace and illegal infringement in the workplace.
vii. Specific actions	In order to effectively manage the occupational safety and health theme, our company has successively imported international management systems such as ISO 9001, ISO 45001, AEO, etc. It is expected that ISO 27001 will be introduced in 2022, workplace health start-up.
Management evaluation mechanism	According to the internal management review procedures of ISO 9001, ISO 45001 and AEO, the Company conducts effectiveness verification through a third-party verification company every year, and evaluates the effectiveness of PDCA for occupational safety and health management.
Performance and adjustment	<ol style="list-style-type: none"> 1. In 2021, the achievement rate of occupational safety and health management plans was 85.7%. 2. No violation of relevant laws and regulations in 2021. 3. The improvement rate of safety and health automatic inspection is 100% 4. The improvement rate of safety inspection is 100% 5. The training hours related to safety and health education exceeded the target value (8 hours) to reach 9 hours.

Major theme: Labor-employment relationship	
Reporting requirements	Sustainable management policy
Major reasons for this theme	In order to become an outstanding enterprise with sustainable management, Science Park Logistics values the relationship between employers and employees, protects the human rights of employees, respects every colleague, and provides many job opportunities. Through a fair and just recruitment and selection mechanism, it creates a friendly workplace environment with equal rights for both sexes, multicultural integration and intergenerational composition.
Management purpose of this theme	In order to effectively manage the labor-employment relationship and the risks of labor laws and employment service laws.
i. Policy	According to the labor laws and regulations, we formulate relevant management measures and actively abide by them. When employees arrive at their posts, we will explain in detail the Working Rules for Employees, the Measures for Prevention and Treatment of Sexual Harassment, the Procedures for Prevention of Illegal Infringement in Performing their Duty and sign employment contracts to protect employees' labor rights and interests. And notice the period when the labor contract is terminated according to the provisions of the Labor Standards Law.
ii. Commitment	The company abides by labor laws and regulations, occupational safety laws and regulations, employment services and vocational training laws and regulations, and provides an equal, diversified and secure workplace.
iv. Responsibility	The issue of labor-employment relationship of the Company shall be handled by the personnel of the Human Resources Department.
v. Resources	The company attracts outstanding talents, and Science Park recruits talents through multiple channels, with a total of NT\$ 880,000 in the current year.
vi. Complaint mechanism	1. Special complaint line and mailbox for illegal infringement in the workplace. 2. Sexual harassment complaint hotline and e-mail address.
vii. Specific actions	1. In order to attract outstanding talents, Science Park recruits talents through multiple channels, and confirms the background and experience of applicants through a rigorous review process, with the aim of adapting to the needs, and gives priority to local residents when recruiting new employees. 2. Formulating the Measures for the Prevention and Treatment of Sexual Harassment and the Procedures for the Prevention of Unlawful Infringement in Performing Duty, so as to put an end to any infringement. 3. Establishing a perfect system, all employees sign labor contracts. 4. Convening departmental meetings, inter-departmental meetings, employee job interviews, labor meetings, employee welfare committee meetings and occupational safety meetings regularly to ensure that employees' right to work and other rights and interests are protected from discrimination or infringement.
Management evaluation mechanism	Publicly publishing company's internal control handling standards, ISO 9001 and ISO 45001 internal review procedures, and making implementation evaluation.
Performance and adjustment	In addition to revising various measures in accordance with labor laws and gender equality laws to improve employees' well-being, the company adjusted its salary in 2021 in line with the assessment results, and the average salary adjustment was better than the market average. In 2021, the company also bought epidemic prevention insurance for employees in response to the epidemic situation, strengthened employees' epidemic prevention protection, and enhanced the improvement of labor-employment relations and workflow by adjusting the frequency of employee care and work interviews.

5.2 Overview of human resources

Employees are the company's most important assets. In order to strengthen the harmonious relationship with local governments and increase the stability of employees' work, the company mostly employs local residents, and the total ratio of employing local residents as associate managers or above is 100%. The proportion of non-employee workers in the company is 1.8%, and their work contents are cabinet disassembly assistant, goods packaging and goods cleaning.

Total number of employees														
Item\ Gender		Females						Males						Total
Hub area	Contract type	Full-time			Temporary			Full-time			Temporary			
	Age	Under 30	30-50	Over 51	Under 30	30-50	Over 51	Under 30	30-50	Over 51	Under 30	30-50	Over 51	
Taiwan	Full-time	33	72	10	0	0	0	19	177	24	0	0	0	335
	Part-time	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total	33	72	10	0	0	0	19	177	24	0	0	0	335

Number of non-employee workers in the company											
Item\ Gender		Females									Total
Hub area	Type	Cabinet disassembly assistant			Goods packaging			Goods cleaning			
	Age	Under 30	30-50	Over 51	Under 30	30-50	Over 51	Under 30	30-50	Over 51	
Taiwan	-	0	0	0	0	0	0	0	0	0	0
Item\ Gender		Males									Total
Hub area	Type	Cabinet disassembly assistant			Goods packaging			Goods cleaning			
	Age	Under 30	30-50	Over 51	Under 30	30-50	Over 51	Under 30	30-50	Over 51	
Taiwan	-	2	0	0	0	3	0	0	0	0	5



Distribution data of employees' positions in the company					
Year			2019	2020	2021
Item/ Gender		Age	(Number of people)	(Number of people)	(Number of people)
Executive	Males	Under 30	0	0	0
		30-50	21	22	21
		Over 51	9	8	7
	Females	Under 30	0	0	0
		30-50	6	6	5
		Over 51	4	4	4
Total executive personnel			40	40	37
Non-executive	Males	Under 30	19	15	19
		30-50	157	158	156
		Over 51	21	20	17
	Females	Under 30	14	18	33
		30-50	66	69	67
		Over 51	7	6	6
Total non-executive personnel			284	286	298
Total full-time staff			324	326	335

The Company's manpower planning and the manpower demand of each unit are based on the principle of knowledge, morality, ability, experience and suitability for any post or job, so as to improve the salary and welfare of employees and reduce the flow of talents. In 2021, compared with the previous year, the new enrollment rate increased by 10.69%. Apart from properly adjusting the strategic planning of human resources, we also expanded the subsidy program for talent cultivation in science parks, employment service stations,

campus recruitment fairs and career seminars, and actively recruited logistics talents in high-tech industries. Compared with the previous year, the reason for the increase in turnover rate is that Taiwan has entered the era of large shortage of workers in enterprises, and the semiconductor and its supply chain have settled in STSP, which makes the demand and competition for employees in the park even worse than before.

Number of new employees in the company												
Year	2019				2020				2021			
Gender	Males		Females		Males		Females		Males		Females	
Age\ Item	Number	New employee rate(%)	Number	New employee rate(%)	Number	New employee rate(%)	Number	New employee rate(%)	Number	New employee rate(%)	Number	New employee rate(%)
Under 30	20	6.17	4	1.23	8	2.45	8	2.45	18	5.37	20	5.97
30-50	24	7.41	12	3.70	18	5.52	9	2.76	33	9.85	9	2.69
Over 51	1	0.31	0	0	0	0	0	0	0	0	0	0
Total of new employees	61				43				80			
Total number of employees	324				326				335			
Total of new employee rate (%)	18.83				13.19				23.88			
Note:												
1. The number of new employees is not deducted from those who leave midway.												
2. The new recruitment rate of male (female) employees in this age group = the number of new male (female) employees in this age group in that year/the total number of employees on operating bases at the end of that year.												
3. The total employment rate of new employees = the number of new employees in the current year/ the total number of operating positions at the end of the current year.												

Number of employees resignation in the company												
Year	2019				2020				2021			
Gender	Male		Female		Male		Female		Male		Female	
Age\Item	Number	Turnover rate (%)	Number	Turnover rate (%)	Number	Turnover rate (%)	Number	Turnover rate (%)	Number	Turnover rate (%)	Number	Turnover rate (%)
Under 30	10	3.09	5	1.54	12	3.68	4	1.23	14	4.18	5	1.49
30-50	20	6.17	7	2.16	14	4.29	5	1.53	37	11.04	12	3.58
Over 51	3	0.93	0	0	1	0.31	0	0	3	0.90	0	0
Total number of resignations	45				36				71			
Total number of employees	324				326				335			
Total turnover rate (%)	13.89				11.04				21.19			
<p>Note:</p> <p>1. Definition of the categories of employees who leave the company: (e.g., resignation, dismissal, resignation, retirement or work-related death, etc.).</p> <p>2. The turnover rate of male (female) employees in this age group = the number of male (female) employees who left this age group in that year/ the total number of employees on operating bases at the end of that year.</p> <p>3. Total employment rate of resigned employees = number of resigned employees in the current year/ the total number of employees on operating bases at the end of that year.</p>												

5.2.1 Diversification of talents

Taiwan is an island composed of multi-ethnic groups, which has been composed of multi-ethnic groups for a long time. Our company inherits the spirit of multi-culture in Taiwan, treats all ethnic groups equally, and attaches importance to the rights between ethnic groups. In order to ensure that the rights of aborigines and other ethnic groups will not be infringed, our company will abide by relevant laws and regulations.

Number of employees employed from disadvantaged groups					
Year			2019	2020	2021
Item/Gender		Age	(Number)	(Number)	(Number)
Aborigines	Male	Under 30	1	0	0
		30-50	1	2	2
		Over 51	0	0	0
	Female	Under 30	0	0	0
		30-50	1	1	2
		Over 51	0	0	0
Physically and mentally handicapped	Male	Under 30	0	0	0
		30-50	1	1	1
		Over 51	0	0	0
	Female	Under 30	0	0	1
		30-50	0	0	0
		Over 51	0	0	0

Note:
 By the end of 2021, two disabled people were hired, and the weighted proportion of employment still did not reach 1% of the total number of employees. The number of people who applied for jobs for people with mental and physical disabilities was small and the working environment was special, and they still chose to leave their jobs due to other factors after job adjustment. Therefore, the company paid the compensation according to law and will continue to open up job opportunities. People with mental and physical disabilities are welcome to apply for jobs.



5.2.2 Labor regulations

• Minimum notice period of operation change

In order to really protect the employees' working rights and comply with the relevant laws and regulations of the Labor Standards Law, if the company will terminate the labor contract in accordance with the proviso of Article 11 or Article 13 of the Labor Standards Law in the future due to major operational changes or termination of the employment relationship with employees, the notice period shall be handled in accordance with the following provisions:

- Those who have been working continuously for more than 3 months but less than 1 year shall be notified before 10 days.
- Those who have been working continuously for more than one year but less than three years shall be notified in advance 20 days ago.
- Those who have worked continuously for more than 3 years shall be notified 30 days in advance.

After receiving the notice mentioned in the preceding paragraph, the laborer may ask for leave during working hours in order to find another job. The number of leave hours shall not exceed 2 working days per week, and the salary shall be paid during the leave period. If the employer terminates the contract without giving notice within the period specified in the first paragraph, the employer shall pay the wages during the notice period.

• Child labor

There is no discrimination or differential salary treatment in the recruitment, selection and employment of employees due to gender, race, nationality, age, physical and mental disabilities, religion, nationality or other factors, and it is forbidden to employ children under the age of 16 to engage in heavy and dangerous work.

The Company's management methods or measures for child labor are as follows:

1. It shall be handled according to the letter No.1040132746 of the Ministry of Labor dated December 28, 2015.
2. The amendments to Article 44 and Article 46 of the Labor Standards Law were promulgated and implemented by the President on December 16, 2015. In addition to the provisions that people over the age of 16 but under the age of 18 are not allowed to engage in dangerous or harmful work, and the provisions that people under the age of 18 are employed as workers are added, employers should prepare the consent of their legal representatives and their age certificates.
3. In view of the above, child labor is not allowed in SPL because of the dangerous warehousing operations, such as forklift operations. The warehousing supervisor will explain the reason for not hiring to the applicant when interviewing.

• Forced and compulsory labor

Science Park Logistics encourages employees to maintain a balance between work and life, and arranges attendance in the form of one fixed day off and one flexible rest day according to the job requirements and the willingness of employees in advance, and does not force employees to work overtime. On weekdays, due to work needs, the supervisor applies for overtime after consulting the employees' wishes, and applies for supplementary leave or overtime pay according to the employees' personal wishes. Overtime is paid with the salary cycle, and the compensatory time off is scheduled by the personnel themselves before the deadline of personal annual special leave. If the overtime hours are not completed, the salary will be paid in the salary cycle of the deadline of special leave according to the calculation standard of overtime at that time.

5.3 Employee care and welfare

The salary standard of all employees of the Company is not determined by gender, race, nationality, age and other conditions. When hiring female and male employees of the same position and grade, the basic salary ratio is 1:1, and the salary is adjusted and promoted year by year according to the conditions of work performance, expertise and skills.

The reason for the difference with the local basic salary ratio is that the company actually gives back to the salary in order to take care of the grass-roots employees, improve productivity, stimulate innovation and promote the development of human capital. The difference in salary ratio between male and female grass-roots employees lies in the different nature of work, and male grass-roots employees should have the certificate of government stacker crane operator and the operating skills and experience, etc., resulting in a corresponding salary increase.

Ratio of starting salary of male and female grass-roots employees to local basic salary

Category	Taiwan
Ratio of standard salary of male grass-roots staff to local minimum salary	1.42
Ratio of standard salary of female grass-roots staff to local minimum salary	1.21

5.3.1 Improve the retirement system

The Company calculates and issues the employee pension according to Article 55 of the Labor Standards Law, and the pension contribution accounts for 6% of the salary of the new system and 2% of the old system. The Company has established retirement measures for employees, and abides by relevant retirement laws and regulations to protect employees' retirement rights and interests, so that all colleagues can enjoy their retirement.

5.3.2 Unpaid parental leave

The Company is committed to providing a working environment that can make employees physically and mentally balanced and happy, and in order to make employees feel at ease in giving birth, the Company implements the unpaid parental leave for employees in accordance with the provisions of the Labor Standards Law and the Gender Work Equality Law, so that colleagues can achieve a balance between work and family life. For employees who need to take care of their young children under the age of 3, the company assists in applying for unpaid parental leave, and arranges for them to return to their original departments and positions after the parental leave, which actively assisting employees to reintegrate into the workplace.



Application for unpaid parental leave									
Year	2019			2020			2021		
Gender/total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees eligible for unpaid parental leave A	9	6	15	7	4	11	10	7	17
Employees applied for unpaid parental leave in the current year B	0	2	2	1	3	4	2	7	9
Employees who should be reinstated after unpaid parental leave in the current year. C	0	2	2	1	4	5	1	3	4
Employees who have been reinstated after unpaid parental leave in the current year. D	0	2	2	1	3	4	0	0	0
Employees who have been reinstated after unpaid parental leave in the previous year. E	0	1	1	0	2	2	1	3	4
Employees who have been reinstated after unpaid parental leave in the previous year and have worked for one year. F	0	1	1	0	2	2	0	3	3
Rate of employees who have been reinstated after unpaid parental leave in the current year %(D/C)	-	100	100	100	75	80	0	0	0
Rate of employees who have been reinstated after unpaid parental leave and remained in office in the current year %(F/E)	-	100	100	-	100	100	0	100	75
<p>Calculation method:</p> <p>Number of people to be reinstated = number of people expected to be reinstated in this year after Unpaid Parental Leave.</p> <p>Reinstatement rate = number of people actually applying for unpaid parental leave/number of people eligible for unpaid parental leave (B/A).</p> <p>Number of people retained in 2021 = number of people actually reinstated in 2020 and still on the job in 2021/12/31.</p> <p>Retention rate in 2021 = number of people retained in 2021/number of people actually reinstated in 2020.</p> <p>Note: Eligible persons: male = paternity leave from January 1, 2021 to December 31, 2021, female = maternity leave from January 1, 2021 to December 31, 2021.</p>									

5.3.3 Benefits and allowances

With the belief of safeguarding the company's important assets, we not only provide a sound personnel system, but also insist on providing employees with diversified and perfect benefits. At the same time, we will enhance the interaction frequency and friendship among employees through various activities and establish a happy and harmonious workplace. The employee benefits and allowances are shown in the following table.

Employee welfare	
Salary and insurance benefits	<ul style="list-style-type: none"> • Dividends and allotment: employees subscribe for shares. • Bonuses: year-end bonus, performance bonus, introduction bonus, Labor Day bonus, three major holiday gifts and birthday gifts. • Insurance: labor insurance, health insurance, new pension allocation, employee group insurance and family member preferential group insurance. (at their own expense)
Friendly and clear holiday and attendance system	<ul style="list-style-type: none"> • Two days off a week, special leave (annual leave), paternity leave, family care leave, physiological leave, menstrual leave and maternity leave.
Employee and family care	<ul style="list-style-type: none"> • Professional nurses are stationed in the hub, and specialists visit the hub regularly. • Regular employee physical examination every year. • Domestic/foreign company trip, community activities. • Staff group meals, friendly breastfeeding room, coffee machine. • Wedding gift, maternity allowance, travel allowance, colleagues and colleagues' children's scholarships. • Staff uniforms, work shoes. • Special store discount.

• Staff travel to Japan



Allowance	
Item	Subsidy amount
Marriage allowance	Marriage allowance NT\$2,000 cash. (Both husband and wife can apply if they are members.)
Maternity allowance	For each birth, a cash subsidy of NT\$2,000 is subsidized for each birth. (Both husband and wife can apply if they are members.)
Hospitalization allowance More than four days inclusive	Members who are hospitalized for more than four days (inclusive) will receive NT\$2,000 in cash per person each time (limited to one allowance per year).
Hospitalization allowance Three days inclusive	Members who are hospitalized for less than three days (inclusive) will receive NT\$1,000 in cash per person each time (multiple hospitalizations are limited to two allowances/year).
Work-related injury allowance (including commuting)	For members, NT\$800 each time (which can be combined with hospitalization).
Bereavement allowance	Bereavement (immediate parents, minor children, spouse), NT\$5,000 per person/ time.
Death of a member Funeral grants	NT\$20,000 cash per person.
Birthday gift	The cash gift of NT\$500 per person per year (cash payment), effective on January 1, 2016.
Spring Festival gifts	Each person will receive a cash gift of NT\$1,000.
Holiday allowance (Labor/Dragon Boat Festival/ Mid-Autumn Festival)	According to the budget situation, after the committee has passed the resolution, gift certificates will be issued and distributed three days before the holiday.
Subsidies for cultural and recreational activities	Handled according to the annual budget.
Note: The above welfare matters are eligible to apply for the above benefits only if they arrive at work and have paid the benefits for three months.	

• Staff travel to Japan



5.4 Talent development

The Company regards employees as important assets. In order to improve employees' skills, grow together with the organization, and further improve work efficiency and productivity, the Company regularly provides education and training. Besides, the Human Resources Department sends out the "Annual Education and Training Needs Questionnaire" to all employees in October each year to check the education and training needs of each unit for the next year. If necessary, it should be filled out before the end of October and returned to the Human Resources Department.

Through organizational analysis, job analysis and personnel analysis, department heads can plan training courses according to employees' positions and actual needs. When necessary, departments also adopt online lessons to strengthen employees' professional knowledge, skills and expertise, so as to accurately grasp the education and training needs of departments and improve employees' work performance. In order to strengthen the implementation of human rights issues, the company implements human rights-related courses during the training of newcomers, including courses such as gender mainstreaming, prevention and treatment of sexual harassment, gender equality, labor laws and regulations, and labor standards law. The total number of people trained in human rights is 325, and the total training hours are 273 hours. The statistics on education and training are as follows.

Statistics of education and training									
Item/category		Management post		Non-management post		Direct personnel		Indirect personnel	
Unit/gender		Males	Females	Males	Females	Males	Females	Males	Females
Total number of people	Person	80	24	146	92	199	71	27	45
Total training hours	Hour	2,792.1	473.7	4,911.7	4,050.6	7,139.8	3,802.6	564	721.7
Average training hours	Hour/person	35	19.8	33.7	44.1	35.9	53.6	20.9	16.1
Training expenses	Dollar	77,380	28,640	80,190	28,140	98,310	18,880	59,260	37,900
Note: Data in this table include employees who left their jobs during the reporting period.									

Course names	Number of trainees	Expenses
The executive ability of the accountability of the supervisor	55	442,594
Invisible competitiveness, innovation training camp	42	272,662
New wave of enterprise training X digital learning	2	0
Annual talent planning equation	1	0
Insights into the Signs of Employees' Resignation and Overcomes the Tide of Resignation at the End of the Year	1	0
Special training for ten core functions of grass-roots supervisors	1	2,600
Labor law talent reading club	6	8,600
Make good use of talent selection tools to solve the recruitment dilemma	4	0
Digital learning and the introduction of international talent training standards	1	3,800

• Implementation process of education and training

The contractor shall conduct education and training on the construction environment and safety.



Fire escape drill and firefighting and chemical protective equipment use safety drill.



Branch Warehouse Security Room-Sun
Optoelectronics Emergency Response Disposal
Security Management Workplace Illegal Infringement
Management Education Training.



Monthly security training for branch
warehouses.



Tainan Queena Plaza Hotel training project-invisible competitiveness innovation training camp.



Monthly fire protection training for HSP and STSP security guards.



Safety and health education and training for new employees.



Safety and health education and training for transferred personnel.



Organization meeting of contractor's construction agreement.



Emergency response drill education and training-emergency response drill for suspicious personnel invading the hub area.



Emergency drill, education and training-drill for discovering unknown objects.



Emergency response drill education and training-mail handling safety drill.



Matters needing attention in inventory inspection of manufacturers' incoming and outgoing goods.



Propaganda of natural disaster prevention and control.



Manufacturer's Goods Handover and Driver's Goods Handover Training.



HINO original factory fuel-saving and safe driving education and training.



SCANIA original factory fuel-saving and safe driving education and training.



Supervision station maintenance transportation tools and cargo safety training.



5.4.1 Talent Performance Management

New employees of our company who have been on the job for more than three months should be assessed. Regular assessment of general employees is conducted in June and December every year, which evaluates the performance appraisal of employees' current work performance. The assessment takes work objectives, occupational behaviors and teamwork in to consideration. By employees' performance reviews and the overall operating efficiency of the company, the incentive pay and year-end bonuses are paid regularly, which motivates employees and makes employees share the overall achievements of the company at the same time. During the reporting period, the proportion of employees receiving assessment is as follows:

Performance assessment				
Item	Management post	Non-management post	Direct personnel	Indirect personnel
Proportion of male employees receiving assessment	97%	97%	97%	100%
Proportion of female employees receiving assessment	100%	93%	93%	98%

• Wanyu security education and training



5.4.2 Security management

Security personnel arrangements are all based on Article 10-2 of the Security Industry Law: "Security personnel employed by the security industry should be given more than one week of pre-service professional training, and current security personnel should be given more than four hours of on-the-job training every month", and training on human rights-related policies and human rights considerations should be implemented in order to prevent sexual harassment, gender discrimination or human rights violations from occurring when security personnel perform their duties. Our company has conducted education and training on illegal infringement in the workplace, human rights education and how to improve the quality of on-site duty service for Wanyu Security, Juguang Security and Dayang Security. In 2021, there was no human rights-related hub inspection by external customers.

5.5 Occupational safety and health strategy

Science Park Logistics, hereinafter referred to SPL, is a professional logistics company. Since established, SPL has deeply understood that employees and partners are the most important assets in the sustainable development of the enterprise. Therefore, all activities held by SPL should not only meet safety and health regulations and other requirements but also continuously improve occupational health and safety to avoid unsafe behaviors, environment and equipment to ensure the safety and health of all employees. SPL strives to achieve all-round safety and health management, create a zero-disaster working environment and do its best to protect the occupational health and safety of employees.

Our company introduced ISO 45001 occupational safety and health management system, followed PDCA to gradually implement safety and health management, and expected to effectively prevent occupational accidents through the establishment of management procedures such as risk assessment, risk control and hazard identification. The scope of implementation and applicable objects of this system covers the operating places and all workers in each hub. Contractors/third parties conduct internal and external audits regularly every year as stipulated in the contract, and review the audit deficiencies and results by holding an ISO 45001 management review meeting to ensure that the occupational safety and health matters of Science Park Logistics can meet the relevant regulations.

According to the provisions of the Occupational Safety and Health Law, the Company has set up an Occupational Safety and Health Committee, consisting of 9 members representing laborers and 16 members representing employers, to assist in supervising and suggesting occupational health and safety-related planning. In addition, the Committee holds regular meetings four times a year to discuss, review, coordinate and suggest the promotion of occupational safety and health management, so as to provide employees with a more friendly and comfortable safe working environment.

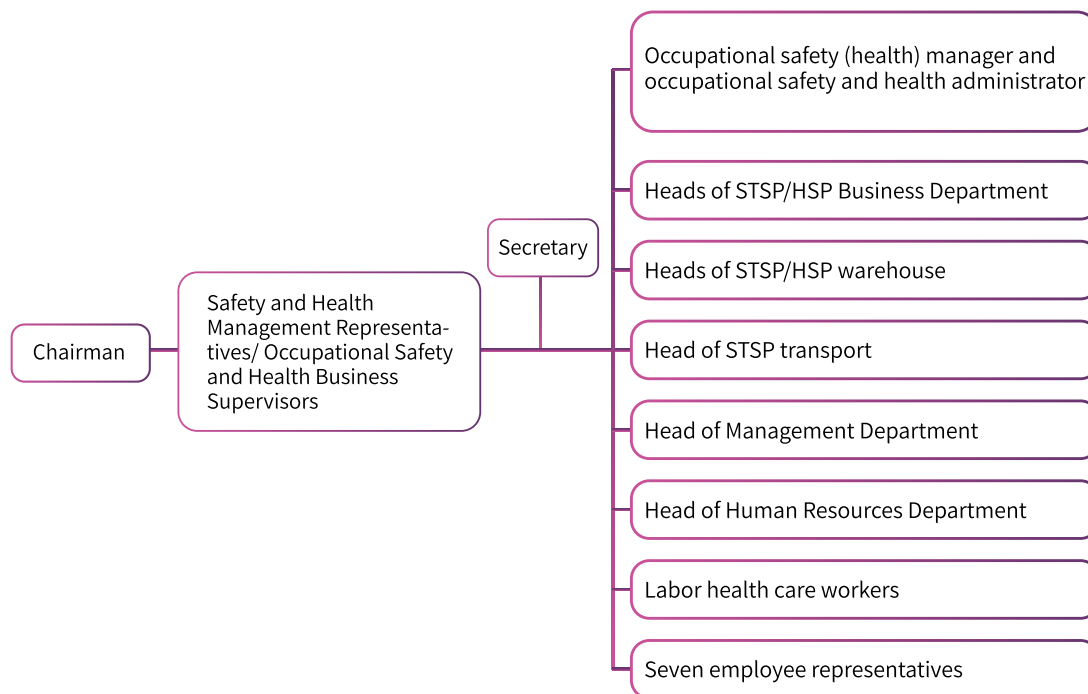
The occupational safety and health management system is applicable to 335 employees (27%) in the company's workplace and 907 employees (73%) in third parties, which are separately stipulated in the contract and annexes. Each department conducts hazard identification and risk assessment for its own operations, and then makes improvement according to the level of risk value. Finally, the effectiveness of improvement is judged by the quality of performance indicators.

• ISO 45001 Certificate



5.5.1 Occupational Safety Risk Prevention and Control

• Organization chart of Safety and Health Committee



In order to effectively meet the requirements of safety and health management, in view of the hazards caused by the company's operations or activities, services and facilities to the safety and health of personnel inside and outside the workplace, and the loss of property, by continuous hazard identification and risk assessment, and taking appropriate preventive measures or implementing necessary control methods, the company's identification and assessment results of unacceptable medium and high-level risks will be included in the management plan improvement to reduce the risk level, implement risk control and ensure the effectiveness of the management system.

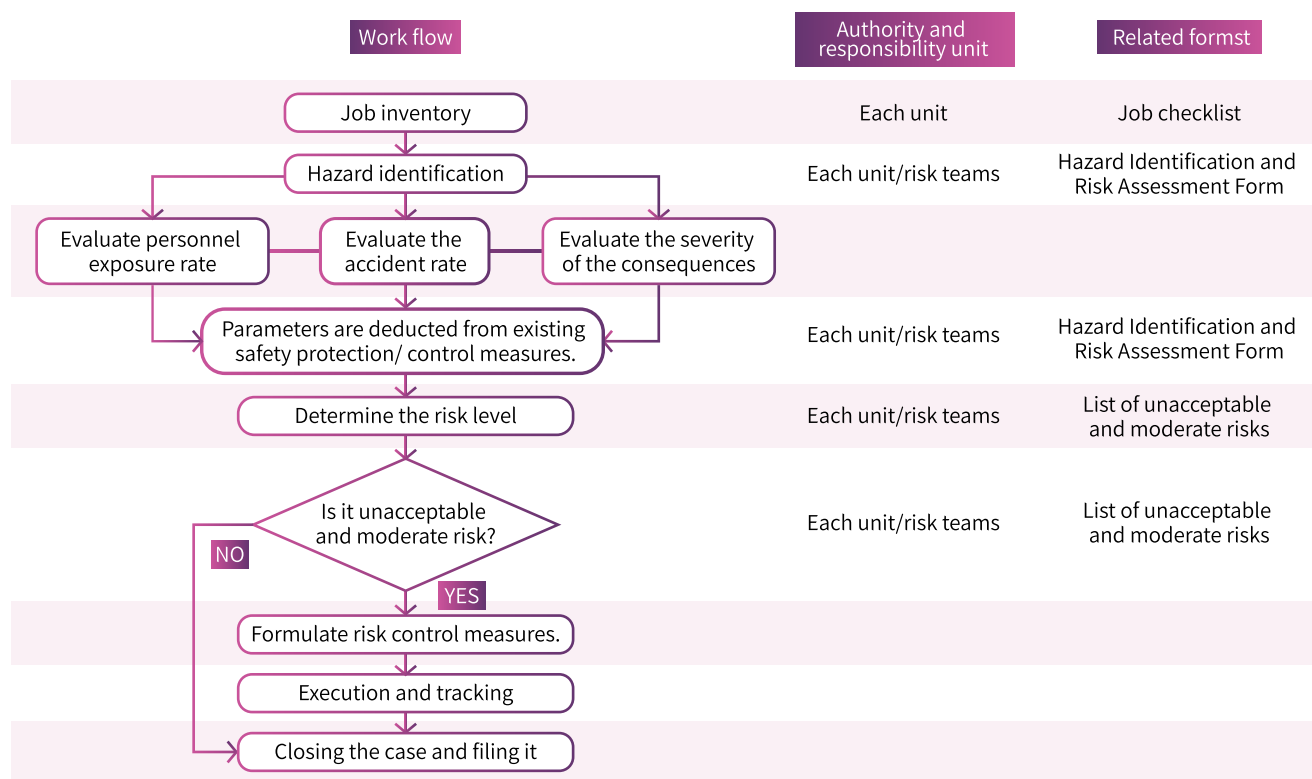
And in order to establish an effective investigation and handling system, the company investigates the causes and potential causes of work-related injuries, unhealthy, diseases and accidents, so as to identify the mistakes in the safety and health



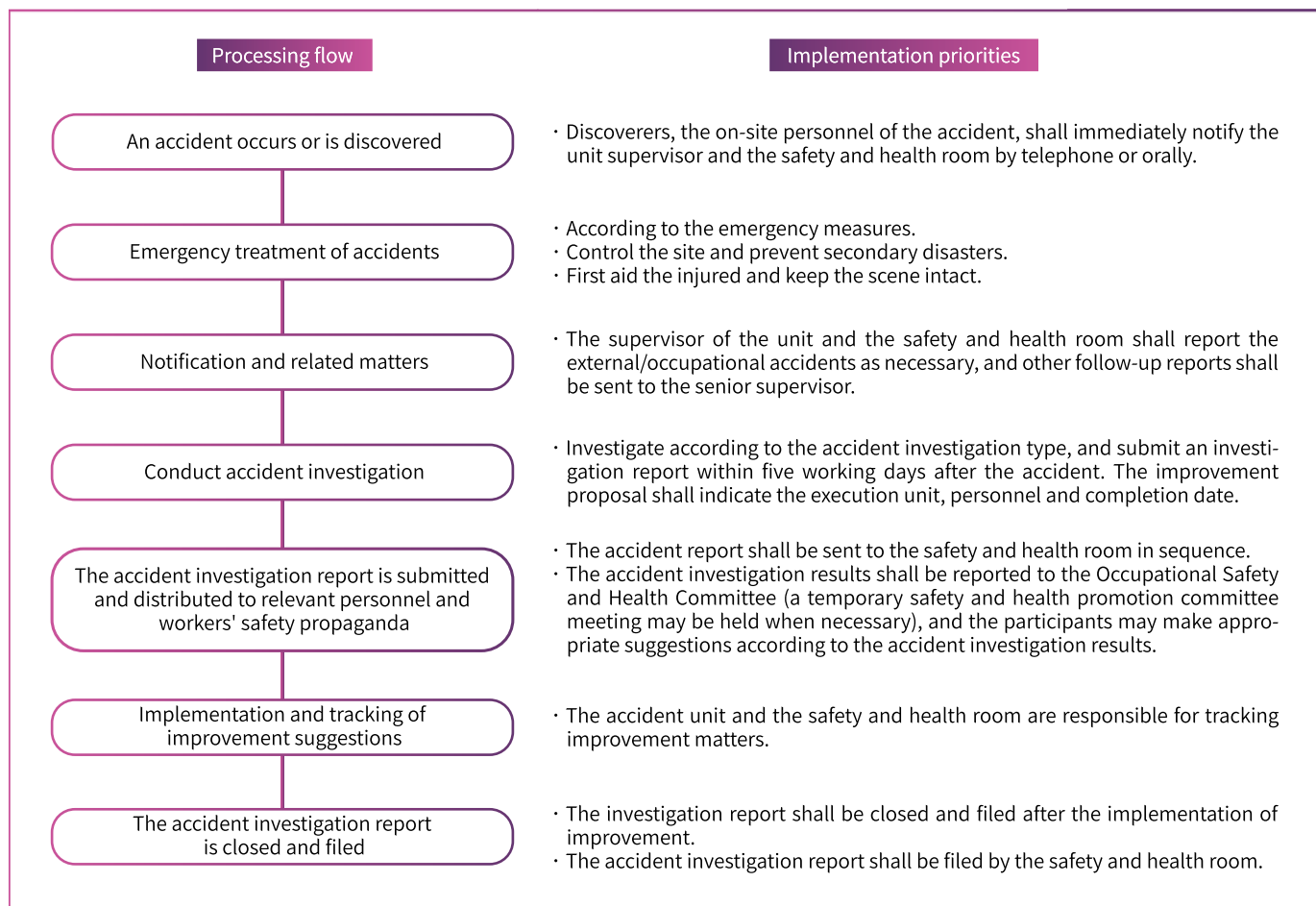
management system and take effective corrective and preventive measures to avoid the recurrence of work-related injuries, unhealthy, diseases and accidents. In addition, in order to respond to possible accidents or emergencies, the Company has established and maintained emergency procedures as a reference for formulating emergency procedures and plans, and provided the basis for each unit to formulate emergency procedures, personnel grouping, drills and training, so as to prevent or mitigate the impact of such emergencies like personal injury and property loss.

Therefore, hazard identification, risk assessment and risk control planning procedures, safety and health accident handling procedures and investigation management procedures and emergency preparedness and response procedures are specially formulated.

• Safety and health hazard assessment operation process

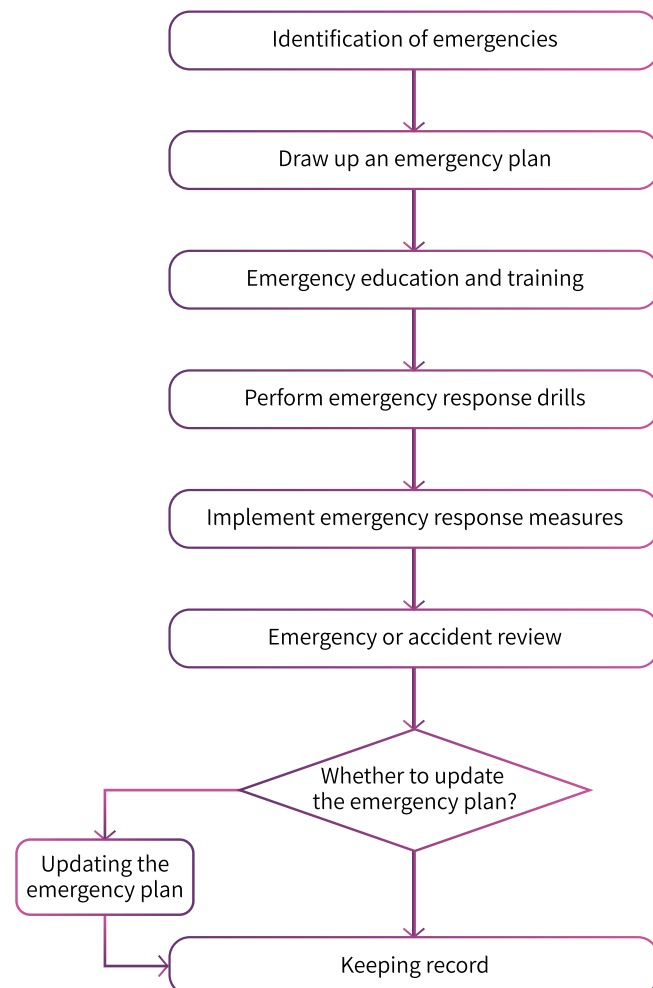


• Accident handling and investigation of safety and health flowchart



5.5.2 Health promotion

• Emergency preparedness and response flowchart



Our company belongs to a general working environment, and there is no high-risk working environment, so there is no need to carry out special health examination items. The company's regular employee health examination for all on-the-job employees every year is superior to the regulations. In addition to the labor health examination items stipulated by laws and regulations, abdominal ultrasound, thyroid ultrasound, electrocardiogram, fecal occult blood examination, blood cancer index and other examination items are added, so that employees can better understand their health status, achieve early detection of diseases and early treatment to reduce the degree of further deterioration of diseases; Moreover, according to the results of health examination, graded management is implemented, and health management tracking, health care guidance and on-site service doctor consultation are given according to the grading degree.

Statistical summary of the number and expenses of employees' health examination

Physical examination category	General staff physical examination	Supervisor physical examination
Number of people being inspected (person)	278	18
Inspection fee (NT\$ thousand)	570	285



• Staff physical examination photos

Staff physical examination-blood drawing inspection station.



Staff physical examination-ultrasonic inspection station.



Staff physical examination-Physical Checkpoint.



5.5.3 Education and training

Because most accidents are related to human negligence, how to train employees to avoid human errors is the focus of safety education and training. Colleagues of the company should receive occupational safety and health education and training, and the relevant statistics are shown in the following table.

Item statistics of occupational safety and health training		
Name of training item	Number of trainees	Training expenses (dollar)
Director of Class A occupational safety and health business	1	720
Director of Class A labor safety and health business	1	1,800
Director of Class C labor safety and health business	3	2,520
Director of organic solvent operation	5	4,080
Fire manager	7	10,560

Education and training courses			
Course category	Course names	Number of trainee	Cost(Dollar)
Outsourcing training	2021 briefing on labor occupational accident insurance and protection law and related laws and regulations	2	0
Outsourcing training	2021 Publicity Meeting on Working Conditions and Occupational Safety and Health	2	0
Outsourcing training	AEO Supply Chain Security Specialist	1	3,600
Outsourcing training	Director of Class A occupational safety and health business	1	720
Outsourcing training	Director of Class A labor safety and health business	1	1,800
Outsourcing training	Director of Class C labor safety and health business	3	2,520
Outsourcing training	Director of organic solvent operation	5	4,080
Outsourcing training	Fire manager	7	10,560



Outsourcing training	Fixed crane operator	1	540
Outsourcing training	Non-construction contractors' labor safety and health education and training	4	1,930
Outsourcing training	Security supervisor	2	6,500
Outsourcing training	Security inspector's lecture	1	2,700
Outsourcing training	first-aid personnel	7	3,840
Outsourcing training	Supervisor of specific chemical substances operation	8	9,450
Outsourcing training	Stacker operator	19	11,560
Outsourcing training	On-the-job education and training of nursing staff engaged in labor health services	1	0
Outsourcing training	Seminar on labor standards law and order	1	0
Outsourcing training	Road dangerous goods transport personnel	15	46,100
Outsourcing training	On-the-job education and training of maternal health protection in the workplace	1	0
Internal training	Education and training of illegal infringement in the workplace	308	0
Internal training	2021 HSP safety and health education and training for in-service personnel	69	0
Internal training	ISO 45001- Hazard Identification, Risk Assessment and Risk Control	15	0
Internal training	ISO 45001- Organization Environmental Issues Identification and Risk Opportunity Management	15	0
Internal training	General safety and health and supply chain safety awareness training in 2021	252	0
Internal training	Safety and health education and training for new recruits	116	0
Internal training	Education and Training on Operation Safety and Hygiene of High-Pressure Cleaning Machine (Transport Section)	41	0
Internal training	Safety and health education and training for illegal infringement when performing duties	328	0
Internal training	Education and training of chemical first aid supplies and case descriptions for transport personnel	49	0



Internal training	Occupational injury identification instruction education and training	335	0
Internal training	Special course of traffic safety propaganda education and training	2	0
Internal training	Introduction to cancer screening	211	0
Internal training	Propaganda of infectious diseases-Understanding Hantavirus	304	0
Internal training	Common cancer of endocrine system-thyroid cancer	12	0
Internal training	Emergency response education drill	213	0
Internal training	Fire education and training	80	0
Internal training	Emergency response drill for chemical leakage/training of respiratory protective gear	4	0
Internal training	Abnormal emergency response measures of warehouse system	19	0
Internal training	Safety propaganda of stacker crane operation	235	0
Internal training	Operation Training of Stacker for Newcomers (Storage Group)	11	0
Internal training	Hazard prevention of stacker (storage group)	74	0
Internal training	Brief introduction to the process of putting on and taking off protective clothing (storage group)	152	0
Internal training	Handling of dangerous goods accidents (Transport Section)	42	0
Internal training	General knowledge training of hazardous substances (storage section)	104	0
Internal training	Emergency handling procedures (Transport Section)	42	0
Internal training	Emergency response drill for natural disasters	67	0
Internal training	Mail handling security training	4	0
Internal training	Education and training of solar photovoltaic emergency response	10	0



5.5.4 Occupational Safety and Health Management Policy

In order to establish an effective investigation and handling system, the causes and potential causes of work-related injuries, unhealthy, diseases and accidents will be investigated, so as to identify the mistakes in the safety and health management system and take effective corrective and preventive measures to avoid the recurrence of work-related injuries, unhealthy, diseases and accidents, and the safety and health accident handling and investigation management procedures are specifically formulated, which are applicable to the investigation and handling of injuries, unhealthy, diseases and related accidents in the company's workplace. When an accident occurs, it should be reported immediately, and necessary immediate measures should be taken to provide accident-related information (parties, details of the accident, photos, facilities and other related information) for the Safety and Health Room to carry out investigation and analysis. The duty of the Occupational Safety and Health Committee is to make appropriate suggestions on the accident investigation results, while the labor representatives carry out accident investigation, analysis and record.

The safety and health room shall investigate and handle all kinds of injuries, unhealthy, diseases and accidents, and supervise the effective implementation of the corrective and preventive measures. Statistics and tracking all kinds of accidents, and providing relevant information to the responsible department and the safety and health management implementation Committee. According to the accident statistics and tracking results, the safety and health room requires the relevant responsible units to put forward improvement plans and measures or invite the personnel of the relevant units to hold a review meeting. In 2021, there were 6 occupational injuries, which included 2 fractures, 2 contusions and bruises, 1 cutting injury and 1 bruise, while there were no non-employee workers occupational injuries in SPL. The relevant statistics are as follows:



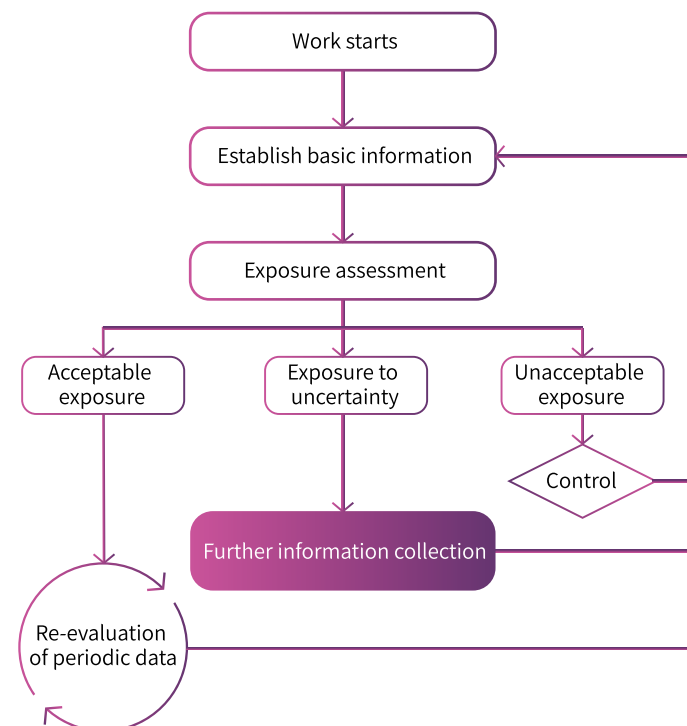
Occupational injury status of employees				
Category	Item	2019	2020	2021
Total working hours	Total working hours experienced by women	163,895	177,511	192,261
	Total working hours experienced by men	392,633	390,579	384,885
	Total working hours experienced	556,528	568,090	577,146
Death toll caused by occupational injuries	Number of female deaths (times)	0	0	0
	Number of male deaths (times)	0	0	0
	Total number of deaths (times)	0	0	0
Number of serious occupational injuries (excluding deaths)	Total number of women with serious occupational injuries (times)	0	0	0
	Total number of men with serious occupational injuries (times)	0	0	0
	Total number of serious occupational injuries (times)	0	0	0
Recordable number of occupational injuries (including the number of deaths and serious occupational injuries)	Total number of women with occupational injuries (times)	0	2	0
	Total number of men with occupational injuries (times)	8	5	4
	Total number of occupational injuries (times)	8	7	4
Death rate of occupational injuries		0	0	0
Serious occupational injury rate (excluding death toll)		0	0	0
Recordable occupational injury rate (including the number of deaths and serious occupational injuries)		14.37	12.32	6.93
Note: 1. Death rate caused by occupational injury = (death toll caused by occupational injury/working hours) *1,000,000. 2. Serious occupational injury rate = (number of serious occupational injuries (excluding deaths)/working hours) *1,000,000. 3. Recordable occupational injury rate = (recordable occupational injury rate (including the number of deaths and serious occupational injuries)/working hours) *1,000,000.				

In order to protect employees from harmful substances in the working environment, make the exposed conditions meet the legal standards, and provide employees with a healthy and comfortable working environment, the company carries out the work related to operating environment monitoring every six months according to law, and formulates the working environment monitoring procedures. According to the information such as operation inventory and hazard identification written by each department, the possible hazards of relevant work areas and environmental characteristics can be found out. According to the results of the preliminary review, or the environmental assessment suggestions put forward by the site supervisor and workers, the safety and health room plans the regular or irregular environmental assessment plan and the environmental assessment items to be implemented. Before making the environmental monitoring plan, the Safety and Health Department shall confirm whether the relevant regulations and standards have changed according to the safety and health regulations identification management procedure.

In addition, in order to prevent the occurrence of occupational diseases and maintain the health of colleagues, the company regularly conducts general health examinations and physical examinations of new employees in accordance with relevant laws and regulations to maintain and take care of the health of all employees and formulate employee health management procedures. According to the Rules for the Protection of Labor Health, new employees will be notified by the company to go to the hospital for general physical examination before taking up their posts. The inspection items refer to the inspection items specified in the Rules for the Protection of Labor Health. If the inspection results show that the workers are not suitable for any of the items that are particularly harmful to health, they shall not be employed for that job. On-the-job personnel shall be implemented regularly every year according to the "Labor Health Protection Rules" or depending on the company's operating conditions.

The Safety and Health Department will compile the inspection results and personal health precautions into a health inspection manual and send it to the workers, and properly keep the health inspection materials of the company's employees. If it is found that the employee's health condition can't adapt to the original job, in addition to medical treatment, the on-site labor health doctor should be allowed to evaluate and suggest changing jobs, changing workplaces, shortening working hours or taking other appropriate measures. In 2021, employees of the Company had no occupational diseases.

• Working environment monitoring flowchart



5.5.5 Security suppliers

SPL requires suppliers to abide by basic labor human rights, corporate social responsibility, occupational safety and health management, environmental protection and other important aspects. Holding regular meetings of suppliers and contractors to review occupational safety and health risks once a year.

In order to implement the occupational safety and health laws and regulations and safeguard the safety of the staff, equipment and property of the company and the suppliers, the safety and health management procedures of the suppliers are formulated. Applicable to the outsourcing of the head office, branches and departments, except the following industries (printing service, software development service, insurance, tourism, health inspection); Company customers, tenants, suppliers, etc., and construction workers who enter the company's workplace are all applicable. When operating in the company's workplace, the supplier shall abide by the government's occupational safety and health regulations and the company's relevant regulations, and shall follow the provisions of the project contract if any. When entering the hub area, the supplier's operating personnel shall always wear the supplier's temporary construction certificate issued by the company, and wear safety helmet and lap-shoulder harness according to the safety needs, and the relevant protective equipment shall meet the national standards. If the supplier's construction personnel are not registered in the construction personnel roster of the supplier's work permit application form (that is, when the supplier's operation personnel are added or changed, their basic data sheet has not been sent to the purchasing unit for inspection), the operation personnel shall register and change the certificate according to normal procedures before entering the hub. If the contents of the construction tools and protective devices used by the supplier during operation are different from those in the original Form of Application for Work Permit and Hazard Notification from the Supplier, there is a danger that the safety and health of on-site operators will be seriously affected, the responsible department, Safety and Health department, may require the supplier to stop operation immediately. If there is no impact, the supplier still needs to make corrections to the information in the "Application for Supplier's Work Permit and Hazard Notification Form".



CHAPTER 6

SOCIAL COMMON PROSPERITY



6. Social Common Prosperity

Social Welfare

Our company has not caused any negative impact on the local community, and has been assisting the disadvantaged children for a long time, actively participating in public welfare activities, giving back to the society and doing its corporate social responsibility well. The related public welfare situation of Science Park Logistics this year is as follows.

Items and amount of social welfare activities			
Donation project	Donation amount (Dollars)		
	2019	2020	2021
Social welfare	NT\$2,000,000	NT\$2,500,000	NT\$2,000,000

• Certificate of appreciation for social welfare



Niasong District Office Kaohsiung City



Taichung Private Social Welfare Charity Foundation



Eeden Social Welfare Foundation



SAINT JOSEPH SOCIAL WELFARE FOUNDATION

Industry-university cooperation

Offering opportunities for students from international trade and logistics related departments to come to our company for on-site internship and visit.

Internship and visit



Good-neighborliness

Zhongyuan Purdue (Worshipping Gods) with the tenants



Annual contractors' meeting



Holding contractors' meeting, publicizing safety and hygiene, and creating a friendly and safe working environment

CHAPTER 7 Appendix



Appendix I : Global Reporting Initiative (GRI) Index

「*」 are indicates major aspects

GRI Category/ Material Aspects	No.	GRI Index	Chapter and Section	Page	Omit/ remark
1. Organizational Profile					
GRI 102 General disclosure 2016 : Core	102-1	Name of the organization	2.2 Introduction of Science Park Logistics		
	102-2	Activities, brands, products, and services	2.2.1 Core business		
	102-3	Location of headquarters	2.2 Introduction of Science Park Logistics		
	102-4	Location of operations	2.2 Introduction of Science Park Logistics		
	102-5	Ownership and legal form	2.2.3 Shareholding structure		
	102-6	Markets served	2.2.1 Core business		
	102-7	Scale of the organization	2.2.1 Core business		
	102-8	Information on employees and other workers	5.2 Overview of human resources		
	102-9	Supply chain	3.4.1 Purchase proportion		
	102-10	Significant changes to the organization and its supply chain	About the Report		
	102-11	Precautionary Principle or approach	2.6 Risk management and strategy		
	102-12	External initiatives	3.2 Service quality policy		
	102-13	Membership of associations	2.2.2 Association and society		



GRI Category/ Material Aspects	No.	GRI Index	Chapter and Section	Page	Omit/ remark
2. Strategy					
GRI 102 General disclosure 2016 : Core	102-14	Statement from senior decision-maker	A Word from the Chairman		
GRI 102 General disclosure 2016 : Comprehensive	102-15	Key impacts, risks, and opportunities	2.6 Risk management and strategy		
3. Ethics and Integrity					
GRI 102 General disclosure 2016 : Core	102-16	Values, principles, standards, and norms of behavior	2.5 Compliance with regulations		
GRI 102 General disclosure 2016 : Comprehensive	102-17	Mechanisms for advice and concerns about ethics	2.5.1 Anti-corruption system		
4. Governance					
GRI 102 General disclosure 2016 : Core	102-18	Governance structure	2.3 Governance strategy		
GRI 102 General disclosure 2016 : Comprehensive	102-21	Consulting stakeholders on economic, environmental, and social topics	1.2 Identification and communication of stakeholders		
	102-22	Composition of the highest governance body and its committees	2.3.1 Composition of the board of directors		
	102-23	Chair of the highest governance body	2.3.1 Composition of the board of directors		
	102-24	Nominating and selecting the highest governance body	2.3.1 Composition of the board of directors		
	102-25	Conflicts of interest	2.3.1 Composition of the board of directors		
	102-27	Collective knowledge of highest governance body	2.3.1 Composition of the board of directors		
	102-29	Identifying and managing economic, environmental, and social impacts	1.2 Identification and communication of stakeholders		
	102-32	Highest governance body's role in sustainability reporting	1.1 Sustainable strategy		

GRI Category/ Material Aspects	No.	GRI Index	Chapter and Section	Page	Omit/ remark
5. Stakeholder Engagement					
GRI 102 General disclosure 2016 : Core	102-40	List of stakeholder groups	1.2 Identification and communication of stakeholders		
	102-42	Identifying and selecting stakeholders	1.2 Identification and communication of stakeholders		
	102-43	Approach to stakeholder engagement	1.2 Identification and communication of stakeholders		
	102-44	Key topics and concerns raised	1.2 Identification and communication of stakeholders		
6. Report Profile					
GRI 102 General disclosure 2016 : Core	102-45	Entities included in the consolidated financial statements	-		N/A
	102-46	Defining report content and topic Boundaries	1.3 Identification of major themes		
	102-47	List of material topics	1.3.1 Major theme analysis and value chain impact boundary		
	102-48	Restatements of information	About the Report		
	102-49	Changes in reporting	About the Report		
	102-50	Reporting period	About the Report		
	102-51	Date of most recent report	About the Report		
	102-52	Reporting cycle	About the Report		
	102-53	Contact point for questions regarding the report	About the Report		
	102-54	Claims of reporting in accordance with the GRI Standards	About the Report		
	102-55	GRI content index	About the Report		
	102-56	External assurance	About the Report		The contents of this report have not accepted external guarantee.



GRI Category/ Material Aspects	No.	GRI Index	Chapter and Section	Page	Omit/ remark
Topic-specific disclosure: 200 series (Economic topics)					
* Economic performance					
GRI 103 Management approach of Economic Performance 2016	103-1	Explanation of the material topic and its Boundary	2.1 Management policy		
	103-2	The management approach and its components	2.1 Management policy		
	103-3	Evaluation of the management approach	2.1 Management policy		
GRI 201 Disclosure of Economic Performance 2016	201-1	Direct economic value generated and distributed	2.4 Operating results and performance		
	201-2	Financial implications and other risks and opportunities due to climate change	2.6.1 Climate change risk management strategy		
	201-3	Defined benefit plan obligations and other retirement plans	5.3.1 Improve the retirement system		
	201-4	Financial assistance received from government			N/A
Market Presence					
GRI 202 Disclosure of Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	5.3 Employee care and welfare		
	202-2	Proportion of senior management hired from the local community	5.2 Overview of human resources		
Indirect Economic Impacts					
GRI 203 Disclosure of Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	6. Social Common Prosperity		
	203-2	Significant indirect economic impacts	6. Social Common Prosperity		
Procurement Practices					
GRI 204 Disclosure of Procurement Practices 2016	204-1	Proportion of spending on local suppliers	3.4.1 Purchase proportion		
Anti-corruption					
GRI 205 Disclosure of Anti-corruption 2016	205-2	Communication and training about anticorruption policies and procedures	2.5.1 Anti-corruption system		
	205-3	Confirmed incidents of corruption and actions taken	2.5.1 Anti-corruption system		

GRI Category/ Material Aspects	No.	GRI Index	Chapter and Section	Page	Omit/ remark
Anti-competitive Behavior					
GRI 206 Disclosure of Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.5 Compliance with regulations		
Tax					
GRI 207 Disclosure of Tax 2019	207-1	Approach to tax	2.4 Operating results and performance		
	207-2	Tax governance, control, and risk management	2.4 Operating results and performance		
	207-3	Stakeholder engagement and management of concerns related to tax	2.4 Operating results and performance		
	207-4	Country-by-country reporting			N/A
Topic-specific disclosure: 300 series (Environmental topics)					
Energy					
GRI 302 Disclosure of Energy 2016	302-1	Energy consumption within the organization	4.3 Energy saving and carbon reduction		
	302-2	Energy consumption outside of the organization	4.3 Energy saving and carbon reduction		
	302-3	Energy intensity	4.3 Energy saving and carbon reduction		
	302-4	Reduction of energy consumption	4.3.1 Energy saving performance		
	302-5	Reductions in energy requirements of products and services	4.3.1 Energy saving performance		



GRI Category/ Material Aspects	No.	GRI Index	Chapter and Section	Page	Omit/ remark
Topic-specific disclosure: 300 series (Environmental topics)					
Water and Effluents					
GRI 303 Disclosure of Water and Effluents 2018	303-1	Interactions with water as a shared resource	4.2 Water resources		
	303-2	Management of water discharge-related impacts	4.2.1 Drainage pipe control		
	303-3	Water withdrawal	4.2 Water resources		
	303-4	Water discharge	4.2 Water resources		
	303-5	Water consumption	4.2 Water resources		
Biodiversity					
GRI 304 Disclosure of Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2.5 Compliance with regulations		
	304-2	Significant impacts of activities, products, and services on biodiversity	2.5 Compliance with regulations		
	304-3	Habitats protected or restored	2.5 Compliance with regulations		
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	2.5 Compliance with regulations		
Emissions					
GRI 305 Disclosure of Emissions 2016	305-1	Direct (Scope 1) GHG emissions	4.4 Greenhouse gases		
	305-2	Energy indirect (Scope 2) GHG emissions	4.4 Greenhouse gases		
	305-3	Other indirect (Scope 3) GHG emissions	-		
	305-4	GHG emissions intensity	4.4 Greenhouse gases		
	305-5	Reduction of GHG emissions	4.3.1 Energy saving performance		



GRI Category/ Material Aspects	No.	GRI Index	Chapter and Section	Page	Omit/ remark
Topic-specific disclosure: 300 series (Environmental topics)					
Effluents and Waste					
GRI 306 Disclosure of Effluents and Waste 2020	306-1	Waste generation and significant waste-related impact	4.5.1 Waste management		
	306-2	Management of significant waste-related impacts	4.5.1 Waste management		
	306-3	Waste generated	4.5.1 Waste management		
	306-4	Waste diverted from disposal	4.5.1 Waste management		
	306-5	Waste directed to disposal	4.5.1 Waste management		
* Environmental Compliance					
GRI 103 Management approach of Environmental Compliance 2016	103-1	Explanation of the material topic and its Boundary	2.1 Management policy		
	103-2	The management approach and its components	2.1 Management policy		
	103-3	Evaluation of the management approach	2.1 Management policy		
GRI 307 Disclosure of Environmental Compliance 2016	307-1	Non-compliance with environmental laws	2.5 Compliance with regulations		
Supplier Environmental Assessment					
GRI 308 Disclosure of Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	3.4.2 Supplier evaluation		
	308-2	Negative environmental impacts in the supply chain and actions taken	3.4.2 Supplier evaluation		

GRI Category/ Material Aspects	No.	GRI Index	Chapter and Section	Page	Omit/ remark
Topic-specific disclosure: 400 series (Social topics)					
* Employment					
GRI 103 Management approach of Employment 2016	103-1	Explanation of the material topic and its Boundary	5.1 Management policy		
	103-2	The management approach and its components	5.1 Management policy		
	103-3	Evaluation of the management approach	5.1 Management policy		
GRI 401 Disclosure of Employment 2016	401-1	New employee hires and employee turnover	5.2 Overview of human resources		
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.3.3 Benefits and allowances		
	401-3	Parental leave	5.3.2 Unpaid parental leave		
Labor/Management Relations					
GRI 402 Disclosure of Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	5.2.2 Labor regulations		
* Occupational Health and Safety					
GRI 103 Management approach of Occupational Health and Safety 2018	103-1	Explanation of the material topic and its Boundary	5.1 Management policy		
	103-2	The management approach and its components	5.1 Management policy		
	103-3	Evaluation of the management approach	5.1 Management policy		
GRI 403 Disclosure of Occupational Health and Safety 2018	403-1	Occupational health and safety management system	5.5 Occupational Safety and Health Strategy		
	403-2	Hazard identification, risk assessment, and incident investigation	5.5.1 Occupational Safety Risk Prevention and Control		
	403-3	Occupational health services	5.5.2 Health promotion		
	403-4	Worker participation, consultation, and communication on occupational health and safety	5.5 Occupational Safety and Health Strategy		
	403-5	Worker training on occupational health and safety	5.5.3 Education and training		
	403-6	Promotion of worker health	5.5.2 Health promotion		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.5.5 Security suppliers		
	403-8	Workers covered by an occupational health and safety management system	5.5 Occupational Safety and Health Strategy		
	403-9	Work-related injuries	5.5.4 Occupational Safety and Health Management Policy		
	403-10	Work-related ill health	5.5.4 Occupational Safety and Health Management Policy		

GRI Category/ Material Aspects	No.	GRI Index	Chapter and Section	Page	Omit/ remark
Topic-specific disclosure: 400 series (Social topics)					
* Training and Education					
GRI 103 Management approach of Training and Education 2016	103-1	Explanation of the material topic and its Boundary	5.1 Management policy		
	103-2	The management approach and its components	5.1 Management policy		
	103-3	Evaluation of the management approach	5.1 Management policy		
GRI 404 Disclosure of Training and Education 2016	404-1	Average hours of training per year per employee	5.4 Talent development		
	404-2	Programs for upgrading employee skills and transition assistance programs	5.4 Talent development		
	404-3	Percentage of employees receiving regular performance and career development reviews	5.4.1 Talent Performance Management		
Diversity and Equal Opportunity					
GRI 405 Disclosure of Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	5.2.1 Diversification of talents		
Non-discrimination					
GRI 406 Disclosure of Non- discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	2.5 Compliance with regulations		
Child Labor					
GRI 408 Disclosure of Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	5.2.2 Labor regulations		
Forced or Compulsory Labor					
GRI 409 Disclosure of Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.2.2 Labor regulations		



GRI Category/ Material Aspects	No.	GRI Index	Chapter and Section	Page	Omit/ remark
Topic-specific disclosure: 400 series (Social topics)					
Security Practices					
GRI 410 Disclosure of Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	5.4.2 Security management		
Rights of Indigenous Peoples					
GRI 411 Disclosure of Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	5.2.1 Diversification of talents		
Human Rights Assessment					
GRI 412 Disclosure of Rights of Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	5.4.2 Security management		
	412-2	Employee training on human rights policies or procedures	5.4.2 Security management		
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	3.4.2 Supplier evaluation		
Local Communities					
GRI 413 Disclosure of Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	6. Social Common Prosperity		
	413-2	Operations with significant actual and potential negative impacts on local communities	6. Social Common Prosperity		
Supplier Social Assessment					
GRI 414 Disclosure of Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	3.4.2 Supplier evaluation		
	414-2	Negative social impacts in the supply chain and actions taken	3.4.2 Supplier evaluation		
Public Policy					
GRI 415 Disclosure of Public Policy 2016	415-1	Political contributions	2.5.1 Anti-corruption system		
* Customer Health Safety					
GRI 103 Management approach of Customer Health Safety 2016	103-1	Explanation of the material topic and its Boundary	3.1 Management policy		
	103-2	The management approach and its components	3.1 Management policy		
	103-3	Evaluation of the management approach	3.1 Management policy		
GRI 416 Disclosure of Customer Health Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	3.2 Service quality policy		
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.2 Service quality policy		

GRI Category/ Material Aspects	No.	GRI Index	Chapter and Section	Page	Omit/ remark
Topic-specific disclosure: 400 series (Social topics)					
Marketing and Labeling					
GRI 417 Disclosure of Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	3.2.2 Logistics safety management		
	417-2	Incidents of non-compliance concerning product and service information and labeling	3.2.2 Logistics safety management		
	417-3	Incidents of non-compliance concerning marketing communications	3.2.2 Logistics safety management		
* Customer Privacy					
GRI 103 Management approach of Customer Privacy 2016	103-1	Explanation of the material topic and its Boundary	3.1 Management policy		
	103-2	The management approach and its components	3.1 Management policy		
	103-3	Evaluation of the management approach	3.1 Management policy		
GRI 418 Disclosure of Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.3.1 Protecting customer privacy		
* Socioeconomic Compliance					
GRI 103 Management approach of Socioeconomic Compliance 2016	103-1	Explanation of the material topic and its Boundary	2.1 Management policy		
	103-2	The management approach and its components	2.1 Management policy		
	103-3	Evaluation of the management approach	2.1 Management policy		
GRI 419 Disclosure of Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	2.5 Compliance with regulations		



* Custom themes	No.	GRI Index	Chapter and Section	Page	Omit/ remark
* Integrity management and Corporate governance					
GRI 103 Management approach of Integrity management and Corporate governance	103-1	Explanation of the material topic and its Boundary	2.1 Management policy		
	103-2	The management approach and its components	2.1 Management policy		
	103-3	Evaluation of the management approach	2.1 Management policy		
* Information security					
GRI 103 Management approach of Information security	103-1	Explanation of the material topic and its Boundary	3.1 Management policy		
	103-2	The management approach and its components	3.1 Management policy		
	103-3	Evaluation of the management approach	3.1 Management policy		
* Customer service management					
GRI 103 Management approach of Customer service management	103-1	Explanation of the material topic and its Boundary	3.1 Management policy		
	103-2	The management approach and its components	3.1 Management policy		
	103-3	Evaluation of the management approach	3.1 Management policy		
* Risk management					
GRI 103 Management approach of Risk management	103-1	Explanation of the material topic and its Boundary	2.1 Management policy		
	103-2	The management approach and its components	2.1 Management policy		
	103-3	Evaluation of the management approach	2.1 Management policy		
* Air pollution					
GRI 103 Management approach of Air pollution	103-1	Explanation of the material topic and its Boundary	4.1 Management policy		
	103-2	The management approach and its components	4.1 Management policy		
	103-3	Evaluation of the management approach	4.1 Management policy		



APPENDIX II: TAIWAN STOCK EXCHANGE'S "OPERATING MEASURES FOR LISTED COMPANIES TO COMPILE AND REPORT SUSTAINABILITY REPORTS" (ARTICLE 4, ITEM 4)

No.	Index Content	Chapter and Section	Page
1	Corporate governance of climate-related risks and opportunities, actual and potential climate-related impacts, how to identify, assess and manage climate-related risks, and indicators and objectives used for the assessment and management of climate-related issues.	2.6.1 Climate change risk management strategy	

Appendix III : Sustainability Accounting Standards Board, SASB Index

Topic	Code	Accounting Metric	Category	Chapter and Section
Greenhouse Gas Emissions	TR-RO-110a.1	Gross global Scope 1 emissions	Quantitative	4.4 Greenhouse gases
	TR-RO-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	4.3.1 Energy saving performance
	TR-RO-110a.3	(1) Total fuel consumed, (2) percentage natural gas, (3) percentage renewable	Quantitative	4.3 Energy saving and carbon reduction
Air Quality	TR-RO-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, and (3) particulate matter (PM10)	Quantitative	The Company did not discharge these three pollutants in 2021.
Driver Working Conditions	TR-RO-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	5.5.4 Occupational Safety and Health Management Policy
	TR-RO-320a.2	(1) Voluntary and (2) involuntary turnover rate for all employees	Quantitative	N/A
	TR-RO-320a.3	Description of approach to managing short-term and long-term driver health risks	Discussion and Analysis	N/A
Accident & Safety Management	TR-RO-540a.1	Number of road accidents and incidents	Quantitative	N/A
	TR-RO-540a.2	Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-of-Service Compliance, (3) Driver Fitness, (4) Controlled Substances/Alcohol, (5) Vehicle Maintenance, and (6) Hazardous Materials Compliance	Quantitative	N/A
	TR-RO-540a.3	(1) Number and (2) aggregate volume of spills and releases to the environment	Quantitative	In 2021, the company did not leak or release harmful substances.



SCIENCE PARK LOGISTICS

科學城物流