SCIENCE PARK LOGISTICS

2023 SCIENCE PARK LOGISTICS ESG Report

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About this Report

In accordance with the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE/TPEx Listed Companies," the 2023 report of Science Park Logistics Co., Ltd. (hereinafter referred to in this Report as "Science Park Logistics," "the Company," or "we") is the third Sustainability Report issued by Science Park Logistics Co., Ltd. Through the issuance of this Report, the Company transparently discloses its sustainable actions and performance execution in the three major aspects of environmental, social, and corporate governance, allowing stakeholders to understand the Company's efforts in sustainable corporate development and social responsibility practices, as well as its determination for continuous improvement.

Editing Principles

The framework of this Report follows the Universal Standards 2021 announced in 2021 by the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) as the reference basis for information disclosure and corresponds to the Task Force on Climate-related Financial Disclosures (TCFD) framework to demonstrate corporate sustainability efforts. Although this Report has not received external assurance, the Company ensures the accuracy of all financial, environmental, and social information contained herein through a rigorous internal control and audit mechanism.

For the GRI Standards indicator comparison index of this Report, please refer to Appendix I, and for the correspondence to the SASB standards, please refer to Appendix II.

Scope and Source

The disclosure scope of this Report primarily comprises the Tainan Head Office and the Hsinchu Science Park Branch, excluding subsidiaries without operational control. The scope of the disclosed data and information is consistent with the Annual Report (January 1 to December 31, 2023) and presents the sustainable development topics of greatest concern to stakeholders. The Report is divided into three aspects: economic, social, and environmental.

The data and information in this Report are provided by the various departments of the Company, compiled and edited by the ESG Promotion Team, reviewed and revised by the supervisors of the ESG Promotion Team, and then, following administrative procedures, submitted to the Chairperson of the Board for review before being finalized for publication.

As for the financial data sources, they are derived from the Annual Financial Report certified by an accountant (Deloitte Taiwan) and are calculated in New Taiwan dollars (NT$). In addition, performance related to environmental protection, safety, and health is presented using internationally accepted indicators. Some data are quoted from information publicly released on government agency websites and are presented in commonly used numerical formats. Should there be any estimations, they will be noted in the relevant chapters.

Major Operational Changes

The Company activated its second Tainan Branch Logistics Center in 2023 to expand the warehousing service area and meet customer needs, while introducing a greenhouse gas (GHG) inventory to clarify carbon emissions status and facilitate the formulation of subsequent improvement plans. Please refer to each relevant chapter for detailed estimates. Any restatement of certain data in this Report will also be explained in the text.

Report Issuance Date

This is the third Sustainability Report compiled by Science Park Logistics Co., Ltd., primarily containing information for 2023 (January 1 to December 31, 2023). For completeness, some data also trace back to before January 1, 2023, and after December 31, 2023.

- Previous Issuance Date: November 2023.
- Current Issuance Date: December 2024.
- Next Issuance Date: September 2025.

Contact Information

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A Word from the Chairperson

Driven by the global ESG trend, Science Park Logistics continues to firmly uphold environmental protection, social responsibility, and corporate governance as the core pillars for promoting the Company's long-term, sustainable development. We deeply understand that success is reflected not just in financial performance, but also in the benefits stemming from our commitment to and realization of environmental protection, social responsibility, and corporate governance.

Over the past year, we have implemented a series of measures and programs focused on carbon reduction, energy conservation, green energy, and social welfare. We regularly upgrade energy-saving equipment to improve green energy efficiency and reduce our carbon footprint. In terms of social responsibility, we not only care about the well-being of our employees but also actively participate in community activities, promote educational and charitable endeavors, and provide support to disadvantaged groups wherever possible. By adhering to the principles of transparency and integrity, we ensure that every aspect of our operations upholds the highest ethical standards. We firmly believe that only under a robust governance framework can a business realize sustained and healthy development. Moreover, we actively pursue innovation, applying automated tools to supplement traditional labor and continuously expanding into new markets to enhance competitiveness.

Looking ahead, Science Park Logistics will be even more proactive in advancing ESG concepts and incorporating them into our everyday operations, continuously innovating and optimizing all aspects of our logistics processes to meet customer needs. Concurrently, we will strengthen collaboration with all stakeholders for mutual growth and success, ensuring that the Company continues to play an indispensable role in high-tech industry logistics and moves forward in achieving the goal of corporate sustainable management.

Chairperson **Chen Ruo-lan**

2023 ESG Sustainability Performance

E
Environmental Aspects

In 2023, the Company **had no violations of environmental protection laws and regulations,** and no fines were incurred.

In 2023, electricity consumption **decreased by 0.6%,** while diesel consumption **decreased by 13.39%,** compared with 2022.

In 2023, **no serious waste leakage incidents occurred.**

S
Social Aspects

In 2023, **there were no discrimination cases.**

In 2023, **there were no incidents of forced extended working hours or overtime.**

In 2023, neither the Company nor its suppliers employed child labor, **nor were any young workers engaged in hazardous work.**

In 2023, there were **no occupational disease cases, and no fatal accidents occurred in the workplace.**

In 2023, the Company conducted diverse human rights protection training courses, totaling **69 training hours,** and **398 employees completed the training.**

In 2023, the Company promoted courses on the Gender Equality in Employment Act and on the prevention of and communication regarding unlawful workplace infringements; the employee completion rate reached **100%.**

The 2023 turnover rate **decreased by 9.28%** compared to 2022.

G
Governance Aspects

In 2023, the Company **was not subject to any major fines or compensation due to violations of laws and regulations.**

In accordance with the Code of Integrity Management and the Employee Code of Conduct, a specific whistleblowing system has been established. So far, **no whistleb lowing cases have been filed** by employees.

In 2023, the Company received **no complaints regarding infringement of customer privacy or loss of customer data.**

Compared to 2022, the Company's net profit after tax in 2023 increased by **12%.**

In 2023, the Company's average customer satisfaction score reached **95.4 points.**

In 2023, the Company passed the ISO 27001 certification renewal assessment, with **no information security attacks causing financial losses.**

In 2023, **no corruption incidents or political donations occurred.**

The Company places great importance on gender equality in the composition of its Board of Directors. Of its seven directors, four are female, accounting for **57%.**

1. Sustainable Management

1.1 Sustainability Strategy
1.2 Identification and Communication with Stakeholders
1.3 Identification of Material Topics

1.1 Sustainability Strategy

In 2023, Science Park Logistics implemented ESG-related issues based on the organizational divisions of labor, compiled and edited by the ESG Promotion Team. After review and revisions by the respective supervisors of the ESG Promotion Team, together with rigorous internal controls and audit mechanisms to ensure the accuracy of financial, environmental, and social information in this Report, it was ultimately presented via administrative procedures to the Chairperson for review and finalized for publication. We firmly believe that this Report will serve as a vital reference in our pursuit of sustainable development goals and underscore our unwavering commitment to sustainable operations.

1.2 Identification and Communication with Stakeholders

In determining its stakeholders, the Company referred to the GRI Standards, which list stakeholders that may include business partners, social welfare organizations, consumers, customers, employees and other workers, government agencies, local communities, non-governmental organizations, shareholders and other investors, suppliers, public associations, disadvantaged groups, financial institutions, academic institutions, etc. We also referred to our industry peers and the stakeholders identified in our 2022 Report. Subsequently, in consultation with external experts, we evaluated the actual negative impacts, potential negative impacts, actual positive impacts, and potential positive impacts of the Company on each stakeholder, and discussed these evaluations with the Company's senior management. Those stakeholders with an overall score of more than 10 points were identified as the Company's important stakeholders for 2023.

After discussions with external scholars and experts, five categories of stakeholders emerged: Employees and Other Workers, Government Authorities, Suppliers/Contractors, Customers, and Shareholders/Investors/Financial Institutions.

The Company employs diverse mechanisms to interact and communicate with stakeholders, such as the Supplier Questionnaire, Customer Satisfaction Survey, and Shareholders' Meetings. We are committed to establishing various communication channels and platforms, encouraging stakeholders to express their needs and questions in order to foster effective interaction, mutual understanding, and trust. Through multiple channels of communication, we aim to understand the needs of stakeholders, their expectations of the Company, and the issues of concern related to sustainable development. In addition to providing immediate responses, the Company also uses these as references for promoting its Corporate Social Responsibility and sustainability development plans.

The communication channels and frequencies for each stakeholder are summarized in the table below:

Stakeholder Communication Channels

Stakeholders	Significance to the Company	Communication Channels	Frequency	Communication Effectiveness
Employees and Other Workers	Employees form the backbone of the Company's sustainability and are the driving force behind our continued growth.	■ Meetings ■ Training platform ■ e-mail ■ Dedicated phone line ■ Labor-management meetings	■ Quarterly ■ Weekly ■ Real-time ■ Ad hoc ■ Regular	1. Make flexible adjustments based on individual employees' job needs, performance evaluations, and career development requirements, and continuously refine job content. 2. The Company strives to promote labor-management communication and cooperation. In 2023, four labor-management communication meetings were held. 3. Established an Occupational Safety and Health Committee and obtained ISO 45001 certification, implementing safety and health measures. Dedicated to providing employees with a safe and healthy workplace; four meetings per year, achieving a 100% completion rate. 4. In accordance with the annual training plan, relevant courses are provided, with a 100% course completion rate.
Government Agencies	Government agencies provide key policy directions for the Company's development. Complying with and responding to government regulations are basic principles of corporate operations.	■ Meetings ■ Phone calls, emails ■ Questionnaires ■ Visits, official documents	■ Ad hoc	1. Bureau of Labor Insurance: Confirm compliance with the Company's labor insurance, employment insurance, labor pension coverage, and benefit applications. 2. National Health Insurance Administration: Ensure compliance with the Company's health insurance coverage and supplementary insurance fee declarations. 3. Environmental Protection Bureau: Confirm lawful storage of the Company's toxic chemical substances. 4. Fire Department: Confirm that the Company's storage of public hazardous materials is legally compliant, with annual filings completed in accordance with the law. 5. Management Bureau: Verify the legality of all operations within the Company. 6. Motor Vehicles Office: Confirm that all of the Company's transportation services comply with laws and regulations. 7. Customs: Ensure all customs clearance services provided by the Company adhere to regulations. 8. National Taxation Bureau: Correctly declare and pay all applicable taxes.

Stakeholders	Significance to the Company	Communication Channels	Frequency	Communication Effectiveness
Suppliers/ Contractors	1. Most of our transportation and warehousing services rely on the stable support of numerous suppliers. 2. Ensuring the quality and efficiency of outsourced information asset services while meeting the security requirements of internal processes.	■ Meetings, phone calls, emails, visits, on-site presence, fax, Line instant messaging software, training sessions ■ Regular evaluation forms for outsourced vendors ■ New supplier evaluation forms ■ Supplier assessment forms	■ Ad hoc ■ Annually	1. The Company has dedicated personnel responsible for supplier management. 2. Regularly review and assess supplier service quality; items not meeting standards are subject to improvement. 3. Adhere to ISO quality management systems, utilize Line instant messaging for communication, and promote service quality through training to meet customer needs. 4. In 2023, the Company assessed 142 suppliers, with no suppliers deemed unqualified during the reporting period. 5. Conduct regular supervision and audits of information suppliers; evaluate the performance of outsourced vendors using "Regular Evaluation Forms for Outsourced Vendors" based on contract requirements, and request improvements if standards are not met. 6. Host annual supplier conferences.
Customers	Customer satisfaction is the key mission for business development.	■ Business visits, meetings, phone calls, emails ■ Customer satisfaction surveys	■ Ad hoc ■ Annually ■ Real-time	1. The Company has a dedicated department to provide customer service. 2. Fully understand customer needs and accomplish assigned tasks. Conduct annual customer satisfaction surveys to achieve customer satisfaction, and propose improvement plans and recommendations for unmet goals. 3. In 2023, the Company achieved an average customer satisfaction score of 95.4.
Shareholders/ Investors/ Financial Institutions	1. Shareholders are holders of SPL stock, and we are accountable to them. 2. Investors seek returns on their investments and are concerned with our company's performance and growth prospects. 3. Financial institutions are our creditors or providers of financial services.	■ Board of Directors ■ Shareholders' meetings ■ Market Observation Post System	■ Quarterly ■ Annually ■ Monthly	1. The Company has a dedicated department to provide customer service. 2. Fully understand customer needs and accomplish assigned tasks. Conduct annual customer satisfaction surveys to achieve customer satisfaction, and propose improvement plans and recommendations for unmet goals. 3. In 2023, the Company achieved an average customer satisfaction score of 95.4.

1.3 Identification of Material Topics

Material Topic Identification Process

Through the material topic identification process, the company aims to analyze issues that significantly impact business operations, relationships, and sustainable development, thereby identifying the material topics for 2023. Under GRI 3: Material Topics Management, this process effectively addresses issues of concern to stakeholders. To ensure the information disclosed in the sustainability report meets stakeholder needs, we follow four key steps:

1. Understanding the organizational context
2. Identifying actual and potential impacts of sustainability issues
3. Assessing the significance of the impacts
4. Disclosing and reporting sustainability issues These steps guide the determination of the material sustainability topics.

1 **Understanding the Organizational Context**	Referencing the topic standards in the GRI Standards published by the Global Reporting Initiative (GRI), as well as the Sustainability Accounting Standards Board (SASB) guidelines, we compiled **36 topic** options.
2 **Identifying Actual and Potential Impacts of Sustainability Issues**	Company representatives, department heads, and external experts scored the company's actual or potential negative impacts and positive effects on economic, environmental, and social (people and human rights) aspects for each sustainability issue. The scores for actual negative impacts, potential negative impacts, actual positive impacts, and potential positive impacts were aggregated for each topic, and topics with a total score exceeding 30 points were identified.
3 **Assessing the Significance of the Impacts**	After discussions among company representatives, department heads, and stakeholders, external experts were consulted in meetings. Based on past operational experience, the significance and likelihood of the impact of these topics were assessed. Ultimately, **13 topics** were selected as the company's material topics for this report.
4 **Disclosing and Reporting Sustainability Issues**	The analysis results for the material topics were evaluated comprehensively by external experts in collaboration with the respective departments of the group based on the nature of the topics. Thirteen topics were finalized as the material topics for this report, with management approaches for these topics disclosed across various chapters of the report.

Material Topic Identification Results

The company's 2023 Sustainability Report identifies 13 material topics. Compared to 2022, certain material topics such as "Emissions" and "Energy" have been newly added this year in alignment with the SASB standards. This adjustment reflects our commitment to supporting the government's 2050 Net-Zero Carbon Emission Policy and fulfilling our responsibilities toward environmental protection and corporate sustainable development.

Material Topic Identification Results

Material Topics			
1. Air Pollution	2. Information Security	3. Economic Performance	4. Risk Management
5. Occupational Health and Safety	6. Labor and Employment Relations	7. Customer Service Management	8. Training and Education
9. Anti-Corruption	10. Ethical Business Practices	11. Customer Health and Safety	12. Emissions
13. Energy			

Other Topics			
14. Waste	15. Materials	16. Supplier Social Assessment	17. Water and Effluent
18. Forced or Compulsory Labor	19. Local Communities	20. Anti-Competitive Behavior	21. Marketing and Labeling
22. Employee Diversity and Equal Opportunity	23. Procurement Practices	24. Customer Privacy	25. Supplier Environmental Assessment
26. Public Policy	27. Child Labor	28. Labor Relations	29. Indirect Economic Impacts
30. Indigenous Rights	31. Non-Discrimination	32. Security Practices	33. Freedom of Association and Collective Bargaining
34. Tax	35. Market Presence	36. Biodiversity	

13 Major Topics and Management Guidelines Based on the Material Topic Identification Results:

Major Topic	Policy or Commitment Related to the Topic	Description of Impact	Primary Affected Stakeholders	Management Policy
Air Pollution (Custom Topic)	The company engages in customs clearance, cargo transportation, and warehousing services, primarily serving high-tech clients. The main areas of operation are within the science parks. These parks are committed to environmental protection. Failure to address air pollution issues may result in restricted access to client facilities, leading to potential client loss.	**Positive Impacts:** ■ Innovation Driven: Promotes innovation in clean technologies and green sciences, fostering industrial upgrades. ■ Market Opportunities: Expands business opportunities in the environmental protection industry and green consumption markets. **Negative Impacts:** ■ Health Issues: Leads to respiratory diseases, cardiovascular conditions, and other health problems, increasing medical costs. ■ Environmental Damage: Acid rain and smog damage ecosystems, affecting crops and biodiversity. ■ Social Impact: Erodes trust in governments and businesses, reduces quality of life, and could lead to population migration.	Causing: Science Park Logistics Facilitating: Employees and Other Workers Government Authorities (Environmental Protection Bureau) Suppliers/Contractors Directly Related: Clients Shareholders/Investors/ Financial Institutions	4. Sustainable Environmental Management
Information Security (Custom Topic)	The quality policy of Science Park Logistics is "Compliance, Safety, Innovation, Customer Satisfaction." To ensure the normal, secure, and stable operation of information systems, the company regulates the overall operation of its information security management system to comply with legal regulations, supervisory authorities, contract requirements, and international information security management standards. The company has obtained certifications such as ISO 27001, AEO supply chain security certification, and passed multiple external information security audits, including those conducted by customers and accountants.	**Positive Impacts:** ■ Business Protection: Effective information security measures protect the company's confidential data and intellectual property, ensuring business continuity. ■ Trust Building: Enhances customer and partner trust, bolstering the company's reputation. ■ Risk Management: Reduces risks of data breaches and cyberattacks, minimizing potential legal and financial losses. **Negative Impacts:** ■ Increased Costs: High expenses associated with implementing and maintaining information security systems and safeguards place financial pressure on the company. ■ Operational Impact: Strict security measures may affect the efficiency and flexibility of business processes.	Causing: Science Park Logistics Facilitating: Government Authorities (Regulatory Bureau) Directly Related: Employees and Other Workers Clients Shareholders/Investors/ Financial Institutions	3. Sustainable Value Chain

Major Topic	Policy or Commitment Related to the Topic	Description of Impact	Primary Affected Stakeholders	Management Policy
Economic Performance (GRI 201)	With a vision of sustainable development, the company aims to establish a long-term and stable profit structure for employees and shareholders while continually expanding its business footprint to become the most competitive enterprise.	**Positive Impacts:** ■ Profit Growth: Strong economic performance increases profitability and attracts more investors. ■ Market Expansion: Stable economic performance enhances market competitiveness, driving business growth and market expansion. **Negative Impacts:** ■ Operational Risks: Poor economic performance may lead to financial shortages, affecting daily operations and employee morale. ■ Competitive Pressure: Continuous economic growth pressure may result in excessive competition, incr	Causing: Science Park Logistics Facilitating: Government Authorities (Customs/Tax Bureau) Directly Related: Shareholders/ Investors/Financial Institutions	2. Sustainable Governance and Operations
Risk Management (Custom Topic)	Risk management, system management, and regulatory compliance are critical cornerstones of the company's daily operations and essential for achieving sustainable development goals and effectively reducing operational risks. Science Park Logistics understands that inadequate risk management could lead to significant impacts such as customer loss and revenue decline. Therefore, the company is committed to effective risk control to lower cost risks, enhance corporate image, and establish a safe and healthy working environment. Risk management is carried out in accordance with the Occupational Safety and Health Act and related regulations. Failure to implement these measures may result in regulatory penalties. Responsible risk management not only reduces cost risks but also ensures operational stability and competitiveness while improving safety and health performance.	**Positive Impacts:** ■ Enhanced Stability: Effective risk management improves operational stability and reduces unexpected losses. ■ Cost Reduction: Preventing and controlling risks lowers potential losses and related costs. ■ Customer Trust: Strong risk management enhances customer trust, bolstering corporate reputation and competitiveness. **Negative Impacts:** ■ High Initial Costs: Implementing risk management systems and training requires significant initial investments, adding short-term financial pressure. ■ Business Disruption: The risk management process may temporarily affect business operations, reducing short-term revenue. ■ Execution Challenges: Incomplete implementation of risk management measures may fail to adequately control potential risks, affecting long-term corporate development.	Causing: Science Park Logistics Facilitating: Government Authorities (Environmental Protection Bureau, Fire Department), Suppliers/ Contractors, Shareholders/ Investors/Financial Institutions Directly Related: Employees and Other Workers, Customers	2. Sustainable Governance and Operations

Major Topic	Policy or Commitment Related to the Topic	Description of Impact	Primary Affected Stakeholders	Management Policy
Occupational Safety and Health (GRI 403)	Management of occupational safety and health must comply with relevant regulations of the Occupational Safety and Health Act. Failure to implement such management may result in regulatory penalties. The company regularly conducts workplace environment inspections and audits, manages industrial safety and health-related tasks per company regulations, prevents occupational hazards, and guides relevant units in implementing related plans to mitigate employee occupational risks. Responsible occupational safety and health management can reduce cost risks, establish a healthy and safe working environment, and enhance competitiveness in sustainability topics.	**Positive Impacts:** ■ Employee Health Protection: Effective occupational safety and health measures can reduce workplace accidents and occupational disease incidence, protecting employees' health and safety. ■ Increased Productivity: A safe work environment minimizes interruptions and absenteeism, boosting efficiency and productivity to benefit corporate operations and development. ■ Legal Compliance: Adhering to occupational safety and health laws and standards avoids legal liabilities and penalties, safeguarding the company's reputation and image. **Negative Impacts:** ■ Increased Costs: Implementing occupational safety and health measures requires financial and human resource investments, increasing the company's cost burden. ■ Reduced Production Efficiency: Certain occupational safety and health regulations may limit specific work methods or processes, potentially reducing production efficiency and delaying schedules. ■ Employee Resistance: Overly strict safety regulations may lead to employee resistance, affecting workplace morale and teamwork.	Causing: Science Park Logistics Facilitating: Suppliers/ Contractors Directly Related: Customers, Employees, and Other Workers	5. Happy Workplace

Major Topic	Policy or Commitment Related to the Topic	Description of Impact	Primary Affected Stakeholders	Management Policy
Employment (GRI 401)	Labor and employment relations are among the key factors for successful business operations. Science Park Logistics firmly believes that employees are vital assets to the company. In the face of rapid economic growth and structural environmental changes in the industry, the importance of labor and employment relations to the enterprise is increasingly evident.	**Positive Impacts:** ■ Increased Employee Satisfaction: Positive labor and employment relations enhance employee satisfaction and loyalty, reducing turnover rates. ■ Enhanced Productivity: A harmonious work environment fosters employee collaboration and productivity, improving company efficiency. ■ Talent Attraction: Constructive labor and employment relations help attract and retain top talent, boosting corporate competitiveness. **Negative Impacts:** ■ Labor Disputes: Poor handling of labor and employment relations may lead to labor disputes, affecting operations and reputation. ■ Increased Costs: Improving labor and employment relations may require higher spending on employee benefits and training, raising operational costs. ■ Workplace Stress: Addressing labor and employment issues could increase pressure and friction between management and employees.	Causing: Science Park Logistics Facilitating: Government Agencies, Suppliers/Contractors Directly Related: Employees and Other Workers	5. Happy Workplace
Customer Service Management (Custom Topic)	To enhance customer satisfaction and loyalty, inadequate customer service management could result in a decline in customer satisfaction and loyalty, ultimately impacting the company's sustainable operations.	**Positive Impacts:** ■ mproved Customer Satisfaction: High-quality customer service management enhances satisfaction and loyalty, encouraging repeat purchases and referrals. ■ Strengthened Corporate Reputation: Effective customer service management improves the company's market reputation and brand image. ■ Promotes Business Growth: Addressing customer issues and needs effectively fosters business growth and market expansion. **Negative Impacts:** ■ Increased Operating Costs: Providing high-quality customer service may require additional investments in manpower, technology, and training, raising operational costs. ■ Increased Employee Stress: High customer service standards may lead to greater employee stress, affecting productivity and morale. ■ Resource Allocation Challenges: Excessive focus on customer service may lead to uneven resource distribution, impacting other business areas.	Causing: Science Park Logistics Facilitating: Employees and other workers, Government Regulatory Authorities (Motor Vehicles Office), Suppliers/ Contractors Directly Related: Customers	3. Sustainable Value Chain

Major Topic	Policy or Commitment Related to the Topic	Description of Impact	Primary Affected Stakeholders	Management Policy
Training and Education (GRI 404)	Science Park Logistics emphasizes professional logistics services for the high-tech industry. To maintain a competitive edge in international logistics, talent training forms the foundation for the company's growth and enhancement. Beyond focusing on training quality, the company is committed to establishing a sustainable education and training mechanism, which includes planning, design, implementation, audits, and outcome evaluations. This aims to equip employees with the competencies needed for career advancement, thereby enhancing competitiveness. Without implementing training plans, employees risk losing opportunities to update their professional knowledge and skills, which could increase their substitutability.	**Economic Aspects** ■ Actual Positive Impacts: Ongoing employee training strengthens professional skills and maintains certification validity, optimizing and upgrading company operations while enhancing competitiveness. ■ Potential Positive Impacts: Systematic training mechanisms can identify and cultivate high-potential employees, reducing staff turnover and recruitment costs. Continuous skill enhancement fosters innovation and improvements, elevating the quality of products and services. ■ Actual Negative Impacts: Implementing training programs requires financial and time investment, potentially increasing operational costs in the short term. ■ Potential Negative Impacts: Unequal allocation of training resources or ineffective training outcomes may cause dissatisfaction among employees, impacting morale. Failure to update training content regularly could result in a skills gap, reducing competitiveness. **Environmental Aspects** ■ Actual Positive Impacts: Training enhances employees' awareness of environmental protection and sustainability, promoting the implementation of internal environmental measures. ■ Potential Positive Impacts: Encouraging employees to participate in environmental training and activities increases the company's contribution to environmental protection and improves its image. ■ Actual Negative Impacts: Training activities may consume energy and resources, increasing the company's carbon footprint. ■ Potential Negative Impacts: Large-scale physical training sessions could impose additional environmental burdens, such as paper usage and transportation emissions.	Causing: Science Park Logistics Facilitating: Government Regulatory Authorities, Suppliers/Contractors Directly Related: Employees and other workers, Suppliers/ Contractors	5. Happy Workplace

Major Topic	Policy or Commitment Related to the Topic	Description of Impact	Primary Affected Stakeholders	Management Policy
Training and Education (GRI 404)		**Social Aspects (People/Human Rights)** ■ Actual Positive Impacts: Providing diverse training opportunities allows employees to gain new knowledge, enhance self-improvement, and develop skills through professional training, contributing to personal growth and career development while improving satisfaction and loyalty. ■ Potential Positive Impacts: Systematic training plans and evaluation mechanisms help identify employees' development needs, fostering mutual growth for employees and the company. ■ Actual Negative Impacts: Frequent adjustments to training plans may increase employee stress and workload, disrupting work-life balance. ■ Potential Negative Impacts: Insufficient training resources might fail to meet all employees' development needs, potentially affecting internal harmony and stability.		

Major Topic	Policy or Commitment Related to the Topic	Description of Impact	Primary Affected Stakeholders	Management Policy
Anti-Corruption (GRI 205)	Anti-corruption is a globally significant issue, and our country is committed to advocating for a clean government. Science Park Logistics promotes a culture of corporate integrity to prevent bribery and fraud.	**Economic Aspects** ■ Actual Positive Impact: Effective anti-corruption measures prevent fraud risks, reduce financial losses caused by corruption cases, maintain financial stability and growth, and enhance investor and customer confidence. ■ Potential Positive Impact: Establishing a strong anti-corruption reputation and fostering a positive corporate culture and image attract compliance- and ethics-oriented investors and customers, thereby improving market competitiveness and economic benefits. ■ Actual Negative Impact: If employees and suppliers lack awareness of anti-corruption, failure to promptly activate management mechanisms during fraud cases may result in financial or reputational losses, severely damaging the company's goodwill and potentially violating laws. ■ Potential Negative Impact: Major corruption cases may lead to hefty fines and legal actions, significantly harming the company's economic interests, market reputation, and even its sustainability. **Social Aspects (People/Human Rights)** ■ Actual Positive Impact: Anti-corruption measures protect the rights of employees and suppliers, create a fair and transparent work and transaction environment, enhance employee satisfaction and loyalty, and promote harmonious labor relations. ■ Potential Positive Impact: A strong anti-corruption image enhances the company's societal reputation, increases public trust, and attracts talented individuals and reliable partners. ■ Actual Negative Impact: Inadequate anti-corruption measures may erode trust among employees and suppliers, affecting labor relations and supply chain stability. ■ Potential Negative Impact: A corruption scandal could trigger negative media and public attention, severely damaging the company's social image and credibility, thereby impacting corporate social responsibility and sustainable development.	Causing: Science Park Logistics Facilitating: Government Regulatory Authorities (Management Bureau), Suppliers and Contractors Directly Related: Shareholders/ Investors/Financial Institutions, Employees and other workers	2. Sustainable Governance and Operations

Major Topic	Policy or Commitment Related to the Topic	Description of Impact	Primary Affected Stakeholders	Management Policy
Integrity Management (Customized Topic)	Corporate sustainable development has become a market trend, emphasizing an ethical corporate culture and a robust corporate governance mechanism. Adhering to laws and regulations establishes a solid foundation for sustainable corporate operations, facilitating stable growth.	**Economic Aspects** ■ Actual Positive Impacts: Integrity Management reduces operational risks, ensures legal compliance to avoid financial risks, maintains market reputation, and boosts investor confidence, aiding stable growth and long-term development. ■ Potential Positive Impacts: Ethical management can sustain stakeholder trust, including shareholders, regulatory authorities, customers, and employees, attracting more investors and customers, increasing market share, and improving economic benefits. A positive ethical image helps minimize legal disputes and associated costs. ■ Actual Negative Impacts: Initial implementation of ethical management may incur higher costs for establishing and maintaining compliance and internal control mechanisms, potentially reducing profits. ■ Potential Negative Impacts: Ineffective ethical management policies could result in financial or reputational losses and possible legal violations, impacting business continuity and market credibility. **Environmental Aspects** ■ Actual Positive Impacts: Integrity Management ensures compliance with environmental regulations, reducing pollution and resource waste, enhancing the company's reputation in environmental protection, and contributing to sustainability efforts. ■ Actual Negative Impacts: Failure to adhere to environmental regulations may lead to pollution incidents, damaging local ecosystems and environmental reputation. ■ Potential Negative Impacts: If ethical management is not effectively implemented, environmental commitments may become superficial, undermining credibility and environmental protection efforts.	Causing: Science Park Logistics Facilitating: Government Regulatory Authorities (Management Bureau), Suppliers and Contractors Directly Related: Shareholders/ Investors/Financial Institutions, Employees and other workers	2. Sustainable Governance and Operations

Major Topic	Policy or Commitment Related to the Topic	Description of Impact	Primary Affected Stakeholders	Management Policy
Integrity Management (Customized Topic)		**Social Aspects (People/Human Rights)** ■ Actual Positive Impacts: Integrity Management policies safeguard employee rights, enhance human rights protections, reduce inequality/discrimination, and improve workplace transparency and fairness, increasing employee satisfaction and loyalty while fostering harmonious labor relations. ■ Potential Positive Impacts: Ethical management promotes societal trust and support, improving the company's positive image within the community and society, contributing to social stability and sustainable development. ■ Actual Negative Impacts: Ineffectively implemented ethical policies may lead to employee dissatisfaction and labor disputes, disrupting internal stability and productivity. ■ Potential Negative Impacts: Significant issues in Integrity Management could result in a loss of societal trust, negative media coverage, and harm to corporate image and social responsibility.		
Customer Health and Safety (GRI 416)	To achieve the goals of sustainable development and effectively reduce operational risks, customer health and safety are integral to daily operations and a critical foundation for the Company's business activities. Proper management of customer health and safety can reduce costs and risks while creating a healthy and safe operational environment, enhancing competitiveness in sustainability-related topics.	**Positive Impacts:** ■ Increased Customer Satisfaction: Ensuring customer health and safety enhances trust and satisfaction. ■ Enhanced Corporate Reputation: Strong health and safety management improves brand image and reputation, attracting more customers. ■ Reduced Legal Risks: Compliance with relevant health and safety regulations minimizes legal risks and liabilities. **Negative Impacts:** ■ Potential Litigation Risks: Injuries to customers within the organization may lead to lawsuits and compensation claims, increasing legal burdens. ■ Damage to Corporate Reputation: Any incidents related to customer health and safety can harm the company's reputation and brand, affecting long-term development. ■ Increased Operational Costs: Ensuring customer health and safety may require additional investments in supervision, training, and equipment, increasing operational expenses.	Causing: Science Park Logistics Facilitating: Employees and other workers, Government Regulatory Authorities (Environmental Protection Bureau), Suppliers/Contractors Directly Related: Customers	2. Sustainable Governance and Operations

Major Topic	Policy or Commitment Related to the Topic	Description of Impact	Primary Affected Stakeholders	Management Policy
Emissions (GRI 305)	To ensure regulatory compliance and protect the environment, the Company strictly controls emissions. Non-compliance with wastewater quality standards could result in fines and environmental contamination, endangering ecosystems and community health. Therefore, we have implemented a range of measures to effectively manage emissions, ensuring compliance with environmental standards and minimizing negative environmental impacts. In promoting circular economy and environmental protection, we progressively adopt reusable packaging materials and recycled resources to reduce waste generation, contributing to a circular economy and demonstrating our commitment to the planet. Additionally, to safeguard air quality, all our transport vehicles meet Phase IV or higher environmental standards and undergo annual emissions inspections by the Environmental Protection Agency, thereby reducing sources of air pollution and ensuring a cleaner air environment. Given the direct impact of emissions on environmental health and regulatory compliance, establishing emissions as a material topic enables the Company to maintain compliance while fulfilling environmental responsibilities and advancing sustainable development.	**Positive Impacts:** ■ Environmental Protection: Reducing harmful emissions decreases pollution of air, water, and soil, contributing to the preservation of ecosystems and natural resources. ■ Health Promotion: Minimizing harmful emissions reduces health problems caused by air and water pollution, improving quality of life and public health. ■ Regulatory Compliance: Meeting emissions standards and regulations minimizes legal risks and fines, safeguarding corporate reputation and operational stability. **Negative Impacts:** ■ Environmental Damage: Excessive emissions can severely pollute and degrade surrounding environments, disrupting ecological balance and biodiversity. ■ Health Hazards: Harmful emissions pose significant risks to human health, including respiratory and skin diseases, increasing public health risks and medical costs. ■ Legal Liabilities: Non-compliance with emissions standards and regulations may result in fines and lawsuits, leading to financial losses and legal risks for the Company.	Causing: Science Park Logistics Facilitating: Employees and other workers, Government Regulatory Authorities (Environmental Protection Bureau), Suppliers/Contractors Directly Related: Shareholders/ Investors/Financial Institutions, Customers	2. Sustainable Governance and Operations

Major Topic	Policy or Commitment Related to the Topic	Description of Impact	Primary Affected Stakeholders	Management Policy
Energy (GRI 302)	Based on stakeholder communication regarding relevance and impact analysis, the topic of energy is particularly significant for the Company. Failure to manage greenhouse gas emissions and energy consumption may result in regulatory penalties in the future. Responsible energy management reduces costs and enhances product competitiveness on sustainability issues. After analyzing stakeholder communication concerns and the degree of impact, the topic of energy is relatively important to the Company. In response to the government's 2050 net-zero carbon emissions policy and to fulfill our commitments to environmental protection and corporate sustainable development, responsible energy management can reduce the Company's cost risks and enhance the competitiveness of our products on sustainability issues.	**Positive Impacts:** ■ Economic Development: Sufficient energy supply drives economic growth and industrial production, fostering job creation and increasing national revenue. ■ Convenience of Life: Stable energy supply ensures convenience in daily life, supporting transportation, housing, and commercial activities. ■ Technological Innovation: Investment in the energy sector encourages the development and application of new technologies, advancing technological progress and industrial upgrades. **Negative Impacts:** ■ Environmental Pollution: Energy extraction, production, and usage generate significant pollutants and greenhouse gases, causing severe damage to air, water, and soil. ■ Climate Change: Improper and excessive energy use increases greenhouse gas emissions, exacerbating global climate change and extreme weather events, threatening ecosystems and human societies. ■ Energy Conflicts: Unequal distribution and competition for energy resources may lead to regional and global conflicts, destabilizing regions and straining international relations.	Causing: Science Park Logistics Facilitating: Employees and other workers, Government Regulatory Authorities (Environmental Protection Bureau), Suppliers/Contractors Directly Related: Shareholders/ Investors/Financial Institutions, Customers	4. Sustainable Environmental Management

Explanation of Key Impacted Stakeholders:

1. Causing: The Company's actions or inactions may directly result in negative impacts.
2. Facilitating: The organization's activities lead to, promote, or induce the emergence and recognition of material topics.
3. Directly Related (Impacts): These impacts affect related stakeholders in an immediate manner.

2. Sustainable Governance Operations

2.1 Management Policies
2.2 Introduction to Science Park Logistics
2.3 Governance Strategy
2.4 Operating Results and Performance
2.5 Compliance with Regulations
2.6 Climate Change Financial Risks

2.1 Management Policies

Material Topic: Integrity Management

Main Motivation

Sustainable corporate development has become a market mainstream. A culture of integrity and a comprehensive corporate governance mechanism that strictly adheres to laws and regulations are fundamental to achieving sustainability and ensuring stable company growth.

Influence and Impact

Economic Aspects

1. Actual Positive Impact: Integrity management reduces operational risks, ensures compliance with laws and regulations, and avoids financial risks, thereby maintaining the Company's market reputation and investor confidence. It supports stable growth and long-term development.
2. Potential Positive Impact: Integrity management sustains stakeholder trust, including shareholders, regulators, customers, and employees, attracting more investors and customers and enhancing economic benefits. A good reputation for integrity also reduces legal disputes and related costs.
3. Actual Negative Impact: Initial implementation of integrity management may incur higher costs to establish and maintain compliance and internal control mechanisms, potentially reducing profits.
4. Potential Negative Impact: Failure to effectively implement integrity management policies could result in financial losses, reputational damage, and legal violations, impacting the Company's sustainability and market standing.

Environmental Aspects

1. Actual Positive Impact: Integrity management fosters compliance in environmental operations, reducing pollution and resource wastage, enhancing the Company’s reputation in environmental protection.
2. Actual Negative Impact: Delays in adhering to environmental regulations could lead to pollution incidents, harming local ecosystems and damaging the Company’s environmental reputation.
3. Potential Negative Impact: Lack of effective integrity management could result in superficial environmental commitments, undermining the Company’s credibility and environmental protection efforts.

Social Aspects (People/Human Rights)

1. Actual Positive Impact: Integrity management policies safeguard employee rights, enhance human rights protection, reduce inequality/discrimination, and improve workplace transparency and fairness, boosting employee satisfaction and loyalty and promoting harmonious industrial relations.
2. Potential Positive Impact: Integrity management promotes public trust and support, strengthening the Company's positive image in the community and society, contributing to social stability and sustainable development.
3. Actual Negative Impact: Ineffective implementation of integrity management could lead to employee dissatisfaction and labor disputes, disrupting internal stability and productivity.
4. Potential Negative Impact: Serious integrity management issues could trigger public trust crises, negative media coverage, and damage to the Company’s image and social responsibility.

Policy & Strategy

The Company, adhering to principles of integrity, transparency, and accountability, formulates integrity-based policies, establishes robust corporate governance, and implements risk control mechanisms to create an environment conducive to sustainable development.

Material Topic: Integrity Management

Goals & Objectives	**Short-term Goals** 1. Hold at least one Board of Directors meeting per quarter, with 100% director attendance. **Mid- and Long-term Goals** 1. Conduct annual integrity management training, achieving 100% employee participation. 2. Ensure no integrity violations among management and staff.
Management Evaluation Mechanism	1. Measure by actual director and supervisor attendance rates. 2. Evaluate based on employee training participation rates. 3. Monitor internal and external whistleblowing cases.
Performance and Adjustment	1. In 2023, the Board of Directors' attendance rate reached 100%. 2. In 2023, integrity management courses were conducted on the Company's training platform, achieving a 100% employee participation rate. 3. No internal or external whistleblowing cases were reported in 2023.
Preventive or Remedial Measures	1. Immediate disclosure of disciplinary actions for violations of integrity management policies on the Company's internal website, including personal details, violation date, content, and resolution. 2. Establishment of whistleblowing channels: Complaint Email: personnel @ spl.com.tw Complaint Hotline: (06)511-3511

Material Topic: Economic Performance

Main Motivation	With a vision of sustainable development, the Company aims to establish a long-term and stable profit structure for employees and shareholders, continually expanding its business footprint to become the most competitive enterprise.
Influence and Impact	**Economic Aspects** 1. Actual Positive Impacts: In 2023, Science Park Logistics achieved a 12% growth in post-tax net profit, meeting its stable growth target. This success demonstrates effective operational performance management and shareholder returns, enhancing the Company's market competitiveness and sustainable development capacity. 2. Potential Positive Impacts: Medium- and long-term economic performance growth targets (5-10% steady growth and a 15% cash dividend yield) are likely to attract more investors, boost market valuation, and further strengthen financial stability and long-term competitiveness. 3. Actual Negative Impacts: Failure to meet operational performance targets may result in financial pressure, reducing shareholder returns. 4. Potential Negative Impacts: A sudden deterioration in economic or market conditions without strategic adjustments could hinder the achievement of long-term goals, affecting the Company's sustainability and market position. **Environmental Aspects** 1. Potential Positive Impacts: Stable economic growth could provide funding to promote more green logistics solutions, supporting the Company's transition to sustainable development. 2. Actual Negative Impacts: Overemphasis on economic benefits at the expense of environmental protection could lead to pollution and resource waste, negatively impacting the Company's image and sustainability. 3. Potential Negative Impacts: Inadequate management of the balance between economic growth and environmental protection could trigger external regulatory and social pressures, impacting operations and economic performance. **Social Aspects (People/Human Rights)** 1. Actual Positive Impacts: Stable economic growth enhances employee remuneration and benefits, improving job satisfaction and loyalty, fostering internal harmony and stability. 2. Potential Positive Impacts: Continued economic growth and increased profits enable more resources for social welfare and community development, boosting the Company's social image and reputation. 3. Actual Negative Impacts: Failure to meet economic performance targets may lead to cost-cutting measures, such as layoffs or reduced employee benefits, adversely affecting employee morale and livelihoods.
Policy & Strategy	Achieve annual overall profit targets through proactive operational performance management to meet the expectations of shareholders and stakeholders.
Goals & Objectives	**Short-term Goals:** Meet the annual profit target set by the Board of Directors。 **Medium-term Goal:** Achieve stable annual profit growth of 5-10%. **Long-term Goal:** Maintain a stable and above-average dividend yield, with a target cash dividend yield of 15%.

Material Topic: Economic Performance

Management Evaluation Mechanism	1. Hold regular management meetings to review operational performance. 2. Convene quarterly Board meetings to report on operational performance.
Performance and Adjustment	Compared to 2022, the Company achieved a 12% growth in post-tax net profit for 2023, meeting its stable growth target. The Company will continue to enhance operational capacity in the future.
Preventive or Remedial Measures	If operational performance fails to meet targets, measures such as cost reduction and revenue generation will be implemented to improve profitability.

Material Topic: Risk Management

Main Motivation	Risk management, system management, and regulatory compliance are essential cornerstones of the Company's daily operations. These elements are critical for achieving sustainable development goals and effectively reducing operational risks. Science Park Logistics recognizes that inadequate risk management could result in significant impacts, including customer loss and revenue decline. Therefore, the Company is committed to implementing effective risk controls to reduce costs, enhance its corporate image, and establish a safe and healthy working environment. In accordance with the Occupational Safety and Health Act and relevant regulations, the Company conducts risk management to avoid potential penalties for non-compliance. Responsible risk management not only reduces cost risks but also ensures operational stability and competitiveness, further enhancing performance in safety and health areas.
Influence and Impact	**Economic Aspects** 1. Actual Positive Impacts: Effective risk management minimizes avoidable risks, costs, and losses, enhancing operational stability and competitiveness, ultimately improving overall profitability. Establishing comprehensive risk management measures strengthens operational resilience, safeguards assets, and ensures stability. 2. Potential Positive Impacts : Sound risk management can enhance the Company's image and reputation, attracting more investors and partners, increasing resource and capital inflow. It may also reduce penalties and legal risks associated with regulatory violations, lowering legal compliance costs.

Material Topic: Risk Management

Influence and Impact

3. Actual Negative Impacts :
   The absence of robust risk management mechanisms could result in significant financial and reputational losses. High initial costs for implementing risk management systems, equipment upgrades, and employee training impose short-term financial pressure. Disruptions in critical logistics operations could delay customs clearance and delivery schedules, leading to revenue shortages, diminished customer satisfaction, and damage to the Company's reputation and service quality.
4. Potential Negative Impacts :
   Implementing risk management strategies and processes may temporarily disrupt certain business operations, affecting short-term revenues. Failure to fully implement risk management measures could result in uncontrolled risks, increased legal costs, hindered long-term development, and diminished corporate image.

Compliance Risks	Violations of regulations may result in fines, adversely impacting the Company's reputation. Failure to implement standard operating procedures could lead to customs clearance errors, legal penalties, fines imposed by customs on brokers, or delays in cargo release and delivery.
Occupational Safety and Health Risks	Workplace safety incidents may incur medical expenses and compensation costs, while additional time spent finding replacement staff could lead to decreased productivity.
Information Security Risks	Human errors leading to information leaks could pose security risks and result in financial losses.
Financial Risks	Neglecting to monitor customers' operations and payment conditions may lead to bad debts and other financial issues.

Environmental Aspects

1. Actual Positive Impact: Effective climate change risk management promotes circular economy practices and carbon reduction, mitigating energy-related environmental impacts and fostering sustainable development.
2. Actual Negative Impact: The introduction of new technologies and equipment during risk management processes may lead to the disposal of existing equipment, causing resource waste and potential environmental harm.

Social Aspects (People/Human Rights)

1. Actual Positive Impact: Implementing robust safety risk management, including defensive driving training, reduces employee disability incidents. Offering competitive salaries, benefits, and training opportunities attracts and retains talent, increasing employee satisfaction and loyalty while enhancing human rights protections. Optimizing workflows and introducing automation (e.g., RPA) mitigates risks associated with labor shortages.
2. Potential Positive Impact: Building and maintaining an effective occupational safety risk management framework ensures comprehensive operations and enhances safety management capabilities. Proactively insuring employees against occupational injuries provides financial security for recovery and access to quality medical care, especially for unforeseeable commuting accidents.
3. Actual Negative Impact: Risk management policies may require significant training and education investments, increasing human resource costs and potentially elevating employee workload and stress in the short term.
4. Potential Negative Impact: Poor management or inadequate measures may result in employee dissatisfaction and turnover, undermining team stability. Challenges in labor supply during high-demand periods could disrupt operations, compromising service quality and customer satisfaction.

Material Topic: Risk Management

Policy & Strategy

To effectively manage uncertainties that may threaten the Company's operations, ensuring stable operations and sustainable development, the Company adheres to principles of integrity, transparency, and accountability. It has established integrity-based policies and robust corporate governance and risk control mechanisms, creating an environment conducive to sustainable growth. We uphold a code of conduct and confidentiality agreements to align employee behavior with the Company's core values.

Through a Business Continuity Plan (BCP) and internal management, we are committed to improving service quality to meet customer satisfaction and achieve profitability goals. To this end, we have formulated risk management policies, crisis response policies, procedural rules, and various risk management measures to ensure the Company can effectively address potential risks, achieving the objectives of stable operations and sustainable development.

Goals & Objectives

1. Operational Risks

	Short-Term Goals	Mid-Term Goals	Long-Term Goals
Equipment Malfunctions	onduct regular equipment inspections to prevent potential risks.	1.Replace and upgrade equipment identified as high-risk. 2.Introduce resources to the Company that can reduce energy consumption.	
Customs Declaration System	1. Perform a comprehensive diagnosis of the customs declaration system to identify and address anomalies, implementing urgent repairs as needed. 2. Strengthen and upgrade the customs declaration system to enhance its stability and processing capacity.	Execute tiered certification for operational (OP) and customs personnel to improve their professional competencies.	1. Maintain annual control of service quality targets within standard values, thereby improving customer satisfaction. 2. Collaborate with customers to establish data transfer files, ensuring consistency between documents and declaration content. 3. Innovate technologies to enhance the efficiency and reliability of the customs declaration system. 4. Ensure customs personnel comply with relevant regulations when handling customs-related operations and maintain good relationships with local customs authorities.

Material Topic: Risk Management

Goals & Objectives

2. Information Security Risks

	Short-Term Goals	Mid-Term Goals	Long-Term Goals
Information Security	Align company information security activities and services with internal and external environmental issues, stakeholder needs and expectations, and various information assets. Use risk assessment results as the primary reference for response measures and compliance directions.	Adjust high-risk assets to high-availability strategies, integrating operational process adjustments and innovations to mitigate or transfer risks.	Ensure stable corporate development, enhance customer and employee satisfaction, and strengthen market competitiveness. Create positive impacts on society and the environment while achieving corporate sustainability objectives.

3.Human Resource Risks

	Short-Term Goals	Mid-to-Long-term Goals
Robotic Process Automation (RPA)	1. Achieve a proposal implementation rate of over 70% within one year. 2. Implement RPA software technology to ensure consistency in documents and customs declarations.	Achieve a 100% proposal implementation rate, and encourage user departments to expand the application scenarios of RPA to increase processing volume, replacing manual data entry processes and time, thus reducing operational pressure.

4. Regulatory Compliance Risks

	Short-Term Goals	Mid-to-Long-term Goals
Regulatory Compliance	Conduct annual compliance checks to ensure adherence to regulatory requirements.	Achieve zero instances of legal violations and avoid penalties from regulatory authorities.

5. Financial Risks

	Short-Term Goals	Mid-to-Long-term Goals
Financial Risks	1. Achieve annual budget targets. 2. Reduce long-term account receivable customers.	1. Achieve steady annual revenue growth. 2. Shorten the duration of outstanding accounts receivable from all customers.

Material Topic: Risk Management

Goals & Objectives

6. Occupational Health and Safety Risks (Traffic Accidents, Workplace Health)

	Short-Term Goals	Mid-Term Goals	Long-Term Goals
Traffic Accidents	Reduce non-violation commuting traffic accidents.	Minimize commuting traffic accidents under all conditions.	Achieve zero commuting traffic accidents.
Workplace Health	Promote a healthy workplace environment and maintain the validity of workplace health certifications.	Conduct annual safety and health risk management training, achieving 100% participation from all department employees to strengthen consensus on risk management.	

7. Climate Change Risks

In response to the challenges of climate change under the "climate emergency" scenario, we aim to guide customers toward a low-carbon green economy transition to mitigate climate impacts. To effectively implement sustainability and achieve tangible results, we actively promote related initiatives, establish management strategies and objectives, launch various projects, and conduct performance evaluations. By leveraging external verification to assess performance outcomes, we strive to fulfill the purpose of protecting the Earth's environment.

	Short-Term Goals	Mid-Term Goals	Long-Term Goals
Power Shortages	1. HSP/STSP currently has generators installed to address the risk of power shortages. 2. Assess the feasibility of installing independent electricity meters. 3. Lighting management: Gradually replace traditional lighting with LED energy-saving fixtures to achieve 5% coverage. 4. Adjust air conditioning settings to reduce energy consumption.	1. Gradually install independent electricity meters, review and improve high-energy consumption equipment, and propose solutions. 2. Assess the feasibility of installing energy storage systems. 3. Lighting management: Gradually replace traditional lighting with LED energy-saving fixtures to achieve 25% coverage.	1. Fully install independent electricity meters and review high-energy consumption equipment to achieve a 50% reduction in power usage. 2. Gradually install energy storage systems. 3. Lighting management: Gradually replace traditional lighting with LED energy-saving fixtures to achieve 90% coverage.

Material Topic: Risk Management

Management Evaluation Mechanism

The Company analyzes its internal and external environment and stakeholder concerns to assess the current status and address potential risks and opportunities arising from changes. By taking proactive measures based on risk assessment results, we ensure the effective operation of our management systems.

Operational Risks

1. Document Operation Risks: Use customs declaration operation guidelines, customer satisfaction surveys, and internal anomaly records as evaluation mechanisms, ensuring service quality targets remain within standard values to support smooth operations.
2. System Operation Risks: Coordinate with maintenance personnel to identify fault causes and expected repair times; activate backup systems if repairs cannot be completed within one hour.
3. Customs Data Anomaly Analysis: Collect data on customs anomalies, analyze trends and patterns, and propose improvement measures based on findings.

Compliance Risks

1. Conduct internal audits annually as per ISO 9001 quality management system requirements and hold regular management review meetings.
2. No penalties or sanctions from regulatory authorities.
3. Non-compliance Risks: Conduct regular professional capability assessments for employees to confirm training effectiveness.

Financial Risks

1. Hold regular business meetings to share market dynamics and development trends.
2. Regularly review customer revenues to monitor their operational status.
3. Set targets to adjust current work models, optimize processes, reduce operational costs, and improve efficiency, leveraging digital management for enhanced performance.
4. Hold regular management meetings to share operational cases and policy updates.
5. Regularly evaluate customer operating costs and revenue benefits to adjust resource allocation.

Occupational Health and Safety Risks (Traffic Accidents, Workplace Health)

1. For ISO 45001 and workplace health certifications, annually engage third-party verification companies to assess validity and continuously evaluate PDCA cycle effectiveness.
2. Incorporate into the 2024 Safety and Health Policies, Objectives, and Project Management Overview.

Climate Change Risks

1. Power Shortage Risks: Review historical electricity bills to confirm power reduction rates.
2. Lighting Management (LED) Efficiency: Evaluate the annual replacement coverage rate based on the annual lighting configuration table.
3. Upgrade old variable-frequency air conditioning systems to reduce electricity consumption.
4. Significant results evident in Taiwan Power Company electricity bills.

Material Topic: Risk Management

Performance and Adjustment

Operational Risks

1. Document Operation Risks: In 2023, robotic process automation (RPA) software was introduced, significantly improving operational efficiency and accuracy.
2. System Operation Risks: Enhanced the training and education of customs-related personnel to ensure they are also capable of operating backup systems in addition to customs systems.

Human Resource Risks

1. Provide competitive salaries, benefits, and work environments to attract and retain top talent. Rehire retired expert employees as consultants and fill short-term vacancies with former employees.
2. Develop comprehensive training programs to enhance employee skill levels.
3. Introduced RPA for customs declarations, transportation, warehousing, and finance, assigning repetitive and error-prone tasks to machines to reduce reliance on manual labor.
4. Align business continuity plans (BCP) with internal and external requirements, business processes, organizational characteristics, system architecture, and resource needs, conducting annual reviews to ensure plan effectiveness and investment benefits.

Compliance Risks

1. No violations or penalties occurred in 2023.
2. Regularly conduct educational training courses and tests to ensure employee operations comply with regulations.

Financial Risks

1. Achieved 2023 revenue targets and expanded service coverage based on market conditions.
2. Provided monthly financial updates for clients exceeding credit limits to facilitate business tracking.

Occupational Health and Safety Risks (Traffic Accidents, Workplace Health)

1. Achieved and maintained workplace health certification validity.
2. Completed risk management training for the year, achieving a 100% attendance rate among all employees.
3. The Company has not violated Article 17 of the Occupational Accident Labor Insurance Occupational Injury and Illness Review Guidelines—commuting traffic accidents are excluded from performance statistics.

Climate Change Risks

1. Power Shortage Risks: Conducted assessments during the year.
2. Lighting Management (LED) Energy Saving: Conducted assessments during the year.
3. Added materials or facilities to large air conditioning equipment to reduce electricity usage.
4. Installed electricity meters on high-energy-consuming air conditioning equipment to lower electricity usage.
5. Replaced conventional motorcycles with electric motorcycles.

Material Topic: Risk Management

Preventive or Remedial Measures

In today's rapidly evolving digital environment, both companies and employees must maintain a mindset of continuous learning, proactively pursuing advancements in digital technology, and staying informed about how new technological developments transform work processes to adapt to the ever-changing technological landscape. Beyond technical improvement, cultivating problem-solving skills is essential for employees to flexibly apply digital technologies to address practical workplace challenges effectively.

Operational Risks

1. Document Processing Risks: Two computers are designated for RPA software use to ensure readiness for unexpected needs. Abnormal conditions in customs declaration services are monitored, and exception reports are prepared when irregularities occur.
2. System Operation Risks: Customs declaration systems are regularly inspected and maintained to ensure operational stability. Customs operation staff must also be proficient in using the Customs Web Application System as a backup solution.

Information Security

Business continuity exercise details and related matters must be understood by relevant personnel to ensure the effectiveness of the plan. The Information Security Management Committee provides training for employees unfamiliar with the exercise procedures.

The company categorizes business processes to maintain the availability of critical operations:

1. For low-level classification, verify backup restoration procedures.
2. For mid-level classification, formulate business continuity plans and conduct exercises every three years.
3. For high-level classification, establish backup mechanisms, prioritize business continuity planning, and schedule annual exercises.

Regulatory Compliance Risks

Each unit continues to emphasize the importance of compliance through regular and ad-hoc meetings or training sessions.

Financial Risks

1. Manage shipment controls for customers with long outstanding account receivables.
2. Implement cost-saving measures if performance targets are not met to ensure company profitability.

Occupational Health and Safety Risks

Continually identify and evaluate occupational health and safety risk factors at the plant to mitigate risks.

Climate Change Risks

1. Adequate generators are installed at plant sites to address power shortages.
2. Replace worn-out lighting fixtures with energy-efficient lamps immediately.
3. Evaluate internal adoption of energy-saving solutions referenced from other companies.
4. Accelerate the replacement schedule of chilled water system equipment.
5. Continue implementing predefined strategies to reduce risks effectively.

Material Topic: Anti-Corruption

Main Motivation

Anti-corruption is a globally significant issue. Our country is committed to advocating for a clean government, and the Company actively promotes a corporate culture of integrity to eliminate bribery and fraud.

Influence and Impact

Economic Aspects

1. Actual Positive Impact: Anti-corruption measures effectively prevent risks of fraud, reduce financial losses caused by corruption cases, maintain financial stability and growth, and boost the confidence of investors and customers.
2. Potential Positive Impact: Establishing a strong anti-corruption image and fostering a culture of integrity helps attract investors and customers who value compliance and ethics, thereby enhancing the Company's market competitiveness and economic performance.
3. Actual Negative Impact: Insufficient awareness of anti-corruption among employees and suppliers, or failure to promptly activate management mechanisms, may result in financial or reputational losses due to fraud cases, severely damaging the Company's reputation and potentially violating laws.
4. Potential Negative Impact: A major corruption case could lead to substantial fines and legal proceedings, severely harming the Company's economic interests, market reputation, and even its long-term sustainability.

Social Aspects (People/Human Rights)

1. Actual Positive Impact: Anti-corruption measures protect the rights of employees and suppliers, create a fair and transparent working and transaction environment, enhance employee satisfaction and loyalty, and promote harmonious labor relations.
2. Potential Positive Impact: A strong anti-corruption image improves the Company's reputation in society, fosters trust among stakeholders, and attracts more talented individuals and reliable partners.
3. Actual Negative Impact: Insufficient anti-corruption measures may reduce the trust of employees and suppliers in the Company, affecting labor relations and supply chain stability.
4. Potential Negative Impact: A corruption case could attract negative media and public attention, severely damaging the Company's social image and credibility, and undermining its commitment to corporate social responsibility and sustainable development.

Policy & Strategy

Scientific Park Logistics values integrity and ethics, adopting a zero-tolerance policy toward corruption and bribery. To strictly prohibit any acts of corruption and ensure employees conduct themselves with caution and professionalism, the Company provides anti-corruption training at all operational locations, including the Southern Taiwan Science Park headquarters, Hsinchu Science Park branch, Tainan branch logistics center, Tainan second branch logistics center, Kaohsiung branch, and Zhongzheng operational site. These efforts aim to instill correct moral values in employees. The Company explicitly prohibits embezzlement, theft or misappropriation of company funds, acceptance of bribes or commissions, or deliberate damage to company property. Employees found guilty of such acts after investigation will face termination of employment, with their positions revoked as a measure to eradicate corruption.

Material Topic: Anti-Corruption

Goals & Objectives

Short-term Goals

1. In 2023, require key suppliers to sign the "Supplier Code of Conduct," including commitments to prohibiting corruption and bribery.
2. In 2024, continue requiring suppliers to sign the Supplier Code of Conduct.
3. In 2024, continue conducting ethical behavior (anti-corruption) training for all employees.。

Mid- and Long-term Goals

1. Conduct annual anti-corruption training, ensuring a 100% participation rate among all employees.
2. Ensure that no instances of corruption or bribery-related misconduct occur among company management and employees.

Management Evaluation Mechanism

1. Key suppliers are required to sign the anti-corruption commitment indicator.
2. All employees must participate in anti-corruption training, achieving a 100% training rate.
3. All suppliers are required to sign the Supplier Code of Conduct indicator.

Performance and Adjustment

1. Signed the "Supplier Code of Conduct" with suppliers, requiring all suppliers to commit to adhering to the code to ensure that business transactions meet ethical and integrity standards. A total of 109 suppliers signed the agreement in 2023.
2. In 2023, the training rate for all employees on the Code of Ethical Conduct reached 100%.

Preventive or Remedial Measures

1. The Company promptly discloses information about violations of the Code of Ethical Conduct on the internal website, including the violator's job title, name, violation date, violation details, and handling status.
2. Established whistleblowing channels:

Complaint Email	personnel @ spl.com.tw
Complaint Hotline	(06)511-3511

2.2 Introduction to Science Park Logistics

The Company operates as a private warehousing storage and transportation service provider within the Tainan and Hsinchu Science Parks. It is the first enterprise to offer a multifunctional range of services, including warehousing (covering freight stations and international logistics centers), office and parking lot rentals, inventory management, sorting, customs clearance, and truck transportation (both bonded and non-bonded trucks). These services cater to logistics-related businesses, park manufacturers, and suppliers of equipment and raw materials. The Company also provides dispatch center and business agent services for foreign companies without branch offices in Taiwan.

"Striving for continuous revenue and profit growth while enhancing operational efficiency," "Adhering to an operational philosophy of excellence in quality and prioritizing occupational safety, while expanding revenue and implementing corporate governance," "Innovating logistics services to enhance operational performance and service quality, creating maximum benefits for shareholders and employees," "Continuously adopting digitalization, mobility, and automation to improve operational efficiency," "Evaluating and planning cold chain and chemical storage and distribution services," and "Replacing vehicles to comply with the latest environmental regulations to reduce air pollution and greenhouse gas emissions" have always been the core principles of the Company's operations.

The Company is committed to advancing as a circular economy and green environmental enterprise, with the ultimate goal of becoming the most trusted partner in high-tech logistics.

Company Overview

Company Name	Science Park Logistics Co., Ltd.	**Chairperson**	Chen Ruo-lan
Established Date	1998-09-09	**Number of Employees**	366
Market	Unlisted	**Capital**	NTD 716,666.67 thousand
Stock Code	8343	**Revenue**	NTD 1,450,125 thousand
Main Products	Warehouse management and Distribution/Transportation Logistics Services	**Headquarters Address:**	No. 8, Daye 1st Road, Southern Taiwan Science Park, Tainan City
Other Operating Locations	1. No. 6, Gongye East 6th Road, Hsinchu Science Park, Hsinchu City 2. 2nd Floor, No. 10-1, Hangqin North Road, Dayuan District, Taoyuan City 3. 3rd Floor, No. 1, Zhongshan 4th Road, Xiaogang District, Kaohsiung City 4. No. 8, Fengling Road, Xinshi District, Tainan City 5. No. 326, Anxin 2nd Road, Annan District, Tainan City		
Headquarters Exterior			

Company History

To support the development of domestic technology industries, the government established the Tainan Science Industrial Park in Shanhua Town and Xinshi Township, Tainan County. The Tainan Science Industrial Park Development Preparatory Office was formed, which was later upgraded to the Southern Taiwan Science Park Administration on June 1, 2003. This park became the second specialized operation zone for high-tech industry investments and factory setups in Taiwan. In March 1998, Taiwan Sugar Corporation foresaw the growing demand for nearby services for import and export cargo storage, transportation, and customs clearance as factories in the Tainan Science Industrial Park began operations. To meet this demand, Taiwan Sugar Corporation collaborated with domestic firms with expertise in freight, customs, and logistics warehousing. These companies included China Airlines, New Ruey Chang Customs Clearance Co. Ltd., United Prosperity Transportation Co. Ltd., HCT Logistics Co., Kerry TJ Logistics Co., Ltd., and Celerity Pacemaker Logistics Inc. Together, they proposed the establishment of「Science Park Logistics Co., Ltd.」 within the industrial park.

Year	Key Milestones
1998/05	Upon completion of the first issuance of shares and payment, convened the inaugural promoters' meeting to establish company regulations and elect seven directors and three supervisors. Completed the required application documents and initiated establishment and registration with relevant government agencies.
1998/09	Successfully registered the company with the Ministry of Economic Affairs and obtained a business license. Approved total capital of NT$254 million, divided into 25.4 million shares to be issued in batches, with the first issuance of 8 million shares and a paid-in capital of NT$80 million.
1998/10	Obtained a business registration certificate from the Science-Based Industrial Park Administration, approving operations in warehousing, customs declaration, tally and packaging, and automotive freight transportation.
1999/01	Received a bonded warehouse registration certificate from the Kaohsiung Customs Bureau, authorizing operations to store import and export goods pending customs clearance.
1999/04	Official commencement of transportation operations.
1999/11	Acquired a business registration certificate for the Zhongzheng Airport Branch from the Taoyuan County Government.
2000/03	Obtained a business registration certificate for the Kaohsiung Branch from the Kaohsiung City Government.
2000/08	Completed a second capital increase, issuing 17.4 million shares, achieving the authorized capital of NT$254 million.
2001/12	Raised an additional NT$46 million in cash, bringing the paid-in capital to NT$300 million.
2002/10	Completed and inaugurated the first-phase warehouse and logistics building in the Southern Taiwan Science Park, with a floor area of 7,400 ping.
2003/04	Successfully obtained ISO 9001 certification.
2003/05	Approved by the Southern Taiwan Science Park Administration to establish a logistics center and obtained a logistics center license from the Kaohsiung Customs Bureau in November of the same year.
2003/11	Received approval from the Kaohsiung Customs Bureau for self-management of bonded warehouses.
2004/07	Gained operating rights for the Hsinchu Science Park Storage and Service Center and obtained a business registration certificate for the Hsinchu Branch from the Science-Based Industrial Park Administration in October.
2005/06	Raised an additional NT$166.67 million in cash, increasing the paid-in capital to NT$466.67 million.

Year	Key Milestones
2005/07	Approved for self-management of the bonded warehouse in the Hsinchu Science Park; groundbreaking for the first-phase logistics center building in the Hsinchu Science Park.
2006/03	Completed and inaugurated the second-phase warehouse and logistics building in the Southern Taiwan Science Park, with a floor area of 3,959 ping.
2007/10	Completed and inaugurated the first-phase logistics center building in the Hsinchu Science Park, with a floor area of 8,176 ping.
2007/11	Obtained a logistics center license for the Hsinchu Branch from the Taipei Customs Bureau.
2008/02	Certified by the French Standards Association (AFAQ-AFNOR) for occupational health and safety management systems (OHSAS 18001, now ISO 45001).
2009/10	Certified by the Council of Labor Affairs' Bureau of Employment and Vocational Training for the Taiwan Training Quality System (TTQS).
2010/02	Received an air freight forwarder license from the Civil Aeronautics Administration.
2010/02	Received a sea freight forwarding license from the Kaohsiung Harbor Bureau.
2011/07	Certified as an Authorized Economic Operator (AEO) by the Customs Administration, Ministry of Finance.
2014/01	Awarded a contract for the multifunctional storage logistics zone in the Pingtung Agricultural Biotechnology Park.
2014/07	Successfully renewed AEO certification for customs declaration, warehousing, and road transport businesses at the Southern Taiwan Science Park.
2014/12	Renewed AEO certification for customs declaration and warehousing businesses at the Hsinchu Science Park.
2016/01	Raised NT$250 million in cash, increasing the paid-in capital to NT$716.67 million.
2018/06	Invested RMB 4.5 million to acquire a 25% stake in Nanjing Kebang Logistics Co., Ltd.
2018/09	Completed and inaugurated the third-phase warehouse and logistics building (6,555 ping) and a hazardous materials warehouse (323 ping) in the Southern Taiwan Science Park.
2019/01	Kerry TJ Logistics Co., Ltd. acquired a 60% stake and obtained operational control of the Company.
2021/05	Obtained a logistics center license for the Tainan Branch from the Kaohsiung Customs Bureau.
2021/06	Retained operating rights for the Storage and Service Center at the Hsinchu Science Park.
2022/10	Certified for ISO/IEC 27001:2013 by AFNOR International.
2022/11	Published the first ESG sustainability report.
2023/07	Obtained a logistics center license for the second Tainan Branch from the Kaohsiung Customs Bureau.

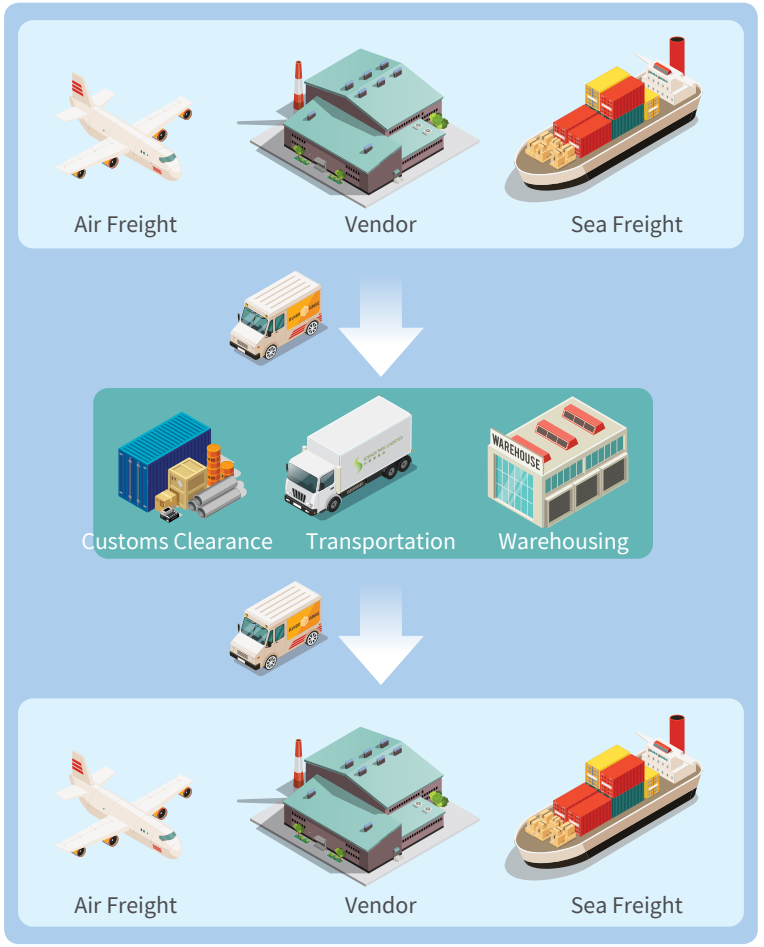
Core Business

In 2023, Scientific Park Logistics inaugurated its second Tainan Branch Logistics Center, expanding the warehousing service area to meet customer demands. The Company's primary product categories include customs declaration, transportation, and warehousing. Committed to quality service and excellence, SPL continuously innovates to create value for industries such as semiconductors, optoelectronics, and solar energy. With a proactive, positive, and friendly approach, the Company ensures customers receive timely, efficient, and satisfactory services.

Products/Services Offered

Product/ Service	Sales Region	Customer Type	Sales Volume	Sales Volume Unit
Warehousing	Taiwan	High-tech manufacturers	923,624	Thousands
Transportation		High-tech manufacturers, contractors, airlines	419,605	Thousands
Customs Declaration		High-tech manufacturers	50,920	Thousands
Leasing		Park manufacturers' suppliers, contractors	20,400	Thousands
Others		High-tech manufacturers	35,576	Thousands
Total			1,450,125	Thousands

Science Park Logistics' upstream, midstream, and downstream supply chain illustration



Contactless Signing System for Transportation

Contactless Signing System for Transportation In 2023, the transportation department developed a contactless signing function in the rapid dispatch matching system. This not only reduced contact between drivers and personnel during the pandemic but also increased the efficiency of cargo tracking. Additionally, paperless operations align with environmental awareness.

Paperless/ Contactless APP Signing Process

駕駛員登錄簽名檔 | 出貨人簽收使用 QR CODE | 收貨人簽收使用 QR CODE | 完成簽收匯出簽收單

Paperless/ Contactless APP Function Description

1. Drivers can create a signature file, which will be automatically retrieved for subsequent use.
2. The signing process enables cargo tracking and allows real-time monitoring of dispatch status to determine task completion.
3. Customers can perform contactless signing in real time, minimizing personnel contact during the pandemic.
4. Upon task completion, data can be quickly transmitted back to the transportation management center for billing management.

Expected Benefits

Enhance transportation operation efficiency and service quality.

1.For the transportation department:

- Improve environmental awareness by reducing paper usage.
- Accessible with a smartphone, enabling use by other partnered fleets.
- Faster billing collection to improve operational efficiency.

2.For customers:

- Contactless signing is convenient for use in offices and cleanrooms.
- Customers can retain documents instantly, save space, and manage them via the cloud.

Innovative Services

RPA Process Automation

In 2023, Science Park Logistics actively introduced Robotic Process Automation (RPA) technology to automate computer operation processes. RPA is a powerful software technology that significantly enhances operational efficiency, reduces processing time, lowers costs, and improves work quality and accuracy. By implementing RPA technology, we have not only effectively unlocked the potential of our employees, allowing them to focus on more challenging and creatively valuable tasks, but also greatly increased customer satisfaction.

RPA Process Automation

Implementation

As a process automation software technology, robots are ideal for handling highly repetitive, standardized, clearly defined, and high-volume daily tasks.

Taking the customs clearance process as an example, OP personnel receive customs documents and manually enter the necessary fields one by one into the customs system. The process involves numerous fields with a high probability of repetition. Since most tasks are manually entered, to avoid errors in customs declarations, OP personnel and supervisors must review the declarations for accuracy, which consumes significant time and energy. By implementing RPA, the system can handle large volumes of structured documents, reducing the time required for manual processing and document review. This optimizes cost efficiency, improves accuracy, and significantly enhances the company's image.

Outcomes

1. Increased Operational Efficiency: Suitable for handling highly repetitive, standardized, clearly defined, and high-volume daily tasks.
2. Improved Accuracy: RPA executes script tasks with precision, eliminating human errors and enhancing quality and accuracy.
3. Reduced Time Costs: Shortens manual processing time, which is crucial for customer service and process efficiency.
4. Enhanced Work Quality: RPA reduces labor hours, wages, allowances, benefits, and training costs by automating script tasks.
5. Improved Customer Satisfaction: Combined with the above advantages, customer satisfaction is significantly enhanced.

Warehouse Management System Upgrade (WMS3)

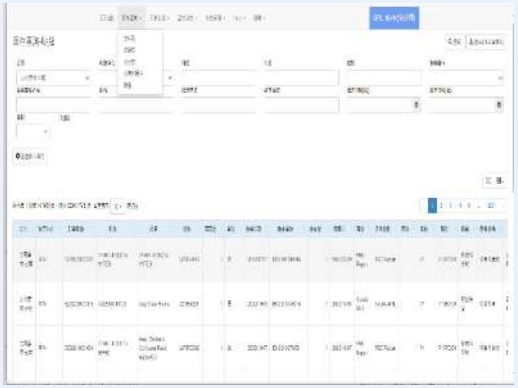
In the context of rapidly changing global supply chains, the modernization and upgrade of warehouse management systems are critical for enhancing operational efficiency and competitiveness. Starting in Q4 2020, we initiated the Warehouse Management System Upgrade Project (WMS3). The project includes upgrades from WMS II to WMS III, replacement of PDA hardware and reconstruction of APP software, redesign of cargo labels, upgrading E-Hub to E-Platform, and a comprehensive enhancement of management tools. The project is expected to be completed by Q3 2023. This upgrade aims to optimize warehouse inbound and outbound processes, strengthen error-proof checks, improve data transparency and real-time capabilities, and leverage big data analytics for precise management. The successful implementation of this project will lay a solid foundation for our future sustainable development and further enhance service quality and market competitiveness.

Project Timeline	Q4 2020 to Q1 2023 (Phase 1), Q2 2023 to Q3 2023 (Phase 2)
Project Scope	■ Upgrade from WMS II to WMS III ■ Replacement of PDA hardware and reconstruction of APP software ■ Redesign of cargo labels ■ Upgrade from E-Hub to E-Platform ■ Upgrade of management tools
Project Outcomes	■ WMS System: Redesigned warehouse inbound and outbound processes based on newly configured software and hardware, with enhanced error-proof checking mechanisms. ■ PDA: Adopted Android-based industrial-grade PDA with camera functionality and collaborated with system vendors to develop warehouse management applications to meet technological trends. ■ E-Platform: Provided flexible report design capabilities, customizable headers, and support for subscription-based automated email notifications, enabling real-time inventory reconciliation with customers. ■ Management Tools: Leveraged big data analytics to enhance capabilities in operation history recording, operation completion rate tracking, operational trend analysis, equipment inspection, and outsourced profit and loss analysis.

Replacement of PDA Hardware and Reconstruction of APP Software

Redesign of Cargo Labels

Upgrade from E-Hub to E-Platform



Management Tool Upgrades

Public and Trade Associations

The Company actively participates in numerous industry-related public (trade) associations and academic organizations, holding relevant membership qualifications. This ensures our ability to consistently provide high-quality services while committing to the sustainable development of the industry and environment. Below is a list of the public (trade) associations and academic organizations the Company participates in:

Public (Trade) Associations, Academic Organizations

Public (Trade) Associations, Academic Organizations, and National or International Advocacy Organizations	Membership Qualification
Taiwan Science Park Industries Association	Member
Logistics Association of the Republic of China	Member
Customs Brokers' Association of the Republic of China	Member
Taipei Customs Brokers' Commercial Association	Member
Kaohsiung Customs Brokers' Commercial Association	Member
Kaohsiung Airfreight Forwarders & Logistics Association	Member
Tainan City Automobile Transportation Commercial Association	Member

Shareholding Structure

The major shareholders of Science Park Logistics and their related data are as follows:

Shareholding Structure List

Cut-off Date: April 30, 2024

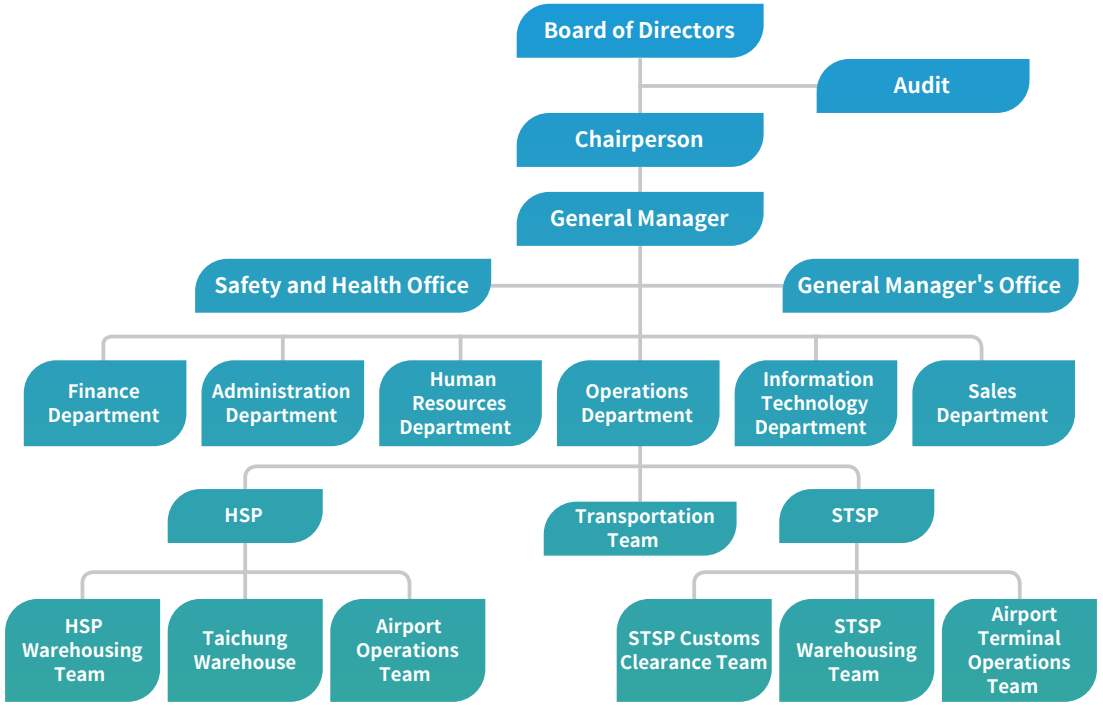
Shareholder	Number of Shares Held	Shareholding Percentage
Other Legal Entities	63,535,114	88.65
Individuals	8,131,553	11.35

2.3 Governance Strategy

Organizational Structure

The Board of Directors serves as the highest governing body and the core of major business decision-making in the Company. Its responsibilities include appointing and supervising the Company's management team, monitoring operational performance, preventing conflicts of interest, and ensuring compliance with various laws, the Company's Articles of Incorporation, and resolutions passed at shareholders' meetings. The Board is committed to maximizing shareholders' rights and interests.

The organizational structure of the Company is as follows:



Major Departments and Their Responsibilities

Administrative Department	Responsible for internal and external correspondence and document handling, transmission and receipt of letters, construction and maintenance of facilities and equipment, general procurement, and other related administrative affairs.
Human Resources Department	Handles employee recruitment, transfers, rewards and punishments, evaluations, retirements, payroll, and bonus reviews, as well as other personnel management tasks.
Finance Department	Executes the Company's financial operations: 1. Accounting: Prepares operational budgets, analyzes operating costs, handles accounting records, and develops and implements accounting systems. 2. Cashier: Manages cash budgets, fund allocation, receipts and payments, and the custody of securities and cash.
Information Technology Department	Integrates information systems across departments and maintains computer hardware and software.
Business Department	Handles business development, customer service, and communication. Divided into: 1. Business Development: Responsible for client acquisition, pricing strategies, marketing plans, and competitor information collection. 2. Customer Service: Operates a single-point contact system to address customer complaints, inquiries, and issues, investigates customer satisfaction, and gathers market intelligence.
Occupational Safety and Health Office	Plans and audits occupational safety and health management, emergency response plans, and supervises implementation by relevant departments.
Operations Department (STSP)	1. STSP Customs Clearance Team: Handles cargo customs clearance, data entry, inspections, document applications, and exchanges customer-related documents. 2. STSP Warehousing Team: Manages warehousing, sorting, and operations for STSP and Tainan branch logistics centers, and multifunctional warehousing at the Pingtung Agricultural Biotechnology Park. 3. Airport and Port Operations Team: Oversees customs and logistics operations at Kaohsiung Port and Kaohsiung Airport.
Operations Department (HSP)	1. Airport Operations Team: Manages customs and freight consolidation operations at Taoyuan Airport. 2. Taichung Warehouse: Oversees warehousing, sorting, and cargo transportation in Taichung. 3. HSP Warehousing Team: Manages warehousing, sorting, cargo transportation, customs inspections, and document applications in HSP.
Operations Department (Transportation Team)	Responsible for cargo transportation, handling, equipment procurement, maintenance, repair, and driver scheduling and management.

Board Composition

The election of the Company's directors and supervisors is conducted through a single transferable cumulative voting system. The current board of directors serves a term of three years, chaired by Chairperson Chen Ruo-lan, who leads the board in executing and supervising the Company's various business operations. The board formulates business plans and coordinates integration across departments in response to market conditions and competitive landscapes. In selecting board members, the Company not only considers diverse backgrounds, professional skills, and experience but also emphasizes their personal integrity and leadership reputation. The current board consists of members with diverse backgrounds, including experience across various industries and expertise in marketing, law, finance, and accounting, representing both domestic and international nationalities. The Company also values gender equality in the composition of the board. Among the seven directors, four are female, accounting for 57%. There are no spousal or second-degree familial relationships among the directors, ensuring the independence of the board.

Board member information

Title	Name	Gender	Initial Election Date	Term Duration	Major Education and Experience	Current Roles in the Company and Other Companies
Chairperson	Chen Ruo-lan	Female	Jun-08	Three Years	■ Director, Kerry TJ Logistics Co., Ltd. ■ Chairperson, Kerry Express (Taiwan) Co., Ltd. ■ Chairperson, Kerry Freight Services Co., Ltd. ■ General Manager, Jardine Matheson Group's subsidiary Taiwan Jardine Matheson Ltd. ■ Director and Supervisor, Republic of China Logistics Association ■ Master's Degree, Taiwan Tech Graduate Institute of Management ■ Bachelor's Degree, Tamkang University Department of Business Administration	■ Chairperson and General Manager, the Company ■ Chairperson, TJ Logistics Co., Ltd. ■ Vice Chairperson, Subsidiary Investment Company
Director	Shen Zong-gui	Male	Feb-19	Three Years	■ Founding President, Hong Kong Business Association Taipei ■ Chairperson, Jardine Matheson Group's subsidiary Taiwan Jardine Matheson Ltd. ■ Taiwan Regional Operations Manager, American President Lines (APL) ■ Bachelor's Degree, National Taiwan Ocean University Department of Maritime Management ■ Graduate, Carnegie Training, San Francisco, USA ■ Graduate, "General Management Program," Ashridge College, London, UK ■ Graduate, First Session of the Shipping Management Research Program, Chinese Maritime Institute	■ Chairperson and Director, Kerry TJ Logistics Co., Ltd. and its subsidiaries ■ Director, Subsidiary Investment Companies
Director	Tang Shao-ming	Female	Sep-21	Three Years	■ Director, Investment Department, Kerry Holdings Limited ■ Director, Yihai Kerry Arawana Holdings Co., Ltd. ■ Director, Investment Department, Wilmar International Limited ■ Executive Director, Equity Capital Markets, UBS Group ■ Bachelor of Laws, University of Oxford, UK	■ Director, Kerry TJ Logistics Co., Ltd., and its subsidiaries ■ Director, Subsidiary Investment Companies ■ Investment Director, Kerry Holdings Limited

Title	Name	Gender	Initial Election Date	Term Duration	Major Education and Experience	Current Roles in the Company and Other Companies
Director	Li Yu-qi	Female	Sep-21	Three Years	■ Master of Laws, The University of Hong Kong ■ Bachelor in Business Administration	■ Director, Kerry Express Co., Ltd. ■ Director, Wingstar Investment Co., Ltd.
Director	Ruan Hui-wen	Female	Feb-19	Three Years	■ Director of Finance Division, Kerry TJ Logistics Co., Ltd. ■ Manager of the Finance Division, Kerry TJ Logistics Co., Ltd. ■ Finance Department, Jardine Matheson Ltd., Taipei Branch ■ Master's Degree, National Taiwan University of Science and Technology ■ Bachelor's Degree in Accounting, Soochow University	■ General Manager of Finance and Administration Division, Kerry TJ Logistics Co., Ltd., and its subsidiaries ■ Director and Supervisor in investment companies
Director	Zeng Jian-zhan	Male	Dec-14	Three Years	■ Master's Degree, Labor Studies, Chinese Culture University	■ Executive Director, Taiwan Sugar Corporation, Kaohsiung Branch
Director	Ke Sheng-zong	Male	Jul-23	Three Years	■ Master's Degree, College of Management, National Chiayi University	■ Executive Director, Oil Products Business Division, Taiwan Sugar Corporation

Note: Among the board members, only Ms. Tang Shao-ming and Ms. Li Yu-qi are aged between 30 and 50, while the others are over 50 years old.

		Industry Experience				Professional Skills		
Title	Name	Banking/Finance	Business Management	Sales/Marketing	R&D	Accounting and Financial Analysis	Information Technology	Risk Management
Chairperson	Chen Ruo-lan		✔	✔				
Director	Shen Zong-gui		✔	✔				
Director	Tang Shao-ming	✔	✔			✔		
Director	Li Yu-qi	✔	✔			✔		
Director	Ruan Hui-wen	✔	✔			✔		
Director	Zeng Jian-zhan		✔	✔				
Director	Ke Sheng-zong		✔	✔				

Conflict of Interest

The Company has established a clear mechanism for directors to avoid conflicts of interest. In addition to complying with statutory requirements, directors are also explicitly required to recuse themselves from specific matters. The Company and its subsidiaries strictly enforce regulations on transactions with related parties, prioritizing the Company's interests and ensuring fair trading principles to avoid opportunities for personal gain.

The Company's conflict-of-interest mechanism is as follows:
The Company has adopted a policy to prevent conflicts of interest and provides appropriate channels for directors and managers to proactively disclose any potential conflicts of interest with the Company. Directors are required to maintain high self-discipline and refrain from participating in discussions or voting on board proposals where they or the legal entities they represent have a potential conflict of interest that may harm the Company's interests. They may provide opinions and answer questions but must recuse themselves from discussions and voting, and they may not act as proxies for other directors in voting. Directors are also expected to practice self-regulation and avoid inappropriate mutual support. Directors and managers of the Company are prohibited from using their positions to secure undue benefits for themselves, their spouses, parents, children, or any other individuals.

Implementation of Conflict of Interest Avoidance for Proposals Involving Related Parties: On March 14, 2023, during the 6th meeting of the 10th Board of Directors, the proposal to adjust the General Manager's salary was discussed. As Chairperson Chen Ruo-lan also serves as the General Manager of the Company, she recused herself from both the discussion and the vote in accordance with the conflict-of-interest avoidance regulations.

Director Training

The Company upholds the principles of ethical business conduct and has established a "Code of Ethical Business Conduct" to fulfill its corporate social responsibility. Through educational training and self-assessments of internal control operations, all departments conduct self-review of their respective tasks, implementing a self-monitoring mechanism. In 2023, no significant fines related to environmental, economic, or social issues were imposed across all operational sites.

Director Training Overview

Title	Name	Training Date	Organizing Unit	Course Title	Training Hours	Total Hours
Director	Shen Zong-gui	2023 11.29	Taiwan Stock Exchange	Carbon Market Launch: A New Chapter for a Sustainable Future Summit	3	3
Director	Ruan Hui-wen	2023 04.28	Chinese Corporate Governance Association	Practical Responses of Board Members to the IT Wave	3	15
		2023 06.09	Chinese Corporate Governance Association	Promoting Corporate Sustainability through Risk Management: Practices for Listed Companies	3	
		2023 08.22	Chinese Corporate Governance Association	Dual Transformation of Sustainability and Digitalization	3	
		2023 10.04	Chinese Corporate Governance Association	How Boards Develop ESG Sustainability Governance Strategies	3	
		2023 11.29	Taiwan Stock Exchange	Carbon Market Launch: A New Chapter for a Sustainable Future Summit	3	

Policy Commitments

Scientific Park Logistics has established various codes and policies, including the Ethical Management Principles, Code of Ethical Conduct, Sexual Harassment Prevention and Handling Measures, Procedures for Preventing Unlawful Harm During Duty Execution, Employee Grievance Handling Measures, and Work Regulations. These guidelines are published on the company's internal website. Additionally, the company has obtained ISO 45001 certification, ensuring compliance with occupational health and safety regulations and other requirements. It continuously works to improve occupational health and safety to prevent unsafe behaviors, environments, and equipment, aiming to avoid workplace accidents. The company is committed to safeguarding each employee's occupational health and safety responsibilities while adhering to principles of integrity and pragmatism. It complies with laws and regulations such as the Company Act, Securities and Exchange Act, Business Accounting Act, Political Donations Act, Anti-Corruption Act, Government Procurement Act, Public Servants' Conflicts of Interest Prevention Act, and other relevant laws governing business conduct, as a fundamental premise for practicing ethical management. It is also dedicated to adhering to the government's environmental protection policies.

Through the promotion and revision of internal control systems, the company ensures that employees work in a safe and healthy environment, free from abuse or discrimination. Furthermore, it operates its business in an environmentally responsible manner, adhering to ethical standards to ensure employees are respected and protected. This includes prohibiting practices such as child labor and forced labor to safeguard labor rights, improve working environments, and enhance employee benefits. Employees are ensured to work in legal, fair, safe, and healthy conditions. In its operations, the company adopts measures to reduce pollution, conserve energy, and cut emissions, promoting environmental protection while driving industrial development. These efforts enhance the company's brand reputation, mitigate risks of negative publicity, and potentially yield positive impacts on profitability.

Sustainable Communication

The Board of Directors of the Company follows the principle of holding one meeting per quarter. In 2023, a total of five board meetings were convened, with an average director attendance rate of 100%. Economic, environmental, and social issues arising from operational activities are handled by senior management as authorized by the Board, with reports submitted to the Board when necessary. Major proposals of the company are communicated with the directors in advance. The agenda is prepared before the meetings, and comprehensive meeting materials are provided. These materials are sent along with the meeting notices, ensuring thorough communication among directors and a deep understanding of the agenda items.

Board Attendance

Title	Name	Actual Attendance	Proxy Attendance	Attendance Rate (%)
Chairperson	Chen Ruo-lan	5	0	100
Director	Shen Zong-gui	5	0	100
Director	Tang Shao-ming	5	0	100
Director	Li Yu-qi	5	0	100
Director	Ruan Hui-wen	5	0	100
Director	Zeng Jian-zhan	5	0	100
Director	Zong An-ping	2	0	100
Director	Ke Sheng-zong	3	0	100

Notes:

1. Director Zong An-ping was dismissed on July 18, 2023.
2. Director Ke Sheng-zong assumed office on July 18, 2023.

The Company has established a comprehensive accounting system and internal control mechanism. Financial reports are audited by accountants and submitted to the Board of Directors for review to ensure the effectiveness of financial information disclosure. In addition to conducting annual self-assessments of the internal control system, auditors perform regular/ad hoc audits as required by law and operational needs. An internal control system statement is issued, with audit results and subsequent improvement plans regularly reported to the Board of Directors and management to ensure the effectiveness of the audits.

Nature	Number of Major Events	Summary of Communication Proposals
Environmental Aspects	1 case	**[Environmental Sustainability]** Authorized by the Board of Directors to be handled by senior management, with reports to the Board when necessary. The Company's greenhouse gas inventory identified electricity and fuel oil as the primary sources of carbon emissions. The Company continues to implement energy-saving and carbon-reduction measures.
Economic Aspects	1 case	**[Integrity and Anti-Corruption]** Authorized by the Board of Directors to be handled by senior management, with reports to the Board when necessary. The Company's "Code of Ethical Conduct" was approved and implemented by the Board of Directors on November 10, 2023.

2.4 Operating Results and Performance

In 2023, the Company recorded a net operating revenue of NTD 1,450,125 thousand, representing an increase of NTD 55,523 thousand or 4% compared to the net operating revenue of NTD 1,394,602 thousand in 2022. The net profit after tax in 2023 amounted to NTD 343,493 thousand, an increase of NTD 36,105 thousand or 12% compared to the net profit after tax of NTD 307,388 thousand in 2022.

The increase in operating revenue and net profit after tax in 2023 compared to 2022 was primarily due to obtaining the license for the Tainan Second Branch Logistics Center in July 2023, which expanded the operational area. Moving forward, we will continue our efforts to improve operational performance and ensure the Company's sustained and vigorous growth.

Financial Information

Item/Year	2021	2022	2023
Operating Revenue (NTD Thousand)	1,234,050	1,394,602	1,450,125
Operating (Transport) Costs (NTD Thousand)	747,910	797,018	802,241
Gross Profit (NTD Thousand)	486,140	597,584	647,884
Operating Profit (NTD Thousand)	296,829	401,487	440,362
Non-operating Income and Expenses (NTD Thousand)	(17,879)	(17,465)	(11,053)
Profit Before Tax (NTD Thousand)	278,951	384,022	429,309
Net Profit After Tax (NTD Thousand)	223,803	307,388	343,493
Total Comprehensive Income (NTD Thousand)	222,104	308,626	342,489
Earnings Per Share (NTD)	3.120	4.290	4.79
Employee Welfare Amount (NTD Thousand)	3,564	3,604	4,022
Dividends (NTD Thousand)	200,667	272,333	308,167
Employee Salaries (including benefits) (NTD Thousand)	334,937	350,808	346,538
Payments to Capital Providers (NTD Thousand)	145,033	201,138	272,339
Payments to Government (NTD Thousand)	99,395	124,912	134,024
Community Investment (NTD Thousand)	3,500	2,000	1,500

Notes:
1. Payments to capital providers refer to dividends paid to all shareholders and interest paid to lenders, including unpaid dividends to preferred shareholders.
2. Payments to the government include all taxes (such as business tax, income tax, and property tax) and fines.
3. Employee Salaries (including benefits) cover monetary benefits such as labor insurance, health insurance, and pension contributions, but exclude costs like training, protective equipment, or other job-related expenses. Employee Welfare Amount refers to non-monetary benefits like employee travel, health check-ups, and holiday gifts funded by allocations to the Employee Welfare Committee.
4. Community investment refers to donations and contributions.
5. Currency: New Taiwan Dollar (NTD).

The initial outbreak of the COVID-19 pandemic disrupted global supply chains. Although the pandemic has eased and demand is gradually recovering, geopolitical issues, including the Russia-Ukraine war and the Israel-Iran conflict, have caused panic among high-tech manufacturers. To mitigate the impact of international instability on material supply, these manufacturers have significantly increased their inventory levels. It was expected that inventory depletion would conclude this year; however, due to a sluggish global economy, recovery in certain industries has been slower than anticipated, with the panel industry being particularly affected.

Additionally, labor shortages have driven manufacturers to outsource non-core operations, such as logistics and back-office functions, to third-party logistics providers. This trend has led to consistent growth in sorting revenue for Scientific Park Logistics, alongside increases in customs declaration and transportation services.

Despite operating in a highly competitive environment, Scientific Park Logistics remains committed to providing quality services to high-tech businesses within the park, ensuring steady business growth. In 2023, revenues from warehousing and warehousing sorting services increased by 13% and 4%, respectively, compared to 2022.

Tax Policy

The Company's tax matters are managed by the Finance Department, strictly adhering to tax regulations, including business tax and corporate income tax. The following tax policies have been established:

Compliance with Laws	Adhere to tax regulations and legislative intent, ensuring accurate tax filing and documentation.
Transparency	Regularly disclose tax information through financial reports and annual reports to maintain transparency.
Reasonable Structure	Ensure the business structure and transaction arrangements reflect economic substance and do not exploit special arrangements for tax avoidance.
Substance over Form	Related-party transactions must reflect economic substance, with decision-makers assuming risks and receiving appropriate remuneration.
Arm's Length Principle	Prices and terms of related-party transactions should be comparable to those of similar transactions with unrelated parties.

For more detailed information on the Company's annual reports or financial disclosures, please visit the Market Observation Post System at the following link:
https://mops.twse.com.tw/mops/web/index

2.5 Compliance with Regulations

Through internal control and audit procedures, all departments are required to perform self-inspections on their operations, including compliance with laws and regulations. The design and implementation of internal control systems are adjusted as necessary, and a self-monitoring mechanism is enforced. The Company defines a significant event as any single penalty amount exceeding NTD 1 million. In 2023, there were no significant or non-significant violations, nor any major fines or compensations due to regulatory breaches. We remain committed to ethical business practices and will continue to strengthen internal management to ensure sustainable development.

Scientific Park Logistics is dedicated to adhering to government environmental protection policies. None of the Company's locations are near protected environmental areas or ecologically rich zones. During the reporting period, there were no penalties for violations of social, product, or environmental regulations across our facilities. The Company received a certificate of appreciation from the Hsinchu City Government for promoting the use of low-pollution vehicles in line with corporate social responsibility, as well as Workplace Health Certification from the Ministry of Health and Welfare.

Corporate Governance-Related Regulations	Labor Rights-Related Regulations	Product-Related Regulations
■ No violations of the Company Act ■ No violations of the Business Act ■ No violations of Securities and Financial Regulations ■ No political donations ■ No corruption incidents	■ No violations of the Gender Equality Act ■ No forced labor ■ No use of child labor ■ No infringement of freedom of association or collective bargaining ■ No discriminatory or human rights violations ■ No violations of occupational safety and health regulations	■ No prohibited or controversial products ■ No violations of marketing-related regulations or voluntary codes ■ No significant fines related to the provision or use of products and services ■ No legal disputes involving anti-competitive practices, antitrust, or monopolistic behavior ■ No violations of customer privacy ■ No violations of marketing communication regulations

Note: The Company defines a significant event as any single penalty amount exceeding NTD 1 million.

Prevention of Child Labor and Forced Labor

The Company, along with its suppliers, has never employed child labor or allowed young workers to engage in hazardous work. Scientific Park Logistics ensures that recruitment, selection, and employment practices are free from discrimination based on gender, race, nationality, age, disability, religion, ethnicity, or other factors. The Company prohibits the employment of individuals under the age of 16 for heavy or hazardous work.

The Company's management policies and measures for child labor include:

1. Prohibiting individuals aged 16 to 18 from engaging in dangerous or harmful work.
2. Requiring employers to obtain consent from the legal guardians and age verification documents for employees under the age of 18.

Scientific Park Logistics encourages employees to maintain a work-life balance. Weekend shifts are arranged based on operational needs and a prior survey of employee willingness, following a "one fixed day off, one flexible day off" approach. Overtime on weekdays requires managers to seek employee consent before submitting an overtime application. Employees may choose compensatory leave or overtime pay based on their preference. Overtime pay is issued in the same payroll cycle, while compensatory leave must be scheduled before the end of the employee's annual leave period. Any unused compensatory leave is compensated as wages, calculated at the overtime rate, and paid in the payroll cycle following the annual leave deadline. The Company has never forced employees to work excessive hours or overtime.

Human Rights Protection Training

The Company has established various codes and policies, including the Code of Ethical Business Conduct, Code of Conduct, Sexual Harassment Prevention and Handling Procedures, Guidelines for Preventing Unlawful Acts During the Execution of Duties, Employee Grievance Procedures, and Work Rules. These policies are published on the Company’s internal website and comply with ISO 45001 certification standards. The Company adheres to safety and health regulations while continuously improving occupational health and safety measures to prevent unsafe behaviors, environments, and equipment-related incidents, thereby mitigating occupational hazards and safeguarding every employee's health and safety.

To ensure gender equality in the workplace and eliminate discrimination, the Company has provided a dedicated hotline and email address. This information is prominently displayed in workplaces. In 2023, the Company conducted various human rights protection training courses, covering topics such as workplace equality, ethical conduct, integrity management, a friendly workplace, and personal data protection. The total training duration was 69 hours, with 398 employees completing the training, accumulating a total of 888.52 training hours.

As part of the Company's human rights policy, courses such as "Promotion of the Gender Equality in Employment Act" and "Prevention and Communication of Workplace Unlawful Infringement Hazards" were implemented, achieving a 100% completion rate among employees. During the reporting period, no incidents of discrimination were reported.

Integrity Management

The Company has established the "Integrity Management Guidelines" and "Work Rules," adhering to the principles of integrity and pragmatism. The Company complies with laws and regulations such as the "Company Act," "Securities and Exchange Act," "Business Accounting Act," "Political Donations Act," "Anti-Corruption Act," "Government Procurement Act," and "Act on Recusal of Public Servants Due to Conflicts of Interest," as well as other laws related to commercial conduct. These serve as the foundational framework for implementing integrity management.

Anti-Corruption System

To strictly prohibit any acts of corruption, Scientific Park Logistics ensures that employees uphold proper conduct, exercise caution, and refrain from abusing their positions for personal gain. In 2023, the Company completed anti-corruption training across all operational locations, including the Southern Taiwan Science Park Headquarters, Hsinchu Branch, Kaohsiung Branch, and Zhongzheng Operations Base. This initiative aimed to instill proper ethical values among employees.

The Company mandates that any employee found guilty of misconduct, such as embezzlement, theft, misappropriation of company funds, acceptance of bribes or commissions, or intentional damage to company property, will face dismissal or termination of employment, depending on the severity of the case, to eliminate corruption. In 2023, the Company achieved a 100% training rate for anti-corruption education among all employees, and no incidents of corruption occurred during the year.

Appeal Procedures and Channels

The Company fully promotes a culture of integrity and transparency while enhancing its internal control system to function as an effective early warning mechanism. Policies such as the "Employee Performance Assessment Measures" and "Employee Reward and Disciplinary Measures" are established as the basis for employee evaluations. Rewards or disciplinary actions are executed promptly in accordance with regulations when warranted. The Company has formulated the "Integrity Management Guidelines" and established whistleblowing channels to protect whistleblowers' identities and confidentiality. Any violations of the integrity management regulations are disclosed immediately on the Company's internal website, including the violator's title, name, violation date, violation date, violation details, and handling results. We remain committed to implementing integrity management and enhancing internal governance to ensure sustainable corporate development.

The Company provides legitimate reporting channels and ensures the confidentiality of whistleblowers' identities and reporting content. Violations of integrity management regulations are promptly disclosed on the internal website, detailing the violator's title, name, violation date, violation details, and handling results.

Whistleblowing Channels

Units	Human Resources Department, Department Supervisors
Addresses	1. 744 Tainan Southern Taiwan Science Park, No. 8, Daye 1st Road 2. 300 Hsinchu Science Park, No. 6, Industrial East 6th Road 3. 337 Taoyuan Dayuan District, No. 10-1, Hangqin North Road, 2F 4. 812 Kaohsiung Xiaogang District, No. 1, Zhongshan 4th Road, 3F
Phone	(06) 511-3511
Email	personnel @ spl.com.tw

2.6 Climate Change Financial Risks

The Company recognizes the impact of global warming and extreme weather events, coupled with the rising awareness of environmental conservation, energy efficiency, and occupational safety. To remain competitive within the industry, the Company embraces its corporate social responsibilities. Internal meetings are held periodically to discuss strategies for addressing climate change risks and opportunities. Based on the evaluation outcomes, actionable plans are implemented to reduce energy consumption and carbon emissions, thereby enhancing carbon reduction management performance and advancing the Company's sustainable development goals.

Governance Units

Climate change significantly influences product development and corporate operations. We remain committed to observing and integrating the objectives of the Paris Agreement into our sustainable development strategies.

- **Board of Director**

The Chairperson approves corporate sustainability development policies and serves as the highest authority for the Company’s sustainability-related matters. This includes endorsing climate change adaptation strategies, advancing climate action issues, and managing associated goals. Reports on climate-related matters are presented annually to the Board.

- **ESG Promotion Team**

Representatives from the ESG Promotion Team report to the Chairperson and are responsible for cross-departmental coordination and collaboration. They ensure the integration of sustainability strategies and climate action topics into product development, operations, and value chain management.

Risk Categories and Strategies

Climate change threats intensify, and the "2050 Net-Zero Emissions" goal has become a global consensus. Nearly 140 countries, accounting for 88% of global carbon emissions, have committed to achieving net-zero emissions by 2050. According to the Net Zero Economy Index 2021 released by PwC in 2021, achieving net-zero emissions by 2050 remains highly challenging. Unless the global decarbonization rate increases fivefold, it will be impossible to halve carbon emissions by 2030 and achieve net-zero emissions by 2050. This indicates that industries worldwide must accelerate their transformation to realize net-zero emissions.

Category	Evaluation and Execution Status	Responsible Units
Operational Risks	**Customs Declaration System** 1. System Instability: Establish robust monitoring mechanisms to oversee customs declaration system operations in real-time, diagnose issues promptly, and ensure system stability. Upgrade and enhance the system to improve stability and processing capabilities. 2. Develop contingency plans for system anomalies, including categorization and resolution processes, to ensure swift responses during incidents. 3. Conduct regular system inspections and maintenance to minimize the likelihood of anomalies. 4. Employee Familiarity with Systems: Strengthen training on customs declaration system operations to enhance proficiency and reduce human-related errors.	Operations Department, Administration Department, Customs Clearance Team

Risk Categories and Strategies

Category	Evaluation and Execution Status	Responsible Units
Operational Risks	**Document Handling Risks** 1. Inaccurate or Incomplete Data Sources: Follow standard operating procedures (SOPs) and implement confirmation mechanisms with vendors. 2. Mismatch Between Document Inputs and Declarations: Improve familiarity with SOPs and system operations. Supervisors should verify declaration content before it is shared with clients for review. 3. Introduce Robotic Process Automation (RPA) technology to ensure consistency between documents and declarations. 4. Achieve a 100% proposal implementation rate and expand RPA usage scenarios to reduce manual workloads. **System Failures** 1. Conduct regular backup system drills to ensure operational readiness. 2. Train new customs declaration operators to use the customs Web application as a contingency plan. **Network Failures** 1. Utilize wireless network cards for easy and flexible connections. 2. Enable internet connections to computer systems via personal mobile devices. **Equipment Failures** 1. Computers: Use backup computers to maintain operations. 2. Printers: Use backup printers to ensure uninterrupted workflows. **Customs and Driver Safety** 1. Raise awareness of traffic accident cases during periodic meetings. **Inspection Operations** 1. Regularly inspect inspection tools and replace damaged equipment immediately. 2. Provide training on cargo inspection procedures. **Potential Impacts of Compliance with Net-Zero Emission Policies and Regulations** 1. Increased costs for equipment replacement. 2. Higher costs for implementing carbon reduction measures. 3. Increased costs for purchasing renewable energy.	Operations Department, Administration Department, Customs Clearance Team
Information Security Risks	1. The Company operates under the ISO 27001 Information Security Management System, conducting annual reviews of information security operations. In 2023, no information security incidents resulted in financial losses. The Company continues to strengthen its information security management with the strategy of "Robust Information Security, Sustainable Logistics Services," ensuring the confidentiality, integrity, and availability of data processing for customers and employees. This guarantees secure, stable, and efficient information services. 2. Based on business impact analyses and risk assessments, the Company evaluates the probability and impact of disruptions to information system services and operations. Considering cost-effectiveness, the maximum tolerable downtime for each operation is assessed, and business continuity strategies are established.	Information Department

Risk Categories and Strategies

Category	Evaluation and Execution Status	Responsible Units
Human Resource Risks	**Insufficient Workforce Supply** Taiwan faces challenges from a declining birthrate, the retirement of the baby boomer generation, and the rise of the gig economy. Factors such as the pandemic's impact on industrial structures, decreasing birth rates, declining numbers of university students, and the growth of delivery platforms have exacerbated labor shortages, affecting normal workforce requirements. ■ **Control Mechanisms:** 1. Provide competitive total compensation packages to attract top market talent and encourage employees to obtain certifications or professional accreditations to align with career development. 2. Leverage Robotic Process Automation (RPA) to reduce manual operations. 3. Systematically train employees to create a work environment conducive to retention. 4. Implement exit management strategies, rehiring retired or former employees to transfer expertise, skills, and practical experience. 5. Establish diverse and transparent recruitment channels, actively participate in campus recruitment activities, collaborate on industry-academic internship and summer work-study programs, and host campus career seminars to attract talent and improve recruitment efficiency. 6. Develop an internal referral system and provide incentives for successful referrals. **uman Resource Legal Risks** The Company manages and protects employees' legal rights in accordance with labor-related laws, safeguarding its labor interests and reducing human resource legal risks effectively. ■ **Control Mechanisms:** 1. Engage external labor law specialists as legal advisors to provide timely compliance consultations. 2. Review personnel policies to ensure compliance with regulations and proper implementation. Update relevant personnel policies promptly following legal amendments. 3. Conduct internal and external training to enhance managerial awareness of labor laws and their application. 4. Organize irregular on-the-job training, pre-transfer training, and other internal and external training sessions to continuously improve employees' awareness of labor rights, legal compliance, and professional skills.	Human Resources Department
Compliance Risks	1. The Company employs permanent legal counsel to provide guidance on domestic and international legal matters. 2. The Company's compliance goal is zero violations. All departments consistently emphasize the importance of compliance through regular and irregular meetings or training courses. 3. Establish a greenhouse gas inventory to serve as a basis for future carbon emission management: Greenhouse gas inventory was introduced in 2023. 4. The Company has management mechanisms under the ISO 45001 and ISO 27001 systems, such as "Occupational Safety and Health Legal Identification" and "Information Security Legal Identification," with responsible units conducting regular reviews of compliance risks.	General Manager's Office

Risk Categories and Strategies

Category	Evaluation and Execution Status	Responsible Units
Compliance Risks	5. The Audit Department regularly audits compliance performance, incorporating compliance operations into the annual audit plan. 6. Closely monitor the latest legal information to avoid incidents such as false violation reports. 7. Promote key topics and share case studies organized periodically by customs authorities. 8. Establish a greenhouse gas inventory to serve as a basis for future carbon emission management: Greenhouse gas inventory was introduced in 2023. 9. Gradually replace old vehicles with new ones and obtain eco-labels to comply with environmental regulations: Four vehicles were replaced in 2023, with three more planned for replacement in 2024. All vehicles have obtained eco-labels.	General Manager's Office
Financial Risks	1. Customer Credit Management: Conduct customer credit evaluations and assign appropriate credit limits. 2. Market Dynamics Monitoring: Track market trends and competitor activities to adjust operational strategies and pricing. 3. Exchange Rate Risk: Revenue from international customers accounted for 6.2% of net sales in 2023, so exchange rate fluctuations have no significant impact on the Company. 4. Interest Rate Risk: Interest expenses accounted for 1.4% of net sales in 2023, so interest rate fluctuations have no significant impact on the Company. 5. Inflation Risk: The Company's main operations, such as warehousing, customs clearance, and automobile freight, do not involve inventory accumulation, thus mitigating inflation risks.	Finance Department
Occupa-tional Health and Safety Risks	The majority of occupational accidents in the Company stem from commuting traffic incidents. The Company is committed to the vision of "establishing a human-centric and safe traffic environment," emphasizing "respect for right-of-way and driving safety" with the goal of reducing the occurrence of accidents annually. **Workplace Health** 1. Construct and maintain an effective occupational safety risk management framework to ensure operational integrity and implement a checks-and-balances mechanism, enhancing occupational safety risk management functions. 2. Establish a comprehensive mechanism for identifying, measuring, monitoring, and controlling occupational safety risks to ensure these risks remain within acceptable limits, achieving a balance between risks and opportunities while reducing occupational safety risks. 3. Upgrade and strengthen awareness of occupational safety risk management and ensure its full implementation. **Cargo Transportation Safety** 1. Establish SOPs for loading and unloading goods, including securing cargo. **Traffic Accident Management** 1. Integrate traffic incidents as annual workplace safety and health education topics. 2. Add 0.5 hours of occupational safety and health courses for employees involved in traffic accidents. 3. Use LINE groups established by the Safety and Health Office to include employees involved in traffic accidents. Provide reminders about commuting safety precautions for one month from the incident date.	Transportation Department, and Safety and Health Office.

Risk Categories and Strategies

Category	Evaluation and Execution Status	Responsible Units
Occupa-tional Health and Safety Risks	**Driver Safety** 1. Evaluate drivers' mental conditions (including breathalyzer tests) before dispatch. 2. Conduct regular training sessions through the Motor Vehicles Office and maintenance workshops. 3. Implement GPS-based online monitoring. 4. Equip vehicles with active collision avoidance systems. **Vehicle Maintenance** 1. Sign maintenance contracts with manufacturers for regular servicing. 2. Require drivers to conduct vehicle checks before dispatch to ensure safety. **Traffic Accident (Collision) Handling** 1. Follow emergency response procedures, report to the police, and obtain a three-part accident report form. 2. If injuries occur, immediately notify 119 for medical assistance and secure the scene. 3. Place a warning sign behind the vehicle to prevent rear-end collisions. **Outsourced Vehicle Management** 1. Conduct audits of outsourced transportation companies. 2. Provide training for outsourced drivers. 3. Perform audits of outsourced transportation companies, including their drivers.	Transportation Department, and Safety and Health Office.
Climate Change Risks	**Power Shortages** 1. Install generators to address the risk of power shortages. 2. Evaluate and install independent electric meters to monitor and improve the performance of high-energy-consuming equipment. 3. Install energy storage systems to ensure stable power supply. 4. Manage energy-efficient lighting (LED) by gradually replacing fixtures with LED lights, increasing the company's coverage of energy-saving lighting. **Carbon Reduction Measures** 1. Use energy-efficient lighting equipment with eco-labels, and limit lighting in offices and public areas to essential use during lunch breaks. 2. Promote waste reduction policies, encourage double-sided printing or reuse of paper, and select photocopy paper with pulp green certification. 3. Utilize systematic processing of operational documents to reduce paper usage. 4. Gradually replace operational machinery with electric models, eliminating diesel-powered equipment. 5. Adjust the ratio of in-house to outsourced operations. 6. Gradually replace aging vehicles, ensuring they meet environmental standards, and restrict vehicle and driver dispatch during extreme weather conditions. **Driver Education and Training** 1. Conduct annual driver education and training sessions to improve driving habits and reduce fuel consumption, achieving energy savings and carbon reduction goals.	Transportation Department, Management Department, and Safety and Health Office.

Opportunity Categories and Descriptions	1. Increased demand for outsourced services due to higher client costs in warehouse management related to climate change, creating additional revenue sources for the Company. 2. Enhanced disaster prevention capabilities and improved emergency response, leading to better customer service quality and satisfaction. 3. Transition to more efficient electrical equipment to boost work efficiency. 4. Conversion of company vehicles to hybrid or electric models, reducing fuel consumption. 5. Full implementation of paper recycling and paperless processes within two years, such as transitioning communication to email or system uploads, reducing paper waste while improving communication efficiency. 6. Implementation of paperless customs operations to reduce paper usage and carbon emissions from photocopying, lowering costs, improving corporate image, and increasing overall client recognition.
Risk Manage-ment	The Company's risk management includes contingency plans for risks that may impact financial performance, as well as assessments of risks related to natural disasters, environmental factors, and information security. Emergency response plans are established to integrate preventive measures into the corporate culture, aiming to eliminate identifiable and avoidable risks and minimize potential operational disruptions. The Company evaluates and manages risks in market operations, business activities, human resources planning, and financial control by adhering to existing regulations while proactively enhancing risk management processes and criteria. This dual focus on safety and efficiency enables the establishment of more cost-effective business operations. From an environmental perspective, the Company has developed and maintained emergency response procedures for potential incidents or emergencies, providing a framework for developing response processes and plans. These include the scope of emergency response plans, organizational responsibilities, activation processes, hazard identification and risk assessment, rescue plans, evacuation route maps, safety data sheets (SDS), and emergency response auditing measures. These procedures and guidelines are implemented across departments to promptly mitigate or reduce the impacts of unforeseen events, including human errors, natural disasters, and other major contingencies, to minimize personnel injuries, property losses, and production interruptions, while ensuring a swift return to normal operations. To identify and evaluate the existing and future activities related to sustainable operations, the ESG Promotion Team conducts regular organizational risk assessments, including climate change scenarios, to serve as the foundation for policymaking and goal setting. Risk Management Goals and Measures: 1. Monitor global economic trends, climate change, and energy supply risks to proactively develop corporate strategies and adjust operational models, while actively implementing responsive actions. 2. Convene management meetings as needed to review responses and adjust organizational directions to preempt risks. 3. Conduct regular drills to simulate contingency measures in case customs declaration systems are unavailable, such as using the Customs Web Application System and transmitting declarations via the Science Park Administration system. The Company’s Commitment: Stay attuned to global industry dynamics and climate changes, adjust development goals and business strategies as needed, and mitigate potential risks. Risk Management Measures: In response to various operational risks, management meetings are convened irregularly to review and adjust response strategies and operational directions, preventing risks in advance.

Indicators and Goals

In response to the transitional opportunities arising from climate change challenges under the "climate emergency," we aim to lead clients towards a low-carbon, green economic transition to mitigate climate impacts. To concretely implement sustainable development, we actively promote related matters, set management strategy goals, launch various projects, and execute and evaluate their outcomes. Through external verification, we aim to achieve the purpose of protecting the Earth's environment.

Relevant carbon reduction measures are as follows:

1. Electricity: Select energy-saving and eco-friendly certified lighting equipment. Turn off air conditioning and lighting in meeting rooms when not in use; during lunch breaks, only essential lighting is maintained in offices and public areas.
2. Waste: Promote waste reduction policies. For official documents and paper usage, adopt double-sided printing or reuse the reverse side whenever possible. Use brands of copy paper that are certified with green pulp labels.
3. Systematize operational documents to reduce paper usage.
4. Gradually replace operational equipment with electric models instead of diesel.
5. Continuously adjust the ratio of in-house and outsourced operations.
6. Gradually replace old vehicles with new ones and obtain environmental certifications: three vehicles were replaced in 2023, and all vehicles have obtained environmental certifications.
7. Prohibit driver and vehicle dispatch during extreme weather conditions to avoid danger and ensure the safety of customer goods.
8. Strengthen parking lot safety measures to prevent vehicle damage.
9. Replace old vehicles with new ones to comply with regulations.
10. Conduct annual driver education training, inviting professionals from Motor Vehicles Offices and maintenance workshops as lecturers. Enhance driver behavior to reduce fuel consumption and achieve energy conservation and carbon reduction: driver education training was held on November 12, 2023.
11. Gradually reduce carbon emissions annually.

Financial Impacts

1. Insufficient power supply and increased electricity prices lead to higher operating costs.
2. Surging minimum wages, raw material prices, and waste disposal fees raise operating costs.
3. Customer income or price adjustments fail to match operating cost increases, reducing operating profit.
4. Operational disruptions and cargo anomalies result in financial losses and revenue decline.
5. Strengthening transportation training and replacing old vehicles increases operating costs: 2023 training expenses amounted to NTD 60,000; 2023 new vehicle procurement cost NTD 18,100,000, with 2024 new vehicle procurement expected to cost NTD 15,000,000.
6. Transportation interruptions caused by abnormal weather reduce revenue and result in financial losses.
7. Climate change may increase the demand for renewable energy, raising renewable energy expenditure costs.
8. The use of green-certified paper, high-efficiency electrical equipment, and electric vehicles affects operating costs due to low-carbon energy-saving equipment investments.

Carbon Pricing Basis	Currently, the Company has not adopted internal carbon pricing as a planning tool. We will actively monitor the impact of climate change on our operations and the evolution of relevant regulations. A comprehensive assessment will be conducted in the future to determine whether internal carbon pricing should be included in our strategy. This will enable us to respond more effectively to climate change challenges, fulfill corporate social responsibility, and create more opportunities for business growth and sustainable development.
Greenhouse Gas Inventory Plan	The ISO 14064-1 greenhouse gas inventory for 2023 has been completed.
External Assurance or Verification	The greenhouse gas inventory for 2023 has been conducted, but no third-party verification or assurance has been performed.

Risk Management and Strategies

The Company promotes and revises its internal control system to effectively manage various operational risks and ensure the continued effectiveness of the system's design and implementation.

Risk Assessment Items and Countermeasures

Item	Countermeasures
Impact of interest rate, exchange rate fluctuations, and inflation on the Company's profitability	The Company's operations are currently concentrated in the domestic region, and there is no foreign exchange risk. The primary business activities include warehousing, customs declaration, and automotive freight, which do not involve inventory accumulation and thus are not exposed to inflation risk. Only interest expenses related to long-term borrowing are affected by interest rate fluctuations.
Impact and risks of significant equity transfers or changes by directors, supervisors, or major shareholders holding more than 10% of shares	As of December 31, 2023, the Company's directors, supervisors, or major shareholders holding more than 10% of shares have not engaged in significant equity transfers.

3. Sustainable Value Chain

3.1 Management Policies
3.2 Service Quality Policy
3.3 Customer Relations and Services
3.4 Supply Chain Management Strategy

3.1 Management Policies

Material Topics： Information Security

Main Motivation	The quality policy of Scientific Park Logistics is "Compliance, Safety, Innovation, Customer Satisfaction." To ensure the normal, secure, and stable operation of the information systems, the Company has established regulations for its information security management system to comply with laws, regulations, supervisory authority requirements, contractual obligations, and international information security management standards. The Company has obtained certifications such as ISO 27001, AEO supply chain security certification, and passed multiple external information security audits by clients and auditors.
Influence and Impact	**Economic Aspects** 1. Actual Positive Impact: Enhancing information security reduces the risk of cyberattacks, mitigates economic losses caused by data breaches or system damage, and boosts the Company's reputation and competitiveness. This increases customer trust, drives business growth, and ensures corporate sustainability. 2. Potential Positive Impact: Strengthened information security management enhances the Company's competitiveness in the market, attracting customers and partners who prioritize information security, thereby increasing economic benefits. 3. Actual Negative Impact: Data breaches or cyberattacks could result in financial losses due to theft or extortion, business interruptions, reduced customer trust, and significant operational and revenue losses. 4. Potential Negative Impact: Information security incidents could incur high repair and legal costs, posing long-term economic threats to the Company's financial health. **Environmental Aspects** 1. Actual Positive Impact: Strengthened information security safeguards data integrity and system stability, reducing resource waste and environmental impact caused by system failures. 2. Potential Positive Impact: Good information security management promotes environmentally friendly practices in data management and processing, reducing unnecessary resource consumption. 3. Actual Negative Impact: Cybersecurity incidents might lead to system failures or data loss, requiring system recovery and data restoration, which consume additional energy and resources. 4. Potential Negative Impact: Persistent cybersecurity threats may necessitate frequent system upgrades and replacements, increasing electronic waste and environmental burdens. **Social Aspects (People/Human Rights)** 1. Actual Positive Impact: Ensuring the confidentiality, integrity, and availability of customer and employee data provides secure, stable, and efficient information services, protects individual privacy rights, maintains customer trust, and enhances social trust in the Company. 2. Potential Negative Impact: Severe cyberattacks could lead to system interruptions, data breaches, and loss of customer trust, resulting in increased social distrust of the Company, negatively affecting its brand image and social standing.

Material Topics： Information Security

Policy & Strategy	Enhance information security management and establish the strategy of "Robust Information Security, Sustainable Logistics Services" to ensure the confidentiality, integrity, and availability of customer and employee data. Strengthen personal data security protection through a personal data file safety maintenance plan, providing secure, stable, and efficient information services.
Goals & Objectives	**Short-term Goals** Comply with ISO 27001 standards, strengthen the in-depth defense system for information security, and establish an indicator system applied to the newly acquired FORTISIEM monitoring software. This will assist in automating information security operations, including setting automatic scripts to reduce losses during emergencies. Respond to the intelligence feedback incentive mechanism introduced by the Science Park Information Security Sharing and Analysis Center (SP-ISAC) by submitting intelligence related to malicious attacks for reference. Additionally, subscribe to SP-ISAC's hardware and software intelligence to update systems promptly and prevent zero-day attacks on network devices. **Mid-Term Goals** By 2025, complete the ISO 27001:2022 revision and re-certification, comply with the updated ISO 27001 standards, and systematize required operational processes. **Long-Term Goals** Perfect the information security management system and establish "Robust Information Security, Sustainable Logistics Services" to ensure zero information security anomalies.
Management Evaluation Mechanism	The Company conducts annual PDCA evaluations of information security effectiveness through internal management review procedures as per ISO 27001 standards.
Performance and Adjustment	In 2023, the Company passed the ISO 27001 re-certification audit, with no financial losses caused by information security attacks throughout the year.

Material Topics： Information Security

Preventive or Remedial Measures

Our company conducts information security control in accordance with ISO 27001 procedures, setting security goals and conducting periodic reviews to ensure compliance. In the event of a severe cyberattack, appropriate measures will be taken based on the severity of the incident, such as initiating manual operations or rebuilding the system.

Specific measures are as follows:

1. Annually allocate a budget to enhance information security defenses.
2. Perform regular backup drills for core systems and network equipment annually to ensure continuous operational effectiveness.
3. Engage a third-party information security team annually to conduct vulnerability scans and address high-risk or critical vulnerabilities.
4. Collect internal and external issues and stakeholder requirements regularly each year to conduct risk assessments.
5. Manage data center security by monitoring key areas and promptly notifying environmental control system detections.
6. Employ Palo Alto, a global leader in cybersecurity, as the firewall solution, incorporating three critical defense elements: next-generation firewall, next-generation cloud threat detection, and next-generation endpoint security control.
7. Separate network segments for server farms, users, IT personnel, and wireless networks to prevent the spread of security threats.
8. Strengthen defense-in-depth mechanisms, such as restricting email access to internal networks, encrypting email transmission and reception, enforcing complex password policies with mandatory monthly changes, and initiating social engineering drills starting this year.
9. Comply with ISO 27001 standards by establishing an indicator system integrated with newly acquired FORTISIEM monitoring software to automate information security tasks. In emergencies, automated scripts can be executed to minimize losses.
10. Collect external cybersecurity intelligence irregularly and provide quarterly education to employees to enhance security awareness.
11. Implement an HA (High Availability) mechanism for firewalls to improve system integrity.
12. Use Peplink to build a Load Balance mechanism for the network, enhancing reliability.
13. Automatically initiate electronic signature workflows upon receiving subscribed intelligence data emails. During maintenance reviews, confirm whether adjustments or updates are necessary.

Material Topics：Customer Service Management

Main Motivation

To enhance customer satisfaction and loyalty, the lack of effective customer service management may result in declining satisfaction and loyalty, ultimately impacting the Company's sustainable operations.

Influence and Impact

Economic Aspects

1. Actual Positive Impact: Providing quality customer service management can effectively address customer issues, fulfill their needs, significantly improve satisfaction and loyalty, strengthen customer relationships, and increase the Company's revenue and profit.
2. Potential Positive Impact: In the long term, excellent customer service management ensures customer needs are met, maintains long-term relationships, enhances the Company's image, attracts new customers, promotes business growth, expands the customer base, and improves operational performance.
3. Actual Negative Impact: Poor customer service management may lead to increased complaints, abnormal handling, and rising compensation costs, reducing revenue and profit.
4. Potential Negative Impact: Failure to resolve customer service issues promptly may lead to low satisfaction, customer loss, and damage to the Company's reputation, impacting long-term economic health and market competitiveness.。

Environmental Aspects

1. Actual Positive Impact: Optimizing customer service processes and resource utilization, such as providing online customer service via the E-HUB platform, reduces paper usage, energy consumption, transportation emissions, and carbon footprints, lowering environmental burdens.
2. Actual Negative Impact: Ineffective management of information technology and resources may increase electronic waste, negatively affecting the environment.

Social Aspects (People/Human Rights)

1. Actual Positive Impact: Delivering quality customer service management helps meet customer needs and expectations, improves their quality of life and satisfaction, and enhances trust and support for the Company.
2. Potential Positive Impact: In the long run, excellent customer service management fosters harmonious development between the Company and society, enhances corporate social responsibility, and attracts talent and collaboration opportunities.
3. Actual Negative Impact: Poor customer service management may result in increased complaints, heightened employee stress, and a negative impact on their job satisfaction and quality of life.
4. Potential Negative Impact: Failure to improve customer service quality promptly may damage the Company's brand image, reduce societal trust, and adversely affect the Company's long-term development.

Material Topics：Customer Service Management

Policy & Strategy	Our Company remains committed to focusing on core values, leveraging collaborative planning, and continuously innovating operational models to provide comprehensive solutions that address all supply chain challenges for our customers. We firmly believe that excellent customer service management is the cornerstone of long-term business development. Therefore, we have established a series of concrete and effective policies and strategies to ensure a premium service experience for our customers. To fully understand the actual needs and feedback of our customers, we refine service quality through BCP and internal management to meet customer satisfaction and achieve profitability targets. Additionally, customer satisfaction surveys are conducted to gain insights into customer feedback, enabling relevant units to make targeted improvements. These efforts aim to continually enhance service quality and strengthen the trust between the Company and our customers. We have developed a customer satisfaction survey form, distributed annually to clients, ensuring a systematic approach to collecting customer opinions. The returned surveys are analyzed to swiftly identify and resolve any potential issues, continuously improving our service standards. This reflects our commitment to customer service management and demonstrates our dedication to consistently enhancing service quality and maintaining customer trust.
Goals & Objectives	**Short-term Goals** 1. Maintain customer satisfaction at an average of 94 points for the Southern Taiwan Science Park Business Unit. 2. Maintain customer satisfaction at an average of 95 points for the Hsinchu Science Park Business Unit. **Mid- and Long-term Goals** 1. Maintain customer satisfaction at an average of 95.5 points for the Hsinchu Science Park Business Unit. 2. Implement a CRM system to perform detailed and in-depth analysis of customer services, identify customer pain points, and effectively address them to enhance customer satisfaction and generate more revenue.
Management Evaluation Mechanism	The Company follows the internal management review procedures specified by the ISO 9001 Quality Management System, conducting annual internal audits and holding regular management review meetings.
Performance and Adjustment	1. Conduct annual customer satisfaction surveys to gather customer feedback, analyze deficiencies raised by customers, review and improve accordingly. 2. The average customer satisfaction score in 2023 was 95.4, showing improvement across all units.
Preventive or Remedial Measures	1. In service management, apart from immediate feedback and face-to-face communication provided by sales and customer service staff, the Company's official website also includes a consultation service platform (www.spl.com.tw/contact.php), aiming to maintain flexible and effective communication channels with customers. For areas with lower customer satisfaction, improvements are made, and customers are regularly followed up on. 2. By enhancing information software or equipment (e.g., RPA process automation robots), the Company reduces manual error rates, improves operational efficiency, and increases customer satisfaction.

Material Topics：Customer Health and Safety

Main Motivation

To achieve sustainable development goals and effectively reduce the risks associated with business operations, customer health and safety are integral to daily operations and a critical foundation of the Company's business activities. Proper management of customer health and safety can mitigate costs and risks for the Company while establishing a healthy and safe working environment, enhancing competitiveness in sustainability-related issues.

Influence and Impact

Economic Aspects

1. Actual Positive Impacts: Continuous improvement and optimization of health and safety measures may earn greater industry recognition and awards, enhancing corporate image, brand value, and customer loyalty.
2. Actual Negative Impacts: Poor management of customer health and safety may lead to customer attrition, decreased corporate image, diminished brand value, and reduced revenue and profit.
3. Potential Negative Impacts: Major failures in health and safety management could result in legal disputes and fines, damaging the Company's financial status and market reputation.

Social Aspects (People/Human Rights)

1. Actual Positive Impacts: Strengthening health and safety management enhances the Company's social responsibility image, increases employee belongingness, and boosts customer loyalty.
2. Actual Negative Impacts: Insufficient health and safety measures could result in operational incidents, jeopardizing customer safety and health, and causing public dissatisfaction.
3. Potential Negative Impacts: Negligence in safety management may lead to significant accidents, harming the Company's reputation, reducing employee morale, and eroding customer trust, thereby impacting long-term development.

Policy & Strategy

The Company actively maintains a safe environment to ensure customer health and safety. Twice annually, operational environment monitoring is conducted to assess hazards at locations. Any abnormalities are addressed to reduce environmental risk factors, ensuring the safety and health of visiting customers. Visitors are provided with safety helmets, reflective vests, and safety goggles during visits. Although this may cause some inconvenience, the Company prioritizes safety above all, safeguarding customer health and safety. Additionally, the Company has established the following strategies to maintain customer health and safety:

1. Continuously conduct hazard identification, risk assessment, and control measures, operating under the PDCA cycle to eliminate hazards and ensure the health and safety of customers entering the facility.
2. Establish internal and external consultation and communication channels to convey the Company's safety and health policies to stakeholders.
3. Implement hazard safety education and training for facility entrants, enhancing customer awareness of safety and hygiene, and preventing accidents and disasters.
4. Develop an internal inspection and audit system, with managers conducting spot checks and eliminating potential risk factors that could cause harm.

Material Topics：Customer Health and Safety

Goals & Objectives	**Short-term Goals** Ensure that all chemicals used within the Company's facilities have accurate and up-to-date Safety Data Sheets (SDS) to protect the health and safety of customers entering the facilities. Any omissions or deficiencies will be promptly addressed to prevent customers from facing safety risks. Target: 100% placement rate of SDS for facility chemicals. **Mid- and Long-term Goals** 1. Ensure that no incidents occur involving customers within the Company's facilities, safeguarding their health and safety during visits. In the event of an incident, promptly investigate and analyze the cause to reduce health and safety risks to customers in the facilities. Target: 0% customer facility incident rate. 2. Regularly assess the improvement rate of customer safety audit deficiencies, ensuring that all identified deficiencies are addressed promptly and effectively. Enhance customers' safety and hygiene awareness and prevention capabilities. Should improvement rates fall short, implement remedial measures to continuously improve customers' safety and hygiene awareness. Target: 100% improvement rate for customer safety audit deficiencies.
Management Evaluation Mechanism	1. Annual ISO 45001 and Health-Enabled Workplace certifications are verified for effectiveness by third-party verification companies, ensuring ongoing PDCA cycle evaluations. 2. Ensure proper visitor registration and safety briefings for customers entering the facilities. Customers are accompanied by designated personnel and must wear protective equipment (safety helmets, safety goggles, reflective vests) in the storage areas. 3. Conduct irregular customer audits and satisfaction surveys for review. 4. Annually track and report workplace incidents involving customers within the facilities. 5. Improve customer safety deficiencies based on annual audit deficiency reports. 6. Verify whether all chemical storage areas have up-to-date and compliant Safety Data Sheets (SDS).
Performance and Adjustment	1. No workplace accidents involving customers occurred in the facility. 2. Customer safety audit deficiency improvement rate reached 100% this year. 3. Follow up on suggestions and feedback from third-party verification entities and customers by listing, tracking, and confirming resolution. 4. Achieved Health-Enabled Workplace Certification, maintaining its effectiveness. 5. Compliance rate for the placement of valid Safety Data Sheets (SDS) for facility chemicals reached 100% in 2023.
Preventive or Remedial Measures	1. Facility signage includes notices of workplace hazards and confirmation of contractor application for entry and safety briefings. 2. Continually identify and assess occupational safety and health risk factors in the facility to reduce risks. 3. Conduct monthly on-site inspections to ensure compliance with regulations. 4. Regularly conduct safety awareness campaigns. 5. Perform monthly on-site inspections to verify the placement of valid chemical Safety Data Sheets (SDS).

3.2 Service Quality Policy

If customers intend to store chemicals in the Company's warehouse, the Company requires a Chinese "Safety Data Sheet" (SDS) from the customer prior to receiving the goods. The Occupational Safety and Health (OSH) Office reviews the SDS to conduct hazard identification. Based on the hazard level indicated in the SDS, the OSH Office determines the appropriate protective equipment for emergency response in case of chemical leakage by on-site personnel. If the chemicals are classified as hazardous materials, approval documents from relevant fire authorities and regulatory agencies must be obtained before storing them in the Company's hazardous materials warehouse.

To further reduce operational risks and ensure the safety and health of operational staff, the Company has installed gas detectors and high-value equipment such as fluoride antidotes. Regarding transportation, the Company applies for hazardous materials transport permits from motor vehicle offices before carrying dangerous goods. These goods are transported by licensed drivers certified in the transportation of hazardous materials, with vehicles displaying mandatory hazard labels as required. All transport vehicles undergo emissions testing and are awarded compliance certificates.

In 2023, the Company had no penalties for violations of health and safety regulations related to products and services. Additionally, there were no penalties for violations of regulations regarding marketing communications, including advertisements, promotions, and sponsorships.

To fulfill its corporate social responsibility, the Company has also obtained certifications from third-party auditors, including ISO 9001:2015, ISO 45001:2018, ISO 27001:2013, and AEO. Relevant details are provided in the table below:

ISO 9001:2015

ISO 45001:2018

ISO 27001:2013

HSP AEO

STSP AEO

Product or Service Obtaining International Certification Systems and Safety Compliance Certification Statistics

Product or Service Item	Safety Standards	Percentage of Products or Services Evaluated and Provided to Customers
Transportation/ Warehousing	ISO 9001	100%
Transportation/ Warehousing	ISO 45001	100%
Transportation/ Warehousing	ISO 27001	100%
Transportation/ Warehousing	AEO	100%

Note: Percentage = (Total Evaluated Products or Services Provided to Customers / Total Products or Services Provided to Customers) * 100%.

Logistics Safety Management

To enhance supply chain security and global logistics capabilities, the Company adopts innovative operational models to provide comprehensive customer services, thereby increasing overall corporate value. Through the operation of safety management, the Company ensures logistics safety while balancing trade facilitation and building supply chain security in collaboration with business partners. Scientific Park Logistics commits to the following four principles:

1 **Compliance with Safety Regulations and Requirements**
Adhere to applicable safety regulations and other requirements relevant to the Company, striving to meet international safety standards.

2 **Implementation of Risk Assessment and Safety Management**
Identify safety threats, conduct risk assessments, and implement management processes to adopt appropriate countermeasures and control methods, strengthening supply chain safety management.

3 **Enhancement of Training and Safety Awareness**
Conduct safety education and awareness campaigns to improve employees' safety knowledge and response capabilities, promoting the participation of all employees in the implementation of the safety management system.

4 **Continuous Management Review and Performance Improvement**
Regularly review the safety management system and continuously improve it to ensure its applicability and effectiveness.

Enhancing Logistics Operations

Intensifying global competition compels businesses to adopt innovative approaches, making supply chain performance and global logistics capabilities critical to corporate success. Upholding this philosophy, Scientific Park Logistics is dedicated to constructing a comprehensive logistics system. By focusing on core values, the Company employs collaborative planning, process optimization, advanced equipment integration, and digitalized operations to continually innovate and provide service-oriented, complete solutions. This approach fosters stronger customer relationships, enhances company revenue, and strengthens corporate competitiveness.

The Company has successively implemented service system upgrades, including a rapid delivery matching platform, RPA process automation, warehouse management systems, and an educational training platform. To ensure the confidentiality, integrity, and availability of operational services while improving service quality, the Company has adopted international management systems such as ISO 9001, ISO 45001, ISO 27001, and AEO.

3.3 Customer Relations and Services

Safeguarding Customer Privacy

• Information and Communication Security Policy

In the digital era, information security is crucial for the sustainable development and stable operations of businesses. Scientific Park Logistics deeply recognizes the importance of information security. Beyond adhering to international standards and regulations, the Company continually enhances its information security management to ensure the delivery of secure, stable, and efficient information services. We adhere to the following three policies to uphold information security protection:

1. trengthen information security management and establish the strategy of "Robust Information Security, Sustainable Logistics Services."
2. Ensure the confidentiality, integrity, and availability of customer and employee data processing, guaranteeing secure data handling.
3. Provide secure, stable, and high-efficiency information services.

To maintain and manage personal data security, the Company complies with the "Personal Data Protection Act," "Implementation Guidelines for Personal Data Protection by the Executive Yuan and Its Subordinate Agencies," and other relevant personal data protection laws and regulations. A personal data security maintenance plan has been established, along with the formation of a "Personal Data Protection Task Force" to oversee related matters, ensuring the privacy and data security of our customers.

The company handles customer data with care, and the 2023 audit revealed no incidents of customer data misuse or information leakage. The company remains committed to diligently safeguarding customer information.

Measures to Protect Customer Privacy and Information

1. For business purposes, customers or vendors who need to apply for system account credentials must complete a "Data Query Service Application Form." Issued connection user accounts and passwords must be properly safeguarded and kept confidential by the customer.
2. When transmitting customer data files via FTP or a third-party platform, customer IP binding procedures are implemented.
3. If customers forget their passwords, they can apply for a reset through the website, which will reissue the password after email verification. If further assistance is required, customers can notify the business unit. The company's operational systems are hosted within the internal network and are protected by firewalls. Data queries from customers are pushed from the Scientific Park's internal systems to an external database, avoiding the creation of access points from external to internal systems.
4. Customer accounts on web services are reviewed every six months for inactivity. Accounts with no login activity are marked as dormant. If reactivation is required, the business unit must submit an "Information Service Form" to apply for account reactivation.
5. The company organizes regular annual information security awareness and education training.

Information and Communication Security Management Framework

Based on internal and external environmental issues, the needs and expectations of stakeholders, and the results of information asset inventories, the company identifies and evaluates risks to pinpoint opportunities for improvement and reduce risks. For risk assessment items, potential or previously encountered risks are identified, and risks to confidentiality, integrity, and availability are evaluated to pinpoint vulnerabilities causing these risks. For "unacceptable risks," the following principles are applied as response measures:

Risk Avoidance

Eliminate the source of risk, such as changing operating methods or equipment usage.

Risk Reduction

Implement control actions based on the identification results to reduce the likelihood of risks occurring.

Risk Diversification

Transfer or share some of the risks with other groups through methods such as contract agreements, insurance, and institutional structures.

Risk Acceptance

Consider resource allocation and company policy requirements, acknowledge the risks and threats, and decide to accept those risks.

Information and Communication Security Management Program

The company has fully adopted the ISO/IEC 27001 standard operating specifications and has validated logistics service-related systems to achieve the following objectives:

Risk Reduction

Conduct comprehensive reviews of the information environment, perform risk assessments, and implement preventive measures to effectively reduce corporate information security risks.

Strengthen Security

Establish an information security management mechanism in compliance with international standards, improving and reinforcing information security defense capabilities.

Standardization

Plan protections and drills, handle incident responses, conduct post-incident reviews, and continually improve through the PDCA management cycle.

Enhance Reputation

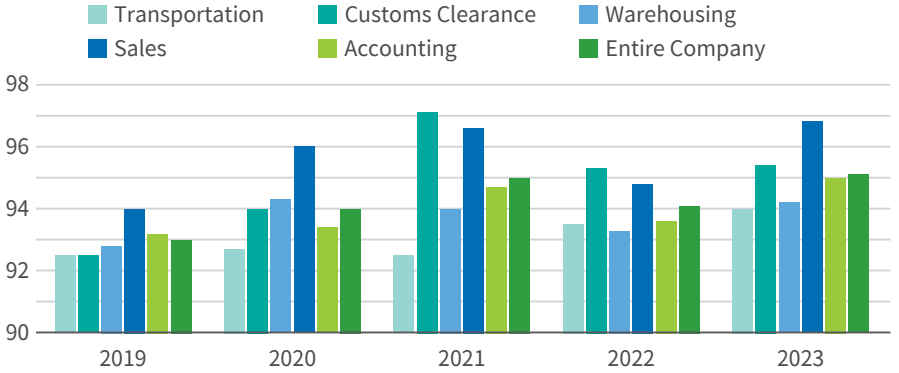
Obtain information security certification and undergo third-party audits annually, ensuring customer peace of mind and trust.

Customer Satisfaction

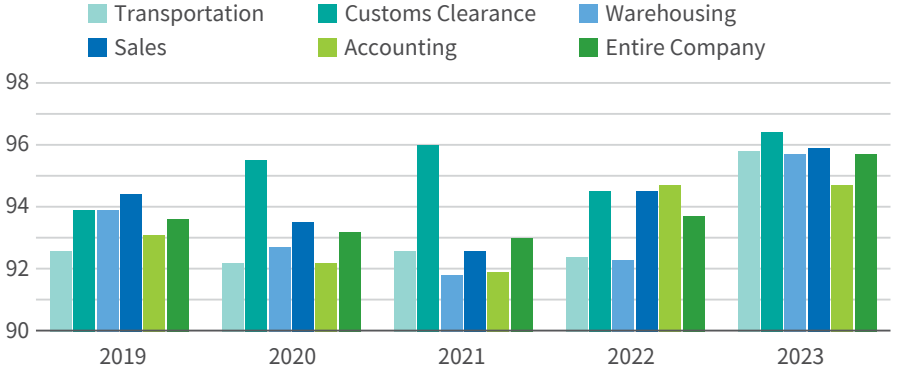
Each year, the company gathers customer feedback through satisfaction surveys, identifying areas for improvement, review, and analysis based on customer input. In 2023, the average customer satisfaction score for the STSP Headquarters was 95.1 points (108 questionnaires collected), while the HSP Branch achieved an average score of 95.7 points (39 questionnaires collected), resulting in a company-wide weighted average of 95.4 points.

In service management, besides real-time feedback and face-to-face communication provided by business and customer service personnel, the company has also established a consultation service platform on its official w

Comparison of Customer Satisfaction Scores in STSP Over the Past Five Years



Comparison of Customer Satisfaction Scores in HSP Over the Past Five Years



3.4 Supply Chain Management Strategy

Procurement Ratio

The company's main procurement items include computer hardware and software, peripheral equipment, commercial vehicles, storage equipment, air conditioning systems, heavy trucks, tractors, pallet racks, and bonded containers. During the reporting period, the company conducted procurement transactions with 305 suppliers. To support Taiwan's local supplier industry chain, procurement primarily focuses on domestic suppliers.

Supplier Procurement Ratio

Contract Type	2021		2022		2023	
	No. of Suppliers	Proportion of Total Procurement Amount (%)	No. of Suppliers	Proportion of Total Procurement Amount (%)	No. of Suppliers	Proportion of Total Procurement Amount (%)
Labor (Contracting & Services)	82	69%	94	74%	92	70%
	0	-	0	-	0	-
Engineering (Construction & Equipment)	21	10%	39	15%	55	8%
	0	-	0	-	0	-
Others (Requisition Orders)	94	20%	148	9%	142	20%
	0	-	0	-	0	-
Others (Equipment & General Affairs)	15	1%	16	2%	16	2%
	0	-	0	-	0	-
Total	212	100%	297	100%	305	100%

Note: All suppliers collaborating with the company are 100% Taiwan-based manufacturers.

Supplier Evaluation

Currently, the Company has not adopted environmental criteria (ISO 14001 Environmental Management System) for evaluations. To select qualified suppliers, ensure compliance with environmental protection, occupational safety, and health regulations, and safeguard the safety of employees, equipment, and property, the Company has established the "Supplier Management Procedure," "Vendor Safety and Health Management Procedure," and "Outsourced Operations Procedure." Suppliers undertaking projects are required to sign the "Supplier Environmental Commitment Statement" to meet company requirements, stabilize service quality, and achieve enhanced overall efficiency and customer satisfaction.

In 2023, a total of 135 suppliers collaborating with Scientific Park Logistics signed the "Supplier Environmental Commitment Statement," representing 44.3% of the total suppliers.

The procurement unit searches for suppliers for various businesses based on market conditions and registers their relevant information in the "Supplier Information Card." The qualifications of engineering contractors must comply with ISO 45001's "Vendor Safety and Health Management

Procedure." New suppliers are assessed using the "New Supplier Evaluation Form" and, if deemed qualified, are registered as approved suppliers. Registration can be stored as electronic files, including the "Supplier Information Card," "List of Approved Suppliers," and "Supplier Transaction Records."

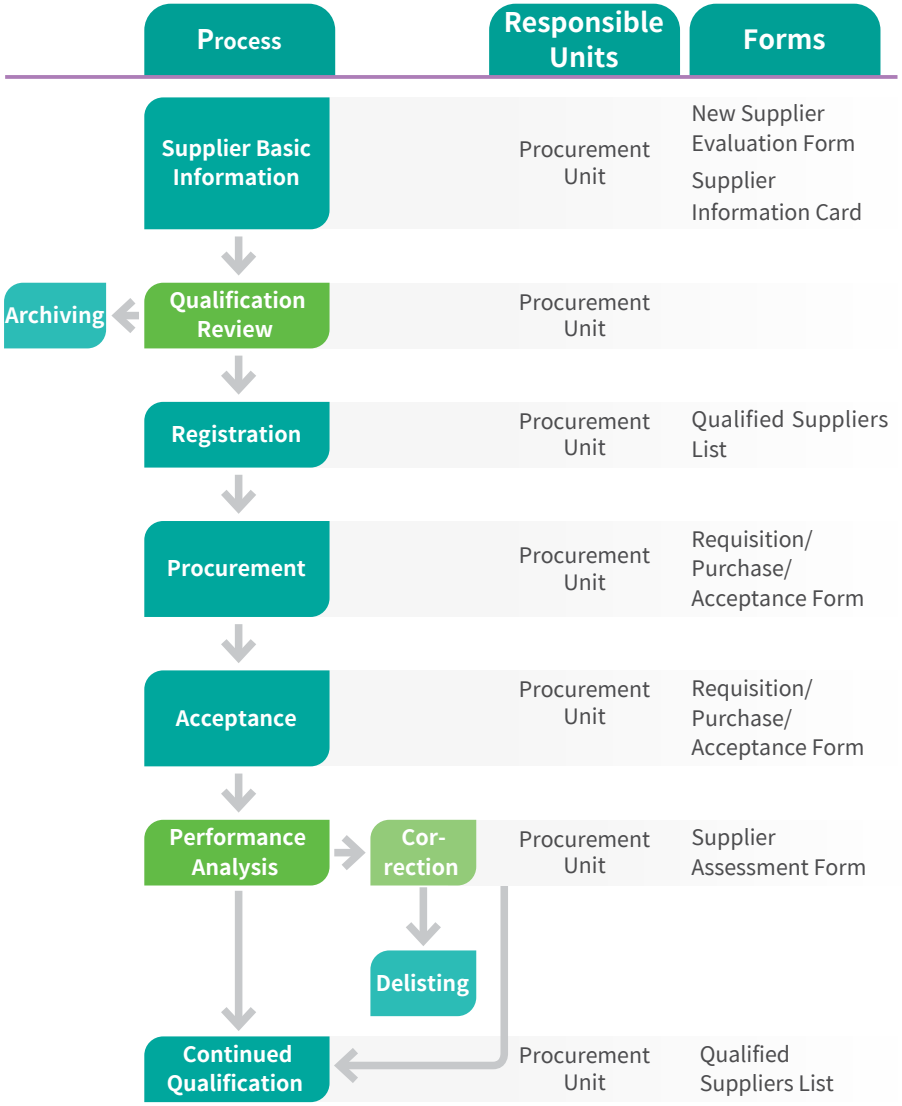
Upon passing the qualification review, the basic data is categorized and recorded in the "List of Approved Suppliers." After procurement needs are approved, procurement personnel select suitable suppliers for quotations, comparisons, and negotiations. Registered approved suppliers are given priority for inquiries and negotiations, and transaction details are recorded in the supplier transaction records. In case of anomalies during procurement acceptance, the abnormal situations are also recorded in the supplier transaction records.

Supplier Management Procedure

Item	Rating	Measures
1	Transaction anomalies occur three or more times within a year	Suspend transactions for six months (excludes monopoly or client-designated suppliers). Record the suspension period in the supplier transaction record. Transactions may resume after the suspension period.
2	Suspension of transactions occurs three or more times within three years	Remove the supplier from the "List of Approved Suppliers."
3	Suppliers below the evaluation standard	Allow one month for improvement, followed by re-evaluation. Failure to improve within the period will result in termination of cooperation.

Note: For unqualified suppliers in monopolistic or oligopolistic markets where replacements are difficult to find within a year, the procurement unit may seek special approval from the General Manager to continue cooperation.

Supplier Management Flowchart



Supplier Code of Conduct

In response to the evolving demands of sustainable development, the "Supplier Code of Conduct" was established in 2023, along with supplier assessments. "Corporate Social Responsibility" was included as one of the evaluation criteria. This Supplier Code of Conduct applies to all suppliers of Scientific Park Logistics Co., Ltd. Scientific Park requires all suppliers to commit to adhering to this code, ensuring that all business transactions meet standards of conduct and integrity. As of 2023, 109 suppliers have signed the code, with the process ongoing.

The Company's procurement unit conducts an annual supplier assessment and records the results in the "Supplier Assessment Form." In 2023, Scientific Park Logistics completed evaluations for 142 suppliers, including 10 new suppliers and 132 existing ones. During the reporting period, all evaluated suppliers met the Company's requirements, with no suppliers rated as non-compliant.

Audit Photo

4. Sustainable Environmental Management

4.1 Management Policy
4.2 Energy Conservation and Carbon Reduction
4.3 Water Resources
4.4 Environmental Pollution Prevention

4.1 Management Policy

Material Topics：Air Pollution

Main Motivation	The Company engages in customs clearance, transportation, and warehousing operations, with high-tech manufacturers as its primary clientele. The primary locations of operations are within science parks. Since science parks are committed to environmental protection, failing to address air pollution issues may result in restricted access to customer facilities, potentially leading to customer loss.
Influence and Impact	**Economic Aspects** 1. Actual Positive Impact: Addressing air pollution can enhance the Company's image and brand value, attract environmentally conscious customers, increase customer loyalty, and ultimately drive revenue growth. 2. Potential Positive Impact: Operating in compliance with environmental standards can reduce fines and legal disputes related to environmental regulations, mitigate potential economic losses, and facilitate access to environmental subsidies or tax incentives. 3. Actual Negative Impact: Significant capital expenditures required for replacing vehicles to comply with environmental regulations in the short term may increase financial pressure on the Company. 4. Potential Negative Impact: Failure to achieve environmental goals effectively could result in customer loss, thereby affecting the Company's market competitiveness and economic benefits。 **Environmental Aspects** 1. Actual Positive Impact: Replacing vehicles to meet the latest environmental regulations helps reduce exhaust emissions, improves air quality, and enhances the environmental quality of science parks and surrounding areas. 2. Potential Positive Impact: Long-term use of electric vehicles can significantly reduce carbon emissions during operations, support global carbon reduction goals, and promote sustainable environmental development. 3. Actual Negative Impact: The production of new vehicles and the disposal of old ones may impose environmental burdens, including resource consumption and waste management challenges. 4. Potential Negative Impact: Inefficient handling of waste generated during vehicle replacement may cause long-term negative environmental impacts. **Social Aspects (People/Human Rights)** 1. Actual Positive Impact: Air pollution improvement measures can enhance the health of employees and local community residents, improve overall quality of life, and boost the Company's social reputation. 2. Potential Positive Impact: In the long term, actively fulfilling environmental responsibilities can elevate the Company's societal image, strengthen employee loyalty, and gain societal recognition, thereby promoting sustainable social development. 3. Actual Negative Impact: Vehicle replacement and the implementation of new policies may temporarily disrupt work arrangements and processes for some employees, causing short-term impacts and pressure.

Material Topics：Air Pollution

Policy & Strategy	To effectively manage vehicle emissions and environmental regulation risks, the Company will adhere to the Air Pollution Control Act to ensure compliance with environmental standards.
Goals & Objectives	The Company's air pollution baseline is set as the year 2021: **Short-term Goals:** Replace 20% of vehicles with Phase 6 environmentally friendly vehicles. **Mid-Term Goals:** Replace 60% of vehicles with those that comply with the latest environmental regulations. **Long-Term Goal:** Fully transition to electric vehicles in line with the development of electric heavy-duty trucks.
Management Evaluation Mechanism	1. The Company conducts regular vehicle maintenance plans based on contracts signed with the original manufacturers. 2. Annual exhaust emission tests for all vehicles: In 2023, all vehicles underwent emission tests and received environmental certification marks. 3. Driving behavior and fuel consumption are monitored and analyzed in real-time through GPS and video systems.
Performance and Adjustment	1. A budget allocation for 2023–2024 has been allocated to purchase six new environmentally friendly vehicles and retire six old vehicles. 2. As of 2023, all operational vehicles comply with environmental regulations and have passed exhaust emission tests, earning environmental certification marks.
Preventive or Remedial Measures	1. Annual budget allocation for purchasing vehicles that meet the latest environmental regulations and phasing out old vehicles. 2. Annual exhaust emission tests for all vehicles to obtain environmental certification marks. 3. Regular vehicle maintenance at the original manufacturer. 4. Exclusive use of CPC Corporation fuel for all vehicles. 5. Utilize GPS systems to monitor overspeeding, idling, and other driving behaviors for all vehicles. 6. If vehicle emissions fail to meet environmental standards, appeals can be made to the Company through the following channels: Appeal Phone Numbers: Southern Taiwan Science Park (STSP): 06-5051655 Hsinchu Science Park (HSP): 03-5783200

Material Topics：Energy

Main Motivation	After analyzing stakeholder communication focus and impact levels, the emissions topic is relatively significant to the Company. Without implementing greenhouse gas and emissions management, the Company may face regulatory penalties in the future. Responsible emissions management can reduce the Company's cost risks and enhance product competitiveness in sustainability-related issues.
Influence and Impact	**Economic Aspects** 1. Actual Positive Impact: Effective energy management can reduce the Company's energy costs and enhance service competitiveness in sustainability issues. 2. Potential Positive Impact: By optimizing energy usage, improving energy efficiency, and adopting renewable energy, the Company can save energy costs and gain a branding advantage as a user of green energy. As the global transition to green energy progresses, achieving net-zero emissions early may position the Company as the exclusive logistics/warehousing choice for upstream and downstream suppliers, creating revenue growth opportunities. 3. Actual Negative Impact: Implementing net-zero emission targets may require equipment upgrades, technological improvements, and energy transitions. The high initial investments, technological updates, and equipment upgrades could increase the Company's operational costs. **Environmental Aspects** 1. Actual Positive Impact: Effective energy management can reduce the Company's energy consumption, lessen the depletion of natural resources, and minimize negative environmental impacts. 2. Potential Positive Impact: By improving energy efficiency, the Company can decrease greenhouse gas emissions, reduce pollution of air, water, and soil, and contribute to maintaining ecological balance and ecosystem health. 3. Actual Negative Impact: Ineffective energy use or inadequate emission management may harm the environment, including excessive natural resource consumption and intensified pollution. 4. Potential Negative Impact: Implementing new energy management policies and technologies may cause short-term environmental disturbances, such as noise and emissions during equipment installation. **Social Aspects (People/Human Rights)** 1. Actual Positive Impact: Improving energy efficiency and developing or purchasing renewable energy can provide more stable and affordable energy supplies for local communities, enhancing residents' quality of life. 2. Potential Positive Impact: Implementing green energy and energy-saving measures can strengthen the Company's social responsibility image, increasing community support and trust. 3. Actual Negative Impact: Poor energy management may lead to unstable energy supplies, disrupting the Company's operations and negatively affecting employees and the community. 4. Potential Negative Impact: During the transition, technological updates and equipment upgrades may require additional employee training, temporarily increasing workloads and pressure.

Material Topics：Energy

Policy & Strategy	1. The Company's current strategy is to establish a baseline year within three years, reviewing overall carbon reduction results annually and formulating emission reduction strategies. In 2023, carbon inventory was conducted to assess the carbon emissions and intensity of various locations. High-emission equipment will be gradually improved to ensure the achievement of future net-zero carbon goals. 2. All critical operational equipment is connected to an uninterrupted power supply system. 3. Power-related equipment undergoes regular and irregular inspections. 4. High-risk equipment is equipped with monitoring and protection systems.
Goals & Objectives	The Company began conducting greenhouse gas (GHG) inventories in 2022: **Short-term Goals:** Complete the establishment of the baseline year within three years. **Mid-Term Goals:** Reduce GHG emissions by 10% before 2030. **Long-Term Goals:** Ensure all operational sites comply with GHG regulations before 2050.
Management Evaluation Mechanism	1. The Company's operations will not be interrupted due to energy anomalies. 2. Equipment stability is maintained with no disasters occurring. 3. The Company evaluates the effectiveness of emission management using the PDCA cycle under the ISO 14064-1 internal management review process annually.
Performance and Adjustment	Since the baseline year has not yet been established, and the Company's Greenhouse Gas (GHG) inventory data is insufficient for performance evaluation, the Company will continue to conduct annual GHG inventories to meet the short-term goals set. The Company will also manage emission issues continuously in the future.
Preventive or Remedial Measures	The Company reviews overall carbon reduction results annually and formulates emission reduction strategies. If the reduction outcomes fall short of expectations, the Company actively purchases renewable energy and collaborates with relevant parties for communication and cooperation.

Material Topics：Emissions

Main Motivation

To ensure compliance and protect the environment, the Company strictly controls emissions. If wastewater quality exceeds legal standards, it may not only result in fines but also lead to environmental pollution in surrounding areas, harming ecosystems and community health. Therefore, we have implemented a series of measures to effectively manage emissions, ensuring adherence to environmental standards and reducing negative environmental impacts.

In terms of the circular economy and environmental protection, we are progressively adopting reusable packaging materials and recycled resources to reduce waste production. This demonstrates our commitment to the circular economy and care for the planet.

Additionally, to safeguard air quality, all of our transportation vehicles comply with environmental standards of Phase Four or above and pass annual exhaust inspections by the Environmental Protection Administration, reducing sources of air pollution and ensuring a fresh air environment.

Since emissions directly affect environmental health and regulatory compliance, establishing emissions as a material topic allows the Company to operate in compliance with regulations while taking environmental responsibility and promoting sustainable development.

Influence and Impact

Economic Aspects

1. Actual Positive Impact: Ensuring regulatory compliance in emissions avoids fines for violations, effectively reducing operational costs. Effective emissions management enhances brand image and market competitiveness, attracting more customers and partnership opportunities.
2. Potential Positive Impact: Adopting advanced emissions management technologies and circular economy practices saves long-term operational costs and improves operational efficiency.
3. Actual Negative Impact: The initial investment costs for equipment and technology upgrades are relatively high, increasing the Company's short-term financial pressure.
4. Potential Negative Impact: Poor emissions management may lead to regulatory fines and reputational damage, affecting the Company's long-term operational stability. Inadequate emissions management measures may result in increased operational costs and management difficulties。

Environmental Aspects

1. Actual Positive Impact: Effectively controlling emissions reduces pollution of water, air, and soil, thereby protecting ecosystems.
2. Potential Positive Impact: Continuous improvement in environmental protection technologies and management measures promotes sustainable resource utilization and reduces the environmental impact of company operations.
3. Actual Negative Impact: Malfunction of wastewater treatment facilities may affect effluent quality, leading to non-compliant emissions and environmental pollution in surrounding areas. Poor emissions management may exacerbate environmental pollution and disrupt ecological balance.
4. Potential Negative Impact: Delayed maintenance and technology upgrades could result in excessive emissions, increasing the environmental burden. Failure to effectively implement emissions reduction measures could intensify the Company's environmental protection pressures, impacting sustainable development.

Material Topics：Emissions

Influence and Impact

Social Aspects (People/Human Rights)

1. Actual Positive Impact: Ensuring emissions compliance protects the health and quality of life of nearby community residents. It enhances the Company's environmental responsibility, fostering positive relationships with the community.
2. Potential Positive Impact: Implementing environmental protection measures increases employees' environmental awareness and corporate responsibility, fostering a positive corporate culture.
3. Actual Negative Impact: Poor emissions management may lead to health issues in the community, resulting in complaints from nearby residents.
4. Potential Negative Impact: Mishandling emissions issues may lead to legal disputes and public opinion pressures, harming the Company's brand image and reputation.

Policy & Strategy

The Company aligns with government policies, adhering to the following emissions policies: "Circular Economy, Caring for the Earth," "Clean Air," and "Water Quality Improvement":

- Circular Economy, Caring for the Earth: The Company gradually implements reusable packaging materials or recycled resources to reduce waste generation, contributing to the circular economy and showing care for the Earth.
- Clean Air: All Company transportation vehicles are environmental-friendly vehicles compliant with Phase IV or higher standards. Annual emissions inspections by the Environmental Protection Administration are conducted to reduce air pollution emissions.
- Water Quality Improvement:
  1. Conduct monthly water quality inspections in collaboration with regulatory authorities.
  2. Regularly inspect sewage discharge outlets to ensure no abnormal discharge.

Goals & Objectives

Short-term Goals

1. Conduct regular wastewater quality inspections to comply with government regulations and continue greenhouse gas management.
2. Perform regular inspections to ensure no abnormal incidents occur.。

Mid-Term Goals

1. Manage and reduce greenhouse gas emissions in line with the national greenhouse gas reduction policy.
2. Maintain zero pollution emissions from the Company.

Long-Term Goals

1. Achieve net-zero greenhouse gas emissions by 2050, aligning with government policies.
2. Maintain zero pollution emissions from the Company.

Material Topics：Emissions

Management Evaluation Mechanism	Maintain compliance with government environmental regulations and commit to environmental protection by formulating management plans to achieve continuous improvement goals. This year, the Company has enhanced waste storage area management to reduce classification errors and minimize environmental impact.
Performance and Adjustment	1. Maintain zero pollution emissions. 2. Achieve zero wastewater deficiencies, zero fines, and zero pollution this year. 3. Ensure no anomalies during inspections by competent authorities.
Preventive or Remedial Measures	1. Immediately report and contact the competent authorities. 2. Deploy manpower and resources to promptly restore normal discharge. 3. Conduct regular wastewater testing in coordination with public departments to maintain quality standards. If non-compliance is identified, immediately draft and implement corrective management plans.

4.2 Energy Conservation and Carbon Reduction

The Company adheres to the concept of corporate social responsibility, complies with relevant legal requirements, and follows the guidelines of the Environmental Protection Administration (EPA) and the Bureau of Energy under the Ministry of Economic Affairs. By purchasing energy-saving equipment and improving engineering technologies, the Company enhances energy utilization efficiency and is committed to energy conservation and carbon reduction.

Energy Consumption

The energy consumption of Science Park Logistics during the reporting period is shown in the table below. Compared to 2022, electricity consumption in 2023 decreased by 0.6%, and diesel consumption decreased by 13.39% due to adjustments in dispatch frequency. Gasoline consumption increased by 4.3%, mainly due to the addition of new operational locations, which increased the demand for official vehicle use. The Company will continue to implement energy-saving measures to achieve the goal of sustainable energy use.

Energy Consumption

Quantitative Indicator	Unit	2021	2022	2023
Electricity Consumption	kWh/year	7,584,776	8,111,964.60	8,063,051
	GJ	27,305.19	29,203.07	29,026.98
Gasoline Consumption	L/year	5,380	5,536.93	5,775.08
	GJ	175.58	180.82	188.6
Diesel Consumption	L/year	732,958	715,442.42	619,620.13
	GJ	25,760.25	25,161.48	21,791.49
Total Energy Consumption	GJ	53,241.02	54,545.37	51,007.07
Organization-specific Measure	Operating Revenue (NTD thousand)	1,234,050	1,394,602	1,450,125
Energy Intensity	GJ/Revenue (NTD thousand)	0.0431	0.0391	0.04

Notes:
1. Energy conversion for electricity: 1 kWh = 0.0036 GJ.
2. Conversion factors are based on the EPA's Greenhouse Gas Emission Coefficients Management Table version 6.0.4: Gasoline = 7,800 kcal/L, Diesel = 8,400 kcal/L, and 1 kcal = 4.1868 kJ.

Energy-Saving Performance

Given the global emphasis on energy conservation, carbon reduction, and environmental protection, the Company is committed to enhancing the efficiency of resource utilization. The following energy-saving designs and measures aim to reduce energy consumption:

Practical Energy Conservation and Carbon Reduction Actions

Administrative Improvements

1. No disposable spoons and chopsticks are provided with meals.
2. Raise air conditioning temperature settings in warehouse areas while maintaining service quality
3. Increase air conditioning temperature settings in office areas.

Engineering Improvements

1. Replace and upgrade warehouse air conditioners with energy-efficient inverter models.
2. Replace and upgrade office air conditioners with energy-efficient inverter models.

Energy Conservation Measures and Estimated Savings

Item	Energy Conservation Measures	2023 Specific Actions	Estimated Savings (kWh/ year)	Estimated Savings (kWh/ year)
1	Raise office air conditioning temperature settings	Increased office air conditioning temperature by 2° C	241,891	870,811
2	Replace and upgrade air conditioners with inverter models	Replaced and upgraded 5 inverter air conditioners	7,771	27,976

Note: Each unit of electricity = 1 kWh = 3.6 megajoules (MJ); (Upgraded inverter air conditioners reduce energy consumption by 6%).

The Company leverages professional expertise and exceptional services to provide customers with energy-saving solutions and effectively manage transportation processes, thereby reducing energy consumption. By implementing the following measures, the Company achieves energy conservation goals while promoting more environmentally friendly and sustainable transportation practices:

1. Monitoring Facilities

GPS monitoring to prevent speeding and idling by drivers.
Real-time tracking of delivery locations, immediate information monitoring, cold storage temperature monitoring, and safety alcohol testing, reducing energy consumption.

2. Tire Pressure Monitoring System

Extends tire lifespan, reduces fuel consumption, prevents abnormal wear of vehicle components, provides real-time cloud notifications, and ensures driving safety.

3. Driving Vision Assistance System

Real-time imaging reduces blind spots during large vehicle turns, preserves critical front, middle, and rear images, monitors driver behavior, and enhances driving safety.

Greenhouse Gas Emissions

Greenhouse gas emissions are the primary cause of global warming. To address this issue and fulfill our corporate social responsibility, the Company continues to promote greenhouse gas reduction planning across both corporate operations and the supply chain. The greenhouse gas emissions over the past three years are shown in the table below:

Greenhouse Gas Emissions for the Past Three Years - Science Park Logistics

Quantitative Indicator	2021	2022	2023
Scope 1: Direct GHG Emissions (ton CO_2e)	1,929.33	2,348.28	2,064.12
Scope 2: Indirect GHG Emissions (ton CO_2e)	3,807.56	4,015.42	3,645.17
Scope 3: Other Indirect Emissions (ton CO_2e)	-	1,544.20	2,017.27
Total Emissions = Scope 1 + Scope 2 + Scope 3 (ton CO_2e)	5,736.89	7,907.90	7,726.56
Organization-Specific Metric (Revenue in NT$ thousand)	1,234,050	1,394,602	1,450,125
GHG Emission Intensity (ton CO_2e/NT$ thousand revenue)	0.0046	0.0056	0.0053

Notes:

1. Scope 1 includes emissions directly from sources owned or controlled by the Company, such as fixed combustion sources, process emissions, mobile combustion sources from transportation, and fugitive emissions. Emission factors are calculated based on the latest data (version 6.0.4) announced by the Ministry of Economic Affairs Energy Bureau and the IPCC Sixth Assessment Report.
2. Scope 2 refers to emissions from purchased energy, such as electricity.
3. Types of greenhouse gases include carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbons (HFCs).
4. Purchased electricity emission factors are based on figures announced by the Ministry of Economic Affairs Energy Bureau: 2021 = 0.509 kgCO_2e/kWh; 2022 = 0.495 kgCO_2e/kWh; 2023 = 0.494 kgCO_2e/kWh.

Air Pollution Management

During the reporting period, the Company did not emit any nitrogen oxides (NOx), sulfur oxides (SOx), or other significant gases, nor did it release ozone-depleting substances (ODS). This complies with environmental protection regulations, ensuring environmental cleanliness and safety. We are committed to environmental protection and have demonstrated exceptional performance in controlling gas emissions. The Company strictly adheres to relevant laws and standards, continually striving to adopt more environmentally friendly operational strategies to maintain environmental cleanliness and safety. This reflects our concrete commitment to environmental responsibility and care while contributing to societal well-being.

4.3 Water Resources

The Company's primary water source is tap water, drawn from Zengwen Reservoir and Nanhua Reservoir. Using the World Resources Institute's "Water Risk Atlas," the water resource risk for our operational locations was assessed as low to medium risk. In 2023, water withdrawal increased by 3.93 million liters compared to 2022, primarily due to the repair of fire protection equipment in Buildings C and D, which led to an increase in operational water usage. The Company's water usage over the past three years is shown below:

Water Usage

Year	2021	2022	2023
Water Withdrawal (million liters)	22.10	23.79	27.72
Water Discharge (million liters)	17.69	19.03	22.17
Water Consumption (million liters)	4.42	4.76	5.55
Organization-Specific Metric (Revenue in NT$ thousand)	1,234,050	1,394,602	1,450,125
Water Intensity	0.000018	0.000017	0.000019

Notes:
1. Water consumption = Water withdrawal - Water discharge.
2. Water intensity is calculated as: Water withdrawal (million liters) / Organization-specific metric.
3. Update the historical data for 2022.

Our company encourages employees to conserve water through the following management measures to achieve water-saving effects. We highly value the sustainable use of water resources and, through energy-saving policies and joint efforts with our employees, are committed to fostering a culture of water conservation while actively preventing any wasteful behavior. Through these management measures, the company aims to reduce overall water consumption, with an estimated water-saving effect of 2%.

1. Install water-saving devices on faucets.
2. Use dual-flush water-saving toilets.
3. Implement a building rainwater harvesting system.

Wastewater Management

During the reporting period, the Company's total wastewater discharge amounted to 22.17 million liters. The wastewater discharge volumes are shown in the table below:

Wastewater Discharge Volumes from the Science Park Operational Sites

Unit: Million Liters

Operational Site	2021	2022	2023
HSP/STSP	17.69	19.03	22.17

In 2023, all wastewater discharged by Science Park Logistics underwent rigorous monitoring and treatment, complying with relevant environmental protection standards. The water quality testing results for 2023 are as follows:

Water Pollution Monitoring

Monitoring Item	Science Park Discharge Standards (ppm)	Annual Average Monitored Value
SS	250	0.3 mg/L
COD	450	6.7 mg/L
Conductivity	-	441 μmho/cm
NH_3-N	250	0.02 mg/L

Note：1 ppm=1 mg/L.

4.4 Environmental Pollution Prevention

Waste Management

Science Park Logistics primarily uses renewable materials and does not utilize non-renewable materials. The Company currently does not engage in the use or recycling of products and their packaging materials. The recent consumption of raw and non-renewable materials is as follows:

Raw Material Statistics

Raw Material Name	Unit	Renewable	2022	2023
Packaging Material (Hand Stretch Film)	Tons	Yes	11.55	9.17

Notes:
1. Material types include: raw natural resources like ore, iron, wood, plastic pellets; lubricants used in machines; semi-finished components or parts; and packaging materials.
2. Non-renewable materials are resources that cannot be replenished in the short term, such as coal, natural gas, metals, minerals, and petroleum. Renewable materials are those that regenerate after harvesting.

The Company prioritizes sustainable development and ecological protection. To comply with government regulations, prevent air pollution, maintain the living environment, and safeguard public health, the waste generated—primarily packaging materials and discarded pallets—does not include hazardous waste. Each facility contracts authorized vendors to process recyclable waste to minimize environmental pollution and promote circular reuse. Household waste is uniformly collected by the Tainan Science Park Administration's waste disposal vehicles, while non-recyclable waste is handled by certified waste management providers. As of 2023, all waste disposal methods comply with the Company's management procedures and relevant regulatory requirements. No incidents of severe waste leakage have occurred.

Non-Hazardous Waste Statistics Table

Waste Composition	Off-Site	
Item	Waste Generated (Tons)	Disposal Method
Household Waste	59.47	Incineration (without Energy Recovery)
Industrial Waste	83.14	Incineration (without Energy Recovery)
Industrial Waste	18.84	Other Recycling Operations
Waste Wood	206.04	Recycled

Notes:
1. Waste weight is measured in metric tons.
2. Recycling operation types include preparation for reuse, recycling, and other recycling operations.
3. Types of recycling: e.g., downcycling, upcycling, composting, or anaerobic digestion.
4. Other recycling operations include repurposing or refurbishing.
5. Disposal methods include incineration (with energy recovery), incineration (without energy recovery), landfill, and other disposal operations.
6. Examples of other disposal operations include dumping, open burning, or deep well injection.
7. "On-Site" refers to within the physical boundary or administrative control of the reporting organization; "Off-Site" refers to outside the physical boundary or administrative control of the reporting organization.

In addition, we actively encourage resource reuse by making waste wood available for employees to use for DIY projects or other purposes. This initiative further realizes waste reuse, reduces environmental impact, and demonstrates the Company's commitment to environmental protection and sustainable development.

5. Happy Workplace

5.1 Management Policy
5.2 Overview of Human Resources
5.3 Employee Care and Welfare
5.4 Talent Development
5.5 Occupational Safety and Health Strategy

5.1 Management Policy

Material Topics：Training and Education

Main Motivation	Science Park Logistics focuses on providing professional logistics services for high-tech industries. To maintain a competitive edge in the international logistics industry, talent training serves as the foundation for the development and enhancement of Science Park. In addition to emphasizing the quality of training, the company is committed to establishing a sustainable educational training mechanism. This includes planning, designing, executing, reviewing, and evaluating training content to provide colleagues with the competencies required for promotion or career development, thereby strengthening competitiveness. Failure to implement training programs will result in employees losing opportunities to update professional knowledge and enhance skills, increasing their substitutability.
Influence and Impact	**Economic Aspects** 1. Actual Positive Impact: Continuous employee training enhances professional skills and maintains certification validity, optimizing and upgrading company operations while boosting competitiveness. 2. Potential Positive Impact: A systematic training mechanism can identify and nurture high-potential employees, reducing employee turnover and recruitment costs. Continuous skill enhancement among employees drives innovation and improvement, thereby improving product and service quality. 3. Actual Negative Impact: Implementing training programs requires investments in funds and time, potentially increasing operational costs in the short term. 4. Potential Negative Impact: Uneven allocation of training resources or ineffective training outcomes may cause dissatisfaction among some employees, affecting morale. If training content is not updated regularly, employees' skills may fail to meet market demands, weakening company competitiveness. **Environmental Aspects** 1. Actual Positive Impact: Training improves employees' awareness of environmental protection and sustainable development, promoting the implementation of environmental measures within the company. 2. Potential Positive Impact: Encouraging employees to participate in environmental training and activities enhances the company's contribution to environmental protection and boosts its reputation. 3. Actual Negative Impact: Training activities may consume energy and resources, increasing the company's carbon footprint. 4. Potential Negative Impact: Large-scale physical training events may impose additional environmental burdens, such as paper usage and transportation emissions. **Social Aspects (People/Human Rights)** 1. Actual Positive Impact: Offering diverse training opportunities provides employees with new knowledge, enhances self-improvement, and strengthens skills through professional training. This contributes to personal growth, career development, and improved employee satisfaction and loyalty. 2. Potential Positive Impact: A systematic training plan and evaluation mechanism can help identify and address employees' development needs, fostering mutual growth between employees and the company. 3. Actual Negative Impact: Frequent adjustments to training plans may increase employees' stress and workload, impacting their work-life balance. 4. Potential Negative Impact: Insufficient training resources may fail to meet the development needs of all employees, potentially affecting internal harmony and stability within the company.

Material Topics：Training and Education

Policy & Strategy	Enhancing employee knowledge and skills, fostering talent development within the company, improving work efficiency, and maintaining professional expertise to meet business and market development needs.
Goals & Objectives	**Short-term Goals:**Achieve a 5% growth in class implementation rate. **Mid-Term Goals:**Attain an average of 24 training hours per employee annually. **Long-Term Goal:**Attain an average of 28 training hours per employee annually.
Management Evaluation Mechanism	The company follows the ISO 9001 Human Resources and Training Management Procedures, conducting PDCA effectiveness evaluations.
Performance and Adjustment	In 2023, 111 classes were planned, with 209 classes actually conducted, achieving an implementation rate of 188%, a 14% increase compared to the previous year.
Preventive or Remedial Measures	■ To cultivate outstanding talent and enhance the company's competitiveness, talent training is planned based on annual key objectives and the training needs of various departments. ■ In accordance with the ISO 9001 Human Resources and Training Management Procedures, budgeting and implementation are conducted. The company's training system is competency-based, divided into company-wide training (management and core competencies) and function-specific training (professional skills), aiming to inspire employees' self-learning, prepare them for future skills requirements, and periodically review performance and development. ■ The company provides multiple grievance channels. Employees encountering infringements on their rights or unfair treatment can file complaints with the HR Department or supervisors at all levels. Complaints can also be submitted via the dedicated grievance hotline or email: Complaint Contact: HR Department　Complaint Hotline：(06)511-3511　Complaint Email：personnel @ spl.com.tw

Material Topics：Occupational Safety and Health

Main Motivation

Management must comply with the relevant regulations under the Occupational Safety and Health Act. Failure to implement occupational safety and health management may result in legal penalties in the future. The company conducts regular inspections and monitoring of the working environment, handles industrial safety and health-related matters in accordance with company regulations, prevents occupational accidents, and guides relevant units in implementing associated plans to reduce occupational risks for employees. Responsible occupational safety and health management can minimize the company's cost-related risks, establish a healthy and safe working environment, and enhance competitiveness in sustainability issues.

Influence and Impact

Economic Aspects

1. Actual Positive Impact: Enhancing occupational safety reduces the frequency of workplace accidents, minimizing productivity loss due to employee absences, thereby improving productivity and company profitability.
2. Potential Positive Impact: Comprehensive occupational safety and health measures enhance corporate image and reputation, attract more customers and investors, and assist in recruiting and retaining top talent.
3. Actual Negative Impact: In the initial stages, implementing an occupational safety and health management system may require significant investment in employee training and equipment upgrades, increasing operational costs and imposing financial pressure in the short term。

Environmental Aspects

1. Actual Positive Impact: Improving 5S workplace management can provide a safer work environment, reduce accidents, improve workplace cleanliness, enhance environmental quality, and minimize pollution.
2. Potential Positive Impact: Continuous improvement of the work environment contributes to sustainable corporate development, in the long term supports achieving environmental goals, and facilitates obtaining additional environmental certifications.
3. Actual Negative Impact: Initial implementation of 5S management may increase working hours and resource consumption, impacting daily operations.
4. Potential Negative Impact: Inadequate occupational safety and health measures might provoke employee dissatisfaction with environmental management, harming the company's internal and external environmental image.

Social Aspects (People/Human Rights)

1. Actual Positive Impact: Ensuring employees' occupational safety and health respects their fundamental human rights, boosting job satisfaction and morale, fostering efficiency, and strengthening organizational cohesion.
2. Potential Positive Impact: Long-term occupational safety and health management enhances the company's social image, increases public trust and support, and aids in fulfilling corporate social responsibilities.
3. Actual Negative Impact: Neglecting occupational safety and health could result in workplace accidents, leading to employee dissatisfaction and legal disputes, damaging the company's reputation.
4. Potential Negative Impact: Ignoring occupational safety and health might brand the company as a "sweatshop," adversely affecting brand image and market position in the long term.

Material Topics：Occupational Safety and Health

Policy & Strategy

As a professional logistics company, Science Park Logistics Co., Ltd. deeply understands that employees and partners are the most important assets for the sustainable development of the enterprise. Therefore, in all activities under the company's control, we not only comply with safety and health regulations and other requirements but also strive for continuous improvement in occupational health and safety. This ensures the prevention of unsafe behaviors, environments, and equipment to avert occupational hazards and fulfill our responsibility to protect employees' occupational health and safety. We hereby make the following commitments:

1. **Compliance with Regulations**
   Adhere to occupational safety and health laws, regulations, and other requirements while developing relevant standard operating procedures and methods.
2. **Employee Participation**
   Ensure full participation of all employees in the implementation of the occupational safety and health management system and adherence to all safety and health operational standards.
3. **Hazard Identification and Risk Management**
   Continuously conduct hazard identification, risk assessment, and control measures while operating under the PDCA cycle to eliminate hazards.
4. **Consultation and Communication**
   Establish internal and external consultation and communication channels to convey our safety and health policies to stakeholders.
5. **Education and Training**
   Implement education and training programs to enhance employees' awareness of safety and health, thereby preventing accidents and disasters.
6. **Continuous Improvement**
   Effectively implement and continuously improve the occupational safety and health management system and performance, progressing towards sustainable development.
7. **Workplace Risk Analysis**
   Perform risk factor analysis for different operational stations. Conduct semi-annual workplace environmental monitoring to strictly control hazard factors at worksites, minimizing their impact on employees. Based on monitoring results, formulate preventive measures and provide comprehensive education, training, and protective equipment to on-site personnel.
8. **Health Visits and Consultations**
   Regularly invite occupational medicine physicians to visit the site and conduct health consultations to ensure the protection of employees' health.
9. **Proactive and Reactive Monitoring**
   Invest in various management methods and manpower to comply with occupational safety laws. This includes passive monitoring (monitoring incidents, illnesses, injuries, and fatalities) and proactive monitoring (assessing the effectiveness of safety and health plans and compliance with standards). Identify deficiencies in the safety and health system and implement remedial measures.
10. **Commuting Safety and Insurance**
    Recognizing that commuting accidents are often unexpected and challenging to prevent, the best risk prevention measure is providing labor insurance for employees. Benefits received from the Labor Insurance Bureau for work-related injuries can offset costs. This ensures employees have sufficient recovery funds for optimal medical care, enabling early return to work and minimizing loss of productive work hours.

Material Topics：Occupational Safety and Health

Goals & Objectives	**Short-term Goals** Achieve 9 hours of safety and health-related education and training. **Mid-Term Goals** Achieve a 100% improvement rate for safety inspection deficiencies. **Long-Term Goals** 1. Continuously maintain ISO 45001 certification. 2. Ensure no major occupational disaster incidents. 3. Ensure no violations of relevant regulations.
Management Evaluation Mechanism	The Company conducts effectiveness assessments of occupational safety and health management based on ISO 45001 and AEO internal management review procedures. Each year, third-party verification companies are engaged to validate effectiveness through PDCA cycles.
Performance and Adjustment	1. Successfully obtained ISO 45001 certification this year. 2. No major occupational disaster incidents occurred this year. 3. No violations of relevant regulations occurred this year. 4. Achieved a 100% improvement rate for safety inspection deficiencies this year. 5. Completed 9 hours of safety and health-related education and training this year.
Preventive or Remedial Measures	1. Continued occupational safety and health education training courses (new employee orientation training, in-service employee training, emergency response training). 2. Promoted new occupational safety and health regulations, established and revised procedural documents and grievance channels per related regulations, and properly addressed responses through fair and accessible grievance channels. Examples include workplace sexual harassment grievance channels and workplace unlawful infringement grievance channels. 3. To effectively manage occupational safety and health topics, the Company has obtained ISO 45001 management system certification.

Material Topics：Labor and Employment Relations

Main Motivation	Labor and employment relations are one of the key factors in the success of business operations. Science Park Logistics believes that employees are vital assets of the company. Amid rapid economic growth and evolving challenges brought by structural changes in the industry environment, the importance of labor and employment relations to the organization becomes even more pronounced.

Material Topics：Labor and Employment Relations

Influence and Impact

Economic Aspects

1. Actual Positive Impact: Zero labor incident penalties from government agencies indicate compliance with labor laws, preventing economic losses caused by labor disputes.
2. Actual Negative Impact: To comply promptly with updated laws and human rights regulations, the company incurs corresponding costs for internal advocacy and process adjustments.
3. Potential Negative Impact: Failure to comply promptly with updated laws and regulations may result in fines or other economic sanctions, negatively affecting the company's financial status.

Social Aspects (People/Human Rights)

1. Actual Positive Impact: During the reporting period, no incidents of workplace misconduct or discrimination occurred, demonstrating the company's commitment to protecting employee rights and fostering a harmonious and friendly work environment.
2. Potential Positive Impact: The company's care for and respect toward employees can enhance their satisfaction and loyalty. A safe and reassuring workplace contributes to organizational cohesion, attracting and retaining top talent, and promoting long-term development.
3. Actual Negative Impact: Failure to address labor relations issues promptly may lower employee morale, impacting work efficiency and the company's image.
4. Potential Negative Impact: If the company fails to continuously improve and maintain good labor and employment relations, it may lead to labor disputes, adversely affecting the company's reputation and social image.

Policy & Strategy

Science Park Logistics complies with national labor laws and human rights regulations, aiming to foster a harmonious and friendly working environment through a stable foundation of labor-management relations to reduce labor risks.

1. Adherence to labor-related laws, with employment policies that ensure no discrimination based on gender, age, race, marital status, or religion.
2. Regular review of the company’s current salary levels to ensure competitiveness in the external job market.
3. Periodic employee forums to understand and address employee concerns.
4. Annual planning of various activities to facilitate interaction and engagement among colleagues.

Goals & Objectives

Short-term Goals: Conduct annual gender equality training with a 100% completion rate.

Mid-Term Goals: Embrace diverse cultures, attract talent from various backgrounds, and provide equal employment opportunities. Continue employing individuals with disabilities and Indigenous people, ensuring a 100% compliance rate with legal requirements.

Long-Term Goals: Maintain zero incidents that damage labor rights or the reputation of the company and its clients.

Management Evaluation Mechanism

1. Zero labor incident penalties from government agencies.
2. Execute evaluations based on internal control guidelines, ISO 9001, and ISO 45001 internal review procedures for listed companies.

Material Topics：Labor and Employment Relations

Performance and Adjustment	1. Amend various measures in accordance with labor laws and the Act of Gender Equality in Employment. 2. Annually adjust salaries based on performance evaluations, with adjustment rates surpassing the market average. 3. Strengthen labor and employment relations and improve workflows by adjusting the frequency of employee care and work interviews. 4. In 2023, the headquarters received the Healthy Workplace Certification – Health Activation Badge. 5. During the reporting period, no workplace violations or discrimination incidents occurred.
Preventive or Remedial Measures	1. Establish dedicated hotlines and email addresses for reporting workplace violations. 2. Set up hotlines and email services for sexual harassment complaints. 3. Provide an employee grievance hotline and email system. 4. To attract exceptional talent, Science Park Logistics recruits through diverse channels and employs a rigorous screening process to verify candidates' backgrounds and experiences, ensuring suitable placements. Priority is given to hiring local residents for new positions. 5. Develop and implement the "Prevention and Handling Measures for Sexual Harassment" and the "Procedures for Preventing Unlawful Infringement During Work Duties" to eliminate any form of violation. 6. Establish comprehensive systems where all employees sign labor contracts. 7. Regularly convene departmental meetings, cross-departmental meetings, employee work interviews, labor-management meetings, employee welfare committee meetings, and occupational safety meetings to ensure the protection of employees' work rights and other interests, free from discrimination or infringement.

Healthy Workplace Certification for Southern Taiwan Science Park (STSP)

Healthy Workplace Certification for Hsinchu Science Park (HSP)

5.2 Overview of Human Resources

Employee Profile

In terms of talent recruitment, we consistently uphold the principles of fairness, impartiality, and transparency. We evaluate and select candidates based on their professional abilities, experience, character, and job compatibility, without regard to race, appearance, gender, political stance, religion, or other irrelevant factors. Employee data and statuses are managed systematically, and all employees are treated equally. We are committed to fostering a harmonious work environment and creating a healthy, friendly workplace atmosphere. We will continue to attract outstanding talent through professional attitudes and rigorous selection procedures, ensuring all employees can maximize their potential in a fair and equal environment.

As of the end of 2023, the Company employed a total of 366 staff members, including 239 males and 127 females, with no significant changes compared to 2022.

Scientific Park Logistics Employee Data

Region/Type		Female	Male	Total
Taiwan	Employee Count	127	239	366
	Regular Employees	123	238	361
	Temporary Employees	4	1	5
	Full-Time Employees	127	239	366
	Part-Time Employees	0	0	0

Notes:
1. Gender is self-identified by employees.
2. Employee: An individual in an employment relationship with the organization as per national laws or relevant requirements (in Taiwan, employees registered for labor insurance).
3. Regular Employee: An individual with an indefinite employment contract.
4. Temporary Employee: An individual with a fixed-term employment contract.
5. Full-Time Employee: An individual subject to labor laws defining full-time work hours (in Taiwan, no more than 8 hours per day and 40 hours per week).
6. Part-Time Employee: Employees not classified as full-time.
7. The table uses headcount/full-time equivalent calculations.
8. No employees with guaranteed working hours were reported during the reporting period.

Non-Employee Workers refer to individuals who are not directly employed by the Company, including dispatched staff, security personnel, and cleaning personnel. As of December 31, 2023, the number of non-employee workers was approximately 51, an increase of 27 compared to 2022. This increase was due to changes in customer operation types and adjustments in personnel assignments, with routine and highly repetitive tasks being handled by dispatched personnel to enhance the core competencies of regular employees. The Company's 2023 Non-Employee Worker Information is shown in the table below:

Non-Employee Worker Information

Worker Type	Contractual Relationship with the Company	Total Workers
Dispatched Staff	Dispatched	29
Security Personnel	SPL's security operations are managed by a contracted security company	12
Cleaning Personnel	SPL's cleaning operations are managed by a contracted security company	10

To establish close connections with local communities and ensure stable employment for employees, we prioritize residents from Taiwan when recruiting personnel to promote the mutual development of the Company and the local community.

Senior management refers to supervisors at the associate general manager level and above. In 2023, the Company exclusively employed local residents of Taiwan for senior management positions, achieving a 100% local employment rate. This reflects our commitment to supporting and valuing local community talent. The distribution of employees by position over the past three years is as follows:

Employee Position Distribution Data

Year			2021	2022	2023
Category / Gender		Age Group	Number	Number	Number
Supervisory Personnel	Male		0	0	0
		Under 30	21	22	23
		30 - 50	7	8	6
	Female	Over 50	0	0	0
		Under 30	5	6	6
		30 - 50	4	3	3
Total Supervisory Employees			Over 50	39	38
Non-Supervisory Personnel	Male	Under 30	19	33	26
		30 - 50	156	149	155
		Over 50	17	21	29
	Female	Under 30	33	45	38
		30 - 50	67	63	74
		Over 50	6	6	6
Total Non-supervisory Employees			298	317	328
Total Number of Full-time Employees			335	356	366

Note: Supervisory personnel are defined as department heads and above (e.g., associate general manager, manager, department head).

Recruitment and Turnover Overview

The staffing plan and personnel requirements at Science Park Logistics adhere to the principles of fairness, impartiality, and transparency. Selection and recruitment are based on knowledge, character, skills, experience, and suitability for the position or work to enhance employee salaries and benefits while reducing turnover. Comparing 2023 to the previous year, the recruitment rate decreased by 12.45%, and the turnover rate dropped by 9.28%. This outcome reflects the company's belief that employees are the cornerstone of its sustainable operations. The company is committed to effectively reducing turnover and strengthening managerial training to equip supervisors with skills in communication, performance management, and team morale enhancement, fostering a stronger sense of belonging among employees. In addition to appropriately adjusting human resources strategies, the company actively participates in Science Park talent development subsidy programs, job service centers, campus recruitment fairs, and career seminars to attract talent for the high-tech logistics industry.

New Employee Recruitment

Year	2021				2022				2023			
Gender	Male		Female		Male		Female		Male		Female	
Age Group / Item	Number	New Hire Rate (%)	Number	New Hire Rate (%)	Number	New Hire Rate (%)	Number	New Hire Rate (%)	Number	New Hire Rate (%)	Number	New Hire Rate (%)
Below 30	18	5.37	20	5.97	26	7.30	29	8.15	3	0.82	15	4.10
30-50	33	9.85	9	2.69	24	6.74	11	3.09	18	4.92	9	2.46
Above 50	0	0	0	0	1	0.28	0	0	2	0.55	1	0.27
Total New Hires	80				91				48			
Total Employees	335				356				366			
Overall New Hire Rate (%)	23.88				25.56				13.11			

Notes:
1. New hires refer to individuals who joined during the year, without excluding those who left mid-year.
2. New hire rate for a specific gender and age group = New hires of that gender and age group / Total number of employees at the end of the year.
3. Overall new hire rate = Total number of new hires during the year / Total number of employees at the end of the year.

Employee Turnover Data

Year	2021				2022				2023			
Gender	Male		Female		Male		Female		Male		Female	
Age Group / Item	Number	New Hire Rate (%)	Number	New Hire Rate (%)	Number	New Hire Rate (%)	Number	New Hire Rate (%)	Number	New Hire Rate (%)	Number	New Hire Rate (%)
Below 30	14	4.18	5	1.49	14	3.93	17	4.78	6	1.64	12	3.28
30-50	37	11.04	12	3.58	23	6.46	14	3.93	8	2.19	8	2.19
Above 50	3	0.90	0	0	1	0.28	1	0.28	3	0.82	1	0.27
Total Turnover	71				70				38			
Total Employees	335				356				366			
Overall Turnover Rate (%)	21.19				19.66				10.38			

Notes:
1. Turnover refers to employees who completed the resignation process within the year.
2. Turnover rate for a specific gender and age group = Number of male (female) resignations in that age group during the year / Total number of employees at the end of the year.
3. Overall turnover rate = Total number of resignations during the year / Total number of employees at the end of the year.

Diverse Talent Recruitment

Taiwan is an island composed of diverse ethnic groups, maintaining a long-standing multicultural heritage. Embracing the spirit of Taiwan's multiculturalism, the company treats all ethnic groups equally and with respect, ensuring their rights are upheld.

The recruitment, selection, and employment of employees are conducted without discrimination based on gender, race, nationality, age, disability, religion, ethnicity, or any other factors. There was no occurrence of discrimination or infringement on the rights of Indigenous peoples in 2023.

To ensure the protection of Indigenous and other ethnic groups' rights, the company adheres to the following regulations:

Plans and Measures to Prevent Infringement on Indigenous Rights

In accordance with the Government Procurement Act and the Indigenous Peoples Employment Rights Protection Act, contractors awarded government procurement projects with more than 100 domestic employees are required to employ Indigenous employees, with their number not falling below 1% of the total workforce during the project period. If insufficient indigenous employees are employed, a compensation fee calculated by the difference in the number of employees multiplied by the monthly basic wage should be paid. During the reporting period, the company fulfilled its Indigenous employment obligations for government contracts without any fund payments required.

Number of Employees from Disadvantaged Groups

Year			2021	2022	2023
Category / Gender		Age Group	Number	Number	Number
Indigenous Peoples	Male	Below 30	0	0	0
		30-50	2	2	2
		Above 50	0	0	0
	Female	Below 30	0	0	1
		30-50	2	1	1
		Above 50	0	0	0
Employees with Disability	Male	Below 30	0	0	0
		30-50	1	1	1
		Above 50	0	0	0
	Female	Below 30	1	1	1
		30-50	0	0	0
		Above 50	0	0	0

Note: As of 2023, the company employed two individuals with disabilities, meeting the employment requirement stipulated by the People with Disabilities Rights Protection Act.

Labor Regulations

To ensure the protection of employee work rights, the Company complies with the relevant provisions of the Labor Standards Act. In the event of significant operational changes or the termination of the labor relationship with an employee, the termination of the labor contract under Article 11 or the proviso of Article 13 of the Labor Standards Act will adhere to the following advance notice periods:

1. For employees who have worked continuously for more than three months but less than one year, at least 10 days' notice must be provided.

2. For employees who have worked continuously for more than one year but less than three years, at least 20 days' notice must be provided.
3. For employees who have worked continuously for more than three years, at least 30 days' notice must be provided.

Employees who receive the aforementioned notice may take leave during work hours to seek new employment. The leave hours must not exceed two working days per week, and wages will be paid during this period. If the employer fails to provide the required advance notice period outlined in the first clause when terminating the contract, they must pay the employee wages for the advance notice period.

5.3 Employee Care and Welfare

The Company ensures that all employees' remuneration standards are not influenced by gender, race, nationality, or age. For employees hired in the same position and rank, the basic salary ratio between female and male employees is 1:1. Salary adjustments and promotions are provided annually based on job performance, professional skills, and other relevant conditions.

The differences in the ratio of employee salaries to the local minimum wage are due to the Company's commitment to caring for frontline employees, enhancing productivity, fostering innovation, and promoting human capital development. The discrepancy in starting salaries between male and female frontline employees is attributed to the nature of their work. Male frontline employees are required to hold valid government forklift operator certificates, possess operational skills, and have relevant experience, resulting in additional allowances.

Starting Salary Ratio of Male and Female Frontline Employees to Local Minimum Wage

Category	Taiwan
Male frontline employees' standard salary ratio to the local minimum wage	1.27
Female frontline employees' standard salary ratio to the local minimum wage	1.18

Note: The Company's country/region of operation is Taiwan.

Comprehensive Retirement System

The Company calculates and disburses retirement pensions for employees based on Article 55 of the Labor Standards Act, with a contribution rate of 2% of salaries under the old system. For the new system, retirement contributions are made monthly at a rate of 6% into individual retirement accounts for employees, as stipulated in Article 6 of the Labor Pension Act. The Company has established an employee retirement plan to comply with relevant retirement laws and regulations, ensuring employees' retirement rights and providing a stable livelihood post-retirement.

Retired employees often aspire to re-enter the workforce for self-fulfillment or financial reasons. In 2023, the Company rehired two retired individuals, transitioning them into workplace mentors. These mentors pass on their expertise, technical skills, and practical experience to meet project-specific needs.

Labor-Management Agreements

The Company adheres to International Labour Organization conventions and domestic labor union laws, respecting and supporting employees' rights to choose, form, join, or refuse to join unions or other types of employee organizations, as well as to engage in collective bargaining in accordance with relevant laws. To safeguard and uphold employees' rights, the Company regularly holds departmental meetings, cross-departmental meetings, employee work interviews, labor-management meetings, employee welfare committee meetings, and occupational safety meetings to communicate labor-management matters and maintain records. These practices ensure the protection of employees' work rights and other interests, free from discrimination or infringement.

In 2023, the Company reported no establishment of or participation in unions, no signing of collective agreements, and no violations of freedom of association or collective bargaining rights.

Parental Leave Overview

The Company is dedicated to providing employees with a balanced and vibrant working environment. To support employees in confidently starting families, the Company strictly adheres to the provisions of the Labor Standards Act and the Act of Gender Equality in Employment by implementing a parental leave without pay system. For employees who need to care for children under the age of three, we assist them in applying for parental leave without pay. Upon the end of the leave period, employees are reinstated to their original positions and units, ensuring a seamless return to the workplace. This approach enables employees to achieve a win-win balance between their careers and family responsibilities. The parental leave applications at Science Park Logistics over the past three years are detailed below:

Parental Leave Without Pay Statistics

Year	2021			2022			2023		
Gender/Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Eligible for parental leave (A)	10	7	17	5	3	8	20	10	30
Parental leave applications (B)	2	7	9	2	2	4	2	4	6
Expected to return from leave (C)	1	3	4	3	5	8	1	2	3
Actual return from leave (D)	0	0	0	2	3	5	1	2	3
Actual returnees from previous year (E)	1	3	4	0	0	0	2	3	5
Retention after one year (F)	0	3	3	0	0	0	2	3	5
Return rate (%) (D/C)	-	-	-	67	60	63	100	100	100
Retention rate (%) (F/E)	-	100	75	-	-	-	100	100	100

Notes:
1. Number of employees expected to return = those scheduled to return to work in the respective year after parental leave.
2. Retention figures for 2023 = employees who returned in 2022 and remained employed as of December 31, 2023.
3. Return rate (%) = (Number of employees who returned to work during the year / Number of employees expected to return) (D/C).
4. Retention rate (%) = (Number of employees who worked for at least one year after returning to work in the previous year / Number of employees who returned in the previous year) (F/E).

Employee Benefits and Subsidies

At Science Park Logistics, we firmly believe that protecting our most valuable asset—our employees—is the cornerstone of sustainable corporate development. In addition to providing comprehensive institutional guarantees, we are dedicated to offering diverse and comprehensive employee benefits. Through a variety of activities, we actively promote interaction and camaraderie among employees, fostering a happy and harmonious working environment, which enhances overall job satisfaction and team cohesion. The benefits and subsidies provided to employees are detailed in the table below.

Employee Benefits

Salary and Insurance Benefits

- Profit sharing and stock plans: Employee stock options.
- Bonuses: Year-end bonus, performance bonus, referral bonus, Labor Day bonus, festival bonuses, birthday bonuses, excellent employee bonuses, and improvement proposal bonuses.
- Insurance: Labor insurance, health insurance, occupational accident insurance, new retirement fund contributions, group insurance (life insurance, accident medical insurance, occupational accident insurance, etc.), and preferential group insurance for dependents (self-funded).
- Subsidies for various training programs.

Friendly and Transparent Leave Policy

- Two-day weekends, annual leave, menstrual leave, maternity checkup leave, maternity leave, paternity checkup leave, paternity leave, family care leave, and paid pandemic leave (exceeding legal requirements).

Employee and Family Care

- Professional nursing staff stationed on-site and specialist doctors visiting regularly for consultations.
- Annual employee health checkups exceeding legal requirements.
- Domestic and international travel and club activities.
- Employee meals, cozy lactation rooms, and coffee machines.
- Wedding gifts, maternity allowances, funeral assistance, hospitalization subsidies, travel subsidies, scholarships and grants for employees and their children, and emergency assistance funds.
- Employee uniforms, work shoes, and protective gear.
- Discounts at partner stores.

Subsidies and Allowances

Item	Subsidy Amount
Marriage Subsidy	NT$2,000 cash per marriage (both spouses as members are eligible to apply).
Childbirth Subsidy	NT$2,000 cash per childbirth (both spouses as members are eligible to apply).
Hospitalization Condolence (4 days or more)	NT$2,000 cash per person per hospitalization (limited to one claim per year for multiple hospitalizations).
Hospitalization Condolence (3 days or less)	NT$1,000 cash per person per hospitalization (limited to two claims per year for multiple hospitalizations).
Work-Related Injury Condolence (Including Commuting)	NT$800 per incident (can be combined with hospitalization claims).
Bereavement Subsidy (Immediate Family)	NT$5,000 cash per incident for immediate family (parents, minor children, or spouse).
Member Death	NT$20,000 cash per member.
Funeral Subsidy	
Birthday Bonus	NT$500 cash per member annually (effective from January 1, 2016).
Spring Festival Bonus	NT$1,000 cash per member as a holiday bonus.
Festival Gratitude Bonus (Labor/Dragon Boat/Mid-Autumn Festivals)	Gift vouchers based on budget and committee decision, distributed three days prior to the festival.
Recreational Activity Subsidy	Organized according to the annual budget.

Note: Employees must have worked for at least three months and contributed welfare funds to qualify for the above benefits.

Diversified Activities

2023.03.08 International Women's Day Luncheon

HSP Group Photo

STSP Group Photo

2023.12 Taichung Employee Trip

Group Photo from the Employee Trip

Group Photo at Asia University Museum of Modern Art

Group Photo at Maizai Sheltered Workshop

DIY Activity at Maizai Sheltered Workshop

5.4 Talent Development

Talent is the company's most critical core competitiveness. Recognizing employees as valuable assets, the company is committed to enhancing their competencies and fostering mutual growth with the organization. This ultimately improves work efficiency and productivity. Annually, based on operational goals and development strategies, the company provides regular training to unlock employees' potential, increase knowledge, improve the workforce's overall quality, and strengthen the company's competitiveness. The training includes the following:

1. Pre-employment Training for New Employees.
2. General Competency Training for All Employees.
3. Professional Competency Training.
4. Managerial Competency Training.
5. Self-development Training – Since 2020, the company has implemented a training platform that enables employees to engage in self-directed learning.

In November of each year, the Human Resources Department distributes the "Annual Training Needs Survey Form" to collect the training requirements for the upcoming year from each unit. Department supervisors utilize organizational, job, and personnel analysis to design tailored training courses based on job responsibilities and actual needs. When necessary, online courses are also adopted to enhance employees' professional knowledge, skills, and expertise, thereby effectively identifying departmental training needs and improving employee performance.

To emphasize the importance of human rights, the company integrates human rights-related courses into its annual training plans for new hires and current employees. These courses include topics such as gender mainstreaming, sexual harassment prevention, gender equality, labor laws, and the Labor Standards Act. In 2023, a total of 398 employees participated in training programs, accumulating 13,726 training hours, of which 888.52 hours focused on human rights.

The statistics related to training hours are shown in the table below:

Training Description by Category

Item/ Category	Management		Non-management		Direct Staff		Indirect Staff	
Unit/ Gender	Male	Female	Male	Female	Male	Female	Male	Female
Total Personnel (people)	80	24	173	121	222	94	31	51
Total Training Hours (hours)	3,213	845	6,437	3,231	8,501	2,655	1,149	1,421
Average Training Hours (hours/person)	40.16	35.21	37.21	26.7	38.29	28.24	37.06	27.86
Training Costs (TWD)	488,093	142,134	405,332	222,191	697,717	145,083	195,708	219,242

Notes:
1. The sum of management and non-management personnel equals the total number of direct and indirect staff.
2. The data in this table includes employees who left the company during the reporting period.

Performance Management

The company encourages employees to continually enhance their work efficiency and conducts regular performance evaluations to gain a comprehensive understanding of their job performance. This ensures that employees address any deficiencies and maintain excellent performance. We are committed to creating an environment where employees can fully realize their potential. In 2023, the percentages of non-management and direct/indirect staff undergoing performance evaluations for both male and female employees were slightly below 100%, primarily due to the exclusion of employees who had been employed for less than three months as of December 31, 2023, and those who were on unpaid leave throughout the year. Percentage of Employees Undergoing Performance Evaluations:

Category	Management (%)	Non-management (%)	Direct Staff (%)	Indirect Staff (%)
Percentage of Male Employees Evaluated	100	99.4	99.5	100
Percentage of Female Employees Evaluated	100	96.2	97.5	95.7

Notes: Employees hired after December 31, 2023, and employees on unpaid leave for the entire year were excluded from the performance evaluation data.

Security Management

All security personnel are trained in accordance with Article 10-2 of the Security Services Act, which states:
"Security service providers must provide at least one week of pre-employment professional training to new security personnel and at least four hours of on-the-job training per month for current security personnel."

Additionally, the company implements training that addresses human rights policies and considerations. This aims to prevent incidents such as sexual harassment, gender discrimination, or human rights violations during the performance of security duties. The company has conducted workplace anti-harassment, human rights education, and training to improve on-site service quality for security personnel from Wan Yu Security, Juguang Security, and Dayang Security. In 2023, there were no human rights audits conducted by external clients regarding the company's security services.

Wan Yu Security Training

5.5 Occupational Safety and Health Strategy

Occupational Safety and Health Management

Science Park Logistics Co., Ltd., as a professional logistics company, deeply understands that employees and partners are the most valuable assets in the sustainable development of the enterprise. Therefore, in all company-controlled activities, compliance with safety and health regulations and other requirements is mandatory. Additionally, the company continuously improves occupational health and safety to eliminate unsafe behaviors, environments, and equipment, prevent occupational hazards, ensure the safety and health of all personnel, and achieve comprehensive safety and health management. The company is committed to creating a zero-incident work environment and fulfilling its responsibility to safeguard the occupational health and safety of employees.

The company has implemented the ISO 45001 Occupational Safety and Health Management System, following the PDCA (Plan-Do-Check-Act) cycle to progressively enforce safety and health management. Through management procedures such as risk assessment, risk control, and hazard identification, the system aims to effectively prevent occupational accidents.

The scope of implementation and applicability of this system include all 366 employees (23%) within the company's workplace and 1,203 employees (77%) from partner companies as stipulated in subcontracting agreements. Each unit identifies hazards and evaluates risks related to their operations, prioritizes improvements based on risk levels, and determines the effectiveness of these improvements using performance indicators.

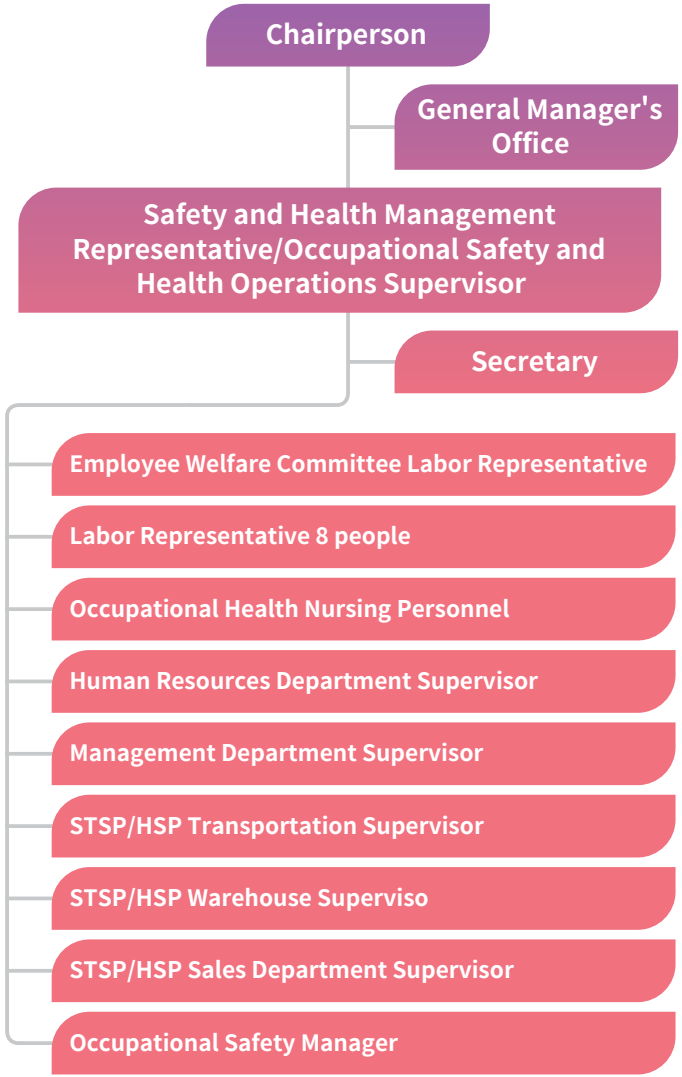
The company conducts annual internal and external audits and reviews audit findings and results through ISO 45001 management review meetings to ensure that Science Park Logistics complies with all relevant occupational safety and health regulations.

SO 45001 Certification

Occupational Safety and Health Organization

In accordance with the regulations of the Occupational Safety and Health Act, the Company has established an Occupational Safety and Health Committee. The committee consists of labor representatives, business executives or their representatives, department heads, supervisors, occupational safety and health personnel, and medical personnel to assist in overseeing and advising on occupational health and safety planning. Additionally, the committee holds quarterly meetings each year to jointly discuss, review, coordinate, and propose measures to enhance occupational safety and health management, providing employees with a friendlier and more comfortable working environment.

Organizational Chart of the Safety and Health Committee



Responsibilities of the Occupational Safety and Health Committee

Occupational Safety and Health Committee	1. Promote the implementation of the company's safety and health policies and objectives. 2. Provide consultation and communication mechanisms for labor participation in safety and health work. 3. Investigate and handle accidents and propose preventive measures. 4. Formulate, plan, and promote various safety and health tasks. 5. Supervise and evaluate safety and health initiatives.
Chairperson 1 person	1. The highest person in charge of all safety and health management activities in the company. 2. Convene and preside over meetings, oversee and approve all committee affairs. 3. Approve safety and health policies and the safety and health management manual. 4. Assign and supervise the Safety and Health Management Representative and ex-officio committee members. 5. Provide necessary personnel and resources for the execution of the safety and health management system. 6. Actively seek the opinions of employee representatives.
Occupational Safety and Health Business Supervisor 1 person	1. Execute safety and health policies and coordinate various departmental safety and health activities. 2. Ensure the safety and health management system is established, implemented, and maintained according to ISO 45001 standards. 3. Regularly report system performance to senior management for review and improvement of the safety and health management system. 4. Promote company-wide employee participation in safety and health management activities. 5. Supervise and oversee safety and health management matters, ensuring compliance with regulatory requirements.
Workplace Managers and Supervisors 8 people	1. Execute resolutions and tasks assigned by the committee. 2. Provide suggestions and report issues to the Chairperson. 3. Offer recommendations and coordinate operations to maintain and improve the safety and health management system within their respective areas. 4. Provide data on unacceptable risks and discuss improvement targets, management programs, or control procedures. 5. Direct and supervise subordinates to carry out safety and health management tasks and provide necessary guidance.
Secretary/ Occupational Safety (Health) Manager and Officers 3 people	1. Execute resolutions and tasks assigned by the committee and handle all administrative matters for the committee. 2. Facilitate and track the implementation of committee decisions and tasks. 3. Serve as liaison and coordinator among committee members. 4. Draft, plan, and promote safety and health management matters and guide related departments in implementation.
Labor Representatives 9 people	Actively cooperate during meetings to strengthen labor-management relations and protect labor rights.

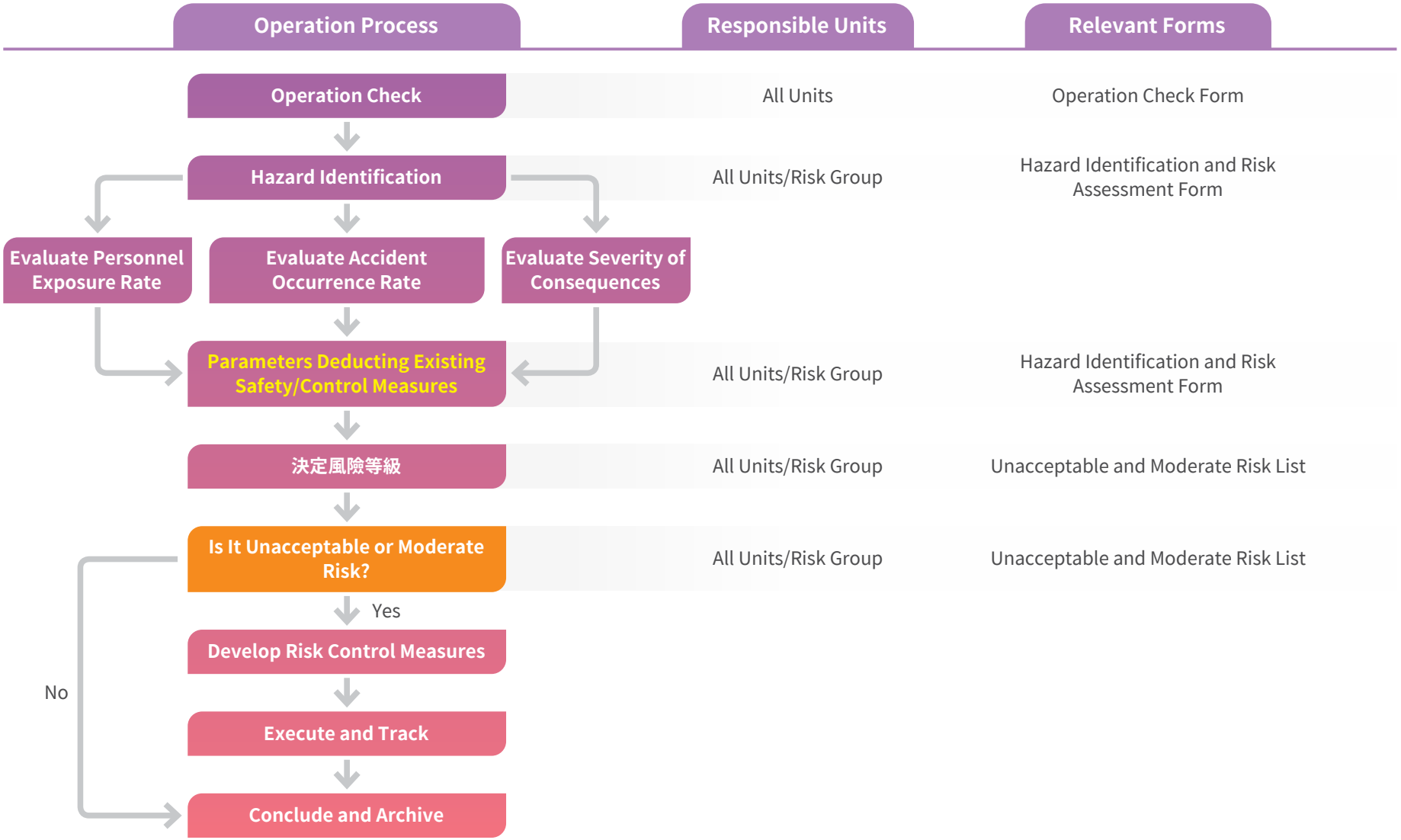
Occupational Safety and Health Risk Prevention

To effectively meet the requirements of ISO 45001 occupational safety and health management, the company addresses the hazards to personnel's safety and health caused by operations, activities, services, and facilities, which may result in losses to the safety, health, or property of personnel inside and outside the factory. Through continuous hazard identification and risk assessments, appropriate preventive measures or necessary control methods are implemented. Risks of medium to high levels deemed unacceptable by the company's identification and evaluation results are incorporated into management plans for improvement to reduce risk levels, ensuring risk control and the effectiveness of the management system. In the event of a major incident, the Safety and Health Office promptly informs the Safety and Health Management Representative and reports to the inspection agency within 8 hours. Except for necessary first aid and rescue measures, the scene must be preserved without being altered or damaged.

To establish an effective investigation and handling system, the company conducts investigations into the causes and potential reasons for work-related injuries, illnesses, diseases, and accidents. This aims to identify shortcomings in the safety and health management system and implement effective corrective and preventive measures to prevent the recurrence of work-related injuries, illnesses, diseases, and accidents. To respond to potential and actual emergencies, the company has established and maintains an emergency response procedure. This serves as a reference for drafting response processes and plans and provides guidelines for units to establish response processes, personnel organization, drills, and training, aiming to prevent or mitigate impacts such as personal injuries and property losses resulting from such emergencies. Accordingly, the company has developed the Hazard Identification, Risk Assessment and Risk Control Planning Procedure, the Safety and Health Incident Handling and Investigation Management Procedure, and the Emergency Event Preparedness and Response Procedure.

The Safety and Health Office sets management objectives according to the company's philosophy and policies, formulates implementation plans, and monitors and audits management performance in accordance with the plan. With the goal of "preventing occupational accidents," the company prioritizes the safety and health of every employee. By promoting risk assessments, hazard identification, safety and health education and awareness campaigns, and reviewing past occupational accident cases, the company aims to enhance employees' risk awareness and safety knowledge to avoid the recurrence of occupational accidents. In compliance with legal requirements and to achieve the goal of zero accidents, the company has prepared the "Safety and Health Work Rules" and submitted them for approval to the competent authority.

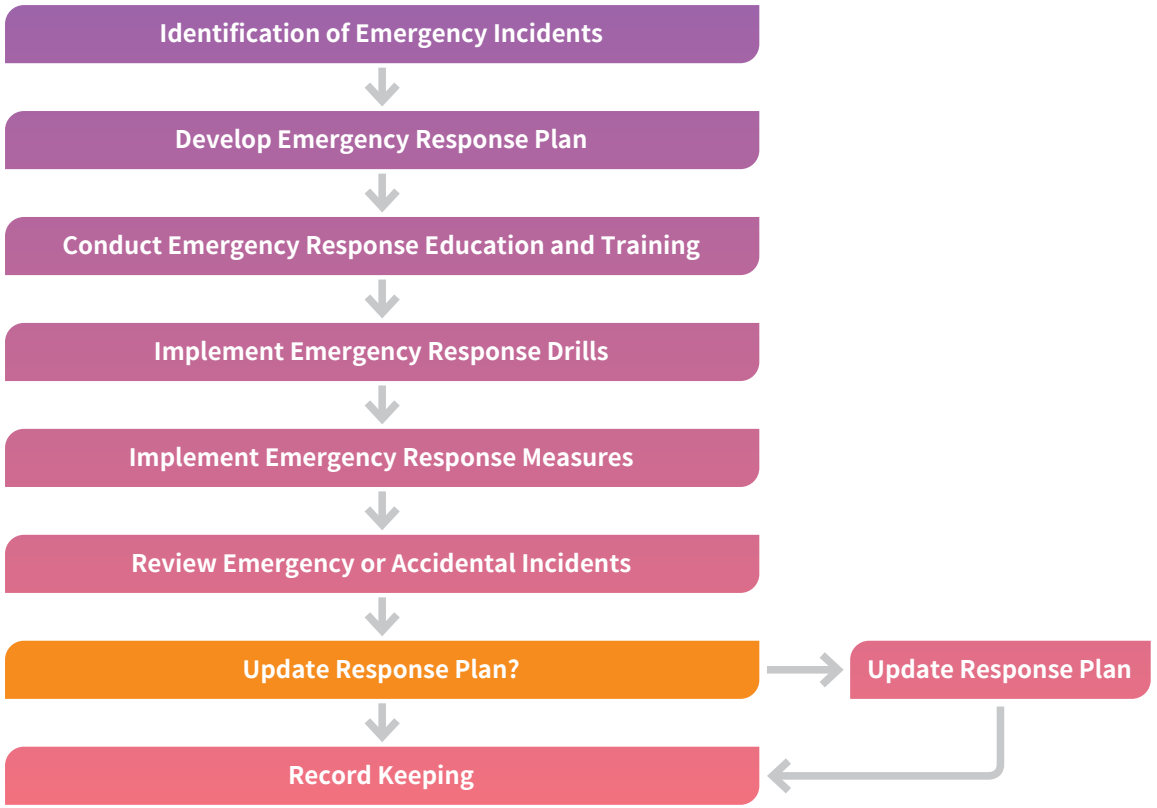
Occupational Safety and Health Hazard Assessment Workflow



Incident Reporting and Due Diligence Investigation Process

All incidents or accidents, regardless of size or whether personnel were injured or machinery/equipment was damaged, must be promptly managed according to the appropriate authority and reported to the on-site supervisor. Any concealment or failure to report will result in disciplinary action. Upon receiving the report, the supervisor must immediately take necessary actions according to the situation and established regulations. Subsequently, a workplace accident incident report/ investigation form must be completed and submitted to the Safety and Health Office. If immediate hazards occur during work, employees may stop or leave the activity at their discretion. Taking such actions will protect the worker from disciplinary measures.

Emergency Preparedness and Response Workflow Diagram



Safety and Health Incident Handling and Investigation Workflow Diagram

Handling Process	Execution Key Points
Occurrence or Discovery of an Accident	■ The on-site personnel or the discoverer shall immediately report to the unit supervisor and the Occupational Safety and Health Office by phone or verbally.
Emergency Handling of the Accident	■ Handle according to the emergency response procedures. ■ Control the scene and prevent secondary disasters. ■ Provide first aid to the injured and maintain the integrity of the scene.
Notification and Related Matters	■ The unit supervisor and the Occupational Safety and Health Office shall conduct external/occupational accident notifications as needed and follow up with notifications to senior management.
Conducting Accident Investigation	■ Investigate according to the type of accident, and submit an investigation report within five working days after the accident. Improvement suggestions should specify the executing unit, personnel, and completion date.
Submission and Distribution of the Accident Investigation Report and Safety Promotion	■ The accident report shall be sequentially submitted to the Occupational Safety and Health Office. ■ The accident investigation results shall be reported to the Occupational Safety and Health Committee (if necessary, an ad hoc Occupational Safety and Health Promotion Committee meeting may be convened), and attendees may propose appropriate recommendations based on the accident investigation results.
Implementation and Tracking of Improvement Suggestions	■ The responsible accident unit and the Occupational Safety and Health Office shall track improvement measures.
Closure and Archiving of the Accident Investigation Report	■ The investigation report shall be archived after the implementation of the improvement measures is completed. ■ The accident investigation report shall be archived by the Occupational Safety and Health Office.

Upon an incident of physical or mental unlawful infringement against an employee during duty, the incident must be reported according to the handling process to the company's Safety and Health Office supervisor or through the complaint hotline and complaint email. The designated contact point receiving the report must immediately forward it to the designated acceptance point (Safety and Health Office), which in turn submits it to the high-level supervisor. The high-level supervisor assigns a member of the "Workplace Unlawful Infringement Handling Team" (excluding the perpetrator) to conduct a joint investigation and handling of the case. The investigation team is required to complete the "Workplace Unlawful Infringement Notification and Handling Form" within one week to provide a response to the victim, while also informing the acceptance point (Safety and Health Office). During the investigation, confidentiality must be maintained, ensuring all parties receive fair treatment, privacy is respected and protected, and detailed records of the handling process are documented on the "Workplace Unlawful Infringement Notification and Handling Form" to facilitate subsequent evaluation, education, follow-up, and consultation. To encourage whistleblowers to expose unlawful incidents, the company guarantees the following protections: The identity and personal information of the whistleblower will remain confidential and shall not be disclosed or shared in a way that could identify the whistleblower.

Workplace Unlawful Infringement Incident Workflow Diagram

Workplace Unlawful Infringement Incident Occurrence

1. Notify the reporting window (Occupational Safety and Health Office supervisor or complaint hotline and dedicated complaint email). Upon receiving the report, the reporting window should immediately forward it to the receiving window (Occupational Safety and Health Office), and the Occupational Safety and Health Office supervisor should submit it to senior management.
2. Senior management shall assign a primary-level supervisor and personnel (excluding the perpetrator) within the "Workplace Unlawful Infringement Handling Team" to conduct a joint investigation and handling, and require the completion of the Unlawful Infringement Notification and Handling Form within one week to respond to the victim, while also informing the receiving window (Occupational Safety and Health Office).

1. Notify (report to) external units depending on the case type (refer to Appendix II).
2. Assist the involved party with placement or medical treatment.

Incident Coordination and Handling
1. Conduct labor-management consultations and dispute mediation.
2. Provide follow-up legal assistance.
3. Implement internal disciplinary actions.
4. Appropriately adjust job roles or work departments (refer to related resources in Appendix II).

Follow-up Tracking
1. Provide job adjustment recommendations.
2. Offer psychological counseling and guidance.
3. Provide medical assistance (refer to related resources in Appendix II).

Review and Improvement of Preventive Measures

Record detailed handling situations in the Workplace Unlawful Infringement Notification and Handling Form.

Implement the handling results and archive relevant records for at least three years.

Case Closure

Health Promotion

Our company cares deeply about the physical health of all employees, emphasizing a culture of health and safety while creating an intrinsically safe work environment. We aim to promote employees' physical and mental well-being, achieve a balance between work and life, and collaborate with stakeholders to reduce workplace safety and health risks. Each year, we plan comprehensive health checkups that exceed regulatory requirements, regularly monitoring employees' health status. Beyond statutory environmental monitoring data, we identify potential health hazard risks, assess employees' health conditions, and provide guidance for self-health management. This preventative approach fosters a safe and worry-free working environment. We partner with on-site service physicians to provide six visits annually and hire occupational health nurses to deliver related health services. These benefits apply to all employees.

Since our company operates under general workplace conditions, no employees or non-employees perform high-risk or specific disease-prone tasks. Therefore, we provide general health checkups for all active employees. Employees showing abnormal health check results are tracked and managed, with health statistics analyzed and shared for their reference. Individual health consultations, care, and guidance are provided as necessary, enabling employees to monitor their own health status.

Summary of Employee Health Checkups and Costs

General Health Checkups	
Items Covered	In addition to the legally mandated labor health checkups, we offer additional tests, including abdominal ultrasound, thyroid ultrasound, electrocardiograms, fecal occult blood tests, and blood cancer markers.
Number of Employees Checked (People)	319
Cost of Checkups (NTD Thousands)	947

Notes:
1. General Employees' Health Checkups: 301 people, total cost: NTD 662 thousand.
2. Management Health Checkups: 18 people, total cost: NTD 285 thousand.

Health Promotion Services or Measures Provided by the Company for Workers:

Health Consultation Services	■ Arranged Health Consultations: Occupational health nurses arrange or provide health consultations for employees through appointments. On-site physician services are offered six times annually, with each session lasting three hours, and approximately 20 minutes per consultation per individual. ■ Tiered Health Management: Occupational health nurses collect and assess employees' health examination data for tiered health management. Based on risk attributes, proactive care is provided, including arranging on-site services and physician-employee consultations for health guidance and care when necessary. ■ Physician consultation cases: 88 cases. ■ On-site physician service sessions: 6 sessions. ■ Health consultations and follow-ups: 120 cases.

Health Promotion Activities	Hydraulic Pen Craft Workshop: 35 participants.
Protection for Female and Maternal Workers	Maternal Health Protection Program: Includes a "Maternal Health Risk Assessment and Job Suitability Arrangement Form" for evaluation by medical personnel to arrange suitable tasks.
Protection Against Abnormal Work Hours, Ergonomic Issues, and Workplace Violence	Preventative Plans: The company has established the "Workload Disease Prevention Program" and "Musculoskeletal Disease Prevention Program." These programs use risk assessment scales and surveys to build and compare databases, enabling appropriate responses for at-risk workers. Additionally, workplace violence prevention training is conducted to eliminate illegal incidents.
Health Checkup and Care	■ Offers checkups exceeding legal requirements, including abdominal ultrasound, thyroid ultrasound, and blood cancer marker tests for early detection and treatment. ■ Based on health check results, health management services are provided, with on-site physician consultations arranged as needed.
Comprehensive Care Network	Collaborates with external resources such as the Tainan City Health Bureau, partner clinics, and hospitals to establish a medical information platform for employees.

Note: These services apply to all employees of Science Park Logistics.

Employee Health Checkup Photos

Oral Cancer Screening

Health Tracking

Maternal Protection

Blood Tests

Body Measurements

Physical Exams

Ultrasound Exams

On-Site Physician Consultations

Workplace Visits

Workplace Visits

Teaching

Instructor Guidance

Making Process

Finished Products

Final Display

Occupational Safety and Health Education and Training

As most accidents arise from human error, training employees to develop habits that prevent such errors is the core focus of occupational safety and health (OSH) education and training. All company personnel must undergo OSH-related education and training. The following table summarizes the relevant training conducted in 2023:

2023 OSH Education and Training Courses

Training Category	Course Name	Number of Trainees	Cost (NTD)
External Training	ISO 45001:2018 OSH Management System & Internal Auditor Training	1	2,760
External Training	OSH Personnel and Business Supervisors	5	4,990
External Training	Workplace Harassment and Unlawful Infringement Prevention Training	4	3,000
External Training	Health Management Training for Nursing Personnel	4	1,500
External Training	Organic Solvent Operations Supervisors	2	4,860
External Training	Security Supervisors	2	5,400
External Training	Security Inspectors	3	8,100
External Training	Fire Safety Managers	4	7,620
External Training	First Aid Personnel	17	27,170

Training Category	Course Name	Number of Trainees	Cost (NTD)
External Training	Forklift Operators	24	24,840
External Training	Fixed Crane Operators	2	9,920
External Training	Specific Chemical Substances Operations Supervisors	2	6,480
External Training	Rooftop Operations Supervisors	1	810
External Training	Toxic and Hazardous Chemical Emergency Response Personnel	1	23,000
Internal Training	General OSH Education for New Employees	48	0
Internal Training	General Hazard Awareness Training (Hazardous Materials & Dust Explosions)	29	0
Internal Training	General OSH and Supply Chain Security Awareness Training	362	0
Internal Training	Hazardous Materials Awareness Training for On-the-Job Personnel	235	0
Internal Training	OSH Training on Unlawful Workplace Infringements	354	0
Internal Training	Workplace Harassment and Bullying Prevention Advocacy	365	0
Internal Training	Fire Safety Training	146	0
Internal Training	Risk Management Concepts	352	0
Internal Training	Health Promotion Courses	1,446	0
Internal Training	Mail Handling Safety Training	5	0
Internal Training	Emergency Response Drills	130	0
Internal Training	Transportation Equipment and Cargo Safety Training	38	13,200
Internal Training	Chemical Leak and Respiratory Protection Equipment Training	6	0
Internal Training	Stress Relief Course – Oil Hydraulic Flower Pen Creation	35	26,485
Internal Training	Forklift Operators	71	16,000
Internal Training	Environmental (5S) and Resource Classification Advocacy	727	0
Internal Training	Transportation Safety Operations Training	900	0
Internal Training	Warehouse Forklift Safety Operations Training	640	0

Notes:
1. Includes employees and non-employees whose work and/or workplaces are controlled by the organization.
2. Non-employees include security personnel, cleaning staff, construction workers, contractors, and subcontractors.
3. OSH-related training includes general training and training focused on specific occupational hazards or dangerous situations.

Chemical Leak Drill

Fire Evacuation, Firefighting, and Chemical Protective Equipment Safety Drill

Disaster Response Drill

New Employee Training

Emergency Response Drill Training

Suspicious Person Entry Response Drill

Unidentified Object Discovery Drill

False Information Handling Drill

Unidentified Mail Handling Drill

Occupational Injuries and Occupational Diseases

To establish an effective system for investigating and handling incidents of occupational injuries, illnesses, diseases, and accidents related to work, the company has developed the "OSH Incident Handling and Investigation Management Procedures." This system is applicable to the investigation and handling of injuries, illnesses, diseases, and related accidents occurring in the company's workplaces. In the event of an incident, immediate reporting and necessary actions are required, along with the provision of relevant information (e.g., individuals involved, event details, photos, facilities). The Safety and Health Office is responsible for conducting investigations and analyses. The Occupational Safety and Health Committee recommends appropriate measures based on investigation results, while labor representatives participate in the investigation, analysis, and record-keeping.

The Safety and Health Office monitors corrective and preventive measures, compiles and tracks various incident statistics, and shares relevant information with responsible units and the OSH Management Promotion Committee. Based on the results, responsible units are required to propose improvement plans or convene review meetings with relevant personnel.

In 2023, the company recorded four occupational injuries among employees: two abrasions, one fracture, and one crushing injury. No occupational injuries occurred among non-employees. For the year’s major occupational incident, the Safety and Health Office followed the reporting protocol to notify labor inspection authorities within eight hours and conducted an investigation to analyze the causes and propose improvement plans. The relevant statistics are shown in the following table:

Employee Occupational Injury Statistics Over the Past Three Years

Category	Item	2021	2022	2023
Total Work Hours	Female Total Work Hours	192,260	224,864	228,144
	Male Total Work Hours	384,884	419,608	426,408
	Total Work Hours	577,144	644,472	654,552
Fatalities Due to Occupational Injuries	Female Fatalities	0	0	0
	Male Fatalities	0	0	0
	Total Fatalities	0	0	0
Severe Occupational Injuries (Excluding Fatalities)	Female Severe Injuries	0	0	0
	Male Severe Injuries	0	0	0
	Total Severe Injuries	0	0	0
Recordable Occupational Injuries (Including Fatalities & Severe Injuries)	Female Recordable Injuries	0	0	0
	Male Recordable Injuries	4	4	4
	Total Recordable Injuries	4	4	4
Fatality Rate (%)		0	0	0
Severe Injury Rate (%)		0	0	0
Recordable Injury Rate (%)		6.93	6.21	6.11

Notes:
1. Fatality Rate = (Number of Fatalities Due to Occupational Injuries / Total Work Hours) × 1,000,000.
2. Severe Injury Rate = (Severe Occupational Injuries Excluding Fatalities / Total Work Hours) × 1,000,000.
3. Recordable Injury Rate = (Recordable Occupational Injuries Including Fatalities & Severe Injuries / Total Work Hours) × 1,000,000.
4. Severe injuries are defined as those where recovery is not achieved within six months.
5. Recordable occupational injuries do not include injuries sustained during commuting.
6. The company has not experienced any fatalities or severe occupational injuries in the past three years.

Statistics of Occupational Injuries for Non-Employees Over the Past Two Years

Category	Item	2022	2023
Total Work Hours	Female Total Work Hours	4,028	4,334
	Male Total Work Hours	61,860	59,040
	Total Work Hours	65,888	63,374
Fatalities Due to Occupational Injuries	Female Fatalities	0	0
	Male Fatalities	0	0
	Total Fatalities	0	0
Severe Occupational Injuries (Excluding Fatalities)	Female Severe Injuries	0	0
	Male Severe Injuries	0	0
	Total Severe Injuries	0	0
Recordable Occupational Injuries (Including Fatalities & Severe Injuries)	Female Recordable Injuries	0	0
	Male Recordable Injuries	0	0
	Total Recordable Injuries	0	0
Fatality Rate (%)		0	0
Severe Injury Rate (%)		0	0
Recordable Injury Rate (%)		0	0

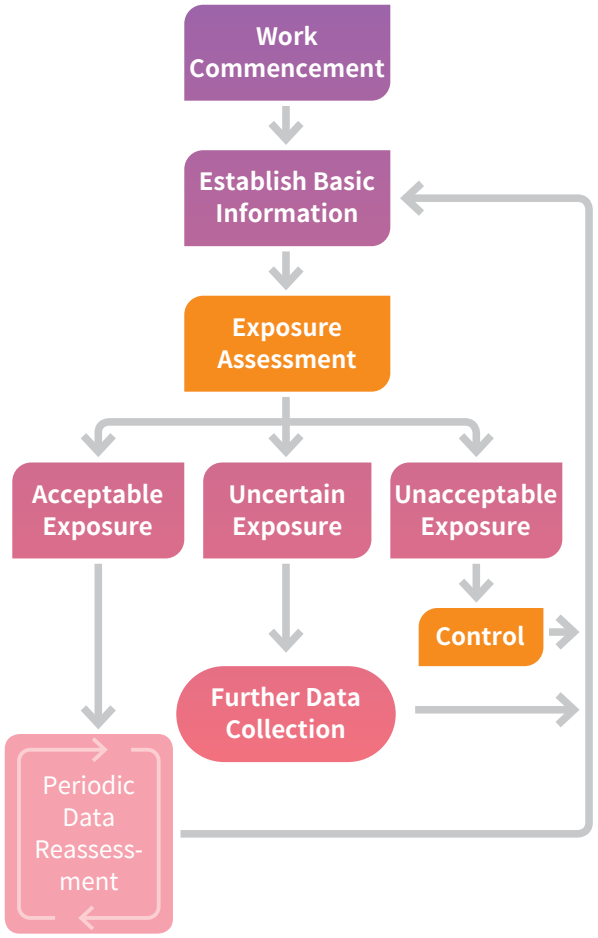
Notes:
1. Fatality Rate = (Number of Fatalities Due to Occupational Injuries / Total Work Hours) × 1,000,000.
2. Severe Injury Rate = (Severe Occupational Injuries Excluding Fatalities / Total Work Hours) × 1,000,000.
3. Recordable Injury Rate = (Recordable Occupational Injuries Including Fatalities & Severe Injuries / Total Work Hours) × 1,000,000.
4. Severe injuries are defined as those where recovery is not achieved within six months.
5. Recordable occupational injuries do not include injuries sustained during commuting.
6. The company has not experienced any fatalities or severe occupational injuries in the past two years.

To ensure employees are protected from the hazards of harmful substances in the work environment and that exposure levels comply with legal standards, while providing a healthy and comfortable workplace, the Company conducts work environment monitoring every six months as required by law and has established an operational environment monitoring procedure manual. Based on data prepared by each department, such as operational inventory and hazard identification, potential hazards in specific work areas and environmental characteristics are identified. The Occupational Safety and Health Office (OSH Office), based on preliminary review results or suggestions from on-site supervisors and employees, plans regular or ad hoc monitoring projects and implements monitoring items. Before planning monitoring projects, the OSH Office confirms any updates or changes in relevant regulations and standards according to the occupational safety regulations identification management procedures.

To prevent occupational diseases and maintain employee health, the Company conducts regular general health examinations and pre-employment physical exams according to relevant laws to care for and safeguard the health of all employees. An employee health management procedure manual has been established. According to the "Labor Health Protection Rules," new employees are notified by the Company before starting work to undergo general physical examinations at hospitals. Examination items follow the requirements specified in the "Labor Health Protection Rules." If the examination report indicates the employee is unsuitable for tasks involving specific health hazards, they cannot be employed for that particular job. For current employees, health examinations are conducted annually per the "Labor Health Protection Rules" or depending on the Company's operational needs.

The OSH Office compiles examination results and personal health notes into a health examination manual distributed to employees while appropriately managing health records. If abnormalities are found in special health examination results, corrective and preventive suggestions are proposed according to legal requirements. If an employee's health condition is deemed unsuitable for their current job, medical assistance is provided, and an on-site occupational health physician evaluates and suggests measures such as job reassignment, work location changes, reduced working hours, or other appropriate actions. For employees engaged in tasks posing particular health risks, the Company establishes health management records and implements tiered health management as required by law. In 2023, no cases of occupational diseases occurred among Company employees or non-employees.

Work Environment Monitoring Workflow Diagram

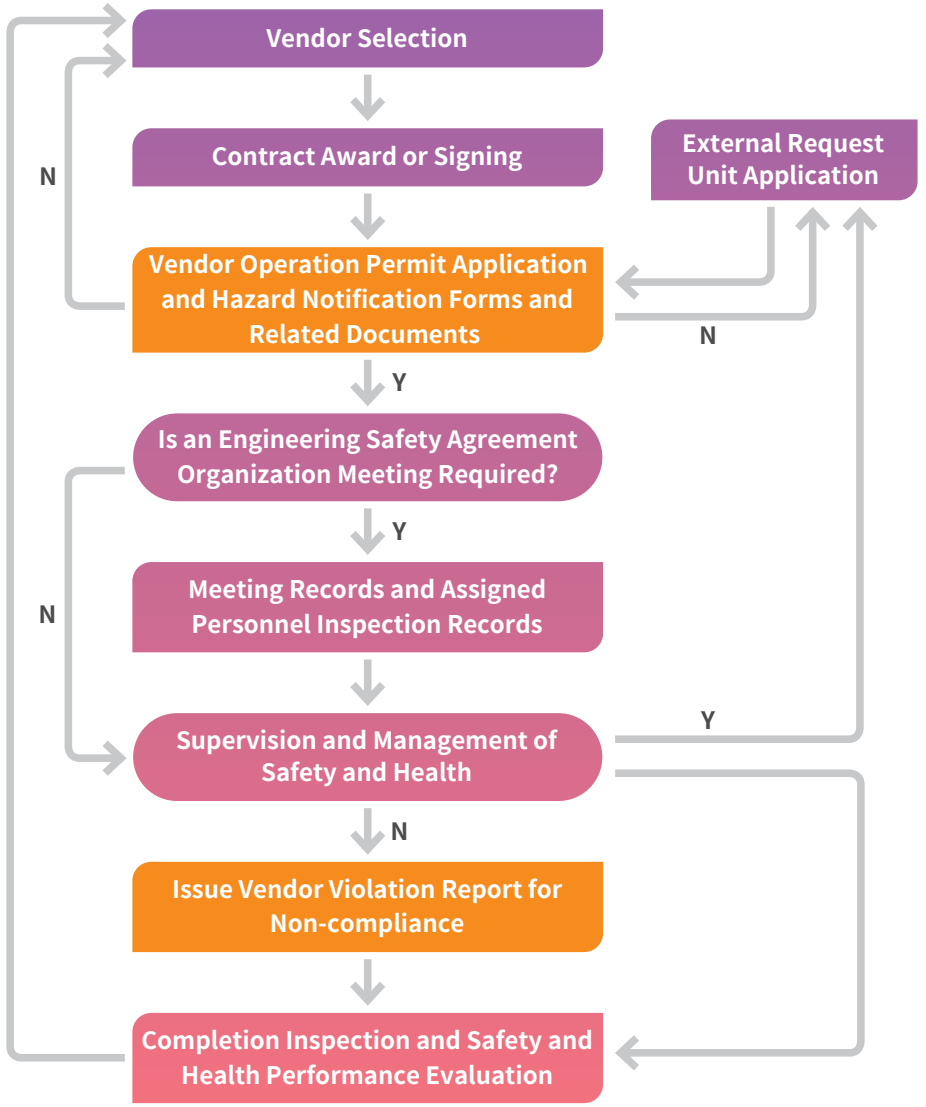


Safety Suppliers

The Company requires suppliers to comply with fundamental labor rights, corporate social responsibility, occupational safety and health management, and environmental protection. Regular supplier and contractor meetings are convened, with an annual review of occupational safety and health risks.

To implement occupational safety and health regulations and ensure the safety of personnel, equipment, and property of both the Company and its contractors, the "Supplier Safety and Health Management Procedures" is established. This applies to the headquarters, branches, and departments, except for outsourced services in printing, software development, insurance, tourism, and health checks. Customers, tenants, and suppliers entering the Company's premises for work must adhere to government occupational safety and health regulations as well as the Company's rules. Those with engineering contracts must comply with contract provisions. Contractor personnel working on Company premises must wear a temporary construction badge issued by the Company and, if required for safety, wear hard hats and harnesses. Protective equipment must meet national standards. If contractor personnel are not listed on the "Contractor Work Permit Application Form" (e.g., new or changed personnel whose details have not yet been submitted to the procurement unit for record), they must complete the registration process to obtain access. Should the tools and protective equipment used by contractors differ from the details on the "Contractor Work Permit Application and Hazard Notification Form" and pose significant risks to workplace safety and health, the procurement unit, on-site supervisor, or the safety and health office may demand an immediate halt to the work. If there is no impact on safety, the contractor must still update the details in the "Contractor Work Permit Application and Hazard Notification Form."

Contractor Safety and Health Management Workflow Diagram



6. Social Inclusion

6.1 Social Welfare

6.1 Social Welfare

As the Company's operations are located in science parks and industrial zones, the proportion of impact on community residents is minimal, and all operational activities comply with legal requirements. To mitigate the impact on community residents, the Company has outlined the following preventive and remedial measures to reduce effects on surrounding communities.

Potential Impacts of Transportation and Warehousing Operations on Communities

Impact Item	Negative Impact	Prevention/Remedial Measures
Noise Pollution	Transportation and warehousing activities often involve large trucks and heavy machinery, potentially generating high levels of noise pollution that disturb the daily lives of residents near transportation routes.	All operational vehicles are equipped with mufflers to reduce noise pollution during transportation and minimize impact on the environment and residents.
Air Pollution	Transportation and warehousing activities may emit pollutants such as carbon dioxide, nitrogen oxides, and volatile organic compounds, adversely affecting air quality and posing health risks to residents near transportation routes.	1. All vehicles undergo annual smoke emissions tests and receive environmental compliance certification. 2. All vehicles are regularly maintained by the original manufacturer to ensure proper operation and reduce pollutant emissions. 3. All vehicles use petroleum products supplied by CPC Corporation, Taiwan.
Traffic Congestion	Transportation and warehousing activities involve a large number of trucks and logistics operations, potentially causing traffic congestion and inconvenience to residents near transportation routes.	Optimize transportation routes and schedules to reduce vehicle usage, minimizing traffic congestion and community disruption.
Social Safety Risks	Transportation and warehousing activities may pose social safety risks such as traffic accidents, vehicle fires, or explosions, threatening and endangering surrounding communities.	1. Use GPS systems and conduct regular manufacturer maintenance to enhance vehicle safety monitoring, preventing accidents, fires, and explosions. 2. Provide employee safety training, educating them to follow traffic regulations and safe operating procedures. Train employees to respond promptly to emergencies to protect the safety of employees and community residents.

Science Park Logistics has long been assisting underprivileged children, actively participating in charity activities, giving back to the society and fulfilling its corporate social responsibility. The company's relevant charity activities in 2023 are as follows:

Public Welfare Activities and Contributions

Public Welfare Activity	Amount (NTD)
Taipei Parental Education Association	700,000
Evergreen Lily Elementary School, Majia Township, Pingtung County	300,000

The table below shows the certificates of appreciation received by the Company for its social welfare contributions:

Certificates of Appreciation for Social Welfare

Hsinchu City Government Certificate of Appreciation

Evergreen Lily Elementary School, Majia Township, Pingtung County

In addition, Science Park Logistics engages in initiatives such as "Industry-Academia Collaboration," "Community Harmony," and "Social Welfare" to promote the synergy between academia and industry, enhance community harmony, and support underprivileged groups, reflecting the Company's responsibility and commitment.

Industry-Academia Collaboration

Provides on-site internship opportunities and observational visits for students majoring in International Trade and Logistics at universities.

Community Harmony

Participates in the Zhongyuan Festival worship rituals with tenants and holds annual contractor meetings.

Social Welfare

The Employee Welfare Committee established a volunteer society to host social welfare activities, sponsored the performance event "Never Left" at Evergreen Lily Elementary School, Majia Township, Pingtung County, in 2023, and conducted visits to and provided care for schools in rural areas.

7. Appendix

Appendix I: GRI Sustainability Reporting Standards (GRI Standards) Table
Appendix II: Sustainability Accounting Standards Board, SASB Index
Appendix III: Company Climate-Related Information

Appendix I: GRI Sustainability Reporting Standards (GRI Standards) Table

Statement of use	Science Park Logistics Co., Ltd. has reported in accordance with the GRI Standards for the period of January 1, 2023 through December 31, 2023. Data is referenced according to the GRI Content index.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Industry Guidelines	N/A

GRI Standard	GRI Code	GRI Code	Corresponding Chapter	Page Nr.	Omissions & Remarks
1. The Organization and its Reporting Practices					
GRI 2: General Disclosures 2021	2-1	Organizational details	2.2 Introduction to Science Park Logistics	37	
	2-2	Entities included in the organization's sustainability reporting	About this Report	2	
	2-3	Reporting period, frequency and contact point	About this Report	2	
	2-4	Restatements of information	About this Report	2	
	2-5	External assurance / confirmation	About this Report	2	
2. Activities and Workers					
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	2.2 Introduction to Science Park Logistics	37	
	2-7	Employees	5.2 Overview of Human Resources	102	
	2-8	Workers who are not employees	5.2 Overview of Human Resources	102	
3. Governance					
GRI 2: General Disclosures 2021	2-9	Governance Structure and composition	2.3 Governance Strategy	45	
	2-10	Nomination and selection of the highest governance body	2.3 Governance Strategy	45	
	2-11	Chair of the highest governance body	2.3 Governance Strategy	45	
	2-12	Role of the highest governance body in overseeing the management of impacts	-	-	N/A
	2-13	Delegation of responsibility for managing impacts	-	-	N/A
	2-14	Role of the highest governance body in sustainability reporting	1.1 Sustainability Strategy	7	
	2-15	Conflicts of interest	2.3 Governance Strategy	45	
	2-16	Communication of critical concerns	2.3 Governance Strategy	45	
	2-17	Collective knowledge of the highest governance body	2.3 Governance Strategy	45	
	2-18	Evaluation of the performance of the highest governance body	-	-	N/A

GRI Standard	GRI Code	GRI Code	Corresponding Chapter	Page Nr.	Omissions & Remarks
GRI 2: General Disclosures 2021	2-19	Remuneration policies	-	-	N/A
	2-20	Process to determine remuneration	-	-	N/A
	2-21	Annual total compensation ratio	-	-	N/A
4. Strategy, Policies and Practices					
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	A Word from the Chairperson	3	
	2-23	Policy commitments	2.3 Governance Strategy	45	
	2-24	Embedding policy commitments	2.5 Compliance with Regulations	54	
	2-25	Processes to remediate negative impacts	2.5 Compliance with Regulations	54	
	2-26	Mechanisms for seeking advice and raising concerns	2.5 Compliance with Regulations	54	
	2-27	Compliance with laws and regulations	2.5 Compliance with Regulations	54	
	2-28	Membership associations	2.2 Introduction to Science Park Logistics	37	
5. Stakeholder Engagement					
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	1.2 Identification and Communication with Stakeholders	7	
	2-30	Collective bargaining agreements	-	-	Company has not signed group agreement with employees
Topic-specific disclosures: 200 Series (Economic Themes)					
Market Presence					
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	5.3 Employee Care and Welfare	106	
	202-2	Proportion of senior management hired from the local community	5.2 Overview of Human Resources	102	
Indirect Economic Impacts					
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	6.1 Social Welfare	129	
	203-2	Significant indirect economic impacts	6.1 Social Welfare	129	
Procurement Practices					
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	3.4 Supply Chain Management Strategy	78	
Anti-competitive Behavior					
GRI 206 Anti-Competitive Behavior Topic Revealed 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.5 Compliance with Regulations	54	No anti-competitive, anti-trust, monopoly or other legal proceedings in 2022

GRI Standard	GRI Code	GRI Code	Corresponding Chapter	Page Nr.	Omissions & Remarks
Tax					
GRI 207: Tax 2019 Management Approach Disclosures	207-1	Approach to tax	2.4 Operating Results and Performance	52	
	207-2	Tax governance, control and risk management	2.4 Operating Results and Performance	52	
	207-3	Stakeholder engagement and management of concerns related to tax	2.4 Operating Results and Performance	52	
GRI 207 Tax Topics Revealed 2019	207-4	Country-by-country reporting	-	-	No country-by-country reporting used
Topic-Specific Guidelines: 300 Series (Environmental Topics)					
Materials					
GRI 301: Material 2016 Topic-specific Disclosures	301-1	Materials used by weight or volume	4.4 Environmental Pollution Prevention	93	
	301-2	Recycled input materials used	-	-	Company does not recycle materials
	301-3	Reclaimed products and their packaging materials	-	-	Company does not recycle materials
Water and Effluents					
GRI 303: Water and Effluents 2018 (Management approach disclosures)	303-1	Interactions with water as a shared resource	4.3 Water Resources	91	
	303-2	Management of water discharge-related impacts	4.3 Water Resources	91	
GRI 303: Water and Effluents 2018 Topic-specific Disclosures	303-3	Water withdrawal	4.3 Water Resources	91	
	303-4	Water discharge	4.3 Water Resources	91	
	303-5	Water consumption	4.3 Water Resources	91	
Biodiversity					
GRI 304: Biodiversity 2016 Topic-specific Disclosures	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	-	-
	304-2	Significant impacts of activities, products, and services on biodiversity	-	-	-
	304-3	Habitats protected or restored	-	-	-
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	-	-
Waste					
GRI 306: Waste 2020 Management-specific Disclosures	306-1	Waste generation and significant waste-related impacts	4.4 Environmental Pollution Prevention	93	
	306-2	Management of significant waste-related impacts	4.4 Environmental Pollution Prevention	93	

GRI Standard	GRI Code	GRI Code	Corresponding Chapter	Page Nr.	Omissions & Remarks
GRI 306: Waste 2020 Topic-specific Disclosures	306-3	Waste generated	4.4 Environmental Pollution Prevention	93	
	306-4	Waste diverted from disposal	4.4 Environmental Pollution Prevention	93	
	306-5	Waste directed to disposal	4.4 Environmental Pollution Prevention	93	
GRI 306: Effluents and Waste 2016 Topic-specific Disclosures	306-3	Significant spills	-	-	Company did not receive financial assistance from the Government
Supplier Environmental Assessment					
GRI 308: Supplier Environmental Assessment 2016 Topic-specific Disclosures	308-1	New suppliers that were screened using environmental criteria	3.4 Supply Chain Management Strategy	78	
	308-2	Negative environmental impacts in the supply chain and actions taken	3.4 Supply Chain Management Strategy	78	
Topic-Specific Guidelines: 400 Series (Social Themes)					
Labor Relations					
GRI 402: Labor Relations 2016 Topic-specific Disclosures	402-1	Minimum notice periods regarding operational changes	5.2 Overview of Human Resources	102	
Employee Diversity and Equal Opportunity					
GRI 405: Employee Diversity and Equal Opportunity 2016 Topic-specific Disclosures	405-1	Diversity of governance bodies and employees	5.2 Overview of Human Resources	102	
	405-2	Ratio of basic salary and remuneration of women to men	-	-	-
Non-discrimination					
GRI 406: Non-Discrimination 2016 Topic-specific Disclosures	406-1	Incidents of discrimination and corrective actions taken	2.5 Compliance with Regulations	54	
Freedom of Association and Group Consultation					
GRI 407: Freedom of Association and Group Consultation 2016 Topic-specific Disclosures	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	5.3 Employee Care and Welfare	106	The Company has not violated freedom of association and collective bargaining rights.
Child Labor					
GRI 408: Child Labor 2016 Topic-specific Disclosures	408-1	Operations and suppliers at significant risk for incidents of child labor	2.5 Compliance with Regulations	54	

GRI Standard	GRI Code	GRI Code	Corresponding Chapter	Page Nr.	Omissions & Remarks
Forced or Compulsory Labor					
GRI 409: Forced or Compulsory Labor 2016 Topic-specific Disclosures	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2.5 Compliance with Regulations	54	
Security Practices					
GRI 410: Security Practices 2016 Topic-specific Disclosures	410-1	Security personnel trained in human rights policies or procedures	5.4 Talent Development	110	
Rights of Indigenous Peoples					
GRI 411: Rights of Indigenous Peoples 2016 Topic-specific Disclosures	411-1	Incidents of violations involving rights of indigenous peoples	5.2 Overview of Human Resources	102	
Local Communities					
GRI 413: Local Communities 2016 Topic-specific Disclosures	413-1	Operations with local community engagement, impact assessments, and development programs	6.1 Social Welfare	129	
	413-2	Operations with significant actual and potential negative impacts on local communities	6.1 Social Welfare	129	
Supplier Social Assessment					
GRI 414: Supplier Social Assessment 2016 Topic-specific Disclosures	414-1	New suppliers that were screened using social criteria	3.4 Supply Chain Management Strategy	78	
	414-2	Negative social impacts in the supply chain and actions taken	3.4 Supply Chain Management Strategy	78	
Public Policy					
GRI 415: Public Policy 2016 Topic-specific Disclosures	415-1	Political contributions	-	-	-
Marketing and Labeling					
GRI 417: Marketing and Labeling 2016 Topic-specific Disclosures	417-1	Requirements for product and service information and labeling	3.2 Service Quality Policy	73	
	417-2	Incidents of non-compliance concerning product and service information and labeling	3.2 Service Quality Policy	73	
	417-3	Incidents of non-compliance concerning marketing communications	3.2 Service Quality Policy	73	
Customer Privacy					
GRI 418: Customer Privacy 2016 Topic-specific Disclosures	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.3 Customer Relations and Services	75	

Material Topics

GRIGRI Code	Issue	Industry Code	GRI Code	GRI Disclosure	Corresponding Chapter	Page Nr.	Omissions & Remarks
GRI 3：Material Topics 2021	Management policy	-	3-1	Process to determine material topics	1.3 Identification of Material Topics	10	
GRI 3：Material Topics2021	Management policy		3-2	List of material topics	1.3 Identification of Material Topics	10	
Material Topic: Economic Performance							
GRI 3：Material Topics 2021	Management policy		3-3	Management of material topics	2.1 Management Policies	24	
GRI 201	Economic Performance 2016		201-1	Direct economic value generated and distributed	2.4 Operating Results and Performance	52	
			201-2	Financial implications and other risks and opportunities due to climate change	2.6 Climate Change Financial Risks	57	
			201-3	Defined benefit plan obligations and other retirement plans	5.3 Employee Care and Welfare	106	
			201-4	Financial assistance received from government	-	-	Company has not received financial assistance from the Government
Material Topic: Anti-corruption							
GRI 3：Material Topics 2021	Management policy		3-3	Management of material topics	2.1 Management Policies	24	
GRI 205	Anti-Corruption 2016 Topic-specific disclosures		205-1	Operations assessed for risks related to corruption	2.5 Compliance with Regulations	54	
			205-2	Communication and training about anti-corruption policies and procedures	2.5 Compliance with Regulations	54	
			205-3	Confirmed incidents of corruption and actions taken	2.5 Compliance with Regulations	54	
Material Topic: Customer Health and Safety							
GRI 3：Material Topics 2021	Management policy		3-3	Management of material topics	3.1 Management Policies	66	
GRI 416	Customer Health and Safety 2016 Topic-specific Disclosures		416-1	Assessment of the health and safety impacts of product and service categories	3.2 Service Quality Policy	73	
			416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.2 Service Quality Policy	73	

GRIGRI Code	Issue	Industry Code	GRI Code	GRI Disclosure	Corresponding Chapter	Page Nr.	Omissions & Remarks
Material Topic: Emission							
GRI 3：Material Topics 2021	Management policy		3-3	Management of material topics	4.1 Management Policy	82	
GRI 305	Emissions 2016 Topic-specific Disclosures		305-1	Direct (Scope 1) GHG emissions	4.2 Energy Conservation and Carbon Reduction	88	
			305-2	Energy indirect (Scope 2) GHG emissions	4.2 Energy Conservation and Carbon Reduction	88	
			305-3	Other indirect (Scope 3) GHG emissions	4.2 Energy Conservation and Carbon Reduction	88	
			305-4	GHG emissions intensity	4.2 Energy Conservation and Carbon Reduction	88	
			305-5	Reduction of GHG emissions	4.2 Energy Conservation and Carbon Reduction	88	
			305-6	Emissions of ozone-depleting substances (ODS)	4.2 Energy Conservation and Carbon Reduction	88	
			305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	4.2 Energy Conservation and Carbon Reduction	88	
Material Topic Energy							
GRI 3：Material Topics 2021	Management policy		3-3	Management of material topics	4.1 Management Policy	82	
GRI 302	Energy 2016 Topic-specific Disclosures		302-1	Energy consumption within the organization	4.2 Energy Conservation and Carbon Reduction	88	
			302-2	Energy consumption outside of the organization	4.2 Energy Conservation and Carbon Reduction	88	
			302-3	Energy intensity	4.2 Energy Conservation and Carbon Reduction	88	
			302-4	Reduction of energy consumption	4.2 Energy Conservation and Carbon Reduction	88	
			302-5	Reductions in energy requirements of products and services	4.2 Energy Conservation and Carbon Reduction	88	
Material Topic: Training and Education							
GRI 3：Material Topics 2021	Management policy		3-3	Management of material topics	5.1 Management Policy	95	

GRIGRI Code	Issue	Industry Code	GRI Code	GRI Disclosure	Corresponding Chapter	Page Nr.	Omissions & Remarks
GRI 404	Training and Education Topic-specific Disclosures 2016		404-1	Average hours of training per year per employee	5.4 Talent Development	110	
			404-2	Programs for upgrading employee skills and transition assistance programs	5.4 Talent Development	110	
			404-3	Percentage of employees receiving regular performance and career development reviews	5.4 Talent Development	110	
Material Topic: Occupational Safety and Health							
GRI 3：Material Topics 2021	Management policy		3-3	Management of material topics	5.1 Management Policy	95	
GRI 403	Occupational Safety and Health 2018 Management-specific Disclosures		403-1	Occupational health and safety management system	5.5 Occupational Safety and Health Strategy	112	
			403-2	Hazard identification, risk assessment, and incident investigation	5.5 Occupational Safety and Health Strategy	112	
			403-3	Occupational health services	5.5 Occupational Safety and Health Strategy	112	
			403-4	Worker participation, consultation, and communication on occupational health and safety	5.5 Occupational Safety and Health Strategy	112	
			403-5	Worker training on occupational health and safety	5.5 Occupational Safety and Health Strategy	112	
			403-6	Promotion of worker health	5.5 Occupational Safety and Health Strategy	112	
			403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.5 Occupational Safety and Health Strategy	112	
	Occupational Safety and Health 2018 Topic-specific Disclosures		403-8	Workers covered by an occupational health and safety management system	5.5 Occupational Safety and Health Strategy	112	
			403-9	Work-related injuries	5.5 Occupational Safety and Health Strategy	112	
			403-10	Work-related ill health	5.5 Occupational Safety and Health Strategy	112	
Material Topic: Employment Relations							
GRI 3：Material Topics 2021	Management policy		3-3	Management of material topics	5.1 Management Policy	95	

GRIGRI Code	Issue	Industry Code	GRI Code	GRI Disclosure	Corresponding Chapter	Page Nr.	Omissions & Remarks
GRI 401	Employment 2016 Topic-specific Disclosures		401-1	New employee hires and employee turnover	5.2 Overview of Human Resources	102	
			401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.3 Employee Care and Welfare	106	
			401-3	Parental leave	5.3 Employee Care and Welfare	106	

Customized Material Topics	GRI Code	GRI Disclosure	Corresponding Chapter	Page Nr.	Omissions & Remarks
* Information Security					
GRI 3 Information Security Policy	3-3	Management of material topics	3.1 Management Policies	66	
*Customer Service Management					
GRI 3 Customer Service Management Policy	3-3	Management of material topics	3.1 Management Policies	66	
*Risk Management					
GRI 3 Risk Management Policy	3-3	Management of material topics	2.1 Management Policies	24	
*Integrity Management					
GRI 3 Integrity Management Policy	3-3	Management of material topics	2.1 Management Policies	24	
*Air Pollution					
GRI 3 Air Pollution Policy	3-3	Management of material topics	4.1 Management Policy	82	

Appendix II: Sustainability Accounting Standards Board, SASB Index

Industry Category: Transportation - Road Transportation					
Topic	**Code**	**Accounting Metric**	**2023 Disclosure**	**Chapter and Section**	**Page**
Greenhouse Gas Emissions	TR-RO-110a.1	Gross global Scope 1 emissions	2023 Scope 1 emissions: 2,064.12 (metric tons CO_2e)	4.2 Energy Conservation and Carbon Reduction	88
	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	The Company's greenhouse gas emissions have been inventoried since 2022. ■【Short-term Goals】Establish the Company's baseline year within three years. ■【Mid-Term Goals】Reduce greenhouse gas emissions by 10% before 2030. ■【Long-Term Goals】Ensure compliance with greenhouse gas regulations at all operational sites by 2050.	4.1 Management Policy	85
	TR-RO-110a.3	(1) Total fuel consumed, (2) percentage natural gas, (3) percentage renewable	(1) Total fuel consumed: 0% (2) Percentage of natural gas: 0% (3) Percentage of renewable energy: 0%	4.2 Energy Conservation and Carbon Reduction	88
Air Quality	TR-RO-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N_2O), (2) SOx, and (3) particulate matter (PM10)	(1) NOx (excluding N_2O): None (2) SOx: None (3) Particulate matter (PM10): None	4.2 Energy Conservation and Carbon Reduction	88
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	(1) Total recordable incident rate (TRIR): 6.11% (2) Fatality rate: 0%	5.5 Occupational Safety and Health Strategy	112
	TR-RO-320a.2	All employees' (1) Voluntary and (2) involuntary turnover rate for all employees	All employees' (1) Voluntary turnover rate: 10.38% (2) Involuntary turnover rate: 0%	5.2 Overview of Human Resources	102
	TR-RO-320a.3	Description of approach to managing short-term and long-term driver health risks	The Company ensures driver health risks through the following measures: (1) Pre-trip mental condition assessment (including alcohol testing, etc.). (2) Annual training at the Motor Vehicles Office and maintenance workshops. (3) GPS online monitoring. Vehicles are equipped with an active collision avoidance system.	2.6 Climate Change Financial Risks	57
Accident & Safety Management	TR-RO-540a.1	Number of road accidents and incidents	(1) Number of traffic accidents: 17 cases (2) Number of incidents: 4 cases	5.5 Occupational Safety and Health Strategy	112
	TR-RO-540a.2	Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-of-Service Compliance, (3) Driver Fitness,	(1) Unsafe Driving: No unsafe driving incidents occurred in the Company, 0% (2) Hours-of-Service Compliance: The Company's working hours fully comply with legal regulations, compliance rate 100% (3) Driver Fitness: 100% (4) Controlled Substances/Alcohol: The Company's fleet drivers are strictly prohibited from consuming any substances/alcohol during work tasks and fully comply with legal regulations, compliance rate 100%	4.2 Energy Conservation and Carbon Reduction 5.1 Management Policy 5.5 Occupational Safety and Health Strategy	88 95 112

Industry Category: Transportation - Road Transportation					
Topic	**Code**	**Accounting Metric**	**2023 Disclosure**	**Chapter and Section**	**Page**
Accident & Safety Management	TR-RO-540a.2	(4) Controlled Substances/Alcohol, (5) Vehicle Maintenance, and (6) Hazardous Materials Compliance	(5) Vehicle Maintenance: The Company's fleet vehicles are well-maintained during work tasks and fully comply with legal regulations, compliance rate 100% (6) Hazardous Materials Compliance: 100%	-	-
	TR-RO-540a.3	(1) Number and aggregate volume of spills and releases to the environment	The company had no leakage or release of harmful substances in 2023.	4.4 Environmental Pollution Prevention	93

Key Performance Indicators (KPIs)	Code	Measuring Unit	2023 Disclosure
Revenue per Ton-Mile (RTM)	TR-RO-000.A	RTM	The Company dispatches dedicated vehicles based on vehicle type/model, and not every trip records the transported weight; therefore, statistics are unavailable.
Freight Load Factor	TR-RO-000.B	Quantity	The Company dispatches dedicated vehicles based on vehicle type/model, and not every trip records the transported weight; therefore, statistics are unavailable.
Number of Employees, Number of Truck Drivers	TR-RO-000.C	Quantity	(1) Number of Employees: 366 (2) Number of Truck Drivers: 30

Appendix III: Company Climate-Related Information

Item	Chapter and Section	Page Nr.
1. Explanation of the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	2.3 Governance Strategy	45
2. Explanation of how identified climate risks and opportunities impact the company's business, strategy, and financials (short-term, mid-term, long-term).	2.6 Climate Change Financial Risks	57
3. Explanation of the financial impact of extreme climate events and transition actions.	2.6 Climate Change Financial Risks	57
4. Explanation of how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	2.6 Climate Change Financial Risks	57
5. If scenario analysis is used to assess resilience to climate change risks, an explanation of the scenarios, parameters, assumptions, analytical factors, and key financial impacts should be provided.	-	-
6. If a transition plan to manage climate-related risks exists, explain the plan's content and the indicators and targets used to identify and manage physical and transition risks.	-	-
7. If internal carbon pricing is used as a planning tool, explain the basis for price setting. -	-	-
8. If climate-related targets are set, explain the covered activities, greenhouse gas emission scopes, planning periods, annual progress, and whether carbon offsets or Renewable Energy Certificates (RECs) are used to meet targets. Specify the source and quantity of offsets or RECs. -	-	-
9. Greenhouse gas inventory and assurance situation with reduction targets, strategies, and specific action plans (further detailed in 1-1 and 1-2).	1-1 Greenhouse Gas Inventory and Assurance 1-2 Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans	143 144

1-1 Recent Two-Year Greenhouse Gas Inventory and Assurance Status

1-1-1 Greenhouse Gas Inventory Information

Explanation of the greenhouse gas emissions (tons CO2e), intensity (tons CO2e/million NTD), and data coverage for the most recent two years.

		2022		2023	
		Emissions (tons CO_2e)	Intensity (tons CO_2e/revenue in million NTD)	Emissions (tons CO_2e)	Intensity (tons CO_2e/revenue in million NTD)
Parent Company	Scope 1: Direct GHG Emissions	2,348.28		2,064.12	
	Scope 2: Indirect GHG Emissions	4,015.42		3,645.17	
	Scope 3: Other Indirect GHG Emissions	1,544.20		2,017.27	
	Subtotal	7,907.90		7,726.56	
Subsidiaries in Consolidated Financial Reports	Scope 1: Direct GHG Emissions	-		-	
	Scope 2: Indirect GHG Emissions	-		-	
	Scope 3: Other Indirect GHG Emissions	-		-	
	Subtotal	-		-	
Total		7,907.90	5.67	7,726.56	5.33

Notes:
1. Direct emissions (Scope 1: Emissions directly from sources owned or controlled by the company), Energy indirect emissions (Scope 2: Indirect greenhouse gas emissions resulting from imported electricity, heat, or steam), and Other indirect emissions (Scope 3: Emissions generated by the company's activities but from sources owned or controlled by other entities.)
2. Scope 1 and Scope 2 data coverage must be prepared according to the schedule specified in Article 4-1, Paragraph 2 of the "Regulations Governing the Preparation and Submission of Sustainability Reports by TPEx-Listed Companies" issued by the Taipei Exchange (TPEx). Scope 3 information may be disclosed voluntarily.
3. GHG Inventory Standards: The Greenhouse Gas Protocol (GHG Protocol) or the ISO 14064-1 standard issued by the International Organization for Standardization (ISO).
4. GHG emissions intensity may be calculated per unit of product/service or revenue. However, figures based on revenue (million NTD) must be disclosed at a minimum.

1-1-2 Greenhouse Gas Assurance Information

Explanation of the assurance status for the most recent two years, including assurance scope, assurance institution, assurance standards, and assurance opinions.

Since 2022, Science Park Logistics has conducted a voluntary greenhouse gas inventory in accordance with the ISO 14064-1:2018 greenhouse gas accounting standards without third-party verification. The Company continues to carry out annual greenhouse gas inventories, meeting the short-term goals set by the Company and will continue managing emission-related issues in the future.

Notes:
1. This should be conducted in accordance with the schedule specified in Article 4-1, Paragraph 3 of the "Regulations Governing the Preparation and Submission of Sustainability Reports by TPEx-Listed Companies."
2. The assurance institution should comply with the relevant regulations set by the Taiwan Stock Exchange Corporation and the Taipei Exchange regarding sustainability report assurance institutions.

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

Description of the baseline year and its data, reduction goals, strategies, specific action plans, and the achievement status of the reduction goals.

Greenhouse Gas Reduction Strategy

Since the baseline year has not yet been established and the company's greenhouse gas inventory data is insufficient for performance evaluation, the Company will continue to conduct greenhouse gas inventories annually in line with the established short-term goals. Moving forward, the Company will continue managing emission issues. The current strategy is to establish a baseline year within three years, review overall carbon reduction performance annually, and develop emission reduction strategies. In 2023, a carbon inventory was conducted to understand the site's carbon emissions and intensity, and high-emission equipment will be gradually improved to ensure the achievement of future net-zero emissions goals.

Greenhouse Gas Reduction Goals

The Company has conducted greenhouse gas inventories since 2022, with the following targets:
[Short-Term Goals] Completion of the Company's baseline year within three years.
[Mid-Term Goals] A 10% reduction in greenhouse gas emissions by 2030.
[Long-Term Goals] Compliance with greenhouse gas regulations across all operational sites by 2050.

Additional energy-saving and carbon reduction goals are as follows:：

Short-Term Goals	Mid-Term Goals	Long-Term Goals
1. Existing generators at HSP/STSP to address power shortages. 2. Assess the feasibility of installing independent meters. 3. Lighting management: Gradual replacement of LED energy-saving lamps to achieve 5% coverage across the Company. 4. Adjust air conditioning settings to reduce energy consumption.	1. Gradual installation of independent meters to review and improve high-energy-consuming equipment and propose solutions. 2. Evaluate the feasibility of energy storage systems. 3. Lighting management: Gradual replacement of LED energy-saving lamps to achieve 25% coverage across the Company. 4. Manage and reduce greenhouse gas emissions in line with national reduction policies. 5. Maintain zero pollution emissions.	1. Full installation of independent meters to reduce power consumption of high-energy-consuming equipment by 50%. 2. Gradual installation of energy storage systems. 3. Lighting management: Gradual replacement of LED energy-saving lamps to achieve 90% coverage across the Company. 4. Achieve net-zero emissions by 2050 in line with government policies. 5. Maintain zero pollution emissions.

2023 Reduction Achievement Status

- Compared to 2022, the electricity consumption in 2023 decreased by 0.6%, and diesel consumption decreased by 13.39%, mainly due to the adjustment of dispatch schedules. However, gasoline consumption increased by 4.3%, primarily due to the addition of new operational sites, leading to an increased demand for company vehicles.
- By increasing the air conditioning temperature settings in offices, it is estimated that 241,891 kWh/year and 870,811 MJ/year can be saved.
- By replacing old air conditioners with inverter models, it is estimated that 7,771 kWh/year and 27,976 MJ/year can be saved.

Notes:
1. The timeline should comply with the provisions set forth in Article 4-1, Paragraph 4 of this operational procedure.
2. The baseline year should be the year in which the inventory is completed based on the consolidated financial report boundary. For example, companies with capital of more than NT$10 billion are required to complete the inventory of the 2024 consolidated financial report by 2025 in accordance with Article 4-1, Paragraph 2 of this operational procedure. Therefore, the baseline year would be 2024. If the company completes the inventory of the consolidated financial report earlier, the earlier year can be used as the baseline year. The baseline year's data can be calculated based on a single year or an average of multiple years.

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